



Results of the 2021 NRMP Program Director Survey

August 2021

www.nrmp.org

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In March 2021, the National Resident Matching Program (NRMP) conducted its survey of directors of all programs participating in the Main Residency Match®. The Program Director Survey usually is a biennial survey conducted by the NRMP in even years (e.g., 2018, 2020) with the primary purpose of characterizing the factors that Program Directors use to (1) select applicants to interview, and (2) rank applicants for the Main Residency Match. However, because of the unprecedented circumstances resulting from the COVID-19 pandemic and the consequent move to virtual recruitment and interviewing for July 2021 residency appointments, the NRMP decided to administer the Program Director Survey in 2021.

The survey was issued to program directors who certified a rank order list as part of the 2021 Main Residency Match. It was fielded during the 11 days between the Rank Order List Certification Deadline and the start of Match Week to prevent match outcomes from influencing respondents' answers. The survey included many of the items from the 2020 survey questionnaire along with questions intended to query program directors' experiences with the virtual recruitment process. Specifically, the survey solicited information on:

- the number of applications received, screened, and reviewed, as well as the number of applicants interviewed and ranked;
- the frequency with which programs interviewed and ranked specific applicant groups;
- use of test scores in considering which applicants to interview;
- applicant characteristics considered in both interview selection and ranking; and
- experiences with virtual recruitment, including:
 - approaches used to engage and communicate with potential applicants,
 - potential challenges posed by the virtual environment, and
 - whether programs anticipated conducting part or all of the application or selection processes virtually in the future.

General findings concerning the virtual recruitment experience of programs have been published to the NRMP website in a research brief; additional analyses will be reported in a future document.

Some items from prior administrations of the Program Director Survey were deleted for the 2021 administration in order to allow for robust questioning about the virtual experience while minimizing respondent burden. Deleted items included questions about:

- specific target scores on USMLE Step 1 and Step 2 CK exams below which programs generally did not grant interviews and above which they almost always granted interviews;
- whether programs offered more invitations than interview slots and reasons for that practice;
- time allowed for applicants to respond to interview invitations;
- how programs scheduled interviews;
- preferred modes of communication with and about applicants during Supplemental Offer and Acceptance Program (SOAP) rounds; and
- importance of factors such as professionalism, quality of patient care, clinical competency, and ethics in assessing residents' success during residency.

Future iterations of the survey will re-introduce questions about interview behaviors and assessment of applicant success in residency.

The overall response rate for all specialties combined was 23.3 percent (n=1,033). Specialty-specific response rates for Transitional Year programs and programs in the 20 specialties where 10 or more responses were submitted are presented in the table below. The "All Others" category combines into a single group 23 specialties, including 17 combined programs (e.g., Emergency Medicine/Anesthesiology, Pediatrics/Psychiatry/Child Psychiatry), that submitted fewer than 10 responses. The "All Others" category was only used in analyses for all specialties combined.


Specialty	Surveys Sent	Number Responding	Response Rate
Anesthesiology	149	42	28.2%
Child Neurology	74	13	17.6%
Dermatology	126	17	13.5%
Emergency Medicine	256	74	28.9%
Family Medicine	631	159	25.2%
Internal Medicine	533	127	23.8%
Internal Medicine-Pediatrics	77	20	26.0%
Neurological Surgery	113	19	16.8%
Neurology	154	29	18.8%
Obstetrics and Gynecology	272	89	32.7%
Orthopaedic Surgery	180	36	20.0%
Otolaryngology	116	28	24.1%
Pathology-Anatomic and Clinical	133	33	24.8%
Pediatrics	185	46	24.9%
Physical Medicine and Rehabilitation	94	29	30.9%
Plastic Surgery (Integrated)	84	15	17.9%
Psychiatry	245	61	24.9%
Radiation Oncology	86	13	15.1%
Radiology-Diagnostic	178	34	19.1%
Surgery-General	307	76	24.8%
Transitional Year	146	31	21.2%
All Others	290	42	14.5%
Total	4,429	1,033	23.3%

Numbers of responses are presented in most of the graphs. For those graphs reflecting data from multiple survey questions, the largest available N from among the survey questions is listed. Numbers of applicants ranked and positions in the Match are self-reported by respondents. Factors considered by programs (and their mean importance) in selecting applicants for interview and ranking are presented in two sets of figures:

- **Education and Academic Performance Characteristics:** includes grades, test scores, and accreditation status/reputation of applicants' medical schools.
- **Personal Characteristics and Other Knowledge:** includes respondents' perceptions of applicants' commitment to their specialties, ethics and professionalism, and, as a ranking factor, programs' interview day experiences with applicants.

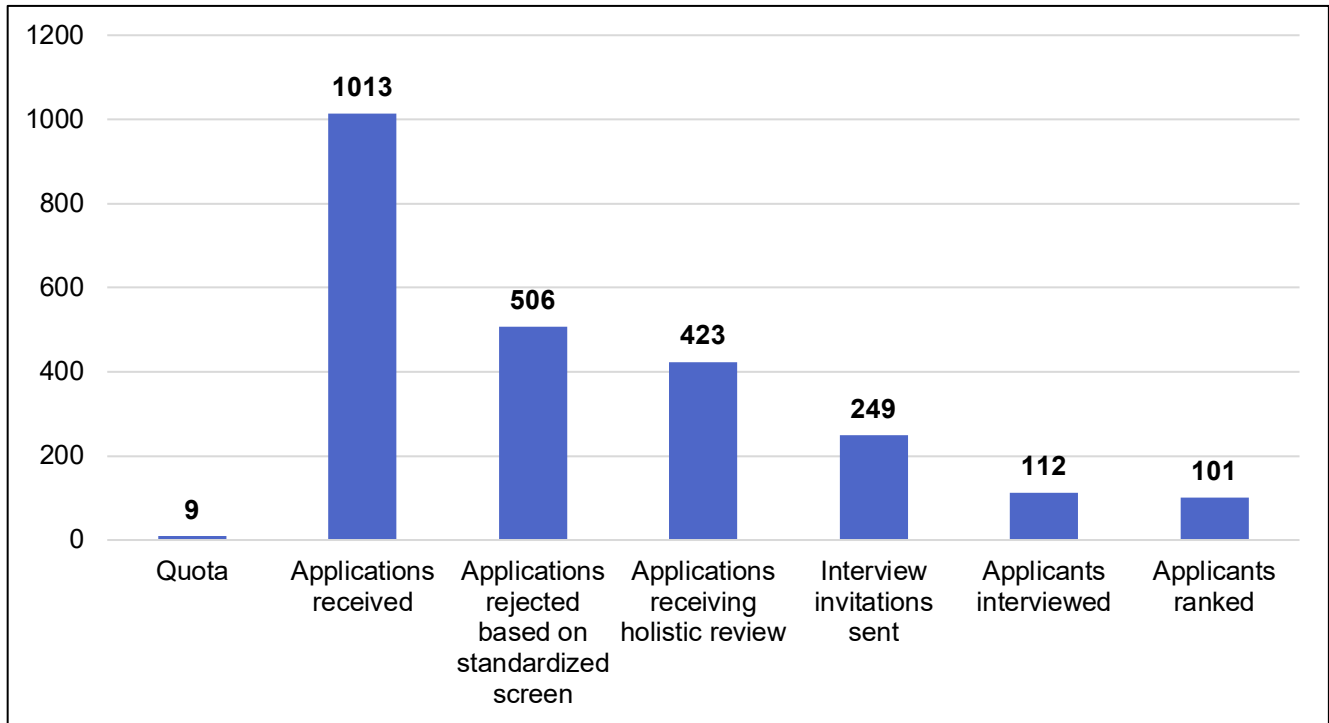
This report presents results on selected items for all specialties combined and separately for each specialty identified in the table. The NRMP hopes that applicants, program directors, and medical school officials and faculty advisors find these data useful as they prepare for and participate in the Main Residency 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/main-residency-match-data/.



