Results of the 2012 NRMP Program Director Survey
Requests for permission to use these data as well as questions about the content of this publication or the National Resident Matching Program data and reports may be directed to Mei Liang, Director of Research, NRMP, at mliang@nrmp.org.

Questions about the NRMP should be directed to Mona Signer, Executive Director, NRMP, at msigner@nrmp.org.

Suggested Citation

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The National Resident Matching Program (NRMP) conducted a survey of the directors of all programs participating in the 2012 Main Residency Match℠. The primary purpose of the survey was to shed light on the factors that program directors use in both (1) selecting applicants to interview and (2) ranking applicants for The Match.

The survey was fielded during the 19 days between the rank order list deadline and Match Week so that program match outcomes would not influence respondents' answers.

The survey solicited information on:

- the number of applications received, screened, and reviewed, as well as the number of applicants interviewed and ranked
- the percentage of interview slots offered prior to the November 1 release date of the Medical Student Performance Evaluation (MSPE/Dean's Letter)
- whether the program typically interviews and ranks specific applicant groups
- the use of test scores in considering which applicants to interview, and
- the factors used for both interview selection and for ranking applicants.

The overall response rate for all specialties in this report was 44.8 percent. Transitional Year and 21 specialties with 10 or more responses are included in this report. Their response rates are listed in the table below. Response rates for those specialties ranged from a high of 66.1 percent for Physical Medicine and Rehabilitation to a low of 30.9 for General Surgery.

Numbers of responses are presented in most of the graphs. Some graphs use data from multiple survey questions. In those cases, different N's are listed. Numbers of applicants ranked and positions in the Match are extracted from the NRMP database. Graphs are suppressed for specialties with less than five responses.

This report presents results by specialty on selected items from the survey. The NRMP hopes that program directors, medical school officials, and applicants find these data useful as they prepare for and participate in The Match.

The NRMP's data reporting and research activities are guided by its Data Release and Research Committee. NRMP data and reports can be found at: www.nrmp.org/data/.

<table>
<thead>
<tr>
<th>Specialty</th>
<th>Surveys Sent</th>
<th>Number Responding</th>
<th>Response Rate</th>
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</thead>
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<td>191</td>
<td>88</td>
<td>46.1%</td>
</tr>
<tr>
<td>Child Neurology</td>
<td>104</td>
<td>46</td>
<td>44.2%</td>
</tr>
<tr>
<td>Dermatology</td>
<td>117</td>
<td>53</td>
<td>45.3%</td>
</tr>
<tr>
<td>Emergency Medicine</td>
<td>153</td>
<td>98</td>
<td>64.1%</td>
</tr>
<tr>
<td>Family Medicine</td>
<td>451</td>
<td>235</td>
<td>52.1%</td>
</tr>
<tr>
<td>General Surgery</td>
<td>530</td>
<td>164</td>
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<td>Internal Medicine</td>
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<td>Internal Medicine/Pediatrics</td>
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<td>46.1%</td>
</tr>
<tr>
<td>Neurological Surgery</td>
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<td>42.9%</td>
</tr>
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<td>Neurology</td>
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<td>41.5%</td>
</tr>
<tr>
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<td>45.0%</td>
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<td>Transitional Year</td>
<td>110</td>
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<td>Vascular Surgery</td>
<td>35</td>
<td>13</td>
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<tr>
<td>All others</td>
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<td>37</td>
<td>29.1%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>4,371</strong></td>
<td><strong>1,960</strong></td>
<td><strong>44.8%</strong></td>
</tr>
</tbody>
</table>
All Specialties Combined
Figure 1
All Specialties
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

- USMLE/COMLEX Step 1 score: 82%
- Letters of recommendation in the specialty: 81%
- Personal Statement: 77%
- Grades in required clerkships: 71%
- USMLE/COMLEX Step 2 score: 70%
- Grades in clerkship in desired specialty: 69%
- Graduate of U.S. allopathic medical school: 69%
- Medical Student Performance Evaluation (MSPE/Dean’s Letter): 68%
- Class ranking/quartile: 67%
- Gaps in medical education: 67%
- Personal prior knowledge of the applicant: 63%
- Perceived commitment to specialty: 63%
- Honors in clinical clerkships: 62%
- Applicant was flagged with Match violation by the NRMP: 62%
- Volunteer/extracurricular experiences: 61%
- Other life experience: 61%
- Honors in clerkship in desired specialty: 61%
- Consistency of grades: 60%
- Audition elective/rotation within your department: 60%

N=1,666
Figure 1
All Specialties
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview
(continued)

- Evidence of professionalism and ethics: 55%
- Interpersonal skills: 55%
- Perceived interest in program: 54%
- Graduate of highly regarded U.S. medical school: 53%
- Leadership qualities: 53%
- Alpha Omega Alpha (AOA) membership: 51%
- Demonstrated involvement and interest in research: 51%
- Feedback from current residents: 50%
- Visa status*: 49%
- Honors in basic sciences: 45%
- Fluency in language spoken by your patient population: 36%
- Interest in academic career: 34%
- Away rotation in your specialty at another institution: 28%
- USMLE/COMLEX Step 3 score*: 27%
- Other post-interview contact: 23%
- Gold Society membership: 23%

N=1,666

* International Medical Graduates only
Figure 2
Mean Importance Ratings* of Factors in Ranking Applicants

*Ratings on a scale from 1 (not at all important) to 5 (very important).

- Applicant was flagged with Match violation by the NRMP: 4.8
- Interactions with faculty during interview and visit: 4.7
- Interpersonal skills: 4.7
- Interactions with housestaff during interview and visit: 4.6
- Feedback from current residents: 4.5
- Evidence of professionalism and ethics: 4.5
- Grades in clerkship in desired specialty: 4.2
- Perceived commitment to specialty: 4.2
- Letters of recommendation in the specialty: 4.2
- Graduate of U.S. allopathic medical school: 4.1
- USMLE/COMLEX Step 1 score: 4.1
- Leadership qualities: 4.1
- Honors in clerkship in desired specialty: 4.0
- Gaps in medical education: 4.0
- Grades in required clerkships: 4.0
- USMLE/COMLEX Step 2 score: 4.0
- Honors in clinical clerkships: 3.9
- Class ranking/quartile: 3.9
- Medical Student Performance Evaluation (MSPE/Dean's Letter): 3.8
- Personal prior knowledge of the applicant: 3.8

N=1,666
### Mean Importance Ratings* of Factors in Ranking Applicants

*Ratings on a scale from 1 (not at all important) to 5 (very important).

** International Medical Graduates only

<table>
<thead>
<tr>
<th>Factor</th>
<th>Rating</th>
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</thead>
<tbody>
<tr>
<td>Consistency of grades</td>
<td>3.8</td>
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<tr>
<td>Perceived interest in program</td>
<td>3.7</td>
</tr>
<tr>
<td>Visa status**</td>
<td>3.7</td>
</tr>
<tr>
<td>Audition elective/rotation within your department</td>
<td>3.7</td>
</tr>
<tr>
<td>Graduate of highly regarded U.S. medical school</td>
<td>3.6</td>
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<tr>
<td>Alpha Omega Alpha (AOA) membership</td>
<td>3.4</td>
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<tr>
<td>Fluency in language spoken by your patient population</td>
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<tr>
<td>Personal Statement</td>
<td>3.3</td>
</tr>
<tr>
<td>Other life experience</td>
<td>3.2</td>
</tr>
<tr>
<td>Demonstrated involvement and interest in research</td>
<td>3.1</td>
</tr>
<tr>
<td>Honors in basic sciences</td>
<td>3.0</td>
</tr>
<tr>
<td>Volunteer/extracurricular experiences</td>
<td>3.0</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 3 score**</td>
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</tr>
<tr>
<td>Other post-interview contact</td>
<td>2.8</td>
</tr>
<tr>
<td>Interest in academic career</td>
<td>2.8</td>
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<td>Gold Society membership</td>
<td>2.8</td>
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<tr>
<td>Second interview/visit</td>
<td>2.6</td>
</tr>
<tr>
<td>Away rotation in your specialty at another institution</td>
<td>2.4</td>
</tr>
</tbody>
</table>

* Ratings on a scale from 1 (not at all important) to 5 (very important).

** International Medical Graduates only

N=1,666
All Specialties
Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

**Figure 3**

**Percentage of Programs That Use USMLE Step 1 Score**

Scores required?
N=1,844

- Yes, pass only: 36%
- Yes, target score: 63%
- No: 1%

Would your program consider applicants who fail their exam on the 1st attempt?
N=1,494

- Never: 26%
- Seldom: 61%
- Often: 13%

**Percentage of Programs That Use USMLE Step 2 (CK) Score**

Scores required?
N=1,771

- Yes, pass only: 33%
- Yes, target score: 48%
- No: 20%

Would your program consider applicants who fail their exam on the 1st attempt?
N=1,303

- Never: 32%
- Seldom: 59%
- Often: 8%

**USMLE Step 1 and Step 2 CK Scores**
Programs Consider When Granting Interviews

Scores Below Which Programs Generally Does Not Grant Interviews

Scores Above Which Programs Almost Always Grant Interviews

The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol in the box is the mean.

NRMP Program Director Survey Results, 2012
Figure 4

All Specialties
Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores

USMLE Step 2 Clinical Skills (CS)  
N=1,705

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<td>77%</td>
<td>23%</td>
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USMLE Step 3  
N=1,138

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<th>Yes, target score</th>
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<tbody>
<tr>
<td>21%</td>
<td>10%</td>
<td>69%</td>
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Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores

COMLEX-USA Level 1*  
N=1,262

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<tr>
<td>42%</td>
<td>35%</td>
<td>23%</td>
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</table>

COMLEX-USA Level 2-CE*  
N=1,212

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<tbody>
<tr>
<td>39%</td>
<td>29%</td>
<td>32%</td>
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Percentage of Programs That Use COMLEX-USA Level 2-PE and Level 3 Scores

COMLEX-USA Level 2-PE*  
N=1,166

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<tbody>
<tr>
<td>55%</td>
<td>10%</td>
<td>35%</td>
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COMLEX-USA Level 3*  
N=878

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<tbody>
<tr>
<td>21%</td>
<td>8%</td>
<td>71%</td>
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</tbody>
</table>

* Osteopathic applicants only

NRMP Program Director Survey Results, 2012
Figure 5
All Specialties
Program’s Interview Activities

Percentage of Program’s Interview Slots Extended Prior to the November 1st MSPE/Dean’s Letter Release Date

N=1,836

Average Number of Applications Received, Applicants Interviewed and Ranked and Positions in The Match

Average Percentage of Applications Interviewed

Percentage of Programs that Typically Interview and Rank Each Applicant Groups

NRMP Program Director Survey Results, 2012
Anesthesiology
(N=88)
Figure AN-1
Anesthesiology
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

- USMLE/COMLEX Step 1 score: 84%
- Letters of recommendation in the specialty: 88%
- Personal Statement: 82%
- Grades in required clerkships: 82%
- USMLE/COMLEX Step 2 score: 72%
- Grades in clerkship in desired specialty: 72%
- Graduate of U.S. allopathic medical school: 74%
- Medical Student Performance Evaluation (MSPE/Dean's Letter): 72%
- Class ranking/quartile: 84%
- Gaps in medical education: 74%
- Personal prior knowledge of the applicant: 66%
- Perceived commitment to specialty: 66%
- Honors in clinical clerkships: 76%
- Applicant was flagged with Match violation by the NRMP: 69%
- Volunteer/extracurricular experiences: 70%
- Other life experience: 73%
- Honors in clerkship in desired specialty: 70%
- Consistency of grades: 76%
- Audition elective/rotation within your department: 73%

N=74
Anesthesiology Percentage of Programs Citing Each Factor in Selecting Applicants to Interview (continued)

- Evidence of professionalism and ethics: 58%
- Interpersonal skills: 53%
- Perceived interest in program: 65%
- Graduate of highly regarded U.S. medical school: 61%
- Leadership qualities: 53%
- Alpha Omega Alpha (AOA) membership: 69%
- Demonstrated involvement and interest in research: 49%
- Feedback from current residents: 50%
- Visa status*: 54%
- Honors in basic sciences: 61%
- Fluency in language spoken by your patient population: 32%
- Interest in academic career: 28%
- Away rotation in your specialty at another institution: 15%
- USMLE/COMLEX Step 3 score*: 26%
- Other post-interview contact: 28%
- Gold Society membership: 34%

N=74

* International Medical Graduates only
Anesthesiology

Mean Importance Ratings* of Factors in Ranking Applicants

Figure AN-2

N=74

*Ratings on a scale from 1 (not at all important) to 5 (very important).
Anesthesiology
Mean Importance Ratings* of Factors in Ranking Applicants (continued)

- Consistency of grades: 4.0
- Perceived interest in program: 3.7
- Visa status**: 3.6
- Audition elective/rotation within your department: 3.6
- Graduate of highly regarded U.S. medical school: 3.7
- Alpha Omega Alpha (AOA) membership: 3.8
- Fluency in language spoken by your patient population: 3.1
- Personal Statement: 3.1
- Other life experience: 3.3
- Demonstrated involvement and interest in research: 3.0
- Honors in basic sciences: 3.5
- Volunteer/extracurricular experiences: 2.8
- USMLE/COMLEX Step 3 score**: 3.0
- Other post-interview contact: 2.6
- Interest in academic career: 2.8
- Gold Society membership: 2.7
- Second interview/visit: 2.3
- Away rotation in your specialty at another institution: 2.1

N=74

*Ratings on a scale from 1 (not at all important) to 5 (very important).
** International Medical Graduates only
Anesthesiology

Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

Percentage of Programs That Use USMLE Step 1 Score

Scores required?
- Yes, pass only: 18%
- Yes, target score: 82%
- No: 0%

Would your program consider applicants who fail their exam on the 1st attempt?
- Never: 35%
- Seldom: 62%
- Often: 3%

Percentage of Programs That Use USMLE Step 2 (CK) Score

Scores required?
- Yes, pass only: 17%
- Yes, target score: 57%
- No: 26%

Would your program consider applicants who fail their exam on the 1st attempt?
- Never: 51%
- Seldom: 49%
- Often: 0%

Average USMLE Step 1 and Step 2 CK Scores Programs Consider When Granting Interviews

Scores Below Which Programs Generally Does Not Grant Interviews

Scores Above Which Programs Almost Always Grant Interviews

NRMP Program Director Survey Results, 2012

The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.
Figure AN-4

Anesthesiology
Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

USMLE Step 2 CS
N=76

USMLE Step 3
N=53

COMLEX-USA Level 1*
N=59

COMLEX-USA Level 2-CE*
N=51

COMLEX-USA Level 2-PE*
N=47

COMLEX-USA Level 3*
N=35

* Osteopathic applicants only

NRMP Program Director Survey Results, 2012
Figure AN-5
Anesthesiology
Program’s Interview Activities

Percentage of Program’s Interview Slots Extended Prior to the November 1st MSPE/Dean’s Letter Release Date

Average Number of Applications Received, Applicants Interviewed and Ranked and Positions in The Match

Average Percentage of Applications Rejected and Reviewed

Percentage of Programs that Typically Interview and Rank Each Applicant Groups

*N=86

* Data from the NRMP database

NRMP Program Director Survey Results, 2012
Child Neurology
(N=46)
Figure CN-1
Child Neurology
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

- USMLE/COMLEX Step 1 score: 78%
- Letters of recommendation in the specialty: 88%
- Personal Statement: 73%
- Grades in required clerkships: 66%
- USMLE/COMLEX Step 2 score: 54%
- Grades in clerkship in desired specialty: 71%
- Graduate of U.S. allopathic medical school: 49%
- Medical Student Performance Evaluation (MSPE/Dean's Letter): 80%
- Class ranking/quartile: 73%
- Gaps in medical education: 68%
- Personal prior knowledge of the applicant: 66%
- Perceived commitment to specialty: 73%
- Honors in clinical clerkships: 61%
- Applicant was flagged with Match violation by the NRMP: 66%
- Volunteer/extracurricular experiences: 56%
- Other life experience: 61%
- Honors in clerkship in desired specialty: 61%
- Consistency of grades: 63%
- Audition elective/rotation within your department: 66%

N=41

NRMP Program Director Survey Results, 2012
Figure CN-1
Child Neurology
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview
(continued)

- Evidence of professionalism and ethics: 59%
- Interpersonal skills: 56%
- Perceived interest in program: 51%
- Graduate of highly regarded U.S. medical school: 56%
- Leadership qualities: 51%
- Alpha Omega Alpha (AOA) membership: 46%
- Demonstrated involvement and interest in research: 54%
- Feedback from current residents: 39%
- Visa status*: 59%
- Honors in basic sciences: 49%
- Fluency in language spoken by your patient population: 44%
- Interest in academic career: 46%
- Away rotation in your specialty at another institution: 32%
- USMLE/COMLEX Step 3 score*: 39%
- Other post-interview contact: 32%
- Gold Society membership: 17%

N=41

* International Medical Graduates only
**Figure CN-2**

Mean Importance Ratings* of Factors in Ranking Applicants

- Applicant was flagged with Match violation by the NRMP: 4.8
- Interactions with faculty during interview and visit: 4.6
- Interpersonal skills: 4.7
- Interactions with housestaff during interview and visit: 4.5
- Feedback from current residents: 4.4
- Evidence of professionalism and ethics: 4.4
- Grades in clerkship in desired specialty: 4.3
- Perceived commitment to specialty: 4.3
- Letters of recommendation in the specialty: 4.4
- Graduate of U.S. allopathic medical school: 3.6
- USMLE/COMLEX Step 1 score: 4.1
- Leadership qualities: 4.1
- Honors in clerkship in desired specialty: 4.1
- Gaps in medical education: 3.8
- Grades in required clerkships: 3.8
- USMLE/COMLEX Step 2 score: 4.1
- Honors in clinical clerkships: 3.8
- Class ranking/quartile: 3.8
- Medical Student Performance Evaluation (MSPE/Dean's Letter): 4.1
- Personal prior knowledge of the applicant: 4.1

*N=41

*Ratings on a scale from 1 (not at all important) to 5 (very important).
Figure CN-2

Mean Importance Ratings* of Factors in Ranking Applicants (continued)

- Consistency of grades: 3.6
- Perceived interest in program: 4.0
- Visa status**: 4.0
- Audition elective/rotation within your department: 3.9
- Graduate of highly regarded U.S. medical school: 3.6
- Alpha Omega Alpha (AOA) membership: 3.4
- Fluency in language spoken by your patient population: 3.7
- Personal Statement: 3.6
- Other life experience: 3.3
- Demonstrated involvement and interest in research: 3.5
- Honors in basic sciences: 3.2
- Volunteer/extracurricular experiences: 3.1
- USMLE/COMLEX Step 3 score**: 3.5
- Other post-interview contact: 3.4
- Interest in academic career: 3.5
- Gold Society membership: 2.7
- Second interview/visit: 3.1
- Away rotation in your specialty at another institution: 2.8

*Ratings on a scale from 1 (not at all important) to 5 (very important).
**International Medical Graduates only

N=41

NRMP Program Director Survey Results, 2012
Figure CN-3  Child Neurology
Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

Percentage of Programs That Use USMLE Step 1 Score

Scores required?
N=44

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<th>Yes, target score</th>
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<tbody>
<tr>
<td>%</td>
<td>43%</td>
<td>55%</td>
<td>2%</td>
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</table>

Would your program consider applicants who fail their exam on the 1st attempt?
N=38

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<tr>
<th></th>
<th>Never</th>
<th>Seldom</th>
<th>Often</th>
</tr>
</thead>
<tbody>
<tr>
<td>%</td>
<td>82%</td>
<td>11%</td>
<td>8%</td>
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</tbody>
</table>

Percentage of Programs That Use USMLE Step 2 (CK) Score

Scores required?
N=40

<table>
<thead>
<tr>
<th></th>
<th>Yes, pass only</th>
<th>Yes, target score</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>%</td>
<td>35%</td>
<td>45%</td>
<td>20%</td>
</tr>
</tbody>
</table>

Would your program consider applicants who fail their exam on the 1st attempt?
N=33

<table>
<thead>
<tr>
<th></th>
<th>Never</th>
<th>Seldom</th>
<th>Often</th>
</tr>
</thead>
<tbody>
<tr>
<td>%</td>
<td>76%</td>
<td>18%</td>
<td>6%</td>
</tr>
</tbody>
</table>

Average USMLE Step 1 and Step 2 CK Scores Programs Consider When Granting Interviews

Scores Below Which Programs Generally Does Not Grant Interviews

Scores Above Which Programs Almost Always Grant Interviews

The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.
Figure CN-4

Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores

USMLE Step 2 CS
N=40

USMLE Step 3
N=33

Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores

COMLEX-USA Level 1*
N=33

COMLEX-USA Level 2-CE*
N=31

Percentage of Programs That Use COMLEX-USA Level 2-PE and Level 3 Scores

COMLEX-USA Level 2-PE*
N=29

COMLEX-USA Level 3*
N=27

* Osteopathic applicants only

NRMP Program Director Survey Results, 2012

24
Figure CN-5
Child Neurology
Program’s Interview Activities

Percentage of Program’s Interview Slots Extended Prior to the November 1st MSPE/Dean’s Letter Release Date

- 19% of programs extend interviews prior to November 1st for 0-24% of slots.
- 19% extend for 25-49% of slots.
- 7% extend for 50-74% of slots.
- 24% extend for 75-99% of slots.
- 21% extend for 100% of slots.