All Specialties, Total n = 1,033

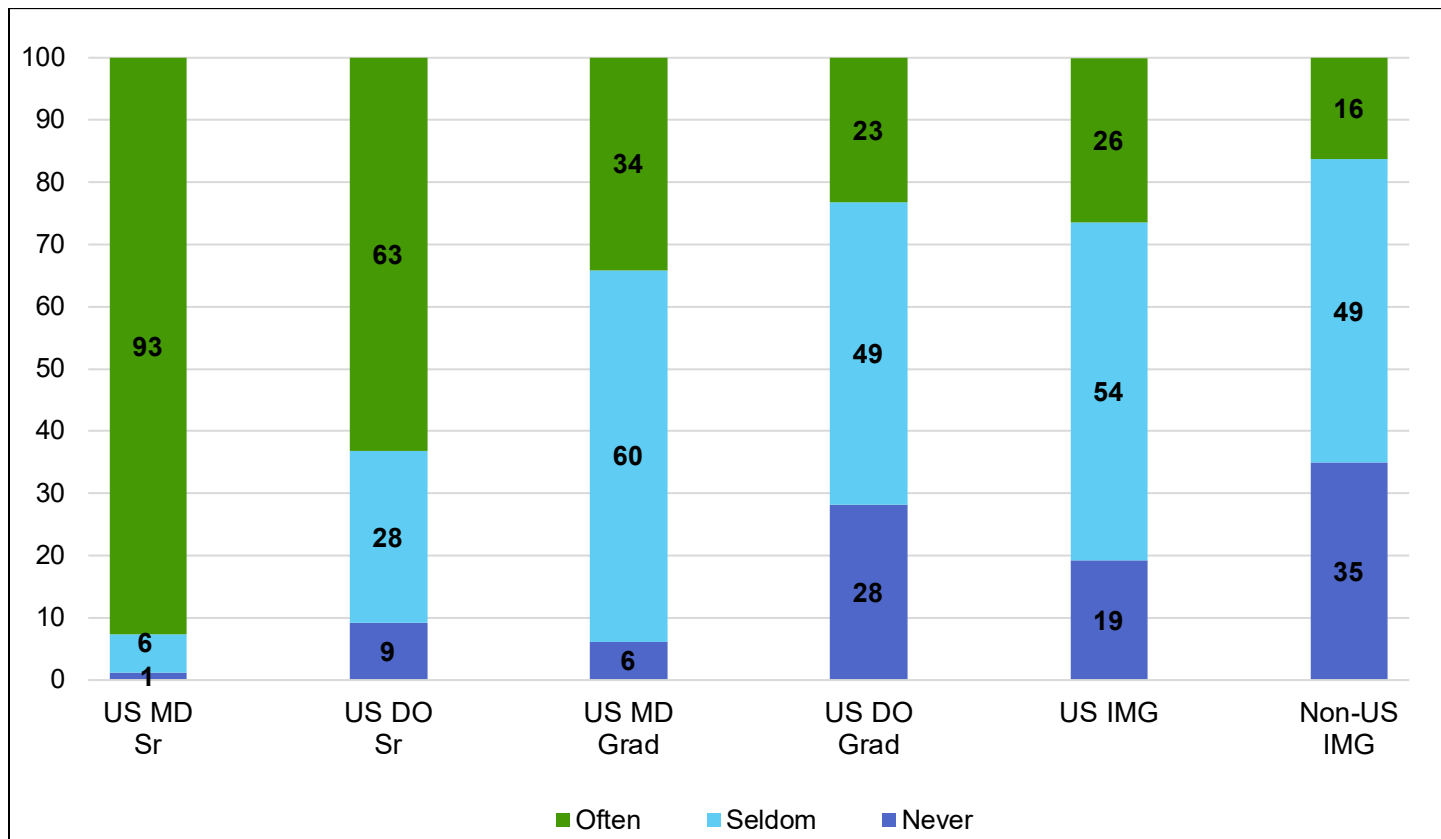
**Mean Numbers of Applications Received, Interview Invitations,
Interviews, and Applicants Ranked, 2021
(Total n = 1,018)**



**Average Percentages of Applications Rejected and Reviewed, 2021
(Total n = 991)**



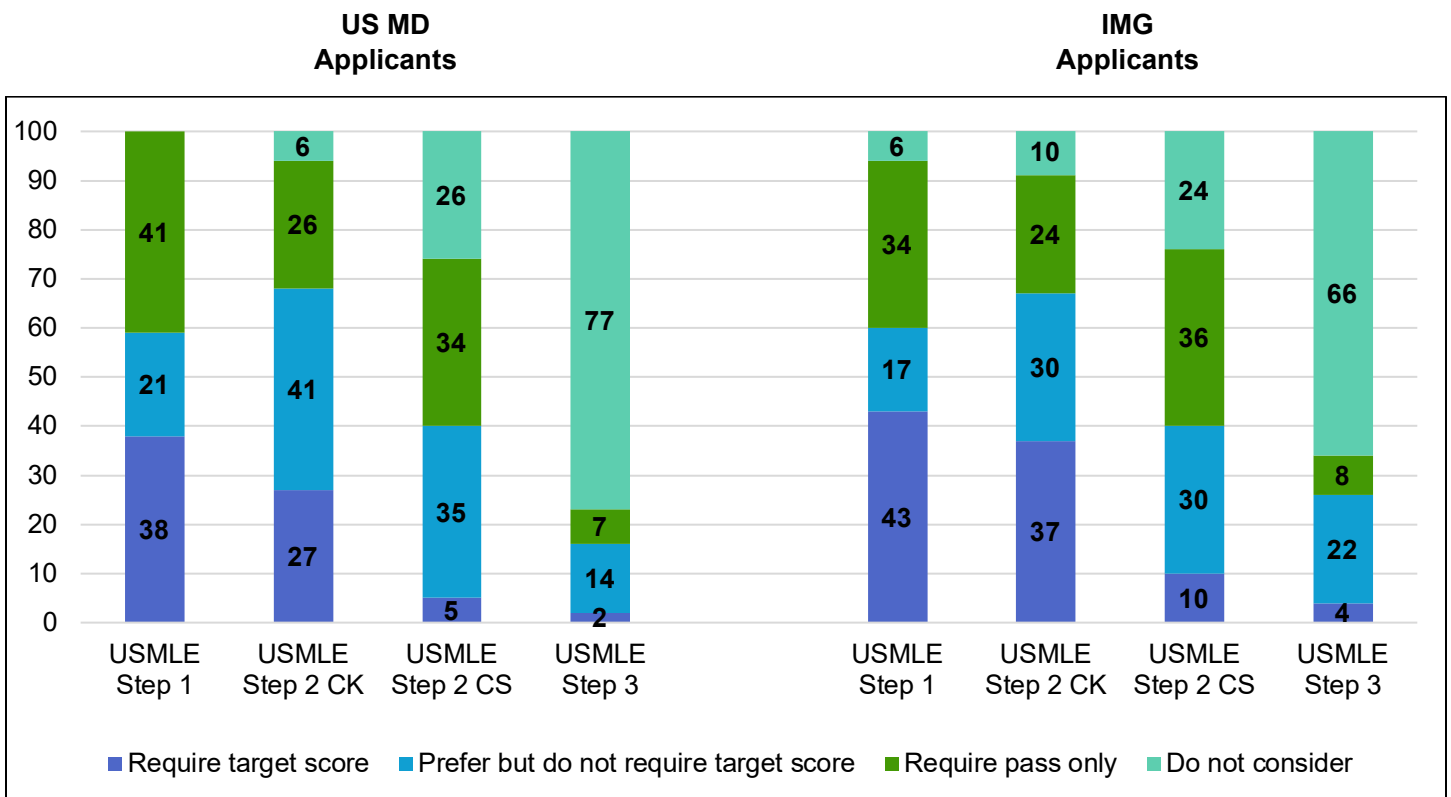
Percentages of Programs Interviewing Candidates by Applicant Type, 2021¹
(Total n = 902)



¹ Some percentages may not add to 100 because of rounding.