Average Number of Applications Received, Applicants Interviewed and Ranked and Positions in The Match

- 51 applications received, 17 interviewed, 12 ranked for a total of 2 positions in The Match.

Average Percentage of Applications Rejected and Reviewed

- 73% of applicants received an interview.
- 31% of applications were rejected.

Percentage of Programs that Typically Interview and Rank Each Applicant Groups

- 98% of U.S. Senior programs interview all applicants.
- 84% of U.S. Grad programs interview all applicants.
- 86% of Osteopathic programs interview all applicants.
- 86% of Canadian programs interview all applicants.
- 61% of Fifth Pathway programs interview all applicants.
- 77% of U.S. IMG programs interview all applicants.
- 77% of Non-U.S. IMG programs interview all applicants.

* Data from the NRMP database

NRMP Program Director Survey Results, 2012
Dermatology

(N=53)
Figure D-1: Dermatology
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

- USMLE/COMLEX Step 1 score: 70%
- Letters of recommendation in the specialty: 77%
- Personal Statement: 74%
- Grades in required clerkships: 60%
- USMLE/COMLEX Step 2 score: 45%
- Grades in clerkship in desired specialty: 57%
- Graduate of U.S. allopathic medical school: 72%
- Medical Student Performance Evaluation (MSPE/Dean’s Letter): 85%
- Class ranking/quartile: 70%
- Gaps in medical education: 49%
- Personal prior knowledge of the applicant: 49%
- Perceived commitment to specialty: 55%
- Honors in clinical clerkships: 64%
- Applicant was flagged with Match violation by the NRMP: 51%
- Volunteer/extracurricular experiences: 66%
- Other life experience: 55%
- Honors in clerkship in desired specialty: 55%
- Consistency of grades: 51%
- Audition elective/rotation within your department: 51%

N=47

NRMP Program Director Survey Results, 2012
Dermatology

Percentage of Programs Citing Each Factor in Selecting Applicants to Interview (continued)

Evidence of professionalism and ethics 60%
Interpersonal skills 64%
Perceived interest in program 57%
Graduate of highly regarded U.S. medical school 40%
Leadership qualities 60%
Alpha Omega Alpha (AOA) membership 57%
Demonstrated involvement and interest in research 62%
Feedback from current residents 62%
Visa status* 26%
Honors in basic sciences 40%
Fluency in language spoken by your patient population 28%
Interest in academic career 47%
Away rotation in your specialty at another institution 30%
USMLE/COMLEX Step 3 score* 13%
Other post-interview contact 17%
Gold Society membership 15%

N=47

* International Medical Graduates only
Dermatology

Mean Importance Ratings* of Factors in Ranking Applicants

Figure D-2

N=47

*Ratings on a scale from 1 (not at all important) to 5 (very important).

Applicant was flagged with Match violation by the NRMP
Interactions with faculty during interview and visit
Interpersonal skills
Interactions with housestaff during interview and visit
Feedback from current residents
Evidence of professionalism and ethics
Grades in clerkship in desired specialty
Perceived commitment to specialty
Letters of recommendation in the specialty
Graduate of U.S. allopathic medical school
USMLE/COMLEX Step 1 score
Leadership qualities
Honors in clerkship in desired specialty
Gaps in medical education
Grades in required clerkships
USMLE/COMLEX Step 2 score
Honors in clinical clerkships
Class ranking/quartile
Medical Student Performance Evaluation (MSPE/Dean’s Letter)
Personal prior knowledge of the applicant
Dermatology

Mean Importance Ratings* of Factors in Ranking Applicants

*Ratings on a scale from 1 (not at all important) to 5 (very important).

** International Medical Graduates only

 NRMP Program Director Survey Results, 2012
Dermatology
Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

**Percentage of Programs That Use USMLE Step 1 Score**

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<th>Scores required?</th>
<th>N=51</th>
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<tbody>
<tr>
<td>Yes, pass only</td>
<td>22%</td>
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<tr>
<td>Yes, target score</td>
<td>78%</td>
</tr>
<tr>
<td>No</td>
<td>0%</td>
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</table>

**Would your program consider applicants who fail their exam on the 1st attempt?**

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<th>N=36</th>
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<tbody>
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<td>Never</td>
<td>61%</td>
</tr>
<tr>
<td>Seldom</td>
<td>39%</td>
</tr>
<tr>
<td>Often</td>
<td>0%</td>
</tr>
</tbody>
</table>

**Percentage of Programs That Use USMLE Step 2 (CK) Score**

<table>
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<tr>
<th>Scores required?</th>
<th>N=47</th>
</tr>
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<tbody>
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<td>Yes, pass only</td>
<td>17%</td>
</tr>
<tr>
<td>Yes, target score</td>
<td>34%</td>
</tr>
<tr>
<td>No</td>
<td>49%</td>
</tr>
</tbody>
</table>

**Would your program consider applicants who fail their exam on the 1st attempt?**

<table>
<thead>
<tr>
<th></th>
<th>N=25</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
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</tr>
<tr>
<td>Seldom</td>
<td>32%</td>
</tr>
<tr>
<td>Often</td>
<td>0%</td>
</tr>
</tbody>
</table>

**Average USMLE Step 1 and Step 2 CK Scores Programs Consider When Granting Interviews**

**Scores Below Which Programs Generally Does Not Grant Interviews**

- USMLE Step 1: 220
- USMLE Step 2 CK: 225

**Scores Above Which Programs Almost Always Grant Interviews**

- USMLE Step 1: 245
- USMLE Step 2 CK: 265

The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.
Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

Figure D-4

Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores

USMLE Step 2 CS
N=41

- Yes, pass only: 46%
- No: 54%

USMLE Step 3
N=37

- Yes, pass only: 11%
- Yes, target score: 16%
- No: 73%

Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores

COMLEX-USA Level 1*
N=23

- Yes, pass only: 13%
- Yes, target score: 9%
- No: 78%

COMLEX-USA Level 2-CE*
N=23

- Yes, pass only: 0%
- Yes, target score: 9%
- No: 91%

Percentage of Programs That Use COMLEX-USA Level 2-PE and Level 3 Scores

COMLEX-USA Level 2-PE*
N=23

- Yes, pass only: 4%
- Yes, target score: 4%
- No: 91%

COMLEX-USA Level 3*
N=21

- Yes, pass only: 0%
- Yes, target score: 5%
- No: 95%

* Osteopathic applicants only
Figure D-5
Dermatology Program's Interview Activities

Percentage of Program's Interview Slots Extended Prior to the November 1st MSPE/Dean's Letter Release Date

Average Number of Applications Received, Applicants Interviewed and Ranked and Positions in The Match

Average Percentage of Applications Rejected and Reviewed

Percentage of Programs that Typically Interview and Rank Each Applicant Groups

* Data from the NRMP database
Emergency Medicine
(N=98)
Figure EM-1: Emergency Medicine
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

- USMLE/COMLEX Step 1 score: 75%
- Letters of recommendation in the specialty: 93%
- Personal Statement: 68%
- Grades in required clerkships: 80%
- USMLE/COMLEX Step 2 score: 63%
- Grades in clerkship in desired specialty: 86%
- Graduate of U.S. allopathic medical school: 76%
- Medical Student Performance Evaluation (MSPE/Dean’s Letter): 70%
- Class ranking/quartile: 73%
- Gaps in medical education: 65%
- Personal prior knowledge of the applicant: 67%
- Perceived commitment to specialty: 69%
- Honors in clinical clerkships: 74%
- Applicant was flagged with Match violation by the NRMP: 57%
- Volunteer/extracurricular experiences: 69%
- Other life experience: 69%
- Honors in clerkship in desired specialty: 80%
- Consistency of grades: 65%
- Audition elective/rotation within your department: 78%

N=88

NRMP Program Director Survey Results, 2012
Figure EM-1
Emergency Medicine
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview
(continued)

<table>
<thead>
<tr>
<th>Factor</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Evidence of professionalism and ethics</td>
<td>60%</td>
</tr>
<tr>
<td>Interpersonal skills</td>
<td>64%</td>
</tr>
<tr>
<td>Perceived interest in program</td>
<td>44%</td>
</tr>
<tr>
<td>Graduate of highly regarded U.S. medical school</td>
<td>59%</td>
</tr>
<tr>
<td>Leadership qualities</td>
<td>61%</td>
</tr>
<tr>
<td>Alpha Omega Alpha (AOA) membership</td>
<td>57%</td>
</tr>
<tr>
<td>Demonstrated involvement and interest in research</td>
<td>56%</td>
</tr>
<tr>
<td>Feedback from current residents</td>
<td>53%</td>
</tr>
<tr>
<td>Visa status*</td>
<td>41%</td>
</tr>
<tr>
<td>Honors in basic sciences</td>
<td>43%</td>
</tr>
<tr>
<td>Fluency in language spoken by your patient population</td>
<td>28%</td>
</tr>
<tr>
<td>Interest in academic career</td>
<td>38%</td>
</tr>
<tr>
<td>Away rotation in your specialty at another institution</td>
<td>64%</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 3 score*</td>
<td>25%</td>
</tr>
<tr>
<td>Other post-interview contact</td>
<td>23%</td>
</tr>
<tr>
<td>Gold Society membership</td>
<td>25%</td>
</tr>
</tbody>
</table>

N=88

* International Medical Graduates only
Figure EM-2
Mean Importance Ratings* of Factors in Ranking Applicants

- Applicant was flagged with Match violation by the NRMP: 4.8
- Interactions with faculty during interview and visit: 4.8
- Interpersonal skills: 4.7
- Interactions with housestaff during interview and visit: 4.7
- Feedback from current residents: 4.6
- Evidence of professionalism and ethics: 4.4
- Grades in clerkship in desired specialty: 4.6
- Perceived commitment to specialty: 3.8
- Letters of recommendation in the specialty: 4.8
- Graduate of U.S. allopathic medical school: 4.3
- USMLE/COMLEX Step 1 score: 3.7
- Leadership qualities: 3.9
- Honors in clerkship in desired specialty: 4.4
- Gaps in medical education: 3.6
- Grades in required clerkships: 3.9
- USMLE/COMLEX Step 2 score: 3.8
- Honors in clinical clerkships: 4.0
- Class ranking/quartile: 3.6
- Medical Student Performance Evaluation (MSPE/Dean’s Letter): 3.6
- Personal prior knowledge of the applicant: 3.9

N=88

*Ratings on a scale from 1 (not at all important) to 5 (very important).
Consistency of grades 3.4
Perceived interest in program 3.2
Visa status** 3.4
Audition elective/rotation within your department 4.2
Graduate of highly regarded U.S. medical school 3.3
Alpha Omega Alpha (AOA) membership 3.4
Fluency in language spoken by your patient population 2.9
Personal Statement 2.6
Other life experience 3.1
Demonstrated involvement and interest in research 2.7
Honors in basic sciences 2.5
Volunteer/extracurricular experiences 2.8
USMLE/COMLEX Step 3 score** 3.0
Other post-interview contact 2.6
Interest in academic career 2.5
Gold Society membership 2.7
Second interview/visit 2.5
Away rotation in your specialty at another institution 3.8

*Ratings on a scale from 1 (not at all important) to 5 (very important).
** International Medical Graduates only

NRMP Program Director Survey Results, 2012
Percentage of Programs That Use USMLE Step 1 Score

Scores required?
N=96

<table>
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<tr>
<th></th>
<th>Yes, pass only</th>
<th>Yes, target score</th>
<th>No</th>
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<tbody>
<tr>
<td>Percentage</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Never</td>
<td>0%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Seldom</td>
<td>46%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Often</td>
<td>54%</td>
<td></td>
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Would your program consider applicants who fail their exam on the 1st attempt?
N=83

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<tbody>
<tr>
<td>Percentage</td>
<td>16%</td>
<td>77%</td>
<td>7%</td>
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Percentage of Programs That Use USMLE Step 2 (CK) Score

Scores required?
N=92

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<th>Yes, pass only</th>
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<tbody>
<tr>
<td>Percentage</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Never</td>
<td>25%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Seldom</td>
<td>45%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Often</td>
<td>30%</td>
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Would your program consider applicants who fail their exam on the 1st attempt?
N=89

<table>
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<th>Often</th>
</tr>
</thead>
<tbody>
<tr>
<td>Percentage</td>
<td>42%</td>
<td>58%</td>
<td>0%</td>
</tr>
</tbody>
</table>

Average USMLE Step 1 and Step 2 CK Scores Programs Consider When Granting Interviews

Scores Below Which Programs Generally Does Not Grant Interviews

Scores Above Which Programs Almost Always Grant Interviews

The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.
Emergency Medicine

Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

**Figure EM-4**

**Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores**

**USMLE Step 2 CS**

- Yes, pass only: 67%
- No: 33%

**USMLE Step 3**

- Yes, pass only: 81%
- Yes, target score: 14%
- No: 5%

**Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores**

**COMLEX-USA Level 1***

- Yes, pass only: 38%
- Yes, target score: 27%
- No: 35%

**COMLEX-USA Level 2-CE***

- Yes, pass only: 29%
- Yes, target score: 20%
- No: 51%

**Percentage of Programs That Use COMLEX-USA Level 2-PE and Level 3 Scores**

**COMLEX-USA Level 2-PE***

- Yes, pass only: 35%
- Yes, target score: 7%
- No: 57%

**COMLEX-USA Level 3***

- Yes, pass only: 15%
- Yes, target score: 9%
- No: 76%

* Osteopathic applicants only

NRMP Program Director Survey Results, 2012

40
Figure EM-5
Emergency Medicine Program’s Interview Activities

Percentage of Program’s Interview Slots Extended Prior to the November 1st MSPE/Dean’s Letter Release Date

Average Number of Applications Received, Applicants Interviewed and Ranked and Positions in The Match

Average Percentage of Applications Rejected and Reviewed

Percentage of Programs that Typically Interview and Rank Each Applicant Groups

20% of Emergency Medicine programs consider all applicants

* Data from the NRMP database

NRMP Program Director Survey Results, 2012
Family Medicine
(N=235)
Figure FM-1
Family Medicine
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

- USMLE/COMLEX Step 1 score: 87%
- Letters of recommendation in the specialty: 76%
- Personal Statement: 82%
- Grades in required clerkships: 61%
- USMLE/COMLEX Step 2 score: 82%
- Grades in clerkship in desired specialty: 61%
- Graduate of U.S. allopathic medical school: 62%
- Medical Student Performance Evaluation (MSPE/Dean's Letter): 57%
- Class ranking/quartile: 50%
- Gaps in medical education: 72%
- Personal prior knowledge of the applicant: 60%
- Perceived commitment to specialty: 73%
- Honors in clinical clerkships: 47%
- Applicant was flagged with Match violation by the NRMP: 66%
- Volunteer/extracurricular experiences: 61%
- Other life experience: 59%
- Honors in clerkship in desired specialty: 48%
- Consistency of grades: 52%
- Audition elective/rotation within your department: 58%

N=205

NRMP Program Director Survey Results, 2012
<table>
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<th>Factor</th>
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<td>Evidence of professionalism and ethics</td>
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</tr>
<tr>
<td>Interpersonal skills</td>
<td>52%</td>
</tr>
<tr>
<td>Perceived interest in program</td>
<td>55%</td>
</tr>
<tr>
<td>Graduate of highly regarded U.S. medical school</td>
<td>40%</td>
</tr>
<tr>
<td>Leadership qualities</td>
<td>44%</td>
</tr>
<tr>
<td>Alpha Omega Alpha (AOA) membership</td>
<td>24%</td>
</tr>
<tr>
<td>Demonstrated involvement and interest in research</td>
<td>17%</td>
</tr>
<tr>
<td>Feedback from current residents</td>
<td>46%</td>
</tr>
<tr>
<td>Visa status*</td>
<td>58%</td>
</tr>
<tr>
<td>Honors in basic sciences</td>
<td>34%</td>
</tr>
<tr>
<td>Fluency in language spoken by your patient population</td>
<td>41%</td>
</tr>
<tr>
<td>Interest in academic career</td>
<td>15%</td>
</tr>
<tr>
<td>Away rotation in your specialty at another institution</td>
<td>20%</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 3 score*</td>
<td>31%</td>
</tr>
<tr>
<td>Other post-interview contact</td>
<td>30%</td>
</tr>
<tr>
<td>Gold Society membership</td>
<td>18%</td>
</tr>
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</table>

N=205

* International Medical Graduates only
### Mean Importance Ratings* of Factors in Ranking Applicants

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<th>Factor</th>
<th>Rating</th>
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<tbody>
<tr>
<td>Applicant was flagged with Match violation by the NRMP</td>
<td>4.9</td>
</tr>
<tr>
<td>Interactions with faculty during interview and visit</td>
<td>4.8</td>
</tr>
<tr>
<td>Interpersonal skills</td>
<td>4.7</td>
</tr>
<tr>
<td>Interactions with housestaff during interview and visit</td>
<td>4.7</td>
</tr>
<tr>
<td>Feedback from current residents</td>
<td>4.7</td>
</tr>
<tr>
<td>Evidence of professionalism and ethics</td>
<td>4.6</td>
</tr>
<tr>
<td>Grades in clerkship in desired specialty</td>
<td>3.8</td>
</tr>
<tr>
<td>Perceived commitment to specialty</td>
<td>4.6</td>
</tr>
<tr>
<td>Letters of recommendation in the specialty</td>
<td>4.1</td>
</tr>
<tr>
<td>Graduate of U.S. allopathic medical school</td>
<td>4.0</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 1 score</td>
<td>3.8</td>
</tr>
<tr>
<td>Leadership qualities</td>
<td>4.0</td>
</tr>
<tr>
<td>Honors in clerkship in desired specialty</td>
<td>3.6</td>
</tr>
<tr>
<td>Gaps in medical education</td>
<td>4.3</td>
</tr>
<tr>
<td>Grades in required clerkships</td>
<td>3.5</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 2 score</td>
<td>4.0</td>
</tr>
<tr>
<td>Honors in clinical clerkships</td>
<td>3.4</td>
</tr>
<tr>
<td>Class ranking/quartile</td>
<td>3.4</td>
</tr>
<tr>
<td>Medical Student Performance Evaluation (MSPE/Dean's Letter)</td>
<td>3.8</td>
</tr>
<tr>
<td>Personal prior knowledge of the applicant</td>
<td>3.9</td>
</tr>
</tbody>
</table>

*N=205

*Ratings on a scale from 1 (not at all important) to 5 (very important).
Mean Importance Ratings* of Factors in Ranking Applicants
(continued)

<table>
<thead>
<tr>
<th>Factor</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consistency of grades</td>
<td>3.5</td>
</tr>
<tr>
<td>Perceived interest in program</td>
<td>3.9</td>
</tr>
<tr>
<td>Visa status**</td>
<td>3.9</td>
</tr>
<tr>
<td>Audition elective/rotation within your department</td>
<td>3.8</td>
</tr>
<tr>
<td>Graduate of highly regarded U.S. medical school</td>
<td>3.3</td>
</tr>
<tr>
<td>Alpha Omega Alpha (AOA) membership</td>
<td>2.6</td>
</tr>
<tr>
<td>Fluency in language spoken by your patient population</td>
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<tr>
<td>Personal Statement</td>
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<tr>
<td>Other life experience</td>
<td>3.3</td>
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<tr>
<td>Demonstrated involvement and interest in research</td>
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<tr>
<td>Honors in basic sciences</td>
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<td>Volunteer/extracurricular experiences</td>
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<tr>
<td>USMLE/COMLEX Step 3 score**</td>
<td>3.3</td>
</tr>
<tr>
<td>Other post-interview contact</td>
<td>3.4</td>
</tr>
<tr>
<td>Interest in academic career</td>
<td>2.1</td>
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<td>Gold Society membership</td>
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<td>Second interview/visit</td>
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<tr>
<td>Away rotation in your specialty at another institution</td>
<td>2.2</td>
</tr>
</tbody>
</table>

N=205

*Ratings on a scale from 1 (not at all important) to 5 (very important).
** International Medical Graduates only
Family Medicine
Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

**Percentage of Programs That Use USMLE Step 1 Score**

Scores required?
N=229

W\[ou\]d your program consider applicants who fail their exam on the 1st attempt?
N=173

**Percentage of Programs That Use USMLE Step 2 (CK) Score**

Scores required?
N=226

W\[ou\]d your program consider applicants who fail their exam on the 1st attempt?
N=170