Use of Standardized Licensure Exams to Select Applicants for Interview

Percentages of Programs Using USMLE to Select US MD and IMG Applicants for Interview, 2021^{1,2}
(Total n = 1,011)

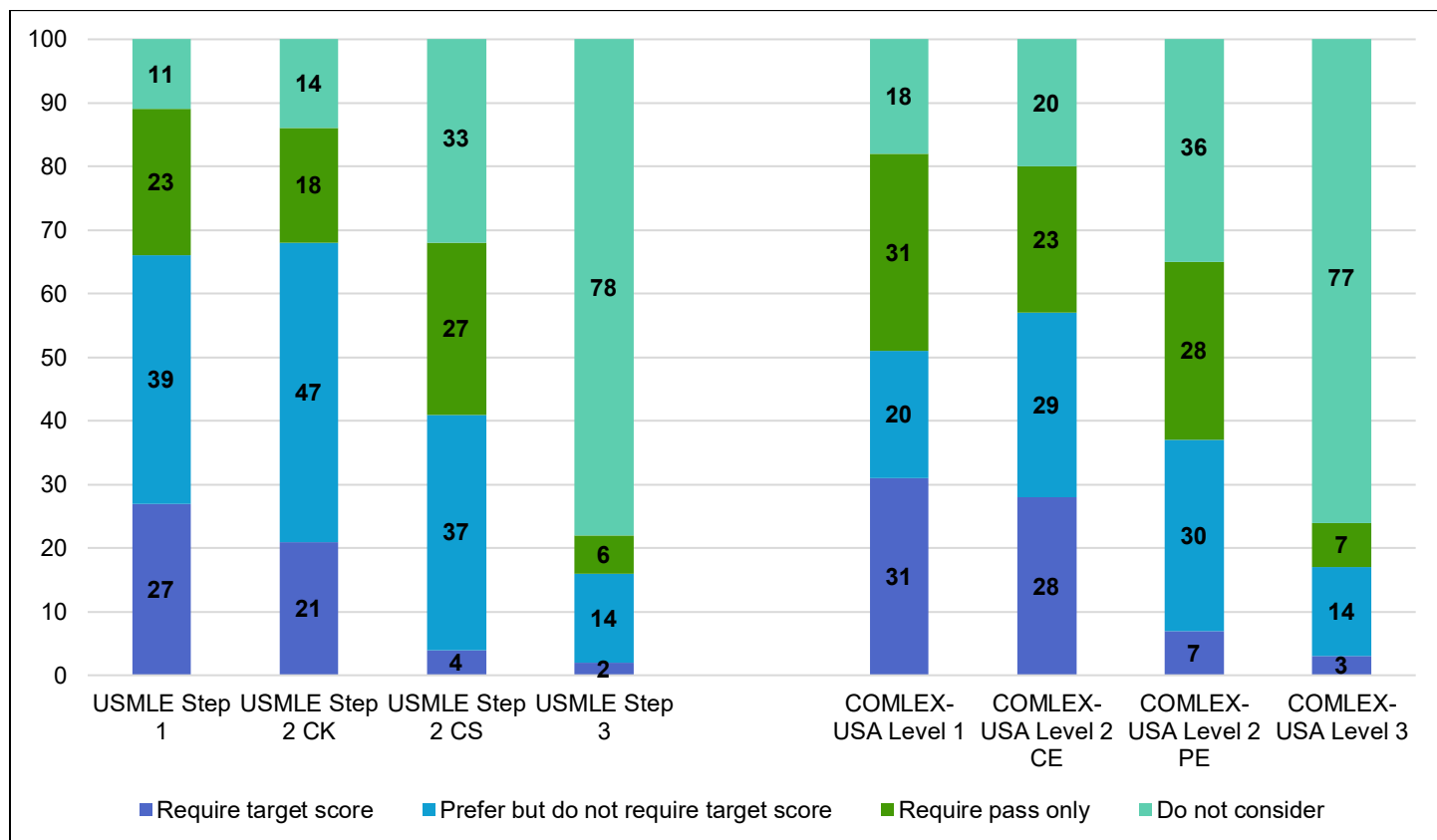


¹ Seniors and graduates are considered together.

² Some percentages may not add to 100 because of rounding.

Use of Standardized Licensure Exams to Select Applicants for Interview

Percentages of Programs Using Licensure Exams to Select DO Applicants for Interview, 2021¹
(Total n = 944)^{2,3}

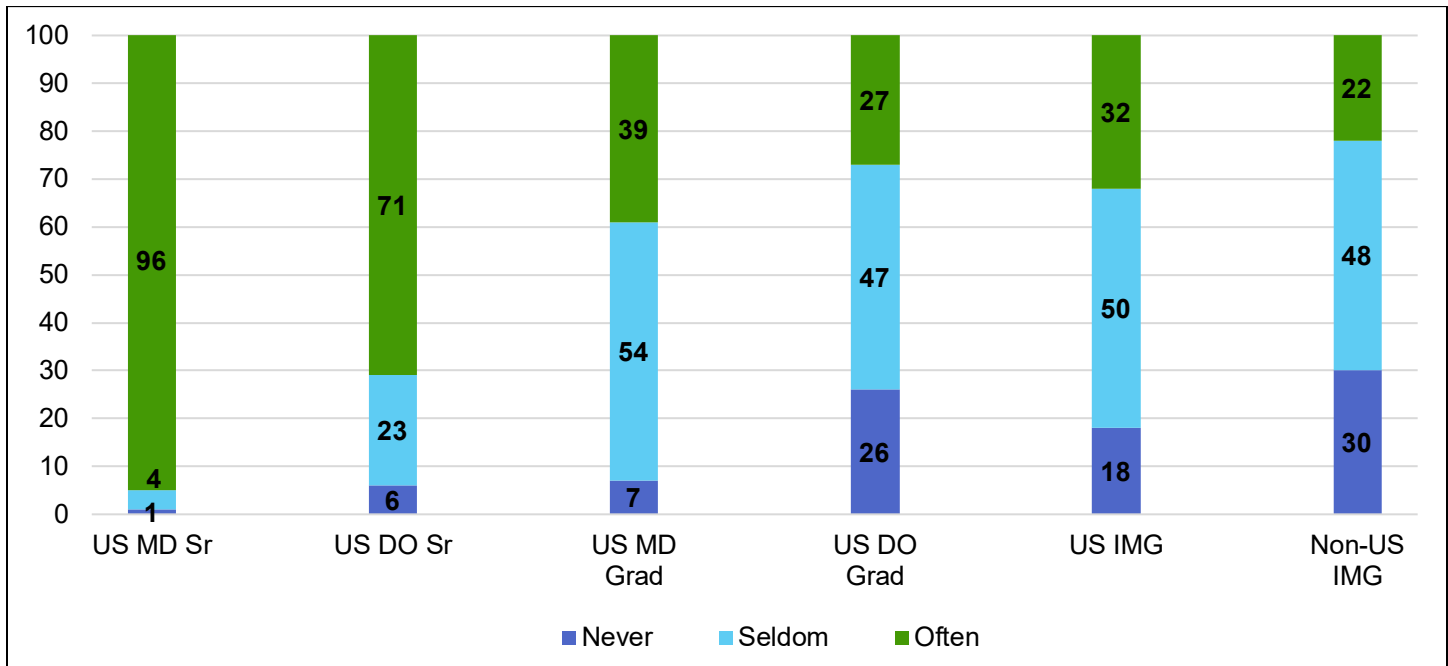


¹ DO seniors and DO graduates are considered together.

² Total number of respondents who indicated they "seldom" or "often" consider DO senior, DO graduate, or both types of applicants for interview.

³ Some percentages may not add to 100 because of rounding.

Percentages of Programs Ranking Candidates by Applicant Type, 2021¹
(Total n = 960)



¹Some percentages may not add to 100 because of rounding.

Figure PD_I1

Education and Academic Performance Characteristics Considered in Deciding Whom to Interview (%)

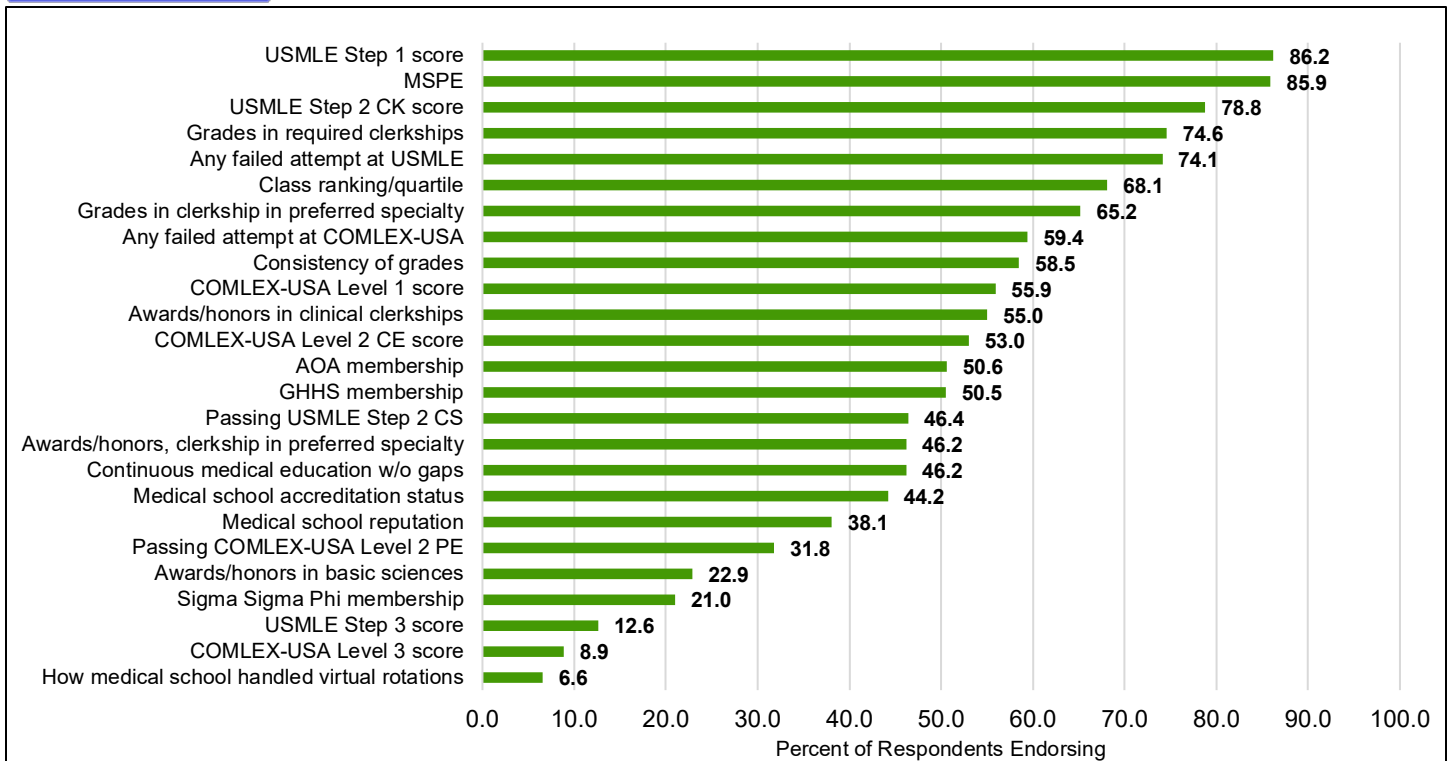
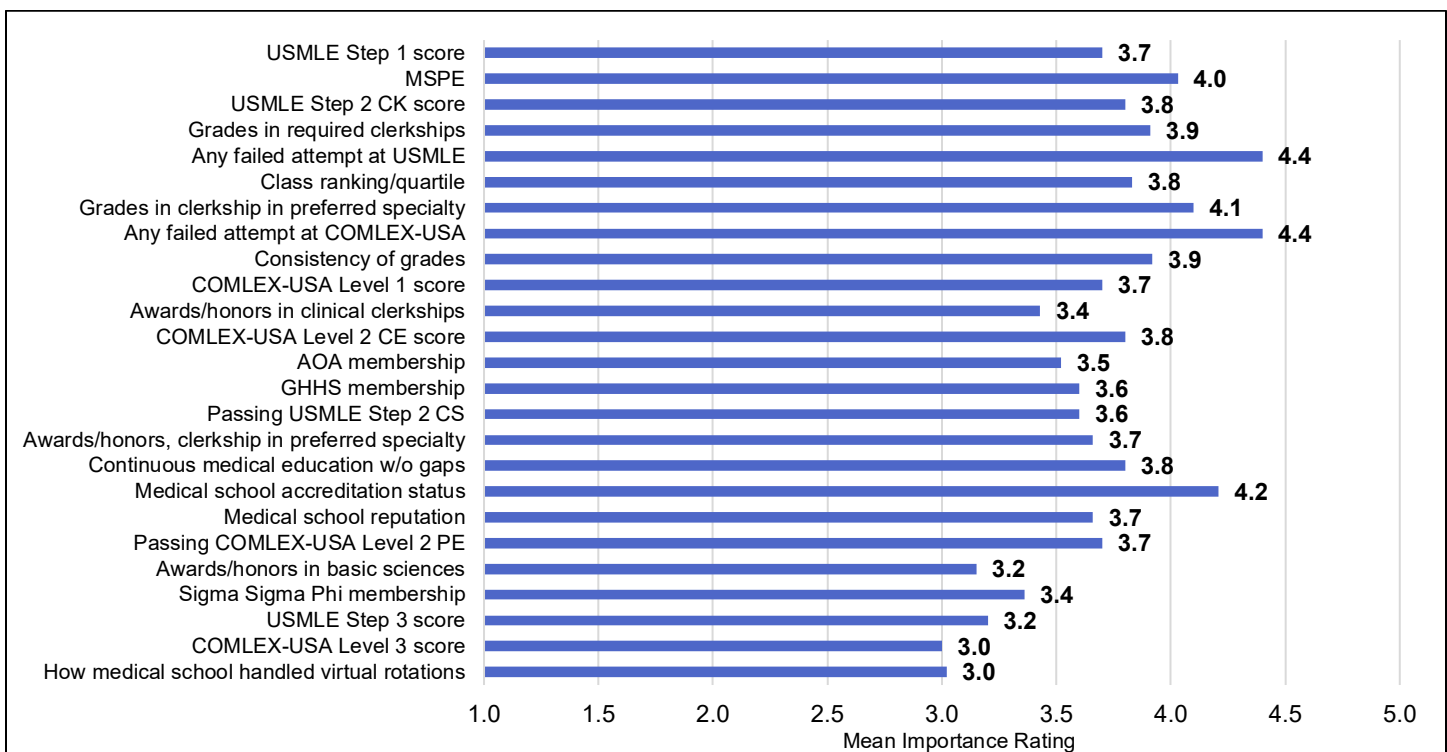


Figure PD_I2

Mean Importance of Education and Academic Performance Characteristics Considered in Deciding Whom to Interview¹



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

Figure PD_I3

Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Interview (%)