**Average USMLE Step 1 and Step 2 CK Scores Programs Consider When Granting Interviews**

Scores Below Which Programs Generally Does Not Grant Interviews

Scores Above Which Programs Almost Always Grant Interviews

The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.
Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

**USMLE Step 2 CS**
- Yes, pass only: 91%
- No: 9%

**USMLE Step 3**
- Yes, pass only: 25%
- Yes, target score: 7%
- No: 67%

**COMLEX-USA Level 1**
- Yes, pass only: 72%
- Yes, target score: 27%
- No: 1%

**COMLEX-USA Level 2-CE**
- Yes, pass only: 66%
- Yes, target score: 27%
- No: 7%

**COMLEX-USA Level 2-PE**
- Yes, pass only: 82%
- Yes, target score: 8%
- No: 10%

**COMLEX-USA Level 3**
- Yes, pass only: 29%
- Yes, target score: 7%
- No: 64%

* Osteopathic applicants only
**Family Medicine Program’s Interview Activities**

**Percentage of Program’s Interview Slots Extended Prior to the November 1st MSPE/Dean’s Letter Release Date**

- 7% of programs interviewed 0%
- 15% interviewed 1-24%
- 14% interviewed 25-49%
- 24% interviewed 50-74%
- 33% interviewed 75-99%
- 6% interviewed 100%

**Average Number of Applications Received, Applicants Interviewed and Ranked and Positions in The Match**

- 907 applications received
- 72 applicants interviewed
- 52 applicants ranked
- 6 positions ranked

**Average Percentage of Applications Rejected and Reviewed**

- 68% of applications rejected
- 33% of applicants receiving an interview

**Percentage of Programs that Typically Interview and Rank Each Applicant Groups**

- 99% of U.S. Seniors interviewed
- 81% of U.S. Graduates interviewed
- 93% of Osteopathic interviewed
- 69% of Canadian interviewed
- 55% of Fifth Pathway interviewed
- 84% of U.S. IMG interviewed
- 61% of Non-U.S. IMG interviewed

*Data from the NRMP database*
General Surgery
(N=164)
Figure GS-1

General Surgery
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

- USMLE/COMLEX Step 1 score: 84%
- Letters of recommendation in the specialty: 89%
- Personal Statement: 74%
- Grades in required clerkships: 78%
- USMLE/COMLEX Step 2 score: 73%
- Grades in clerkship in desired specialty: 75%
- Graduate of U.S. allopathic medical school: 71%
- Medical Student Performance Evaluation (MSPE/Dean’s Letter): 63%
- Class ranking/quartile: 66%
- Gaps in medical education: 69%
- Personal prior knowledge of the applicant: 65%
- Perceived commitment to specialty: 56%
- Honors in clinical clerkships: 64%
- Applicant was flagged with Match violation by the NRMP: 59%
- Volunteer/extracurricular experiences: 65%
- Other life experience: 64%
- Honors in clerkship in desired specialty: 69%
- Consistency of grades: 64%
- Audition elective/rotation within your department: 59%

N=140

NRMP Program Director Survey Results, 2012
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<tr>
<td>Interpersonal skills</td>
<td>51%</td>
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<td>Perceived interest in program</td>
<td>49%</td>
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<tr>
<td>Graduate of highly regarded U.S. medical school</td>
<td>54%</td>
</tr>
<tr>
<td>Leadership qualities</td>
<td>52%</td>
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<td>Alpha Omega Alpha (AOA) membership</td>
<td>60%</td>
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<tr>
<td>Demonstrated involvement and interest in research</td>
<td>56%</td>
</tr>
<tr>
<td>Feedback from current residents</td>
<td>54%</td>
</tr>
<tr>
<td>Visa status†</td>
<td>56%</td>
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<tr>
<td>Honors in basic sciences</td>
<td>49%</td>
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<td>Fluency in language spoken by your patient population</td>
<td>26%</td>
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<tr>
<td>Interest in academic career</td>
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<tr>
<td>Away rotation in your specialty at another institution</td>
<td>21%</td>
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<tr>
<td>USMLE/COMLEX Step 3 score†</td>
<td>24%</td>
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<tr>
<td>Other post-interview contact</td>
<td>22%</td>
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<tr>
<td>Gold Society membership</td>
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N=140

* International Medical Graduates only
Figure GS-2
Mean Importance Ratings* of Factors in Ranking Applicants

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<th>Factor</th>
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<tbody>
<tr>
<td>Applicant was flagged with Match violation by the NRMP</td>
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<tr>
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<tr>
<td>Interpersonal skills</td>
<td>4.5</td>
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<td>Interactions with housestaff during interview and visit</td>
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<tr>
<td>Feedback from current residents</td>
<td>4.6</td>
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<tr>
<td>Evidence of professionalism and ethics</td>
<td>4.3</td>
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<tr>
<td>Grades in clerkship in desired specialty</td>
<td>4.3</td>
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<td>Perceived commitment to specialty</td>
<td>4.1</td>
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<tr>
<td>Letters of recommendation in the specialty</td>
<td>4.5</td>
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<tr>
<td>Graduate of U.S. allopathic medical school</td>
<td>4.2</td>
</tr>
<tr>
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<td>Leadership qualities</td>
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<tr>
<td>Honors in clerkship in desired specialty</td>
<td>4.3</td>
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<tr>
<td>Gaps in medical education</td>
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<td>Grades in required clerkships</td>
<td>4.0</td>
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<td>USMLE/COMLEX Step 2 score</td>
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<tr>
<td>Honors in clinical clerkships</td>
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<tr>
<td>Class ranking/quartile</td>
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<td>Medical Student Performance Evaluation (MSPE/Dean's Letter)</td>
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<tr>
<td>Personal prior knowledge of the applicant</td>
<td>3.7</td>
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</table>

*N=140

*Ratings on a scale from 1 (not at all important) to 5 (very important).
Figure GS-2
General Surgery
Mean Importance Ratings* of Factors in Ranking Applicants
(continued)

- Consistency of grades: 3.8
- Perceived interest in program: 3.6
- Visa status**: 4.0
- Audition elective/rotation within your department: 3.4
- Graduate of highly regarded U.S. medical school: 3.6
- Alpha Omega Alpha (AOA) membership: 3.6
- Fluency in language spoken by your patient population: 2.8
- Personal Statement: 3.1
- Other life experience: 3.3
- Demonstrated involvement and interest in research: 3.3
- Honors in basic sciences: 3.3
- Volunteer/extracurricular experiences: 3.0
- USMLE/COMLEX Step 3 score**: 2.9
- Other post-interview contact: 2.7
- Interest in academic career: 3.0
- Gold Society membership: 2.6
- Second interview/visit: 2.4
- Away rotation in your specialty at another institution: 2.1

*N=140
*Ratings on a scale from 1 (not at all important) to 5 (very important).
**International Medical Graduates only
Figure GS-3
General Surgery
Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

Percentage of Programs That Use USMLE Step 1 Score

Scores required?
N=157

Yes, pass only 17%
Yes, target score 83%
No 0%

Would your program consider applicants who fail their exam on the 1st attempt?
N=128

Never 38%
Seldom 59%
Often 3%

Percentage of Programs That Use USMLE Step 2 (CK) Score

Scores required?
N=150

Yes, pass only 21%
Yes, target score 65%
No 14%

Would your program consider applicants who fail their exam on the 1st attempt?
N=112

Never 50%
Seldom 48%
Often 2%

Average USMLE Step 1 and Step 2 CK Scores Programs Consider When Granting Interviews

Scores Below Which Programs Generally Does Not Grant Interviews

Scores Above Which Programs Almost Always Grant Interviews

The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.
General Surgery

Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

Percentage of Programs That Use USMLE Step 2 CS and 3 Scores

USMLE Step 2 CS

- N=141

- 79% Yes, pass only
- 21% No

USMLE Step 3

- N=79

- 11% Yes, pass only
- 8% Yes, target score
- 81% No

Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores

COMLEX-USA Level 1*

- N=77

- 16% Yes, pass only
- 40% Yes, target score
- 44% No

COMLEX-USA Level 2-CE*

- N=76

- 17% Yes, pass only
- 37% Yes, target score
- 46% No

Percentage of Programs That Use COMLEX-USA Level 2-PE and Level 3 Scores

COMLEX-USA Level 2-PE*

- N=72

- 46% Yes, pass only
- 3% Yes, target score
- 51% No

COMLEX-USA Level 3*

- N=55

- 15% Yes, pass only
- 2% Yes, target score
- 84% No

* Osteopathic applicants only
Figure GS-5

General Surgery Program's Interview Activities

Percentage of Program's Interview Slots Extended Prior to the November 1st MSPE/Dean's Letter Release Date

Average Number of Applications Received, Applicants Interviewed and Ranked and Positions in The Match

Average Percentage of Applications Rejected and Reviewed

Percentage of Programs that Typically Interview and Rank Each Applicant Groups

* Data from the NRMP database

NRMP Program Director Survey Results, 2012
Internal Medicine
(N=296)
**Figure IM-1**

**Internal Medicine**

**Percentage of Programs Citing Each Factor in Selecting Applicants to Interview**

- **USMLE/COMLEX Step 1 score**: 82%
- **Letters of recommendation in the specialty**: 72%
- **Personal Statement**: 65%
- **Grades in required clerkships**: 72%
- **USMLE/COMLEX Step 2 score**: 76%
- **Grades in clerkship in desired specialty**: 66%
- **Graduate of U.S. allopathic medical school**: 67%
- **Medical Student Performance Evaluation (MSPE/Dean’s Letter)**: 78%
- **Class ranking/quartile**: 74%
- **Gaps in medical education**: 65%
- **Personal prior knowledge of the applicant**: 62%
- **Perceived commitment to specialty**: 47%
- **Honors in clinical clerkships**: 60%
- **Applicant was flagged with Match violation by the NRMP**: 62%
- **Volunteer/extracurricular experiences**: 48%
- **Other life experience**: 52%
- **Honors in clerkship in desired specialty**: 57%
- **Consistency of grades**: 56%
- **Audition elective/rotation within your department**: 50%

N=258
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview (continued)

- Evidence of professionalism and ethics: 47%
- Interpersonal skills: 50%
- Perceived interest in program: 45%
- Graduate of highly regarded U.S. medical school: 55%
- Leadership qualities: 43%
- Alpha Omega Alpha (AOA) membership: 51%
- Demonstrated involvement and interest in research: 41%
- Feedback from current residents: 42%
- Visa status*: 43%
- Honors in basic sciences: 40%
- Fluency in language spoken by your patient population: 41%
- Interest in academic career: 30%
- Away rotation in your specialty at another institution: 16%
- USMLE/COMLEX Step 3 score*: 29%
- Other post-interview contact: 20%
- Gold Society membership: 28%

N=258

* International Medical Graduates only
Mean Importance Ratings* of Factors in Ranking Applicants

- Applicant was flagged with Match violation by the NRMP: 4.7
- Interactions with faculty during interview and visit: 4.5
- Interpersonal skills: 4.6
- Interactions with housestaff during interview and visit: 4.3
- Feedback from current residents: 4.2
- Evidence of professionalism and ethics: 4.5
- Grades in clerkship in desired specialty: 4.2
- Perceived commitment to specialty: 3.7
- Letters of recommendation in the specialty: 3.8
- Graduate of U.S. allopathic medical school: 4.1
- USMLE/COMLEX Step 1 score: 4.0
- Leadership qualities: 3.9
- Honors in clerkship in desired specialty: 4.1
- Gaps in medical education: 4.1
- Grades in required clerkships: 4.1
- USMLE/COMLEX Step 2 score: 4.1
- Honors in clinical clerkships: 4.0
- Class ranking/quartile: 4.1
- Medical Student Performance Evaluation (MSPE/Dean's Letter): 4.2
- Personal prior knowledge of the applicant: 3.7

N=258

*Ratings on a scale from 1 (not at all important) to 5 (very important).
Figure IM-2
Internal Medicine
Mean Importance Ratings* of Factors in Ranking Applicants

(continued)

<table>
<thead>
<tr>
<th>Factor</th>
<th>Rating</th>
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<tbody>
<tr>
<td>Consistency of grades</td>
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<tr>
<td>Perceived interest in program</td>
<td>3.4</td>
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<tr>
<td>Visa status**</td>
<td>3.3</td>
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<tr>
<td>Audition elective/rotation within your department</td>
<td>3.3</td>
</tr>
<tr>
<td>Graduate of highly regarded U.S. medical school</td>
<td>3.7</td>
</tr>
<tr>
<td>Alpha Omega Alpha (AOA) membership</td>
<td>3.6</td>
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<tr>
<td>Fluency in language spoken by your patient population</td>
<td>3.5</td>
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<tr>
<td>Personal Statement</td>
<td>2.7</td>
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<tr>
<td>Other life experience</td>
<td>2.8</td>
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<td>Demonstrated involvement and interest in research</td>
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<td>Honors in basic sciences</td>
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<td>Volunteer/extracurricular experiences</td>
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<td>USMLE/COMLEX Step 3 score**</td>
<td>2.9</td>
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<tr>
<td>Other post-interview contact</td>
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<tr>
<td>Interest in academic career</td>
<td>2.5</td>
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<tr>
<td>Gold Society membership</td>
<td>3.0</td>
</tr>
<tr>
<td>Second interview/visit</td>
<td>2.2</td>
</tr>
<tr>
<td>Away rotation in your specialty at another institution</td>
<td>1.9</td>
</tr>
</tbody>
</table>

*Ratings on a scale from 1 (not at all important) to 5 (very important).
** International Medical Graduates only
Internal Medicine

Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

### Percentage of Programs That Use USMLE Step 1 Score

**Scores required?**

- Yes, pass only: 1%
- Yes, target score: 65%
- No: 34%

**Would your program consider applicants who fail their exam on the 1st attempt?**

- Never: 9%
- Seldom: 22%
- Often: 69%

*Figures N=280*

### Percentage of Programs That Use USMLE Step 2 (CK) Score

**Scores required?**

- Yes, pass only: 14%
- Yes, target score: 58%
- No: 28%

**Would your program consider applicants who fail their exam on the 1st attempt?**

- Never: 5%
- Seldom: 33%
- Often: 62%

*Figures N=272*

### Average USMLE Step 1 and Step 2 CK Scores Programs Consider When Granting Interviews

**Scores Below Which Programs Generally Does Not Grant Interviews**

- USMLE Step 1: 200
- USMLE Step 2 CK: 220

**Scores Above Which Programs Almost Always Grant Interviews**

- USMLE Step 1: 280
- USMLE Step 2 CK: 280

*Figures N=162, N=141, N=119, N=101*

The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.
Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

**USMLE Step 2 CS**
- N=256
- Yes, pass only: 85%
- No: 15%

**USMLE Step 3**
- N=160
- Yes, pass only: 23%
- Yes, target score: 11%
- No: 66%

**COMLEX-USA Level 1**
- N=194
- Yes, pass only: 39%
- Yes, target score: 48%
- No: 13%

**COMLEX-USA Level 2-CE**
- N=186
- Yes, pass only: 35%
- Yes, target score: 44%
- No: 21%

**COMLEX-USA Level 2-PE**
- N=178
- Yes, pass only: 65%
- Yes, target score: 13%
- No: 22%

**COMLEX-USA Level 3**
- N=122
- Yes, pass only: 20%
- Yes, target score: 11%
- No: 69%

* Osteopathic applicants only

NRMP Program Director Survey Results, 2012

64
Figure IM-5

Percentage of Program's Interview Slots Extended Prior to the November 1st MSPE/Dean's Letter Release Date

Average Number of Applications Received, Applicants Interviewed and Ranked and Positions in The Match

Average Percentage of Applications Rejected and Reviewed

Percentage of Programs that Typically Interview and Rank Each Applicant Groups

NRMP Program Director Survey Results, 2012
Internal Medicine/Pediatrics
(N=35)
Internal Medicine/Pediatrics
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

- USMLE/COMLEX Step 1 score: 90%
- Letters of recommendation in the specialty: 71%
- Personal Statement: 68%
- Grades in required clerkships: 81%
- USMLE/COMLEX Step 2 score: 74%
- Grades in clerkship in desired specialty: 77%
- Graduate of U.S. allopathic medical school: 68%
- Medical Student Performance Evaluation (MSPE/Dean’s Letter): 39%
- Class ranking/quartile: 48%
- Gaps in medical education: 58%
- Personal prior knowledge of the applicant: 71%
- Perceived commitment to specialty: 58%
- Honors in clinical clerkships: 71%
- Applicant was flagged with Match violation by the NRMP: 58%
- Volunteer/extracurricular experiences: 58%
- Other life experience: 58%
- Honors in clerkship in desired specialty: 68%
- Consistency of grades: 55%
- Audition elective/rotation within your department: 45%

N=31

NRMP Program Director Survey Results, 2012
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview (continued)

- Evidence of professionalism and ethics: 61%
- Interpersonal skills: 48%
- Perceived interest in program: 29%
- Graduate of highly regarded U.S. medical school: 52%
- Leadership qualities: 52%
- Alpha Omega Alpha (AOA) membership: 52%
- Demonstrated involvement and interest in research: 32%
- Feedback from current residents: 16%
- Visa status*: 35%
- Honors in basic sciences: 39%
- Fluency in language spoken by your patient population: 29%
- Interest in academic career: 6%
- Away rotation in your specialty at another institution: 16%
- USMLE/COMLEX Step 3 score*: 26%
- Other post-interview contact: 10%
- Gold Society membership: 39%

N=31

* International Medical Graduates only
Mean Importance Ratings* of Factors in Ranking Applicants

- Applicant was flagged with Match violation by the NRMP: 5.0
- Interactions with faculty during interview and visit: 4.8
- Interpersonal skills: 4.6
- Interactions with housestaff during interview and visit: 4.6
- Feedback from current residents: 4.6
- Evidence of professionalism and ethics: 4.6
- Grades in clerkship in desired specialty: 4.3
- Perceived commitment to specialty: 4.3
- Letters of recommendation in the specialty: 3.8
- Graduate of U.S. allopathic medical school: 4.4
- USMLE/COMLEX Step 1 score: 4.1
- Leadership qualities: 4.1
- Honors in clerkship in desired specialty: 4.1
- Gaps in medical education: 3.9
- Grades in required clerkships: 4.2
- USMLE/COMLEX Step 2 score: 4.1
- Honors in clinical clerkships: 4.1
- Class ranking/quartile: 4.2
- Medical Student Performance Evaluation (MSPE/Dean's Letter): 3.9
- Personal prior knowledge of the applicant: 3.7

*N=31

*Ratings on a scale from 1 (not at all important) to 5 (very important).
Figure IMP-2
Internal Medicine/Pediatrics
Mean Importance Ratings* of Factors in Ranking Applicants (continued)

Consistency of grades 3.7
Perceived interest in program 3.8
Visa status** 3.6
Audition elective/rotation within your department 3.5
Graduate of highly regarded U.S. medical school 3.4
Alpha Omega Alpha (AOA) membership 3.8
Fluency in language spoken by your patient population 3.2
Personal Statement 3.0
Other life experience 3.4
Demonstrated involvement and interest in research 2.7
Honors in basic sciences 3.0
Volunteer/extracurricular experiences 3.3
USMLE/COMLEX Step 3 score** 2.6
Other post-interview contact 2.8
Interest in academic career 2.4
Gold Society membership 3.8
Second interview/visit 2.4
Away rotation in your specialty at another institution 1.9

N=31

*Ratings on a scale from 1 (not at all important) to 5 (very important).
** International Medical Graduates only
Internal Medicine/Pediatrics
Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

Figure IMP-3

Percentage of Programs That Use USMLE Step 1 Score

Scores required?
N=35

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<tr>
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<td>60%</td>
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Would your program consider applicants who fail their exam on the 1st attempt?
N=25

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<tr>
<td>Seldom</td>
<td>88%</td>
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Percentage of Programs That Use USMLE Step 2 (CK) Score

Scores required?
N=35

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<tr>
<td>Yes, pass only</td>
<td>26%</td>
</tr>
<tr>
<td>Yes, target score</td>
<td>43%</td>
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<tr>
<td>No</td>
<td>31%</td>
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</tbody>
</table>

Would your program consider applicants who fail their exam on the 1st attempt?
N=24

<table>
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<tr>
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<tbody>
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<td>42%</td>
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<tr>
<td>Seldom</td>
<td>58%</td>
</tr>
<tr>
<td>Seldom</td>
<td>0%</td>
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</table>

Average USMLE Step 1 and Step 2 CK Scores Programs Consider When Granting Interviews

Scores Below Which Programs Generally Does Not Grant Interviews

Scores Above Which Programs Almost Always Grant Interviews

The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.
Internal Medicine/Pediatrics

Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

**USMLE Step 2 CS**
- N=33
- Yes, pass only: 64%
- No: 36%

**USMLE Step 3**
- N=24
- Yes, pass only: 8%
- Yes, target score: 8%
- No: 83%

**COMLEX-USA Level 1**
- N=30
- Yes, pass only: 33%
- Yes, target score: 43%
- No: 23%

**COMLEX-USA Level 2-CE**
- N=29
- Yes, pass only: 24%
- Yes, target score: 34%
- No: 41%

**COMLEX-USA Level 2-PE**
- N=27
- Yes, pass only: 41%
- Yes, target score: 52%

**COMLEX-USA Level 3**
- N=21
- Yes, pass only: 14%
- Yes, target score: 5%
- No: 81%

* Osteopathic applicants only
**Figure IMP-5**

**Internal Medicine/Pediatrics Program’s Interview Activities**

**Percentage of Program’s Interview Slots Extended Prior to the November 1st MSPE/Dean’s Letter Release Date**

- **N=34**
- 21% of programs extend interview slots up to 24%
- 9% extend slots between 25-49%
- 9% extend slots between 50-74%
- 50% extend slots between 75-99%
- 9% extend slots to 100%

**Average Number of Applications Received, Applicants Interviewed and Ranked and Positions in The Match**

- Average number of applications received: 204
- Average number of applicants interviewed: 50
- Average number of applicants ranked: 45
- Average number of positions in The Match: 5

**Average Percentage of Applications Rejected and Reviewed**

- Percentage of applications rejected: 48%
- Percentage of applicants receiving an interview: 52%

* Data from the NRMP database

**Percentage of Programs that Typically Interview and Rank Each Applicant Groups**

- 17% of Internal Medicine/Pediatrics programs consider all applicants
- 100% of programs consider U.S. Seniors
- 77% of programs consider U.S. Graduates
- 34% of programs consider Osteopathic
- 26% of programs consider Canadian
- 26% of programs consider Fifth Pathway
- 54% of programs consider U.S. IMG
- 26% of programs consider Non-U.S. IMG

NRMP Program Director Survey Results, 2012
Neurological Surgery (N=42)
<table>
<thead>
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<th>Factor</th>
<th>Percentage</th>
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<tr>
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<td>81%</td>
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<td>Personal Statement</td>
<td>73%</td>
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<tr>
<td>Grades in required clerkships</td>
<td>70%</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 2 score</td>
<td>59%</td>
</tr>
<tr>
<td>Grades in clerkship in desired specialty</td>
<td>76%</td>
</tr>
<tr>
<td>Graduate of U.S. allopathic medical school</td>
<td>68%</td>
</tr>
<tr>
<td>Medical Student Performance Evaluation (MSPE/Dean's Letter)</td>
<td>57%</td>
</tr>
<tr>
<td>Class ranking/quartile</td>
<td>62%</td>
</tr>
<tr>
<td>Gaps in medical education</td>
<td>54%</td>
</tr>
<tr>
<td>Personal prior knowledge of the applicant</td>
<td>65%</td>
</tr>
<tr>
<td>Perceived commitment to specialty</td>
<td>70%</td>
</tr>
<tr>
<td>Honors in clinical clerkships</td>
<td>70%</td>
</tr>
<tr>
<td>Applicant was flagged with Match violation by the NRMP</td>
<td>43%</td>
</tr>
<tr>
<td>Volunteer/extracurricular experiences</td>
<td>70%</td>
</tr>
<tr>
<td>Other life experience</td>
<td>68%</td>
</tr>
<tr>
<td>Honors in clerkship in desired specialty</td>
<td>73%</td>
</tr>
<tr>
<td>Consistency of grades</td>
<td>68%</td>
</tr>
<tr>
<td>Audition elective/rotation within your department</td>
<td>76%</td>
</tr>
</tbody>
</table>

N=37
Figure NS-1
Neurological Surgery
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview (continued)

Evidence of professionalism and ethics: 59%
Interpersonal skills: 49%
Perceived interest in program: 57%
Graduate of highly regarded U.S. medical school: 73%
Leadership qualities: 54%
Alpha Omega Alpha (AOA) membership: 76%
Demonstrated involvement and interest in research: 86%
Feedback from current residents: 57%
Visa status*: 49%
Honors in basic sciences: 54%
Fluency in language spoken by your patient population: 46%
Interest in academic career: 65%
Away rotation in your specialty at another institution: 62%
USMLE/COMLEX Step 3 score*: 27%
Other post-interview contact: 30%
Gold Society membership: 14%

N=37
* International Medical Graduates only
Mean Importance Ratings* of Factors in Ranking Applicants

Applicant was flagged with Match violation by the NRMP: 4.7
Interactions with faculty during interview and visit: 4.9
Interpersonal skills: 4.5
Interactions with housestaff during interview and visit: 4.7
Feedback from current residents: 4.7
Evidence of professionalism and ethics: 4.5
Grades in clerkship in desired specialty: 4.2
Perceived commitment to specialty: 4.5
Letters of recommendation in the specialty: 4.7
Graduate of U.S. allopathic medical school: 4.4
USMLE/COMLEX Step 1 score: 4.3
Leadership qualities: 4.2
Honors in clerkship in desired specialty: 4.3
Gaps in medical education: 3.9
Grades in required clerkships: 3.9
USMLE/COMLEX Step 2 score: 3.9
Honors in clinical clerkships: 4.1
Class ranking/quartile: 3.8
Medical Student Performance Evaluation (MSPE/Dean's Letter): 3.5
Personal prior knowledge of the applicant: 4.3

*N=37

*Ratings on a scale from 1 (not at all important) to 5 (very important).
**Neurological Surgery**

**Mean Importance Ratings* of Factors in Ranking Applicants**

*(continued)*

<table>
<thead>
<tr>
<th>Factor</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consistency of grades</td>
<td>3.9</td>
</tr>
<tr>
<td>Perceived interest in program</td>
<td>4.1</td>
</tr>
<tr>
<td>Visa status**</td>
<td>4.3</td>
</tr>
<tr>
<td>Audition elective/rotation within your department</td>
<td>4.1</td>
</tr>
<tr>
<td>Graduate of highly regarded U.S. medical school</td>
<td>3.8</td>
</tr>
<tr>
<td>Alpha Omega Alpha (AOA) membership</td>
<td>3.7</td>
</tr>
<tr>
<td>Fluency in language spoken by your patient population</td>
<td>3.5</td>
</tr>
<tr>
<td>Personal Statement</td>
<td>3.4</td>
</tr>
<tr>
<td>Other life experience</td>
<td>3.5</td>
</tr>
<tr>
<td>Demonstrated involvement and interest in research</td>
<td>4.2</td>
</tr>
<tr>
<td>Honors in basic sciences</td>
<td>3.6</td>
</tr>
<tr>
<td>Volunteer/extracurricular experiences</td>
<td>3.5</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 3 score**</td>
<td>3.4</td>
</tr>
<tr>
<td>Other post-interview contact</td>
<td>3.1</td>
</tr>
<tr>
<td>Interest in academic career</td>
<td>3.8</td>
</tr>
<tr>
<td>Gold Society membership</td>
<td>2.7</td>
</tr>
<tr>
<td>Second interview/visit</td>
<td>3.1</td>
</tr>
<tr>
<td>Away rotation in your specialty at another institution</td>
<td>3.7</td>
</tr>
</tbody>
</table>

*N=37

*Ratings on a scale from 1 (not at all important) to 5 (very important).
** International Medical Graduates only
Neurological Surgery
Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

Percentage of Programs That Use USMLE Step 1 Score

Scores required?

Yes, pass only 27% 15%
Yes, target score 46% 85%
No 27% 0%

Would your program consider applicants who fail their exam on the 1st attempt?

Never 44% 48%
Seldom 44% 33%
Often 27% 12%

Percentage of Programs That Use USMLE Step 2 (CK) Score

Scores required?

Yes, pass only 27% 15%
Yes, target score 46% 85%
No 27% 0%

Would your program consider applicants who fail their exam on the 1st attempt?

Never 44% 48%
Seldom 44% 33%
Often 27% 12%

Average USMLE Step 1 and Step 2 CK Scores Programs Consider When Granting Interviews

Scores Below Which Programs Generally Does Not Grant Interviews

Scores Above Which Programs Almost Always Grant Interviews

The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

NRMP Program Director Survey Results, 2012
Figure NS-4
Neurological Surgery
Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores

**USMLE Step 2 CS**
N=37

- Yes, pass only: 73%
- No: 27%

**USMLE Step 3**
N=23

- Yes, pass only: 30%
- Yes, target score: 22%
- No: 48%

Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores

**COMLEX-USA Level 1***
N=14

- Yes, pass only: 29%
- Yes, target score: 7%
- No: 64%

**COMLEX-USA Level 2-CE***
N=14

- Yes, pass only: 29%
- Yes, target score: 7%
- No: 64%

Percentage of Programs That Use COMLEX-USA Level 2-PE and Level 3 Scores

**COMLEX-USA Level 2-PE***
N=12

- Yes, pass only: 33%
- Yes, target score: 8%
- No: 58%

**COMLEX-USA Level 3***
N=13

- Yes, pass only: 23%
- Yes, target score: 8%
- No: 69%

* Osteopathic applicants only
Figure NS-5
Neurological Surgery Program's Interview Activities

Percentage of Program's Interview Slots Extended Prior to the November 1st MSPE/Dean's Letter Release Date

Average Number of Applications Received, Applicants Interviewed and Ranked and Positions in The Match

Average Percentage of Applications Rejected and Reviewed

Percentage of Programs that Typically Interview and Rank Each Applicant Groups

* Data from the NRMP database

NRMP Program Director Survey Results, 2012
Neurology
(N=59)
Figure N-1
Neurology
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

<table>
<thead>
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<th>Factor</th>
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<tbody>
<tr>
<td>USMLE/COMLEX Step 1 score</td>
<td>85%</td>
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<td>Letters of recommendation in the specialty</td>
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<td>Personal Statement</td>
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<td>Grades in required clerkships</td>
<td>69%</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 2 score</td>
<td>73%</td>
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<tr>
<td>Grades in clerkship in desired specialty</td>
<td>73%</td>
</tr>
<tr>
<td>Graduate of U.S. allopathic medical school</td>
<td>67%</td>
</tr>
<tr>
<td>Medical Student Performance Evaluation (MSPE/Dean’s Letter)</td>
<td>62%</td>
</tr>
<tr>
<td>Class ranking/quartile</td>
<td>73%</td>
</tr>
<tr>
<td>Gaps in medical education</td>
<td>58%</td>
</tr>
<tr>
<td>Personal prior knowledge of the applicant</td>
<td>65%</td>
</tr>
<tr>
<td>Perceived commitment to specialty</td>
<td>67%</td>
</tr>
<tr>
<td>Honors in clinical clerkships</td>
<td>58%</td>
</tr>
<tr>
<td>Applicant was flagged with Match violation by the NRMP</td>
<td>56%</td>
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<tr>
<td>Volunteer/extracurricular experiences</td>
<td>55%</td>
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<tr>
<td>Other life experience</td>
<td>64%</td>
</tr>
<tr>
<td>Honors in clerkship in desired specialty</td>
<td>51%</td>
</tr>
<tr>
<td>Consistency of grades</td>
<td>53%</td>
</tr>
<tr>
<td>Audition elective/rotation within your department</td>
<td>51%</td>
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N=55

NRMP Program Director Survey Results, 2012
Neurology
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview
(continued)

Evidence of professionalism and ethics: 40%
Interpersonal skills: 45%
Perceived interest in program: 47%
Graduate of highly regarded U.S. medical school: 56%
Leadership qualities: 40%
Alpha Omega Alpha (AOA) membership: 45%
Demonstrated involvement and interest in research: 62%
Feedback from current residents: 33%
Visa status*: 44%
Honors in basic sciences: 38%
Fluency in language spoken by your patient population: 33%
Interest in academic career: 40%
Away rotation in your specialty at another institution: 22%
USMLE/COMLEX Step 3 score*: 31%
Other post-interview contact: 18%
Gold Society membership: 20%

N=55

* International Medical Graduates only
<table>
<thead>
<tr>
<th>Factor</th>
<th>Mean Rating</th>
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<tr>
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<tr>
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<td>Interpersonal skills</td>
<td>4.8</td>
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<tr>
<td>Interactions with housestaff during interview and visit</td>
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<tr>
<td>Feedback from current residents</td>
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<tr>
<td>Evidence of professionalism and ethics</td>
<td>4.6</td>
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<tr>
<td>Grades in clerkship in desired specialty</td>
<td>4.2</td>
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<tr>
<td>Perceived commitment to specialty</td>
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<tr>
<td>Letters of recommendation in the specialty</td>
<td>4.5</td>
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<tr>
<td>Graduate of U.S. allopathic medical school</td>
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<td>USMLE/COMLEX Step 2 score</td>
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<td>Honors in clinical clerkships</td>
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<td>Class ranking/quartile</td>
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<td>Medical Student Performance Evaluation (MSPE/Dean's Letter)</td>
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<tr>
<td>Personal prior knowledge of the applicant</td>
<td>3.9</td>
</tr>
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*N=55

*Ratings on a scale from 1 (not at all important) to 5 (very important).*
Neurology
Mean Importance Ratings* of Factors in Ranking Applicants

(continued)

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<tr>
<td>Perceived interest in program</td>
<td>3.8</td>
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<tr>
<td>Visa status**</td>
<td>3.3</td>
</tr>
<tr>
<td>Audition elective/rotation within your department</td>
<td>3.4</td>
</tr>
<tr>
<td>Graduate of highly regarded U.S. medical school</td>
<td>3.9</td>
</tr>
<tr>
<td>Alpha Omega Alpha (AOA) membership</td>
<td>3.4</td>
</tr>
<tr>
<td>Fluency in language spoken by your patient population</td>
<td>3.6</td>
</tr>
<tr>
<td>Personal Statement</td>
<td>3.3</td>
</tr>
<tr>
<td>Other life experience</td>
<td>3.1</td>
</tr>
<tr>
<td>Demonstrated involvement and interest in research</td>
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</tr>
<tr>
<td>Honors in basic sciences</td>
<td>3.1</td>
</tr>
<tr>
<td>Volunteer/extracurricular experiences</td>
<td>2.9</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 3 score**</td>
<td>3.4</td>
</tr>
<tr>
<td>Other post-interview contact</td>
<td>3.0</td>
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<td>Interest in academic career</td>
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<td>Second interview/visit</td>
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<tr>
<td>Away rotation in your specialty at another institution</td>
<td>2.7</td>
</tr>
</tbody>
</table>

N=55

*Ratings on a scale from 1 (not at all important) to 5 (very important).

** International Medical Graduates only
Neurology

Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

**Percentage of Programs That Use USMLE Step 1 Score**

- **Scores required?**
  - Yes, pass only: 29%
  - Yes, target score: 69%
  - No: 2%

- **Would your program consider applicants who fail their exam on the 1st attempt?**
  - Never: 18%
  - Seldom: 80%
  - Often: 2%

**Percentage of Programs That Use USMLE Step 2 (CK) Score**

- **Scores required?**
  - Yes, pass only: 30%
  - Yes, target score: 56%
  - No: 14%

- **Would your program consider applicants who fail their exam on the 1st attempt?**
  - Never: 17%
  - Seldom: 80%
  - Often: 2%

**Average USMLE Step 1 and Step 2 CK Scores Programs Consider WhenGranting Interviews**

- **Scores Below Which Programs Generally Does Not Grant Interviews**
  - USMLE Step 1: 200
  - USMLE Step 2 CK: 200

- **Scores Above Which Programs Almost Always Grant Interviews**
  - USMLE Step 1: 220
  - USMLE Step 2 CK: 220

The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.
Neurology

Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

**USMLE Step 2 CS**
- **N=53**
- Yes, pass only: 85%
- Yes, target score: 15%

**USMLE Step 3**
- **N=40**
- Yes, pass only: 60%
- Yes, target score: 28%
- No: 13%

**COMLEX-USA Level 1**
- **N=44**
- Yes, pass only: 36%
- Yes, target score: 45%
- No: 18%

**COMLEX-USA Level 2-CE**
- **N=40**
- Yes, pass only: 40%
- Yes, target score: 30%
- No: 30%

**COMLEX-USA Level 2-PE**
- **N=40**
- Yes, pass only: 57%
- Yes, target score: 15%
- No: 28%

**COMLEX-USA Level 3**
- **N=33**
- Yes, pass only: 55%
- Yes, target score: 27%
- No: 18%

* Osteopathic applicants only

NRMP Program Director Survey Results, 2012 88
Figure N-5
Neurology Program's Interview Activities

Percentage of Program's Interview Slots Extended Prior to the November 1st MSPE/Dean's Letter Release Date

Average Number of Applications Received, Applicants Interviewed and Ranked and Positions in The Match

Average Percentage of Applications Rejected and Reviewed

Percentage of Programs that Typically Interview and Rank Each Applicant Groups

58% of Neurology programs consider all applicants
Obstetrics and Gynecology
(N=113)
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

- USMLE/COMLEX Step 1 score: 81%
- Letters of recommendation in the specialty: 79%
- Personal Statement: 74%
- Grades in required clerkships: 75%
- USMLE/COMLEX Step 2 score: 76%
- Grades in clerkship in desired specialty: 73%
- Graduate of U.S. allopathic medical school: 74%
- Medical Student Performance Evaluation (MSPE/Dean’s Letter): 58%
- Class ranking/quartile: 67%
- Gaps in medical education: 69%
- Personal prior knowledge of the applicant: 59%
- Perceived commitment to specialty: 56%
- Honors in clinical clerkships: 67%
- Applicant was flagged with Match violation by the NRMP: 67%
- Volunteer/extracurricular experiences: 58%
- Other life experience: 56%
- Honors in clerkship in desired specialty: 65%
- Consistency of grades: 59%
- Audition elective/rotation within your department: 58%

N=97
<table>
<thead>
<tr>
<th>Factor</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Evidence of professionalism and ethics</td>
<td>60%</td>
</tr>
<tr>
<td>Interpersonal skills</td>
<td>55%</td>
</tr>
<tr>
<td>Perceived interest in program</td>
<td>59%</td>
</tr>
<tr>
<td>Graduate of highly regarded U.S. medical school</td>
<td>51%</td>
</tr>
<tr>
<td>Leadership qualities</td>
<td>56%</td>
</tr>
<tr>
<td>Alpha Omega Alpha (AOA) membership</td>
<td>47%</td>
</tr>
<tr>
<td>Demonstrated involvement and interest in research</td>
<td>54%</td>
</tr>
<tr>
<td>Feedback from current residents</td>
<td>53%</td>
</tr>
<tr>
<td>Visa status*</td>
<td>47%</td>
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<tr>
<td>Honors in basic sciences</td>
<td>43%</td>
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<tr>
<td>Fluency in language spoken by your patient population</td>
<td>36%</td>
</tr>
<tr>
<td>Interest in academic career</td>
<td>29%</td>
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<tr>
<td>Away rotation in your specialty at another institution</td>
<td>29%</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 3 score*</td>
<td>30%</td>
</tr>
<tr>
<td>Other post-interview contact</td>
<td>26%</td>
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<tr>
<td>Gold Society membership</td>
<td>26%</td>
</tr>
</tbody>
</table>

*International Medical Graduates only

N=97
Figure OG-2

Obstetrics and Gynecology

Mean Importance Ratings* of Factors in Ranking Applicants

- Applicant was flagged with Match violation by the NRMP: 4.8
- Interactions with faculty during interview and visit: 4.7
- Interpersonal skills: 4.7
- Interactions with housestaff during interview and visit: 4.7
- Feedback from current residents: 4.7
- Evidence of professionalism and ethics: 4.6
- Grades in clerkship in desired specialty: 4.4
- Perceived commitment to specialty: 4.2
- Letters of recommendation in the specialty: 4.1
- Graduate of U.S. allopathic medical school: 4.2
- USMLE/COMLEX Step 1 score: 4.1
- Leadership qualities: 4.3
- Honors in clerkship in desired specialty: 4.2
- Gaps in medical education: 4.1
- Grades in required clerkships: 4.1
- USMLE/COMLEX Step 2 score: 4.0
- Honors in clinical clerkships: 4.0
- Class ranking/quartile: 3.8
- Medical Student Performance Evaluation (MSPE/Dean's Letter): 3.6
- Personal prior knowledge of the applicant: 3.6

N=97

*Ratings on a scale from 1 (not at all important) to 5 (very important).
Figure OG-2
Obstetrics and Gynecology
Mean Importance Ratings* of Factors in Ranking Applicants
(continued)

Consistency of grades 4.0
Perceived interest in program 3.9
Visa status** 3.9
Audition elective/rotation within your department 3.4
Graduate of highly regarded U.S. medical school 3.5
Alpha Omega Alpha (AOA) membership 3.3
Fluency in language spoken by your patient population 3.0
Personal Statement 3.3
Other life experience 3.3
Demonstrated involvement and interest in research 3.0
Honors in basic sciences 2.9
Volunteer/extracurricular experiences 3.0
USMLE/COMLEX Step 3 score** 3.3
Other post-interview contact 3.0
Interest in academic career 2.6
Gold Society membership 3.0
Second interview/visit 2.8
Away rotation in your specialty at another institution 2.1

N=97

*Ratings on a scale from 1 (not at all important) to 5 (very important).
** International Medical Graduates only
Obstetrics and Gynecology Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

Percentage of Programs That Use USMLE Step 1 Score

Scores required?