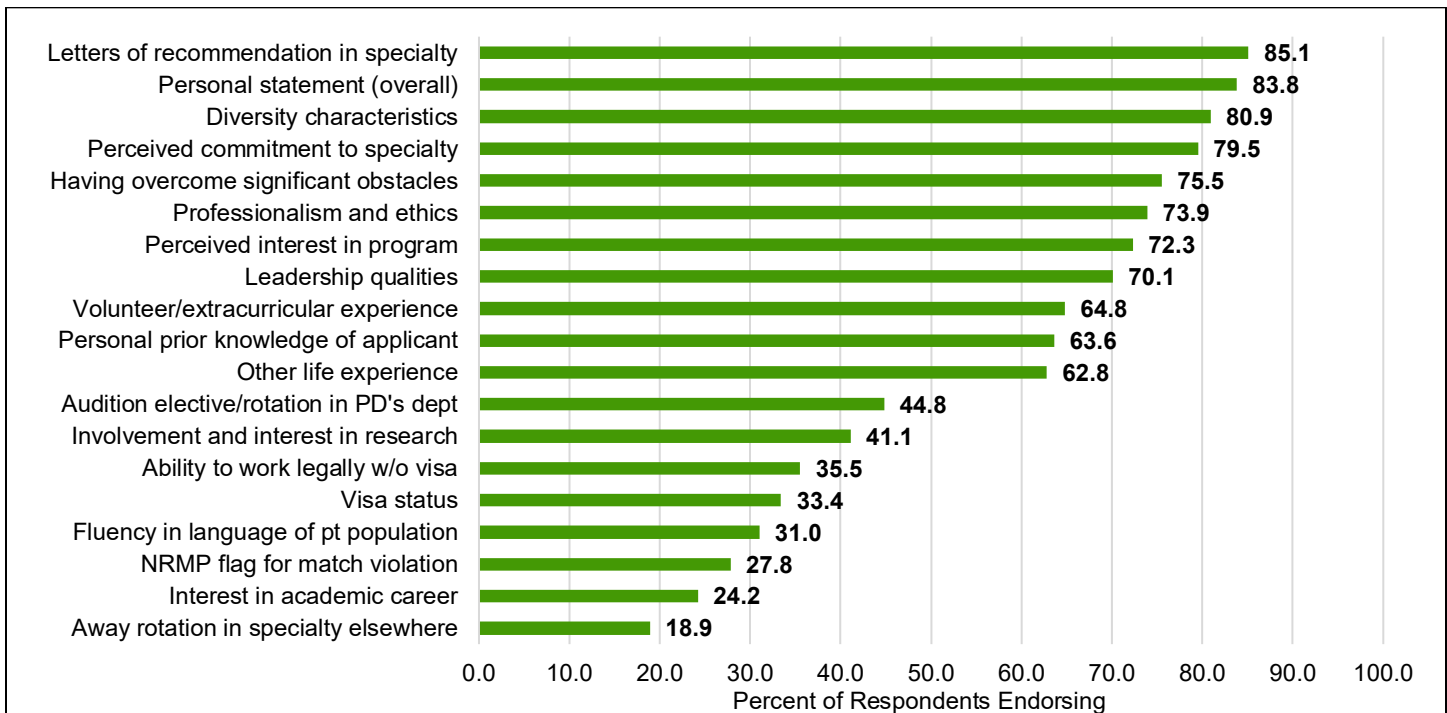
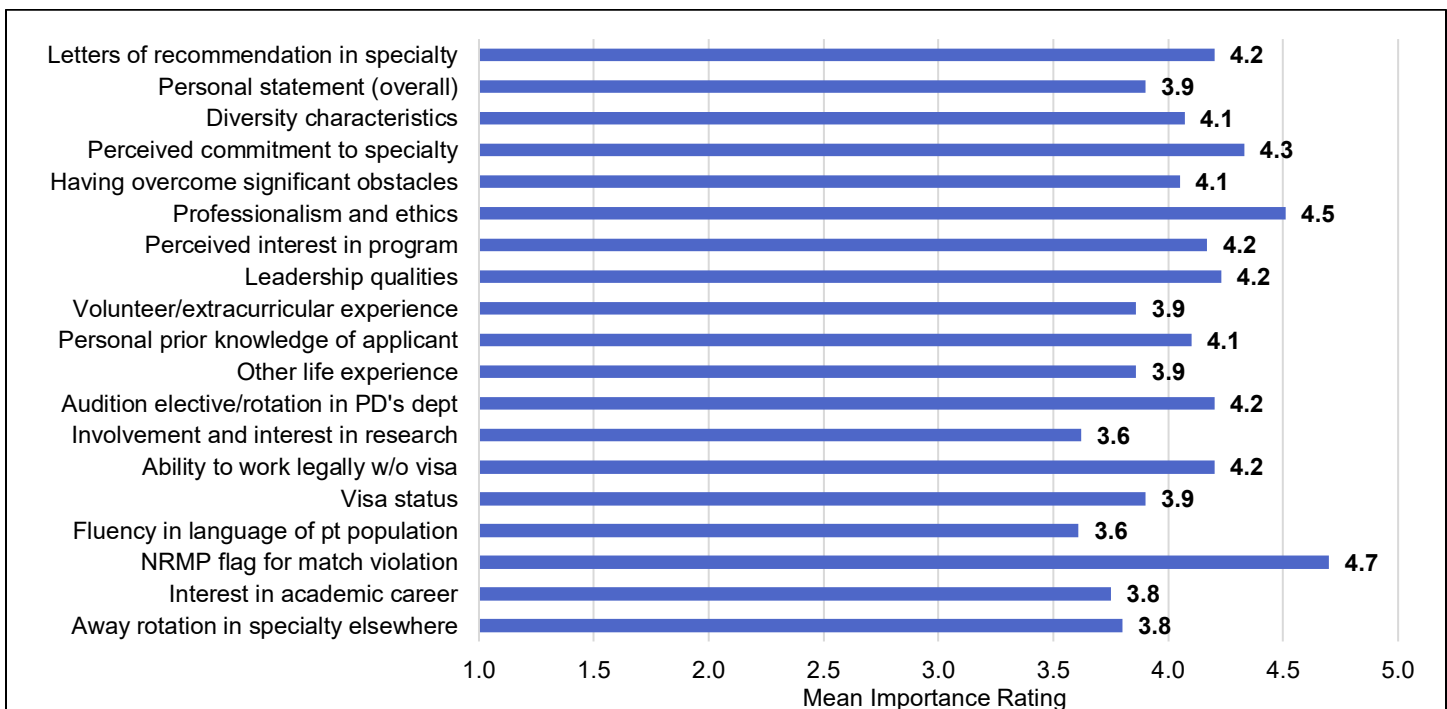


Figure PD_I4

Mean Importance of Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Interview¹



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

Figure PD_R1

Education and Academic Performance Characteristics Considered in Deciding Whom to Rank (%)

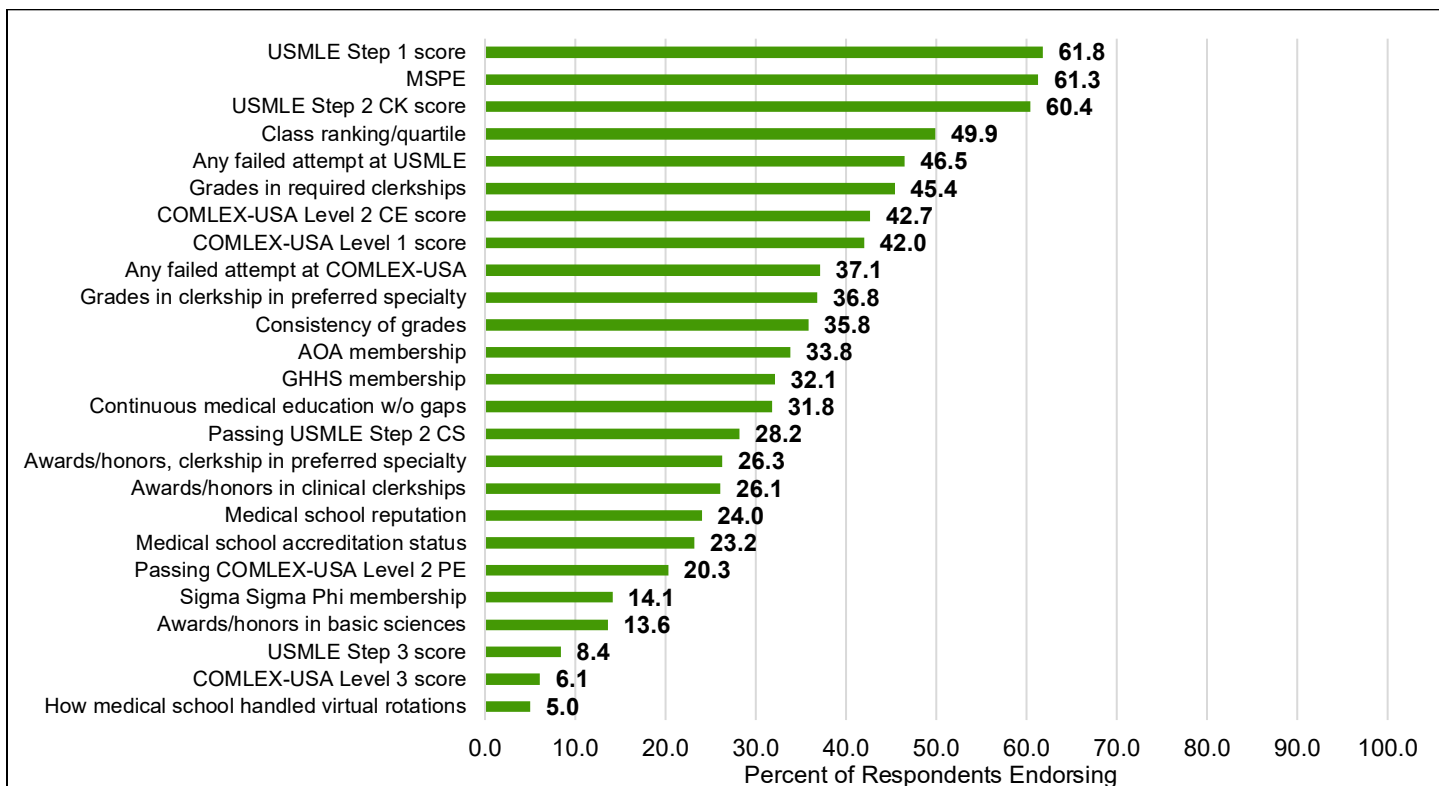
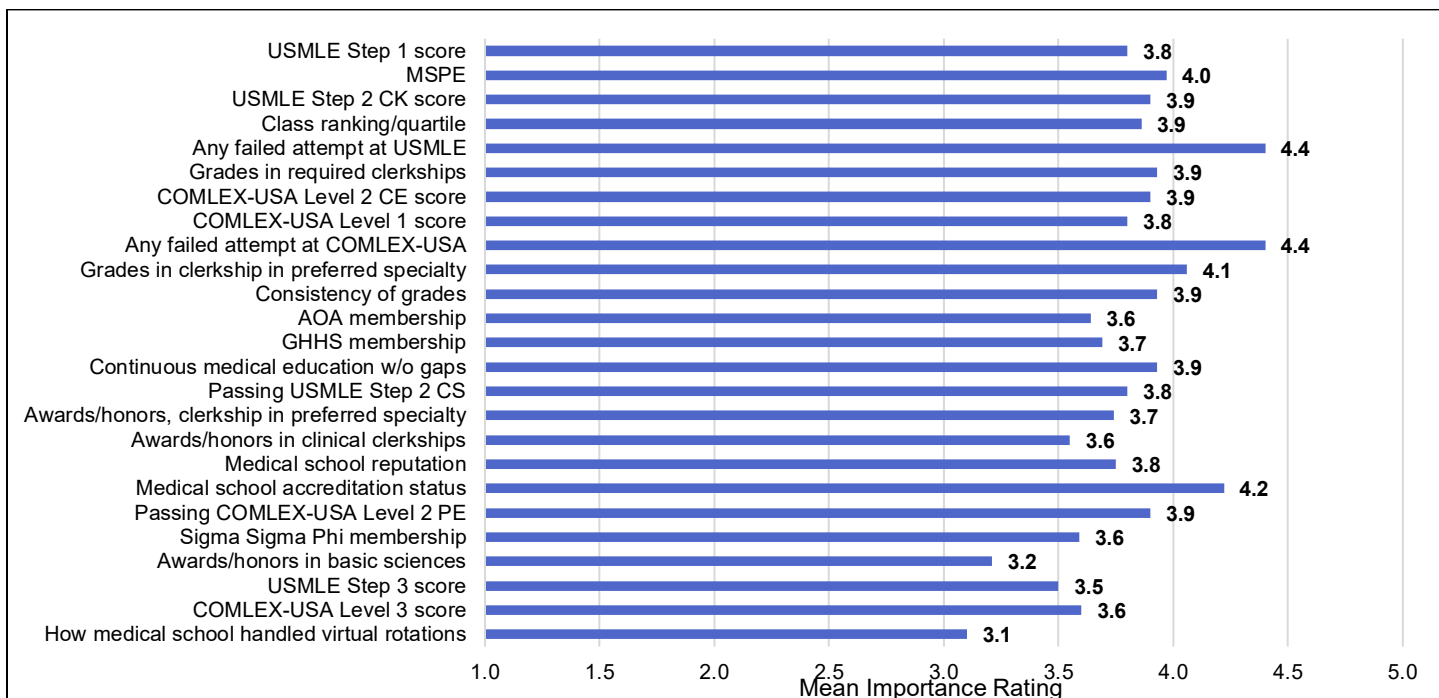