Would your program consider applicants who fail their exam on the 1st attempt?

Scores required?

Percentage of Programs That Use USMLE Step 2 (CK) Score

Scores required?

Would your program consider applicants who fail their exam on the 1st attempt?

Average USMLE Step 1 and Step 2 CK Scores Programs Consider When Granting Interviews

Scores Below Which Programs Generally Does Not Grant Interviews

Scores Above Which Programs Almost Always Grant Interviews

The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

NRMP Program Director Survey Results, 2012 95
Obstetrics and Gynecology

Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

**USMLE Step 2 CS**
- Yes, pass only: 86%
- No: 14%

**USMLE Step 3**
- Yes, pass only: 25%
- Yes, target score: 14%
- No: 61%

**COMLEX-USA Level 1**
- Yes, pass only: 39%
- Yes, target score: 39%
- No: 21%

**COMLEX-USA Level 2-CE**
- Yes, pass only: 25%
- Yes, target score: 14%
- No: 61%

**COMLEX-USA Level 2-PE**
- Yes, pass only: 55%
- Yes, target score: 32%
- No: 32%

**COMLEX-USA Level 3**
- Yes, pass only: 29%
- Yes, target score: 11%
- No: 60%

* Osteopathic applicants only

NRMP Program Director Survey Results, 2012
Obstetrics and Gynecology
Program's Interview Activities

Percentage of Program's Interview Slots Extended Prior to the November 1st MSPE/Dean's Letter Release Date

Average Number of Applications Received, Applicants Interviewed and Ranked and Positions in The Match

Average Percentage of Applications Rejected and Reviewed

Percentage of Programs that Typically Interview and Rank Each Applicant Groups

NRMP Program Director Survey Results, 2012
Orthopedic Surgery  
(N=87)
Orthopedic Surgery
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

- USMLE/COMLEX Step 1 score: 69%
- Letters of recommendation in the specialty: 85%
- Personal Statement: 85%
- Grades in required clerkships: 78%
- USMLE/COMLEX Step 2 score: 49%
- Grades in clerkship in desired specialty: 76%
- Graduate of U.S. allopathic medical school: 77%
- Medical Student Performance Evaluation (MSPE/Dean’s Letter): 83%
- Class ranking/quartile: 73%
- Gaps in medical education: 60%
- Personal prior knowledge of the applicant: 69%
- Perceived commitment to specialty: 64%
- Honors in clinical clerkships: 79%
- Applicant was flagged with Match violation by the NRMP: 50%
- Volunteer/extracurricular experiences: 77%
- Other life experience: 76%
- Honors in clerkship in desired specialty: 78%
- Consistency of grades: 68%
- Audition elective/rotation within your department: 78%

N=78
Figure OS-1
Orthopedic Surgery
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview (continued)

- Evidence of professionalism and ethics: 62%
- Interpersonal skills: 62%
- Perceived interest in program: 60%
- Graduate of highly regarded U.S. medical school: 55%
- Leadership qualities: 67%
- Alpha Omega Alpha (AOA) membership: 68%
- Demonstrated involvement and interest in research: 71%
- Feedback from current residents: 65%
- Visa status*: 37%
- Honors in basic sciences: 56%
- Fluency in language spoken by your patient population: 23%
- Interest in academic career: 31%
- Away rotation in your specialty at another institution: 42%
- USMLE/COMLEX Step 3 score*: 14%
- Other post-interview contact: 19%
- Gold Society membership: 18%

N=78

* International Medical Graduates only
Figure OS-2
Orthopedic Surgery
Mean Importance Ratings* of Factors in Ranking Applicants

- Applicant was flagged with Match violation by the NRMP: 4.9
- Interactions with faculty during interview and visit: 4.7
- Interpersonal skills: 4.6
- Interactions with housestaff during interview and visit: 4.8
- Feedback from current residents: 4.7
- Evidence of professionalism and ethics: 4.6
- Grades in clerkship in desired specialty: 4.3
- Perceived commitment to specialty: 4.0
- Letters of recommendation in the specialty: 4.3
- Graduate of U.S. allopathic medical school: 4.5
- USMLE/COMLEX Step 1 score: 4.5
- Leadership qualities: 4.3
- Honors in clerkship in desired specialty: 4.4
- Gaps in medical education: 3.9
- Grades in required clerkships: 4.3
- USMLE/COMLEX Step 2 score: 3.7
- Honors in clinical clerkships: 4.4
- Class ranking/quartile: 4.2
- Medical Student Performance Evaluation (MSPE/Dean's Letter): 3.4
- Personal prior knowledge of the applicant: 4.3

*N=78

*Ratings on a scale from 1 (not at all important) to 5 (very important).
Orthopedic Surgery
Mean Importance Ratings* of Factors in Ranking Applicants
(continued)

<table>
<thead>
<tr>
<th>Factor</th>
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<td>Perceived interest in program</td>
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<tr>
<td>Visa status**</td>
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<tr>
<td>Audition elective/rotation within your department</td>
<td>4.3</td>
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<tr>
<td>Graduate of highly regarded U.S. medical school</td>
<td>3.6</td>
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<tr>
<td>Alpha Omega Alpha (AOA) membership</td>
<td>3.8</td>
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<tr>
<td>Fluency in language spoken by your patient population</td>
<td>2.5</td>
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<tr>
<td>Personal Statement</td>
<td>3.2</td>
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<tr>
<td>Other life experience</td>
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<tr>
<td>Demonstrated involvement and interest in research</td>
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<tr>
<td>Honors in basic sciences</td>
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<td>Volunteer/extracurricular experiences</td>
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<tr>
<td>USMLE/COMLEX Step 3 score**</td>
<td>2.7</td>
</tr>
<tr>
<td>Other post-interview contact</td>
<td>2.6</td>
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<tr>
<td>Interest in academic career</td>
<td>2.9</td>
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<td>Gold Society membership</td>
<td>2.7</td>
</tr>
<tr>
<td>Second interview/visit</td>
<td>2.8</td>
</tr>
<tr>
<td>Away rotation in your specialty at another institution</td>
<td>2.7</td>
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</tbody>
</table>

N=78

*Ratings on a scale from 1 (not at all important) to 5 (very important).

** International Medical Graduates only
Orthopedic Surgery
Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

Percentage of Programs That Use USMLE Step 1 Score

Scores required?

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Programs</th>
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<tbody>
<tr>
<td>Yes, pass only</td>
<td>11%</td>
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<td>Yes, target score</td>
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</tr>
<tr>
<td>No</td>
<td>1%</td>
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</table>

Would your program consider applicants who fail their exam on the 1st attempt?

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Programs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
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</tr>
<tr>
<td>Seldom</td>
<td>40%</td>
</tr>
<tr>
<td>Often</td>
<td>1%</td>
</tr>
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</table>

Percentage of Programs That Use USMLE Step 2 (CK) Score

Scores required?

<table>
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<tr>
<th>Percentage</th>
<th>Programs</th>
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</thead>
<tbody>
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<td>Yes, pass only</td>
<td>17%</td>
</tr>
<tr>
<td>Yes, target score</td>
<td>44%</td>
</tr>
<tr>
<td>No</td>
<td>39%</td>
</tr>
</tbody>
</table>

Would your program consider applicants who fail their exam on the 1st attempt?

<table>
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<th>Percentage</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td>69%</td>
</tr>
<tr>
<td>Seldom</td>
<td>31%</td>
</tr>
<tr>
<td>Often</td>
<td>0%</td>
</tr>
</tbody>
</table>

Average USMLE Step 1 and Step 2 CK Scores Programs Consider When Granting Interviews

Scores Below Which Programs Generally Does Not Grant Interviews

Scores Above Which Programs Almost Always Grant Interviews

The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

NRMP Program Director Survey Results, 2012

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Orthopedic Surgery

Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

**USMLE Step 2 CS**
- Yes, pass only: 57%
- No: 43%

**USMLE Step 3**
- Yes, pass only: 11%
- Yes, target score: 4%
- No: 84%

**COMLEX-USA Level 1**
- Yes, pass only: 13%
- Yes, target score: 8%
- No: 79%

**COMLEX-USA Level 2-CE**
- Yes, pass only: 8%
- Yes, target score: 5%
- No: 86%

**COMLEX-USA Level 2-PE**
- Yes, pass only: 8%
- Yes, target score: 3%
- No: 89%

**COMLEX-USA Level 3**
- Yes, pass only: 8%
- Yes, target score: 3%
- No: 89%

* Osteopathic applicants only
Figure OS-5
Orthopedic Surgery Program’s Interview Activities

**Percentage of Program’s Interview Slots Extended Prior to the November 1st MSPE/Dean’s Letter Release Date**

![Bar Chart](chart)

- **N=83**
- **67%**
- **1%**
- **7%**
- **5%**
- **6%**
- **13%**

**Average Number of Applications Received, Applicants Interviewed and Ranked and Positions in The Match**

- **Number of applications received**: 530
- **Number of applicants interviewed**: 62
- **Number of applicants ranked**: 51
- **Number of positions in The Match**: 5

- **N=85**
- **N=83**
- **N=87**
- **N=84**

**Average Percentage of Applications Rejected and Reviewed**

- **Percentage of applications rejected**: 47%
- **Percentage of applicants receiving an interview**: 56%

- **N=84**

* Data from the NRMP database

**Percentage of Programs that Typically Interview and Rank Each Applicant Groups**

14% of Orthopedic Surgery programs consider all applicants

- **U.S. Senior**: 99%
- **U.S. Grad**: 67%
- **Osteopathic**: 30%
- **Canadian**: 27%
- **Fifth Pathway**: 16%
- **U.S. IMG**: 24%
- **Non-U.S. IMG**: 17%

- **N=83**

NRMP Program Director Survey Results, 2012
Otolaryngology
(N=51)
Figure O-1
Otolaryngology
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

- USMLE/COMLEX Step 1 score: 84%
- Letters of recommendation in the specialty: 93%
- Personal Statement: 87%
- Grades in required clerkships: 73%
- Grades in clerkship in desired specialty: 80%
- Graduate of U.S. allopathic medical school: 80%
- Medical Student Performance Evaluation (MSPE/Dean's Letter): 58%
- Class ranking/quartile: 71%
- Gaps in medical education: 58%
- Personal prior knowledge of the applicant: 71%
- Perceived commitment to specialty: 67%
- Honors in clinical clerkships: 80%
- Applicant was flagged with Match violation by the NRMP: 60%
- Volunteer/extracurricular experiences: 82%
- Other life experience: 69%
- Honors in clerkship in desired specialty: 80%
- Consistency of grades: 67%
- Audition elective/rotation within your department: 73%

N=45
Otolaryngology Percentage of Programs Citing Each Factor in Selecting Applicants to Interview (continued)

- Evidence of professionalism and ethics: 64%
- Interpersonal skills: 69%
- Perceived interest in program: 62%
- Graduate of highly regarded U.S. medical school: 60%
- Leadership qualities: 71%
- Alpha Omega Alpha (AOA) membership: 76%
- Demonstrated involvement and interest in research: 82%
- Feedback from current residents: 67%
- Visa status*: 51%
- Honors in basic sciences: 53%
- Fluency in language spoken by your patient population: 20%
- Interest in academic career: 40%
- Away rotation in your specialty at another institution: 44%
- USMLE/COMLEX Step 3 score*: 13%
- Other post-interview contact: 13%
- Gold Society membership: 18%

N=45

* International Medical Graduates only
### Figure O-2

**Mean Importance Ratings* of Factors in Ranking Applicants**

<table>
<thead>
<tr>
<th>Factor</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Applicant was flagged with Match violation by the NRMP</td>
<td>4.9</td>
</tr>
<tr>
<td>Interactions with faculty during interview and visit</td>
<td>4.8</td>
</tr>
<tr>
<td>Interpersonal skills</td>
<td>4.7</td>
</tr>
<tr>
<td>Interactions with housestaff during interview and visit</td>
<td>4.7</td>
</tr>
<tr>
<td>Feedback from current residents</td>
<td>4.6</td>
</tr>
<tr>
<td>Evidence of professionalism and ethics</td>
<td>4.5</td>
</tr>
<tr>
<td>Grades in clerkship in desired specialty</td>
<td>4.3</td>
</tr>
<tr>
<td>Perceived commitment to specialty</td>
<td>4.0</td>
</tr>
<tr>
<td>Letters of recommendation in the specialty</td>
<td>4.4</td>
</tr>
<tr>
<td>Graduate of U.S. allopathic medical school</td>
<td>4.5</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 1 score</td>
<td>4.1</td>
</tr>
<tr>
<td>Leadership qualities</td>
<td>4.3</td>
</tr>
<tr>
<td>Honors in clerkship in desired specialty</td>
<td>4.3</td>
</tr>
<tr>
<td>Gaps in medical education</td>
<td>3.4</td>
</tr>
<tr>
<td>Grades in required clerkships</td>
<td>3.9</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 2 score</td>
<td>3.3</td>
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<tr>
<td>Honors in clinical clerkships</td>
<td>4.0</td>
</tr>
<tr>
<td>Class ranking/quartile</td>
<td>4.0</td>
</tr>
<tr>
<td>Medical Student Performance Evaluation (MSPE/Dean’s Letter)</td>
<td>2.7</td>
</tr>
<tr>
<td>Personal prior knowledge of the applicant</td>
<td>4.1</td>
</tr>
</tbody>
</table>

*Ratings on a scale from 1 (not at all important) to 5 (very important). N=45

NRMP Program Director Survey Results, 2012
Figure O-2
Otolaryngology
Mean Importance Ratings* of Factors in Ranking Applicants (continued)

- Consistency of grades: 3.9
- Perceived interest in program: 3.8
- Visa status**: 3.5
- Audition elective/rotation within your department: 4.0
- Graduate of highly regarded U.S. medical school: 3.2
- Alpha Omega Alpha (AOA) membership: 3.9
- Fluency in language spoken by your patient population: 2.4
- Personal Statement: 3.3
- Other life experience: 3.2
- Demonstrated involvement and interest in research: 4.0
- Honors in basic sciences: 3.4
- Volunteer/extracurricular experiences: 3.2
- USMLE/COMLEX Step 3 score**: 2.1
- Other post-interview contact: 2.4
- Interest in academic career: 3.0
- Gold Society membership: 2.2
- Second interview/visit: 2.1
- Away rotation in your specialty at another institution: 2.6

*Ratings on a scale from 1 (not at all important) to 5 (very important).
** International Medical Graduates only

NRMP Program Director Survey Results, 2012

N=45
Otolaryngology
Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

Percentage of Programs That Use USMLE Step 1 Score

Scores required?
N=50

- Yes, pass only: 16%
- Yes, target score: 84%
- No: 0%

Would your program consider applicants who fail their exam on the 1st attempt?
N=42

- Never: 57%
- Seldom: 38%
- Often: 5%

Percentage of Programs That Use USMLE Step 2 (CK) Score

Scores required?
N=45

- Yes, pass only: 20%
- Yes, target score: 33%
- No: 47%

Would your program consider applicants who fail their exam on the 1st attempt?
N=23

- Never: 57%
- Seldom: 35%
- Often: 9%

Average USMLE Step 1 and Step 2 CK Scores Programs Consider When Granting Interviews

Scores Below Which Programs Generally Does Not Grant Interviews

Scores Above Which Programs Almost Always Grant Interviews

The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

NRMP Program Director Survey Results, 2012
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Figure O-4
Otolaryngology
Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores

USMLE Step 2 CS
N=44

50% Yes, pass only
50% No

USMLE Step 3
N=28

7% Yes, pass only
7% Yes, target score
86% No

Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores

COMLEX-USA Level 1*
N=21

5% Yes, pass only
14% Yes, target score
81% No

COMLEX-USA Level 2-CE*
N=19

5% Yes, pass only
5% Yes, target score
89% No

Percentage of Programs That Use COMLEX-USA Level 2-PE and Level 3 Scores

COMLEX-USA Level 2-PE*
N=19

5% Yes, pass only
5% Yes, target score
89% No

COMLEX-USA Level 3*
N=19

0% Yes, pass only
5% Yes, target score
95% No

* Osteopathic applicants only
Figure O-5
Otolaryngology Program’s Interview Activities

Percentage of Program’s Interview Slots Extended Prior to the November 1st MSPE/Dean’s Letter Release Date

Average Number of Applications Received, Applicants Interviewed and Ranked and Positions in The Match

Average Percentage of Applications Rejected and Reviewed

Percentage of Programs that Typically Interview and Rank Each Applicant Groups

* Data from the NRMP database

NRMP Program Director Survey Results, 2012
Pathology
(N=78)
Figure PAC-1
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

- USMLE/COMLEX Step 1 score: 80%
- Letters of recommendation in the specialty: 93%
- Personal Statement: 89%
- Grades in required clerkships: 64%
- USMLE/COMLEX Step 2 score: 70%
- Grades in clerkship in desired specialty: 77%
- Graduate of U.S. allopathic medical school: 67%
- Medical Student Performance Evaluation (MSPE/Dean's Letter): 56%
- Class ranking/quartile: 56%
- Gaps in medical education: 74%
- Personal prior knowledge of the applicant: 59%
- Perceived commitment to specialty: 79%
- Honors in clinical clerkships: 57%
- Applicant was flagged with Match violation by the NRMP: 66%
- Volunteer/extracurricular experiences: 54%
- Other life experience: 57%
- Honors in clerkship in desired specialty: 59%
- Consistency of grades: 59%
- Audition elective/rotation within your department: 61%

N=70
Figure PAC-1 Pathology
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview (continued)

Evidence of professionalism and ethics: 59%
Interpersonal skills: 61%
Perceived interest in program: 64%
Graduate of highly regarded U.S. medical school: 61%
Leadership qualities: 54%
Alpha Omega Alpha (AOA) membership: 40%
Demonstrated involvement and interest in research: 66%
Feedback from current residents: 57%
Visa status*: 50%
Honors in basic sciences: 51%
Fluency in language spoken by your patient population: 43%
Interest in academic career: 51%
Away rotation in your specialty at another institution: 36%
USMLE/COMLEX Step 3 score*: 36%
Other post-interview contact: 27%
Gold Society membership: 14%

N=70

* International Medical Graduates only

NRMP Program Director Survey Results, 2012
Pathology

Figure PAC-2
Mean Importance Ratings* of Factors in Ranking Applicants

Applicant was flagged with Match violation by the NRMP

Interactions with faculty during interview and visit

Interpersonal skills

Interactions with housestaff during interview and visit

Feedback from current residents

Evidence of professionalism and ethics

Grades in clerkship in desired specialty

Perceived commitment to specialty

Letters of recommendation in the specialty

Graduate of U.S. allopathic medical school

USMLE/COMLEX Step 1 score

Leadership qualities

Honors in clerkship in desired specialty

Gaps in medical education

Grades in required clerkships

USMLE/COMLEX Step 2 score

Honors in clinical clerkships

Class ranking/quartile

Medical Student Performance Evaluation (MSPE/Dean's Letter)

Personal prior knowledge of the applicant

N=70

*Ratings on a scale from 1 (not at all important) to 5 (very important).
**Pathology**

**Mean Importance Ratings* of Factors in Ranking Applicants**

(continued)

<table>
<thead>
<tr>
<th>Factor</th>
<th>Rating</th>
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<tbody>
<tr>
<td>Consistency of grades</td>
<td>4.0</td>
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<tr>
<td>Perceived interest in program</td>
<td>4.0</td>
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<tr>
<td>Visa status**</td>
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<tr>
<td>Audition elective/rotation within your department</td>
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<tr>
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<td>Personal Statement</td>
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<tr>
<td>USMLE/COMLEX Step 3 score**</td>
<td>3.4</td>
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<tr>
<td>Other post-interview contact</td>
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<tr>
<td>Interest in academic career</td>
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<td>Away rotation in your specialty at another institution</td>
<td>2.9</td>
</tr>
</tbody>
</table>

*Ratings on a scale from 1 (not at all important) to 5 (very important).

**International Medical Graduates only**

NRMP Program Director Survey Results, 2012

118
Pathology

Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

Figure PAC-3

Percentage of Programs That Use USMLE Step 1 Score

Scores required?

Would your program consider applicants who fail their exam on the 1st attempt?

N=75

N=58

Percentage of Programs That Use USMLE Step 2 (CK) Score

Scores required?

Would your program consider applicants who fail their exam on the 1st attempt?

N=72

N=52

Average USMLE Step 1 and Step 2 CK Scores Programs Consider When Granting Interviews

Scores Below Which Programs Generally Does Not Grant Interviews

Scores Above Which Programs Almost Always Grant Interviews

N=44

N=35

N=30

N=21

The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.
Pathology

Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

Figure PAC-4

Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores

USMLE Step 2 CS
N=67

82%
18%
Yes, pass only
No

USMLE Step 3
N=55

29%
16%
55%
Yes, pass only
Yes, target score
No

Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores

COMLEX-USA Level 1*
N=52

35%
56%
10%
Yes, pass only
Yes, target score
No

COMLEX-USA Level 2-CE*
N=51

29%
49%
22%
Yes, pass only
Yes, target score
No

Percentage of Programs That Use COMLEX-USA Level 2-PE and Level 3 Scores

COMLEX-USA Level 2-PE*
N=52

56%
21%
23%
Yes, pass only
Yes, target score
No

COMLEX-USA Level 3*
N=39

33%
8%
59%
Yes, pass only
Yes, target score
No

* Osteopathic applicants only
% of programs that typically interview and rank each applicant group

- U.S. Senior: 97%
- U.S. Grad: 91%
- Osteopathic: 91%
- Canadian: 73%
- Fifth Pathway: 65%
- U.S. IMG: 85%
- Non-U.S. IMG: 83%
Pediatrics
(N=131)
Figure P-1
Pediatrics
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

- USMLE/COMLEX Step 1 score: 91%
- USMLE/COMLEX Step 2 score: 75%
- Grades in clerkship in desired specialty: 66%
- Graduate of U.S. allopathic medical school: 71%
- Medical Student Performance Evaluation (MSPE/Dean’s Letter): 66%
- Class ranking/quartile: 68%
- Gaps in medical education: 71%
- Personal prior knowledge of the applicant: 60%
- Perceived commitment to specialty: 52%
- Honors in clinical clerkships: 57%
- Applicant was flagged with Match violation by the NRMP: 56%
- Volunteer/extracurricular experiences: 56%
- Consistency of grades: 58%
- Other life experience: 50%
- Honors in clerkship in desired specialty: 54%
- Audition elective/rotation within your department: 50%

N=109

NRMP Program Director Survey Results, 2012
Figure P-1  Pediatrics  Percentage of Programs Citing Each Factor in Selecting Applicants to Interview (continued)

- Evidence of professionalism and ethics: 54%
- Interpersonal skills: 50%
- Perceived interest in program: 39%
- Graduate of highly regarded U.S. medical school: 50%
- Leadership qualities: 51%
- Alpha Omega Alpha (AOA) membership: 55%
- Demonstrated involvement and interest in research: 38%
- Feedback from current residents: 50%
- Visa status*: 46%
- Honors in basic sciences: 37%
- Fluency in language spoken by your patient population: 32%
- Interest in academic career: 27%
- Away rotation in your specialty at another institution: 20%
- USMLE/COMLEX Step 3 score*: 18%
- Other post-interview contact: 17%
- Gold Society membership: 34%

N=109

* International Medical Graduates only
**Figure P-2**

**Mean Importance Ratings* of Factors in Ranking Applicants**

<table>
<thead>
<tr>
<th>Factor</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Applicant was flagged with Match violation by the NRMP</td>
<td>4.9</td>
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<tr>
<td>Interactions with faculty during interview and visit</td>
<td>4.7</td>
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<tr>
<td>Interpersonal skills</td>
<td>4.7</td>
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<tr>
<td>Interactions with housestaff during interview and visit</td>
<td>4.6</td>
</tr>
<tr>
<td>Feedback from current residents</td>
<td>4.6</td>
</tr>
<tr>
<td>Evidence of professionalism and ethics</td>
<td>4.5</td>
</tr>
<tr>
<td>Grades in clerkship in desired specialty</td>
<td>4.2</td>
</tr>
<tr>
<td>Perceived commitment to specialty</td>
<td>4.0</td>
</tr>
<tr>
<td>Letters of recommendation in the specialty</td>
<td>3.9</td>
</tr>
<tr>
<td>Graduate of U.S. allopathic medical school</td>
<td>4.0</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 1 score</td>
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<tr>
<td>Leadership qualities</td>
<td>4.1</td>
</tr>
<tr>
<td>Honors in clerkship in desired specialty</td>
<td>4.1</td>
</tr>
<tr>
<td>Gaps in medical education</td>
<td>4.1</td>
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<tr>
<td>Grades in required clerkships</td>
<td>4.2</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 2 score</td>
<td>3.9</td>
</tr>
<tr>
<td>Honors in clinical clerkships</td>
<td>4.0</td>
</tr>
<tr>
<td>Class ranking/quartile</td>
<td>4.2</td>
</tr>
<tr>
<td>Medical Student Performance Evaluation (MSPE/Dean's Letter)</td>
<td>4.1</td>
</tr>
<tr>
<td>Personal prior knowledge of the applicant</td>
<td>3.9</td>
</tr>
</tbody>
</table>

*Ratings on a scale from 1 (not at all important) to 5 (very important). N=109
Pediatrics

Mean Importance Ratings* of Factors in Ranking Applicants (continued)

<table>
<thead>
<tr>
<th>Factor</th>
<th>Rating</th>
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<tr>
<td>Consistency of grades</td>
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</tr>
<tr>
<td>Perceived interest in program</td>
<td>3.4</td>
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<tr>
<td>Visa status**</td>
<td>3.5</td>
</tr>
<tr>
<td>Audition elective/rotation within your department</td>
<td>3.6</td>
</tr>
<tr>
<td>Graduate of highly regarded U.S. medical school</td>
<td>3.5</td>
</tr>
<tr>
<td>Alpha Omega Alpha (AOA) membership</td>
<td>3.5</td>
</tr>
<tr>
<td>Fluency in language spoken by your patient population</td>
<td>3.4</td>
</tr>
<tr>
<td>Personal Statement</td>
<td>3.1</td>
</tr>
<tr>
<td>Other life experience</td>
<td>3.3</td>
</tr>
<tr>
<td>Demonstrated involvement and interest in research</td>
<td>2.8</td>
</tr>
<tr>
<td>Honors in basic sciences</td>
<td>2.8</td>
</tr>
<tr>
<td>Volunteer/extracurricular experiences</td>
<td>3.2</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 3 score**</td>
<td>2.6</td>
</tr>
<tr>
<td>Other post-interview contact</td>
<td>2.6</td>
</tr>
<tr>
<td>Interest in academic career</td>
<td>2.7</td>
</tr>
<tr>
<td>Gold Society membership</td>
<td>3.2</td>
</tr>
<tr>
<td>Second interview/visit</td>
<td>2.2</td>
</tr>
<tr>
<td>Away rotation in your specialty at another institution</td>
<td>2.2</td>
</tr>
</tbody>
</table>

*N=109

*Ratings on a scale from 1 (not at all important) to 5 (very important).

** International Medical Graduates only
Pediatrics
Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

Figure P-3

Percentage of Programs That Use USMLE Step 1 Score

Scores required?
N=126

Would your program consider applicants who fail their exam on the 1st attempt?
N=98

Percentage of Programs That Use USMLE Step 2 (CK) Score

Scores required?
N=124

Would your program consider applicants who fail their exam on the 1st attempt?
N=94

Average USMLE Step 1 and Step 2 CK Scores Programs Consider When Granting Interviews

Scores Below Which Programs Generally Does Not Grant Interviews

Scores Above Which Programs Almost Always Grant Interviews

NRMP Program Director Survey Results, 2012

The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.
Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores

USMLE Step 2 CS
N=121

- Yes, pass only: 82%
- No: 18%

USMLE Step 3
N=76

- Yes, pass only: 82%
- Yes, target score: 14%
- No: 4%

Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores

COMLEX-USA Level 1*
N=110

- Yes, pass only: 55%
- Yes, target score: 33%
- No: 12%

COMLEX-USA Level 2-CE*
N=105

- Yes, pass only: 50%
- Yes, target score: 27%
- No: 24%

Percentage of Programs That Use COMLEX-USA Level 2-PE and Level 3 Scores

COMLEX-USA Level 2-PE*
N=96

- Yes, pass only: 64%
- Yes, target score: 29%
- No: 7%

COMLEX-USA Level 3*
N=68

- Yes, pass only: 82%
- Yes, target score: 13%
- No: 4%

* Osteopathic applicants only
Figure P-5

Pediatrics Program's Interview Activities

Percentage of Program's Interview Slots Extended Prior to the November 1st MSPE/Dean's Letter Release Date

Average Number of Applications Received, Applicants Interviewed and Ranked and Positions in The Match

Average Percentage of Applications Rejected and Reviewed

Percentage of Programs that Typically Interview and Rank Each Applicant Groups

40% of Pediatrics programs consider all applicants

* Data from the NRMP database
Physical Medicine and Rehabilitation
(N=37)
Figure PMR-1

Physical Medicine and Rehabilitation
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

- USMLE/COMLEX Step 1 score: 81%
- Letters of recommendation in the specialty: 71%
- Personal Statement: 74%
- Grades in required clerkships: 52%
- USMLE/COMLEX Step 2 score: 77%
- Grades in clerkship in desired specialty: 45%
- Graduate of U.S. allopathic medical school: 39%
- Medical Student Performance Evaluation (MSPE/Dean's Letter): 61%
- Class ranking/quartile: 52%
- Gaps in medical education: 45%
- Personal prior knowledge of the applicant: 58%
- Perceived commitment to specialty: 58%
- Honors in clinical clerkships: 32%
- Applicant was flagged with Match violation by the NRMP: 52%
- Volunteer/extracurricular experiences: 52%
- Other life experience: 42%
- Honors in clerkship in desired specialty: 32%
- Consistency of grades: 48%
- Audition elective/rotation within your department: 48%

N=31

NRMP Program Director Survey Results, 2012
Figure PMR-1
Physical Medicine and Rehabilitation
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview (continued)

<table>
<thead>
<tr>
<th>Factor</th>
<th>Percentage</th>
</tr>
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<tbody>
<tr>
<td>Evidence of professionalism and ethics</td>
<td>45%</td>
</tr>
<tr>
<td>Interpersonal skills</td>
<td>42%</td>
</tr>
<tr>
<td>Perceived interest in program</td>
<td>48%</td>
</tr>
<tr>
<td>Graduate of highly regarded U.S. medical school</td>
<td>35%</td>
</tr>
<tr>
<td>Leadership qualities</td>
<td>45%</td>
</tr>
<tr>
<td>Alpha Omega Alpha (AOA) membership</td>
<td>26%</td>
</tr>
<tr>
<td>Demonstrated involvement and interest in research</td>
<td>35%</td>
</tr>
<tr>
<td>Feedback from current residents</td>
<td>39%</td>
</tr>
<tr>
<td>Visa status*</td>
<td>35%</td>
</tr>
<tr>
<td>Honors in basic sciences</td>
<td>32%</td>
</tr>
<tr>
<td>Fluency in language spoken by your patient population</td>
<td>26%</td>
</tr>
<tr>
<td>Interest in academic career</td>
<td>16%</td>
</tr>
<tr>
<td>Away rotation in your specialty at another institution</td>
<td>39%</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 3 score*</td>
<td>23%</td>
</tr>
<tr>
<td>Other post-interview contact</td>
<td>19%</td>
</tr>
<tr>
<td>Gold Society membership</td>
<td>3%</td>
</tr>
</tbody>
</table>

N=31

* International Medical Graduates only
Mean Importance Ratings* of Factors in Ranking Applicants

- Applicant was flagged with Match violation by the NRMP: 4.9
- Interactions with faculty during interview and visit: 4.6
- Interpersonal skills: 4.7
- Interactions with housestaff during interview and visit: 4.6
- Feedback from current residents: 4.5
- Evidence of professionalism and ethics: 4.6
- Grades in clerkship in desired specialty: 4.2
- Perceived commitment to specialty: 4.4
- Letters of recommendation in the specialty: 4.2
- Graduate of U.S. allopathic medical school: 3.1
- USMLE/COMLEX Step 1 score: 4.1
- Leadership qualities: 4.1
- Honors in clerkship in desired specialty: 3.7
- Gaps in medical education: 3.4
- Grades in required clerkships: 3.8
- USMLE/COMLEX Step 2 score: 3.9
- Honors in clinical clerkships: 3.5
- Class ranking/quartile: 3.6
- Medical Student Performance Evaluation (MSPE/Dean's Letter): 3.7
- Personal prior knowledge of the applicant: 3.8

N=31

*Ratings on a scale from 1 (not at all important) to 5 (very important).
Physical Medicine and Rehabilitation
Mean Importance Ratings* of Factors in Ranking Applicants
(continued)

<table>
<thead>
<tr>
<th>Factor</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consistency of grades</td>
<td>3.8</td>
</tr>
<tr>
<td>Perceived interest in program</td>
<td>3.7</td>
</tr>
<tr>
<td>Visa status**</td>
<td>3.8</td>
</tr>
<tr>
<td>Audition elective/rotation within your department</td>
<td></td>
</tr>
<tr>
<td>Graduate of highly regarded U.S. medical school</td>
<td>2.9</td>
</tr>
<tr>
<td>Alpha Omega Alpha (AOA) membership</td>
<td>2.7</td>
</tr>
<tr>
<td>Fluency in language spoken by your patient population</td>
<td>2.8</td>
</tr>
<tr>
<td>Personal Statement</td>
<td>3.7</td>
</tr>
<tr>
<td>Other life experience</td>
<td>3.3</td>
</tr>
<tr>
<td>Demonstrated involvement and interest in research</td>
<td>3.2</td>
</tr>
<tr>
<td>Honors in basic sciences</td>
<td>3.0</td>
</tr>
<tr>
<td>Volunteer/extracurricular experiences</td>
<td>3.3</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 3 score**</td>
<td>2.9</td>
</tr>
<tr>
<td>Other post-interview contact</td>
<td>2.5</td>
</tr>
<tr>
<td>Interest in academic career</td>
<td>2.6</td>
</tr>
<tr>
<td>Gold Society membership</td>
<td>2.1</td>
</tr>
<tr>
<td>Second interview/visit</td>
<td>2.5</td>
</tr>
<tr>
<td>Away rotation in your specialty at another institution</td>
<td>2.9</td>
</tr>
</tbody>
</table>

*N=31
*Ratings on a scale from 1 (not at all important) to 5 (very important).
** International Medical Graduates only

NRMP Program Director Survey Results, 2012
Physical Medicine and Rehabilitation Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

**Percentage of Programs That Use USMLE Step 1 Score**

**Scores required?**
- Yes, pass only: 41%
- Yes, target score: 52%
- No: 7%

**Would your program consider applicants who fail their exam on the 1st attempt?**
- Never: 21%
- Seldom: 71%
- Often: 7%

**Percentage of Programs That Use USMLE Step 2 (CK) Score**

**Scores required?**
- Yes, pass only: 33%
- Yes, target score: 47%
- No: 20%

**Would your program consider applicants who fail their exam on the 1st attempt?**
- Never: 15%
- Seldom: 81%
- Often: 4%

**Average USMLE Step 1 and Step 2 CK Scores Programs Consider When Granting Interviews**

**Scores Below Which Programs Generally Does Not Grant Interviews**
- USMLE Step 1: 180
- USMLE Step 2 CK: 200

**Scores Above Which Programs Almost Always Grant Interviews**
- USMLE Step 1: 260
- USMLE Step 2 CK: 280

The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.
NRMP Program Director Survey Results, 2012
Figure PMR-5: Physical Medicine and Rehabilitation Program's Interview Activities

Percentage of Program's Interview Slots Extended Prior to the November 1st MSPE/Dean's Letter Release Date

N=32

Average Number of Applications Received, Applicants Interviewed and Ranked and Positions in The Match

Number of applications received N=37, Number of applicants interviewed N=34, Number of applicants ranked N=37*, Number of positions in The Match N=37*

Average Percentage of Applications Rejected and Reviewed

Percentage of applications rejected N=36, Percentage of applicants receiving an interview N=33

Percentage of Programs that Typically Interview and Rank Each Applicant Groups

30% of Physical Medicine and Rehabilitation programs consider all applicants

U.S. Senior 97%, U.S. Grad 67%, Osteopathic 97%, Canadian 45%, Fifth Pathway 42%, U.S. IMG 70%, Non-U.S. IMG 48%

* Data from the NRMP database

NRMP Program Director Survey Results, 2012
Plastic Surgery
(N=27)
Figure PS-1
Plastic Surgery
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

- USMLE/COMLEX Step 1 score: 79%
- Letters of recommendation in the specialty: 96%
- Personal Statement: 88%
- Grades in required clerkships: 63%
- USMLE/COMLEX Step 2 score: 54%
- Grades in clerkship in desired specialty: 63%
- Graduate of U.S. allopathic medical school: 71%
- Medical Student Performance Evaluation (MSPE/Dean’s Letter): 75%
- Class ranking/quartile: 75%
- Gaps in medical education: 58%
- Personal prior knowledge of the applicant: 54%
- Perceived commitment to specialty: 71%
- Honors in clinical clerkships: 58%
- Applicant was flagged with Match violation by the NRMP: 54%
- Volunteer/extracurricular experiences: 75%
- Other life experience: 75%
- Honors in clerkship in desired specialty: 75%
- Consistency of grades: 63%
- Audition elective/rotation within your department: 50%

N=24

NRMP Program Director Survey Results, 2012
Figure PS-1
Plastic Surgery
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview
(continued)

Evidence of professionalism and ethics: 63%
Interpersonal skills: 71%
Perceived interest in program: 50%
Graduate of highly regarded U.S. medical school: 71%
Leadership qualities: 79%
Alpha Omega Alpha (AOA) membership: 75%
Demonstrated involvement and interest in research: 88%
Feedback from current residents: 67%
Visa status*: 46%
Honors in basic sciences: 46%
Fluency in language spoken by your patient population: 25%
Interest in academic career: 58%
Away rotation in your specialty at another institution: 50%
USMLE/COMLEX Step 3 score*: 42%
Other post-interview contact: 0%
Gold Society membership: 4%

N=24

* International Medical Graduates only
Plastic Surgery

Mean Importance Ratings* of Factors in Ranking Applicants

Applicant was flagged with Match violation by the NRMP
Interactions with faculty during interview and visit
Interpersonal skills
Interactions with housestaff during interview and visit
Feedback from current residents
Evidence of professionalism and ethics
Grades in clerkship in desired specialty
Perceived commitment to specialty
Letters of recommendation in the specialty
Graduate of U.S. allopathic medical school
USMLE/COMLEX Step 1 score
Leadership qualities
Honors in clerkship in desired specialty
Gaps in medical education
Grades in required clerkships
USMLE/COMLEX Step 2 score
Honors in clinical clerkships
Class ranking/quartile
Medical Student Performance Evaluation (MSPE/Dean's Letter)
Personal prior knowledge of the applicant

*Ratings on a scale from 1 (not at all important) to 5 (very important).

N=24

NRMP Program Director Survey Results, 2012
<table>
<thead>
<tr>
<th>Factor in Ranking Applicants</th>
<th>Mean Importance Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consistency of grades</td>
<td>3.7</td>
</tr>
<tr>
<td>Perceived interest in program</td>
<td>3.8</td>
</tr>
<tr>
<td>Visa status**</td>
<td>3.9</td>
</tr>
<tr>
<td>Audition elective/rotation within your department</td>
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<tr>
<td>Graduate of highly regarded U.S. medical school</td>
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<td>3.7</td>
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<tr>
<td>Fluency in language spoken by your patient population</td>
<td>2.9</td>
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<tr>
<td>Personal Statement</td>
<td>3.7</td>
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<td>Other life experience</td>
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<td>Honors in basic sciences</td>
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<tr>
<td>USMLE/COMLEX Step 3 score**</td>
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<td>Other post-interview contact</td>
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<td>Interest in academic career</td>
<td>3.5</td>
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<td>Gold Society membership</td>
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<td>Second interview/visit</td>
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<tr>
<td>Away rotation in your specialty at another institution</td>
<td>3.2</td>
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</table>

*Ratings on a scale from 1 (not at all important) to 5 (very important).

** International Medical Graduates only
Plastic Surgery
Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

Percentage of Programs That Use USMLE Step 1 Score

Scores required?

N=27

Would your program consider applicants who fail their exam on the 1st attempt?

N=18

Percentage of Programs That Use USMLE Step 2 (CK) Score

Scores required?

N=26

Would your program consider applicants who fail their exam on the 1st attempt?