Figure PD_R2

Mean Importance of Education and Academic Performance Characteristics Considered in Deciding Whom to Rank¹



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

Figure PD_R3

Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Rank (%)

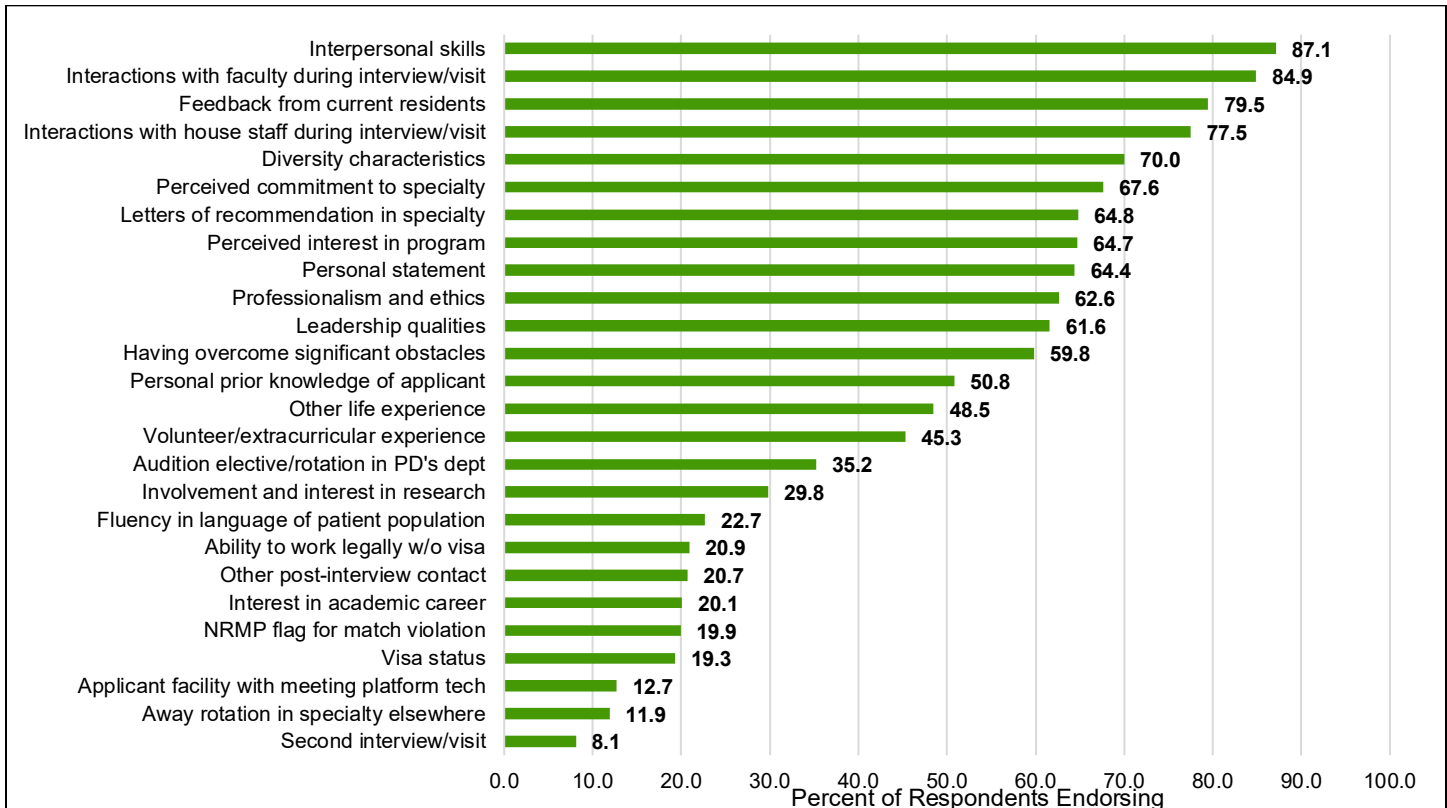
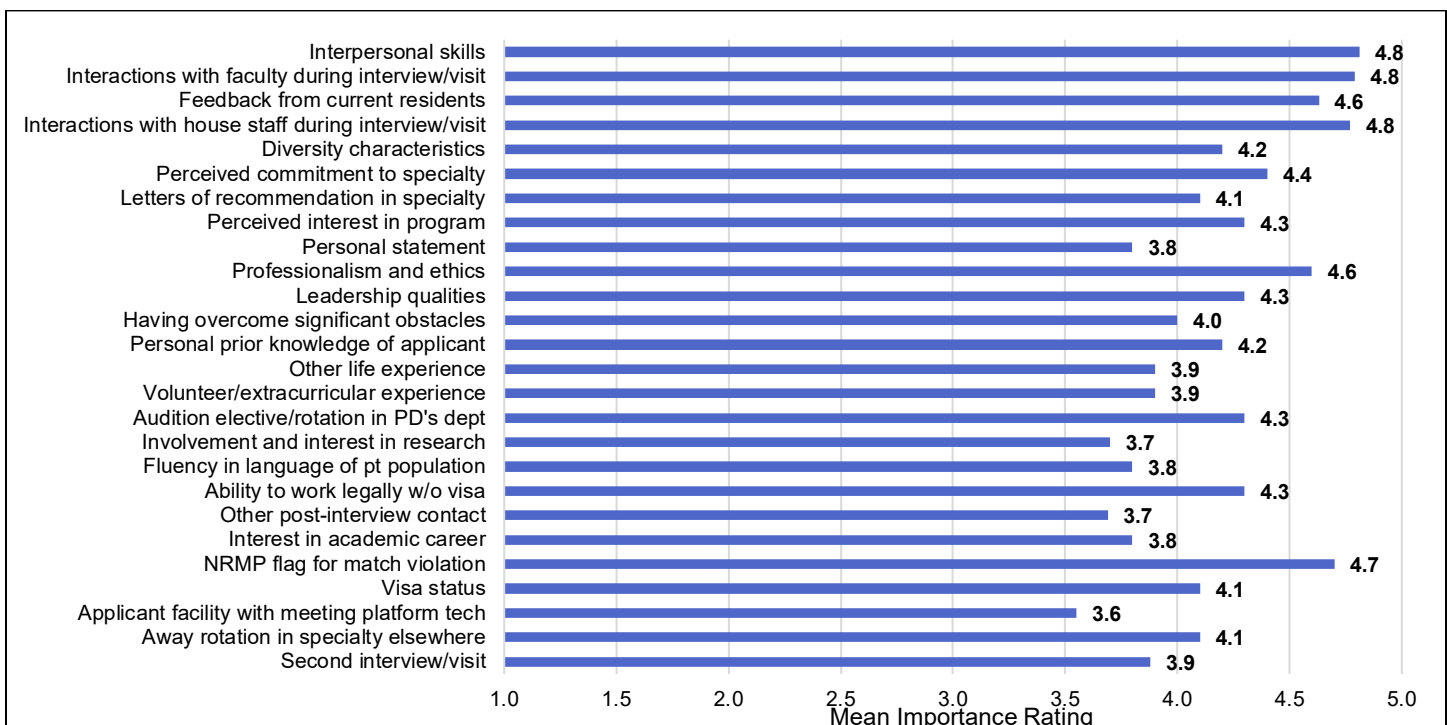
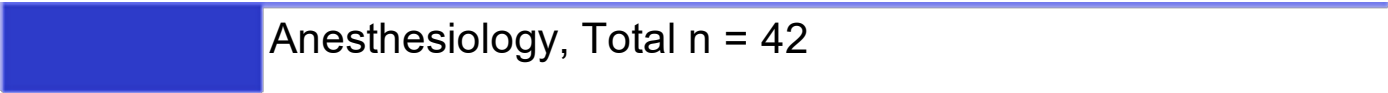