N=14

Average USMLE Step 1 and Step 2 CK Scores Programs Consider When Granting Interviews

Scores Below Which Programs Generally Does Not Grant Interviews

Scores Above Which Programs Almost Always Grant Interviews

The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

NRMP Program Director Survey Results, 2012 143
Figure PS-4

Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

- **USMLE Step 2 CS**
  - N=25
  - Yes, pass only: 60%
  - No: 40%

- **USMLE Step 3**
  - N=22
  - Yes, pass only: 27%
  - Yes, target score: 9%
  - No: 64%

- **COMLEX-USA Level 1**
  - N=13
  - Yes, pass only: 46%
  - Yes, target score: 8%
  - No: 46%

- **COMLEX-USA Level 2-CE**
  - N=11
  - Yes, pass only: 36%
  - Yes, target score: 0%
  - No: 64%

- **COMLEX-USA Level 2-PE**
  - N=11
  - Yes, pass only: 36%
  - Yes, target score: 9%
  - No: 55%

- **COMLEX-USA Level 3**
  - N=10
  - Yes, pass only: 30%
  - Yes, target score: 10%
  - No: 60%

* Osteopathic applicants only

NRMP Program Director Survey Results, 2012
Figure PS-5  
Plastic Surgery 
Program’s Interview Activities

Percentage of Program’s Interview Slots Extended Prior to the November 1st MSPE/Dean’s Letter Release Date

<table>
<thead>
<tr>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>0%</td>
</tr>
<tr>
<td>1-24%</td>
</tr>
<tr>
<td>25-49%</td>
</tr>
<tr>
<td>50-74%</td>
</tr>
<tr>
<td>75-99%</td>
</tr>
<tr>
<td>100%</td>
</tr>
</tbody>
</table>

N=27

Average Number of Applications Received, Applicants Interviewed and Ranked and Positions in The Match

<table>
<thead>
<tr>
<th>Number of applications received</th>
<th>Number of applicants interviewed</th>
<th>Number of applicants ranked</th>
<th>Number of positions in The Match</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-100 applications</td>
<td>0-24 applicants interviewed</td>
<td>0-22 applicants ranked</td>
<td>0-2 positions in The Match</td>
</tr>
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</table>

N=26  N=27  N=27  N=27

Average Percentage of Applications Rejected and Reviewed

<table>
<thead>
<tr>
<th>Percentage of applications rejected</th>
<th>Percentage of applicants receiving an interview</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-24%</td>
<td>0-24%</td>
</tr>
<tr>
<td>25-49%</td>
<td>25-49%</td>
</tr>
<tr>
<td>50-74%</td>
<td>50-74%</td>
</tr>
<tr>
<td>75-99%</td>
<td>75-99%</td>
</tr>
<tr>
<td>100%</td>
<td>100%</td>
</tr>
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</table>

N=25  N=25

Percentage of Programs that Typically Interview and Rank Each Applicant Groups

<table>
<thead>
<tr>
<th>Applicant Group</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>U.S. Senior</td>
<td>96%</td>
</tr>
<tr>
<td>U.S. Grad</td>
<td>65%</td>
</tr>
<tr>
<td>Osteopathic</td>
<td>50%</td>
</tr>
<tr>
<td>Canadian</td>
<td>58%</td>
</tr>
<tr>
<td>Fifth Pathway</td>
<td>42%</td>
</tr>
<tr>
<td>U.S. IMG</td>
<td>46%</td>
</tr>
<tr>
<td>Non-U.S. IMG</td>
<td>42%</td>
</tr>
</tbody>
</table>

38% of Plastic Surgery programs consider all applicants

* Data from the NRMP database
Psychiatry
(N=88)
Psychiatry

Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

- USMLE/COMLEX Step 1 score: 85%
- Letters of recommendation in the specialty: 81%
- Personal Statement: 86%
- Grades in required clerkships: 69%
- USMLE/COMLEX Step 2 score: 78%
- Grades in clerkship in desired specialty: 62%
- Graduate of U.S. allopathic medical school: 65%
- Medical Student Performance Evaluation (MSPE/Dean’s Letter): 69%
- Class ranking/quartile: 53%
- Gaps in medical education: 81%
- Personal prior knowledge of the applicant: 72%
- Perceived commitment to specialty: 84%
- Honors in clinical clerkships: 54%
- Applicant was flagged with Match violation by the NRMP: 84%
- Volunteer/extracurricular experiences: 64%
- Other life experience: 70%
- Honors in clerkship in desired specialty: 57%
- Consistency of grades: 65%
- Audition elective/rotation within your department: 55%

N=74
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

- Evidence of professionalism and ethics: 72%
- Interpersonal skills: 62%
- Perceived interest in program: 65%
- Graduate of highly regarded U.S. medical school: 58%
- Leadership qualities: 58%
- Alpha Omega Alpha (AOA) membership: 38%
- Demonstrated involvement and interest in research: 53%
- Feedback from current residents: 55%
- Visa status*: 66%
- Honors in basic sciences: 47%
- Fluency in language spoken by your patient population: 66%
- Interest in academic career: 41%
- Away rotation in your specialty at another institution: 27%
- USMLE/COMLEX Step 3 score*: 49%
- Other post-interview contact: 27%
- Gold Society membership: 27%

* International Medical Graduates only

N=74

NRMP Program Director Survey Results, 2012
Psychiatry

Figure PSY-2
Mean Importance Ratings* of Factors in Ranking Applicants

*Ratings on a scale from 1 (not at all important) to 5 (very important).

N=74

Applicant was flagged with Match violation by the NRMP
Interactions with faculty during interview and visit
Interpersonal skills
Interactions with housestaff during interview and visit
Feedback from current residents
Evidence of professionalism and ethics
Grades in clerkship in desired specialty
Perceived commitment to specialty
Letters of recommendation in the specialty
Graduate of U.S. allopathic medical school
USMLE/COMLEX Step 1 score
Leadership qualities
Honors in clerkship in desired specialty
Gaps in medical education
Grades in required clerkships
USMLE/COMLEX Step 2 score
Honors in clinical clerkships
Class ranking/quartile
Medical Student Performance Evaluation (MSPE/Dean's Letter)
Personal prior knowledge of the applicant

NRMP Program Director Survey Results, 2012
Mean Importance Ratings* of Factors in Ranking Applicants (continued)

- Consistency of grades: 3.6
- Perceived interest in program: 3.8
- Visa status**: 3.8
- Audition elective/rotation within your department: 3.5
- Graduate of highly regarded U.S. medical school: 3.6
- Alpha Omega Alpha (AOA) membership: 3.1
- Fluency in language spoken by your patient population: 4.2
- Personal Statement: 3.8
- Other life experience: 3.5
- Demonstrated involvement and interest in research: 3.0
- Honors in basic sciences: 2.9
- Volunteer/extracurricular experiences: 3.1
- USMLE/COMLEX Step 3 score**: 3.3
- Other post-interview contact: 3.1
- Interest in academic career: 2.9
- Gold Society membership: 2.9
- Second interview/visit: 2.9
- Away rotation in your specialty at another institution: 2.2

*N=74

*Ratings on a scale from 1 (not at all important) to 5 (very important).

** International Medical Graduates only
Figure PSY-3
Psychiatry
Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

**Percentage of Programs That Use USMLE Step 1 Score**

Scores required?

Would your program consider applicants who fail their exam on the 1st attempt?

- **Scores required?**
  - Yes, pass only: 65%
  - Yes, target score: 34%
  - No: 1%

- **Would your program consider applicants who fail their exam on the 1st attempt?**
  - Never: 5%
  - Seldom: 56%
  - Often: 39%

**Percentage of Programs That Use USMLE Step 2 (CK) Score**

Scores required?

Would your program consider applicants who fail their exam on the 1st attempt?

- **Scores required?**
  - Yes, pass only: 56%
  - Yes, target score: 33%
  - No: 11%

- **Would your program consider applicants who fail their exam on the 1st attempt?**
  - Never: 5%
  - Seldom: 67%
  - Often: 29%

**Average USMLE Step 1 and Step 2 CK Scores Programs Consider When Granting Interviews**

Scores Below Which Programs Generally Does Not Grant Interviews

Scores Above Which Programs Almost Always Grant Interviews

The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

NRMP Program Director Survey Results, 2012
Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

**USMLE Step 2 CS**
- Yes, pass only: 84%
- No: 16%

**USMLE Step 3**
- Yes, pass only: 32%
- Yes, target score: 19%
- No: 49%

**COMLEX-USA Level 1**
- Yes, pass only: 63%
- Yes, target score: 34%
- No: 3%

**COMLEX-USA Level 2-CE**
- Yes, pass only: 61%
- Yes, target score: 28%
- No: 12%

**COMLEX-USA Level 2-PE**
- Yes, pass only: 74%
- Yes, target score: 10%
- No: 16%

**COMLEX-USA Level 3**
- Yes, pass only: 30%
- Yes, target score: 15%
- No: 54%

* Osteopathic applicants only
**Figure PSY-5**

**Psychiatry Program’s Interview Activities**

**Percentage of Program's Interview Slots Extended Prior to the November 1st MSPE/Dean's Letter Release Date**

N=83

- 0%: 10%
- 1-24%: 19%
- 25-49%: 18%
- 50-74%: 20%
- 75-99%: 28%
- 100%: 5%

**Average Number of Applications Received, Applicants Interviewed and Ranked and Positions in The Match**

- Number of applications received: 664 (N=86)
- Number of applicants interviewed: 68 (N=85)
- Number of applicants ranked: 50 (N=88*)
- Number of positions in The Match: 6 (N=88*)

**Average Percentage of Applications Rejected and Reviewed**

- Percentage of applications rejected: 55% (N=83)
- Percentage of applicants receiving an interview: 42% (N=83)

*Data from the NRMP database*

**Percentage of Programs that Typically Interview and Rank Each Applicant Groups**

- U.S. Senior: 97%
- U.S. Grad: 81%
- Osteopathic: 94%
- Canadian: 71%
- Fifth Pathway: 63%
- U.S. IMG: 90%
- Non-U.S. IMG: 76%

58% of Psychiatry programs consider all applicants
Radiation Oncology
(N=45)
Figure RO-1
Radiation Oncology
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

USMLE/COMLEX Step 1 score: 92%
Letters of recommendation in the specialty: 97%
Personal Statement: 92%
Grades in required clerkships: 81%
USMLE/COMLEX Step 2 score: 64%
Grades in clerkship in desired specialty: 81%
Graduate of U.S. allopathic medical school: 69%
Medical Student Performance Evaluation (MSPE/Dean’s Letter): 81%
Class ranking/quartile: 83%
Gaps in medical education: 58%
Personal prior knowledge of the applicant: 67%
Perceived commitment to specialty: 89%
Honors in clinical clerkships: 75%
Applicant was flagged with Match violation by the NRMP: 64%
Volunteer/extracurricular experiences: 64%
Other life experience: 64%
Honors in clerkship in desired specialty: 72%
Consistency of grades: 64%
Audition elective/rotation within your department: 86%

N=36

NRMP Program Director Survey Results, 2012
### Percentage of Programs Citing Each Factor in Selecting Applicants to Interview (continued)

<table>
<thead>
<tr>
<th>Factor</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Evidence of professionalism and ethics</td>
<td>58%</td>
</tr>
<tr>
<td>Interpersonal skills</td>
<td>72%</td>
</tr>
<tr>
<td>Perceived interest in program</td>
<td>86%</td>
</tr>
<tr>
<td>Graduate of highly regarded U.S. medical school</td>
<td>69%</td>
</tr>
<tr>
<td>Leadership qualities</td>
<td>56%</td>
</tr>
<tr>
<td>Alpha Omega Alpha (AOA) membership</td>
<td>61%</td>
</tr>
<tr>
<td>Demonstrated involvement and interest in research</td>
<td>89%</td>
</tr>
<tr>
<td>Feedback from current residents</td>
<td>64%</td>
</tr>
<tr>
<td>Visa status†</td>
<td>47%</td>
</tr>
<tr>
<td>Honors in basic sciences</td>
<td>50%</td>
</tr>
<tr>
<td>Fluency in language spoken by your patient population</td>
<td>44%</td>
</tr>
<tr>
<td>Interest in academic career</td>
<td>67%</td>
</tr>
<tr>
<td>Away rotation in your specialty at another institution</td>
<td>69%</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 3 score†</td>
<td>25%</td>
</tr>
<tr>
<td>Other post-interview contact</td>
<td>11%</td>
</tr>
<tr>
<td>Gold Society membership</td>
<td>14%</td>
</tr>
</tbody>
</table>

N=36

* International Medical Graduates only
Figure RO-2
Radiation Oncology
Mean Importance Ratings* of Factors in Ranking Applicants

- Applicant was flagged with Match violation by the NRMP: 4.6
- Interactions with faculty during interview and visit: 4.8
- Interpersonal skills: 4.7
- Interactions with housestaff during interview and visit: 4.5
- Feedback from current residents: 4.5
- Evidence of professionalism and ethics: 4.4
- Grades in clerkship in desired specialty: 4.5
- Perceived commitment to specialty: 4.6
- Letters of recommendation in the specialty: 4.5
- Graduate of U.S. allopathic medical school: 4.5
- USMLE/COMLEX Step 1 score: 4.3
- Leadership qualities: 4.1
- Honors in clerkship in desired specialty: 4.3
- Gaps in medical education: 3.6
- Grades in required clerkships: 4.1
- USMLE/COMLEX Step 2 score: 3.7
- Honors in clinical clerkships: 4.1
- Class ranking/quartile: 4.1
- Medical Student Performance Evaluation (MSPE/Dean’s Letter): 3.7
- Personal prior knowledge of the applicant: 4.4

N=36

*Ratings on a scale from 1 (not at all important) to 5 (very important).
Figure RO-2  
Radiation Oncology  
Mean Importance Ratings* of Factors in Ranking Applicants  
(continued)

- Consistency of grades: 3.9
- Perceived interest in program: 4.3
- Visa status**: 3.8
- Audition elective/rotation within your department: 4.3
- Graduate of highly regarded U.S. medical school: 3.9
- Alpha Omega Alpha (AOA) membership: 3.5
- Fluency in language spoken by your patient population: 3.3
- Personal Statement: 3.1
- Other life experience: 3.1
- Demonstrated involvement and interest in research: 4.5
- Honors in basic sciences: 3.4
- Volunteer/extracurricular experiences: 3.0
- USMLE/COMLEX Step 3 score**: 3.0
- Other post-interview contact: 3.0
- Interest in academic career: 3.8
- Gold Society membership: 2.7
- Second interview/visit: 2.3
- Away rotation in your specialty at another institution: 3.9

*N=36  
*Ratings on a scale from 1 (not at all important) to 5 (very important).  
** International Medical Graduates only
Radiation Oncology Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

### Percentage of Programs That Use USMLE Step 1 Score

#### Scores required?

- Yes, pass only: 21%
- Yes, target score: 79%
- No: 0%

#### Would your program consider applicants who fail their exam on the 1st attempt?

- Never: 59%
- Seldom: 38%
- Often: 3%

### Percentage of Programs That Use USMLE Step 2 (CK) Score

#### Scores required?

- Yes, pass only: 24%
- Yes, target score: 45%
- No: 32%

#### Would your program consider applicants who fail their exam on the 1st attempt?

- Never: 65%
- Seldom: 26%
- Often: 9%

### Average USMLE Step 1 and Step 2 CK Scores Programs Consider When Granting Interviews

#### Scores Below Which Programs Generally Does Not Grant Interviews

- USMLE Step 1: 200
- USMLE Step 2 CK: 220

#### Scores Above Which Programs Almost Always Grant Interviews

- USMLE Step 1: 250
- USMLE Step 2 CK: 240

The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.
Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

For USMLE Step 2 CS:
- 70% pass only
- 30% target score
- 0% do not use

For USMLE Step 3:
- 70% pass only
- 30% target score
- 0% do not use

For COMLEX-USA Level 1:
- 20% pass only
- 70% target score
- 10% do not use

For COMLEX-USA Level 2-CE:
- 70% pass only
- 11% target score
- 5% do not use

For COMLEX-USA Level 2-PE and Level 3:
- 16% pass only
- 0% target score
- 84% do not use

* Osteopathic applicants only
Figure RO-5  
Radiation Oncology  
Program's Interview Activities

Percentage of Program's Interview Slots Extended Prior to the November 1st MSPE/Dean's Letter Release Date  
N=42

Average Number of Applications Received, Applicants Interviewed and Ranked and Positions in The Match

Average Percentage of Applications Rejected and Reviewed

Percentage of Programs that Typically Interview and Rank Each Applicant Groups

30% of Radiation Oncology programs consider all applicants

* Data from the NRMP database
<table>
<thead>
<tr>
<th>Radiology</th>
</tr>
</thead>
<tbody>
<tr>
<td>(N=88)</td>
</tr>
</tbody>
</table>
Figure RD-1
Radiology
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

- USMLE/COMLEX Step 1 score: 75%
- Letters of recommendation in the specialty: 76%
- Personal Statement: 86%
- Grades in required clerkships: 76%
- USMLE/COMLEX Step 2 score: 51%
- Grades in clerkship in desired specialty: 66%
- Graduate of U.S. allopathic medical school: 74%
- Medical Student Performance Evaluation (MSPE/Dean's Letter): 74%
- Class ranking/quartile: 79%
- Gaps in medical education: 73%
- Personal prior knowledge of the applicant: 64%
- Perceived commitment to specialty: 60%
- Honors in clinical clerkships: 66%
- Applicant was flagged with Match violation by the NRMP: 70%
- Volunteer/extracurricular experiences: 63%
- Other life experience: 69%
- Honors in clerkship in desired specialty: 59%
- Consistency of grades: 71%
- Audition elective/rotation within your department: 66%

N=80
Figure RD-1
Radiology Percentage of Programs Citing Each Factor in Selecting Applicants to Interview (continued)

- Evidence of professionalism and ethics: 61%
- Interpersonal skills: 56%
- Perceived interest in program: 63%
- Graduate of highly regarded U.S. medical school: 49%
- Leadership qualities: 59%
- Alpha Omega Alpha (AOA) membership: 66%
- Demonstrated involvement and interest in research: 66%
- Feedback from current residents: 51%
- Visa status*: 59%
- Honors in basic sciences: 54%
- Fluency in language spoken by your patient population: 28%
- Interest in academic career: 34%
- Away rotation in your specialty at another institution: 25%
- USMLE/COMLEX Step 3 score*: 15%
- Other post-interview contact: 23%
- Gold Society membership: 19%

N=80

* International Medical Graduates only
 Radiology

Mean Importance Ratings* of Factors in Ranking Applicants

<table>
<thead>
<tr>
<th>Factor</th>
<th>Rating</th>
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</thead>
<tbody>
<tr>
<td>Applicant was flagged with Match violation by the NRMP</td>
<td>4.8</td>
</tr>
<tr>
<td>Interactions with faculty during interview and visit</td>
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<tr>
<td>Interpersonal skills</td>
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<tr>
<td>Interactions with housestaff during interview and visit</td>
<td>4.8</td>
</tr>
<tr>
<td>Feedback from current residents</td>
<td>4.6</td>
</tr>
<tr>
<td>Evidence of professionalism and ethics</td>
<td>4.5</td>
</tr>
<tr>
<td>Grades in clerkship in desired specialty</td>
<td>3.8</td>
</tr>
<tr>
<td>Perceived commitment to specialty</td>
<td>4.2</td>
</tr>
<tr>
<td>Letters of recommendation in the specialty</td>
<td>3.7</td>
</tr>
<tr>
<td>Graduate of U.S. allopathic medical school</td>
<td>4.2</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 1 score</td>
<td>4.2</td>
</tr>
<tr>
<td>Leadership qualities</td>
<td>4.0</td>
</tr>
<tr>
<td>Honors in clerkship in desired specialty</td>
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<tr>
<td>Gaps in medical education</td>
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<tr>
<td>Grades in required clerkships</td>
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<tr>
<td>USMLE/COMLEX Step 2 score</td>
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<td>Honors in clinical clerkships</td>
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<tr>
<td>Class ranking/quartile</td>
<td>4.2</td>
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<td>Medical Student Performance Evaluation (MSPE/Dean’s Letter)</td>
<td>4.2</td>
</tr>
<tr>
<td>Personal prior knowledge of the applicant</td>
<td>3.7</td>
</tr>
</tbody>
</table>

*Ratings on a scale from 1 (not at all important) to 5 (very important).
Radiology

Mean Importance Ratings* of Factors in Ranking Applicants

(continued)

<table>
<thead>
<tr>
<th>Factor</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consistency of grades</td>
<td>4.0</td>
</tr>
<tr>
<td>Perceived interest in program</td>
<td>3.8</td>
</tr>
<tr>
<td>Visa status**</td>
<td>4.0</td>
</tr>
<tr>
<td>Audition elective/rotation within your department</td>
<td>3.5</td>
</tr>
<tr>
<td>Graduate of highly regarded U.S. medical school</td>
<td>3.7</td>
</tr>
<tr>
<td>Alpha Omega Alpha (AOA) membership</td>
<td>3.8</td>
</tr>
<tr>
<td>Fluency in language spoken by your patient population</td>
<td>2.8</td>
</tr>
<tr>
<td>Personal Statement</td>
<td>3.3</td>
</tr>
<tr>
<td>Other life experience</td>
<td>3.2</td>
</tr>
<tr>
<td>Demonstrated involvement and interest in research</td>
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<tr>
<td>Honors in basic sciences</td>
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<td>Volunteer/extracurricular experiences</td>
<td>2.8</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 3 score**</td>
<td>2.5</td>
</tr>
<tr>
<td>Other post-interview contact</td>
<td>2.7</td>
</tr>
<tr>
<td>Interest in academic career</td>
<td>2.9</td>
</tr>
<tr>
<td>Gold Society membership</td>
<td>2.8</td>
</tr>
<tr>
<td>Second interview/visit</td>
<td>2.4</td>
</tr>
<tr>
<td>Away rotation in your specialty at another institution</td>
<td>2.0</td>
</tr>
</tbody>
</table>

*Ratings on a scale from 1 (not at all important) to 5 (very important).
**International Medical Graduates only

NRMP Program Director Survey Results, 2012
Radiology
Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

**Percentage of Programs That Use USMLE Step 1 Score**

Scores required?