Figure PD_R4

Mean Importance of Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Rank¹

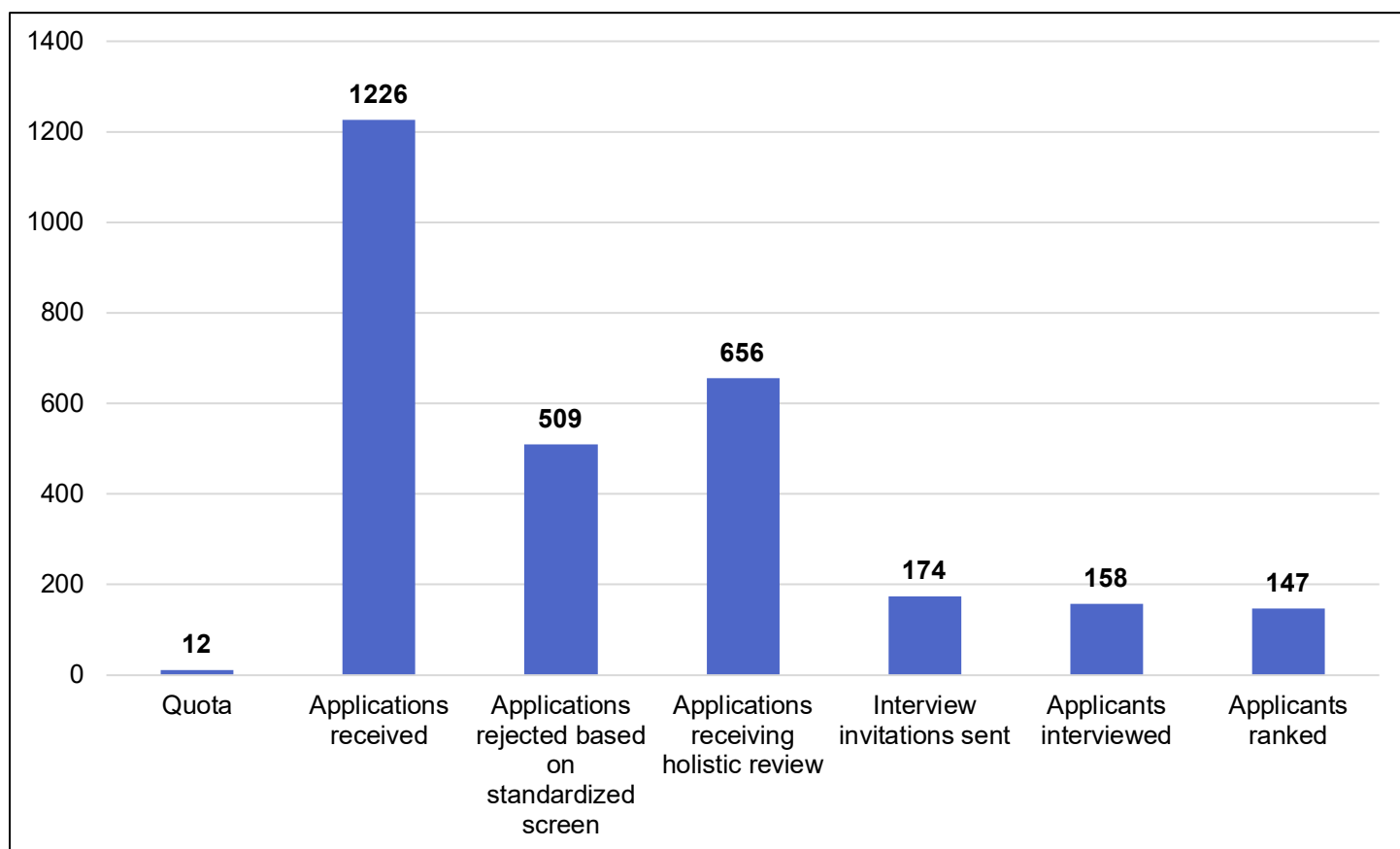


¹ Rated on a scale of 1 (not at all important) to 5 (very important)