- Yes, pass only: 13%
- Yes, target score: 87%
- No: 0%

Would your program consider applicants who fail their exam on the 1st attempt?

- Never: 59%
- Seldom: 41%
- Often: 0%

**Percentage of Programs That Use USMLE Step 2 (CK) Score**

Scores required?

- Yes, pass only: 18%
- Yes, target score: 35%
- No: 47%

Would your program consider applicants who fail their exam on the 1st attempt?

- Never: 60%
- Seldom: 40%
- Often: 0%

**Average USMLE Step 1 and Step 2 CK Scores Programs Consider When Granting Interviews**

Scores Below Which Programs Generally Does Not Grant Interviews

- USMLE Step 1: N=62
- USMLE Step 2 CK: N=25

Scores Above Which Programs Almost Always Grant Interviews

- USMLE Step 1: N=39
- USMLE Step 2 CK: N=19

The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

NRMP Program Director Survey Results, 2012
Radiology

Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores

**USMLE Step 2 CS**

- **N=78**
- Yes, pass only: 47%
- Yes, target score: 53%

**USMLE Step 3**

- **N=56**
- Yes, pass only: 16%
- Yes, target score: 5%
- No: 79%

Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores

**COMLEX-USA Level 1**

- **N=45**
- Yes, pass only: 13%
- Yes, target score: 36%
- No: 51%

**COMLEX-USA Level 2-CE**

- **N=44**
- Yes, pass only: 16%
- Yes, target score: 20%
- No: 64%

Percentage of Programs That Use COMLEX-USA Level 2-PE and Level 3 Scores

**COMLEX-USA Level 2-PE**

- **N=43**
- Yes, pass only: 16%
- Yes, target score: 9%
- No: 74%

**COMLEX-USA Level 3**

- **N=41**
- Yes, pass only: 12%
- Yes, target score: 7%
- No: 80%

* Osteopathic applicants only

NRMP Program Director Survey Results, 2012 168
Figure RD-5  Radiology Program's Interview Activities

Percentage of Program's Interview Slots Extended Prior to the November 1st MSPE/Dean's Letter Release Date

Average Number of Applications Received, Applicants Interviewed and Ranked and Positions in The Match

Average Percentage of Applications Rejected and Reviewed

Percentage of Programs that Typically Interview and Rank Each Applicant Groups

33% of Radiology programs consider all applicants

* Data from the NRMP database

NRMP Program Director Survey Results, 2012
Vascular Surgery
(N=13)
<table>
<thead>
<tr>
<th>Factor</th>
<th>Percentage</th>
</tr>
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<tbody>
<tr>
<td>USMLE/COMLEX Step 1 score</td>
<td>100%</td>
</tr>
<tr>
<td>Letters of recommendation in the specialty</td>
<td>100%</td>
</tr>
<tr>
<td>Personal Statement</td>
<td>100%</td>
</tr>
<tr>
<td>Grades in required clerkships</td>
<td>71%</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 2 score</td>
<td>71%</td>
</tr>
<tr>
<td>Grades in clerkship in desired specialty</td>
<td>86%</td>
</tr>
<tr>
<td>Graduate of U.S. allopathic medical school</td>
<td>86%</td>
</tr>
<tr>
<td>Medical Student Performance Evaluation</td>
<td>100%</td>
</tr>
<tr>
<td>(MSPE/Dean’s Letter)</td>
<td></td>
</tr>
<tr>
<td>Class ranking/quartile</td>
<td>86%</td>
</tr>
<tr>
<td>Gaps in medical education</td>
<td>100%</td>
</tr>
<tr>
<td>Personal prior knowledge of the applicant</td>
<td>100%</td>
</tr>
<tr>
<td>Perceived commitment to specialty</td>
<td>100%</td>
</tr>
<tr>
<td>Honors in clinical clerkships</td>
<td>100%</td>
</tr>
<tr>
<td>Applicant was flagged with Match violation by the NRMP</td>
<td>57%</td>
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<td>Volunteer/extracurricular experiences</td>
<td>100%</td>
</tr>
<tr>
<td>Other life experience</td>
<td>86%</td>
</tr>
<tr>
<td>Honors in clerkship in desired specialty</td>
<td>100%</td>
</tr>
<tr>
<td>Consistency of grades</td>
<td>86%</td>
</tr>
<tr>
<td>Audition elective/rotation within your department</td>
<td>100%</td>
</tr>
</tbody>
</table>

N=7
Figure VS-1
Vascular Surgery
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview (continued)

- Evidence of professionalism and ethics: 86%
- Interpersonal skills: 86%
- Perceived interest in program: 100%
- Graduate of highly regarded U.S. medical school: 100%
- Leadership qualities: 71%
- Alpha Omega Alpha (AOA) membership: 100%
- Demonstrated involvement and interest in research: 100%
- Feedback from current residents: 86%
- Visa status*: 100%
- Honors in basic sciences: 86%
- Fluency in language spoken by your patient population: 57%
- Interest in academic career: 100%
- Away rotation in your specialty at another institution: 57%
- USMLE/COMLEX Step 3 score*: 71%
- Other post-interview contact: 43%
- Gold Society membership: 14%

N=7

* International Medical Graduates only
**Vascular Surgery**

**Mean Importance Ratings* of Factors in Ranking Applicants**

<table>
<thead>
<tr>
<th>Factor</th>
<th>Rating</th>
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</thead>
<tbody>
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<td>Applicant was flagged with Match violation by the NRMP</td>
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<tr>
<td>Interactions with faculty during interview and visit</td>
<td>4.9</td>
</tr>
<tr>
<td>Interpersonal skills</td>
<td>4.6</td>
</tr>
<tr>
<td>Interactions with housestaff during interview and visit</td>
<td>4.7</td>
</tr>
<tr>
<td>Feedback from current residents</td>
<td>4.4</td>
</tr>
<tr>
<td>Evidence of professionalism and ethics</td>
<td>4.8</td>
</tr>
<tr>
<td>Grades in clerkship in desired specialty</td>
<td>4.4</td>
</tr>
<tr>
<td>Perceived commitment to specialty</td>
<td>4.5</td>
</tr>
<tr>
<td>Letters of recommendation in the specialty</td>
<td>4.8</td>
</tr>
<tr>
<td>Graduate of U.S. allopathic medical school</td>
<td>4.1</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 1 score</td>
<td>4.3</td>
</tr>
<tr>
<td>Leadership qualities</td>
<td>4.3</td>
</tr>
<tr>
<td>Honors in clerkship in desired specialty</td>
<td>4.4</td>
</tr>
<tr>
<td>Gaps in medical education</td>
<td>3.2</td>
</tr>
<tr>
<td>Grades in required clerkships</td>
<td>3.8</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 2 score</td>
<td>3.9</td>
</tr>
<tr>
<td>Honors in clinical clerkships</td>
<td>4.0</td>
</tr>
<tr>
<td>Class ranking/quartile</td>
<td>3.9</td>
</tr>
<tr>
<td>Medical Student Performance Evaluation (MSPE/Dean's Letter)</td>
<td>3.5</td>
</tr>
<tr>
<td>Personal prior knowledge of the applicant</td>
<td>3.9</td>
</tr>
</tbody>
</table>

*N=7

*Ratings on a scale from 1 (not at all important) to 5 (very important).*
Figure VS-2

Vascular Surgery

Mean Importance Ratings* of Factors in Ranking Applicants

(continued)

<table>
<thead>
<tr>
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</thead>
<tbody>
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<tr>
<td>Perceived interest in program</td>
<td>4.1</td>
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<tr>
<td>Visa status**</td>
<td>3.3</td>
</tr>
<tr>
<td>Audition elective/rotation within your department</td>
<td>4.3</td>
</tr>
<tr>
<td>Graduate of highly regarded U.S. medical school</td>
<td>4.2</td>
</tr>
<tr>
<td>Alpha Omega Alpha (AOA) membership</td>
<td>3.9</td>
</tr>
<tr>
<td>Fluency in language spoken by your patient population</td>
<td>4.0</td>
</tr>
<tr>
<td>Personal Statement</td>
<td>3.3</td>
</tr>
<tr>
<td>Other life experience</td>
<td>2.7</td>
</tr>
<tr>
<td>Demonstrated involvement and interest in research</td>
<td>3.7</td>
</tr>
<tr>
<td>Honors in basic sciences</td>
<td>3.1</td>
</tr>
<tr>
<td>Volunteer/extracurricular experiences</td>
<td>2.8</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 3 score**</td>
<td>3.0</td>
</tr>
<tr>
<td>Other post-interview contact</td>
<td>3.4</td>
</tr>
<tr>
<td>Interest in academic career</td>
<td>3.4</td>
</tr>
<tr>
<td>Gold Society membership</td>
<td>2.6</td>
</tr>
<tr>
<td>Second interview/visit</td>
<td>2.0</td>
</tr>
<tr>
<td>Away rotation in your specialty at another institution</td>
<td>3.0</td>
</tr>
</tbody>
</table>

* Ratings on a scale from 1 (not at all important) to 5 (very important).
** International Medical Graduates only

NRMP Program Director Survey Results, 2012
Figure VS-3
Vascular Surgery
Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

Percentage of Programs That Use USMLE Step 1 Score

Scores required?

<table>
<thead>
<tr>
<th></th>
<th>Yes, pass only</th>
<th>Yes, target score</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>N=11</td>
<td>18%</td>
<td>82%</td>
<td>0%</td>
</tr>
</tbody>
</table>

Would your program consider applicants who fail their exam on the 1st attempt?

<table>
<thead>
<tr>
<th></th>
<th>Never</th>
<th>Seldom</th>
<th>Often</th>
</tr>
</thead>
<tbody>
<tr>
<td>N=8</td>
<td>13%</td>
<td>88%</td>
<td>0%</td>
</tr>
</tbody>
</table>

Percentage of Programs That Use USMLE Step 2 (CK) Score

Scores required?

<table>
<thead>
<tr>
<th></th>
<th>Yes, pass only</th>
<th>Yes, target score</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>N=11</td>
<td>27%</td>
<td>55%</td>
<td>18%</td>
</tr>
</tbody>
</table>

Would your program consider applicants who fail their exam on the 1st attempt?

<table>
<thead>
<tr>
<th></th>
<th>Never</th>
<th>Seldom</th>
<th>Often</th>
</tr>
</thead>
<tbody>
<tr>
<td>N=5</td>
<td>0%</td>
<td>100%</td>
<td>0%</td>
</tr>
</tbody>
</table>

Average USMLE Step 1 and Step 2 CK Scores Programs Consider When Granting Interviews

Scores Below Which Programs Generally Does Not Grant Interviews

USMLE Step 2 CK not reported because of low response rate

Scores Above Which Programs Almost Always Grant Interviews

USMLE Step 2 CK not reported because of low response rate

The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.
**Vascular Surgery**

Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

**Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores**

- **USMLE Step 2 CS**
  - N=11
  - Yes, pass only: 73%
  - No: 27%

- **USMLE Step 3**
  - N=8
  - Yes, pass only: 25%
  - Yes, target score: 38%
  - No: 38%

**Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores**

- Not reported because of low response rate

**Percentage of Programs That Use COMLEX-USA Level 2-PE and Level 3 Scores**

- Not reported because of low response rate

* Osteopathic applicants only
**Figure VS-5**

**Vascular Surgery Program's Interview Activities**

**Percentage of Program's Interview Slots Extended Prior to the November 1st MSPE/Dean's Letter Release Date**

<table>
<thead>
<tr>
<th>Percentage</th>
<th>N=12</th>
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<td>83%</td>
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<tr>
<td>1-24%</td>
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<td>25-49%</td>
<td>0%</td>
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<tr>
<td>50-74%</td>
<td>0%</td>
</tr>
<tr>
<td>75-99%</td>
<td>8%</td>
</tr>
<tr>
<td>100%</td>
<td>8%</td>
</tr>
</tbody>
</table>

**Average Number of Applications Received, Applicants Interviewed and Ranked and Positions in The Match**

- **Number of applications received**: 79 (N=12)
- **Number of applicants interviewed**: 21 (N=12)
- **Number of applicants ranked**: 18 (N=13*)
- **Number of positions in the Match**: 1 (N=13*)

**Average Percentage of Applications Rejected and Reviewed**

- **Percentage of applications rejected**: 37% (N=12)
- **Percentage of applicants receiving an interview**: 62% (N=12)

**Percentage of Programs that Typically Interview and Rank Each Applicant Groups**

- U.S. Senior: 100% (N=12)
- U.S. Grad: 75% (N=12)
- Osteopathic: 50% (N=12)
- Canadian: 42% (N=12)
- Fifth Pathway: 25% (N=12)
- U.S. IMG: 50% (N=12)
- Non-U.S. IMG: 42% (N=12)

* Data from the NRMP database

NRMP Program Director Survey Results, 2012
Transitional Year
(N=49)
Figure TY-1
Transitional Year
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

- USMLE/COMLEX Step 1 score: 64%
- Letters of recommendation in the specialty: 64%
- Personal Statement: 72%
- Grades in required clerkships: 64%
- USMLE/COMLEX Step 2 score: 62%
- Grades in clerkship in desired specialty: 46%
- Graduate of U.S. allopathic medical school: 67%
- Medical Student Performance Evaluation (MSPE/Dean's Letter): 77%
- Class ranking/quartile: 59%
- Gaps in medical education: 59%
- Personal prior knowledge of the applicant: 59%
- Perceived commitment to specialty: 49%
- Honors in clinical clerkships: 56%
- Applicant was flagged with Match violation by the NRMP: 64%
- Volunteer/extracurricular experiences: 67%
- Other life experience: 67%
- Honors in clerkship in desired specialty: 38%
- Consistency of grades: 56%
- Audition elective/rotation within your department: 36%

N=39

NRMP Program Director Survey Results, 2012
Figure TY-1
Transitional Year
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview
(continued)

Evidence of professionalism and ethics: 62%
Interpersonal skills: 62%
Perceived interest in program: 64%
Graduate of highly regarded U.S. medical school: 46%
Leadership qualities: 54%
Alpha Omega Alpha (AOA) membership: 41%
Demonstrated involvement and interest in research: 44%
Feedback from current residents: 54%
Visa status*: 51%
Honors in basic sciences: 41%
Fluency in language spoken by your patient population: 28%
Interest in academic career: 18%
Away rotation in your specialty at another institution: 15%
USMLE/COMLEX Step 3 score*: 21%
Other post-interview contact: 36%
Gold Society membership: 26%

N=39

* International Medical Graduates only

NRMP Program Director Survey Results, 2012
Transitional Year
Mean Importance Ratings* of Factors in Ranking Applicants

- Applicant was flagged with Match violation by the NRMP: 4.7
- Interactions with faculty during interview and visit: 4.6
- Interpersonal skills: 4.5
- Interactions with housestaff during interview and visit: 4.3
- Feedback from current residents: 4.2
- Evidence of professionalism and ethics: 4.4
- Grades in clerkship in desired specialty: 3.3
- Perceived commitment to specialty: 3.8
- Letters of recommendation in the specialty: 3.6
- Graduate of U.S. allopathic medical school: 4.2
- USMLE/COMLEX Step 1 score: 3.9
- Leadership qualities: 3.9
- Honors in clerkship in desired specialty: 3.2
- Gaps in medical education: 4.2
- Grades in required clerkships: 4.1
- USMLE/COMLEX Step 2 score: 3.9
- Honors in clinical clerkships: 3.9
- Class ranking/quartile: 3.9
- Medical Student Performance Evaluation (MSPE/Dean’s Letter): 4.1
- Personal prior knowledge of the applicant: 3.7

N=39

*Ratings on a scale from 1 (not at all important) to 5 (very important).
Figure TY-2
Transitional Year
Mean Importance Ratings* of Factors in Ranking Applicants
(continued)

<table>
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<tr>
<th>Factor</th>
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<tbody>
<tr>
<td>Consistency of grades</td>
<td>3.8</td>
</tr>
<tr>
<td>Perceived interest in program</td>
<td>4.2</td>
</tr>
<tr>
<td>Visa status**</td>
<td>3.9</td>
</tr>
<tr>
<td>Audition elective/rotation within your department</td>
<td>3.6</td>
</tr>
<tr>
<td>Graduate of highly regarded U.S. medical school</td>
<td>3.7</td>
</tr>
<tr>
<td>Alpha Omega Alpha (AOA) membership</td>
<td>3.4</td>
</tr>
<tr>
<td>Fluency in language spoken by your patient population</td>
<td>3.7</td>
</tr>
<tr>
<td>Personal Statement</td>
<td>3.4</td>
</tr>
<tr>
<td>Other life experience</td>
<td>3.3</td>
</tr>
<tr>
<td>Demonstrated involvement and interest in research</td>
<td>2.8</td>
</tr>
<tr>
<td>Honors in basic sciences</td>
<td>2.8</td>
</tr>
<tr>
<td>Volunteer/extracurricular experiences</td>
<td>3.1</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 3 score**</td>
<td>2.6</td>
</tr>
<tr>
<td>Other post-interview contact</td>
<td>2.9</td>
</tr>
<tr>
<td>Interest in academic career</td>
<td>2.6</td>
</tr>
<tr>
<td>Gold Society membership</td>
<td>2.7</td>
</tr>
<tr>
<td>Second interview/visit</td>
<td>2.4</td>
</tr>
<tr>
<td>Away rotation in your specialty at another institution</td>
<td>1.8</td>
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</table>

N=39

*Ratings on a scale from 1 (not at all important) to 5 (very important).
** International Medical Graduates only
Transitional Year
Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

Percentage of Programs That Use USMLE Step 1 Score

Scores required?

N=47

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Would your program consider applicants who fail their exam on the 1st attempt?

N=35

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<tr>
<td>Seldom</td>
<td>63%</td>
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<tr>
<td>Often</td>
<td>9%</td>
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Percentage of Programs That Use USMLE Step 2 (CK) Score

Scores required?

N=46

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<th>Score Requirement</th>
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<td>28%</td>
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<tr>
<td>Yes, target score</td>
<td>57%</td>
</tr>
<tr>
<td>No</td>
<td>15%</td>
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</table>

Would your program consider applicants who fail their exam on the 1st attempt?

N=32

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<td>34%</td>
</tr>
<tr>
<td>Seldom</td>
<td>56%</td>
</tr>
<tr>
<td>Often</td>
<td>9%</td>
</tr>
</tbody>
</table>

Average USMLE Step 1 and Step 2 CK Scores Programs Consider When Granting Interviews

Scores Below Which Programs Generally Does Not Grant Interviews

Scores Above Which Programs Almost Always Grant Interviews

The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.
Transitional Year

Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

**Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores**

**USMLE Step 2 CS**
- Yes, pass only: 87% (N=46)
- No: 13%

**USMLE Step 3**
- Yes, pass only: 22% (N=23)
- Yes, target score: 13%
- No: 65%

**Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores**

**COMLEX-USA Level 1**
- Yes, pass only: 40% (N=30)
- Yes, target score: 37%
- No: 23%

**COMLEX-USA Level 2-CE**
- Yes, pass only: 31% (N=29)
- Yes, target score: 31%
- No: 38%

**Percentage of Programs That Use COMLEX-USA Level 2-PE and Level 3 Scores**

**COMLEX-USA Level 2-PE**
- Yes, pass only: 57% (N=30)
- Yes, target score: 10%
- No: 33%

**COMLEX-USA Level 3**
- Yes, pass only: 26% (N=19)
- Yes, target score: 11%
- No: 63%

* Osteopathic applicants only
Figure TY-5
Transitional Year
Program's Interview Activities

Percentage of Program's Interview Slots Extended Prior to the November 1st MSPE/Dean's Letter Release Date

Average Number of Applications Received, Applicants Interviewed and Ranked and Positions in The Match

Average Percentage of Applications Rejected and Reviewed

Percentage of Programs that Typically Interview and Rank Each Applicant Groups

* Data from the NRMP database

NRMP Program Director Survey Results, 2012