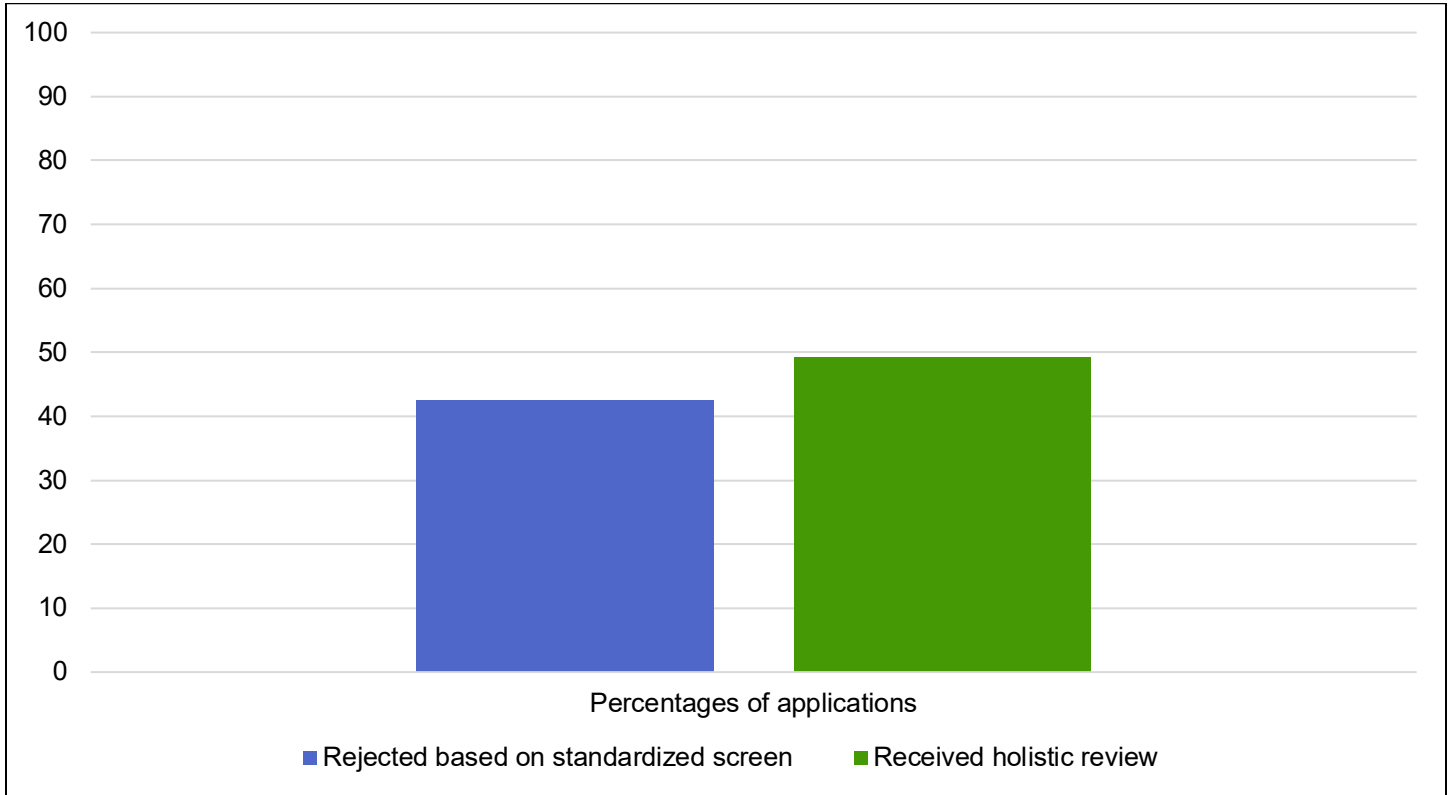


Anesthesiology, Total n = 42

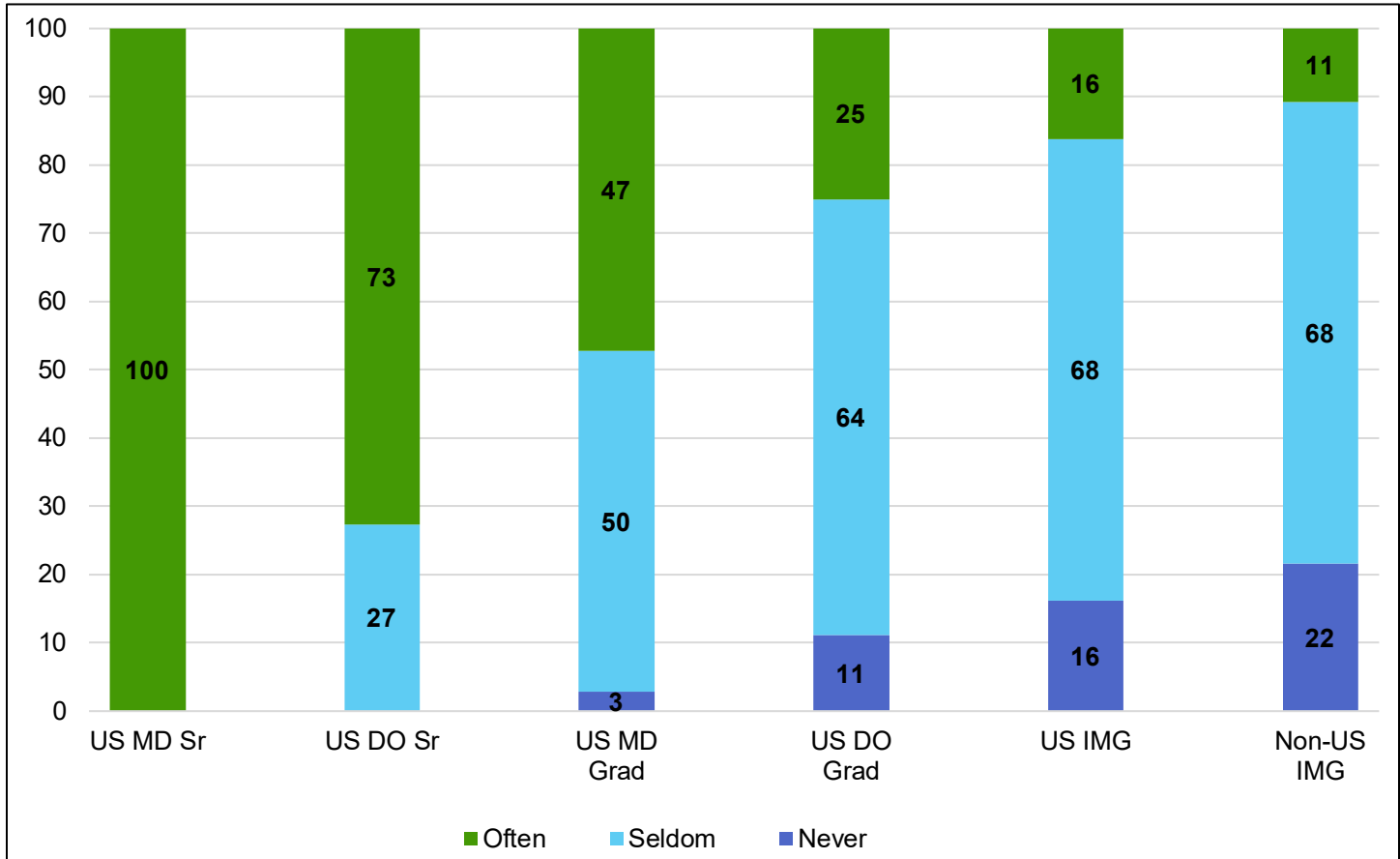
**Mean Numbers of Applications Received, Interview Invitations, Interviews, and Applicants
Ranked, 2021
(Total n = 36)**



**Average Percentages of Applications Rejected and Reviewed, 2021
(Total n = 39)**



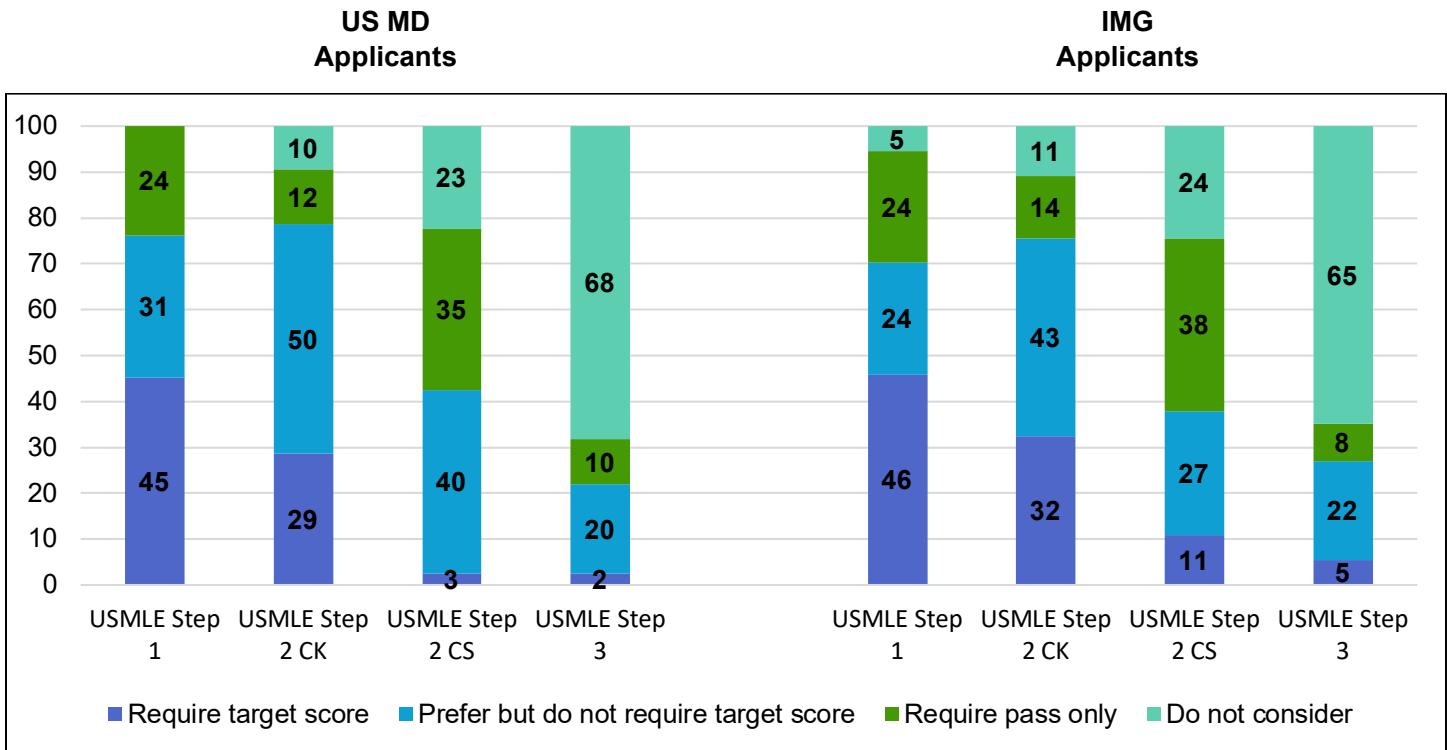
Percentages of Programs Interviewing Candidates by Applicant Type, 2021¹
(Total n = 39)



¹ Some percentages may not add to 100 because of rounding.

Use of Standardized Licensure Exams to Select Applicants for Interview

Percentages of Programs Using USMLE to Select US MD and IMG Applicants for Interview, 2021^{1,2}
(Total n = 42)

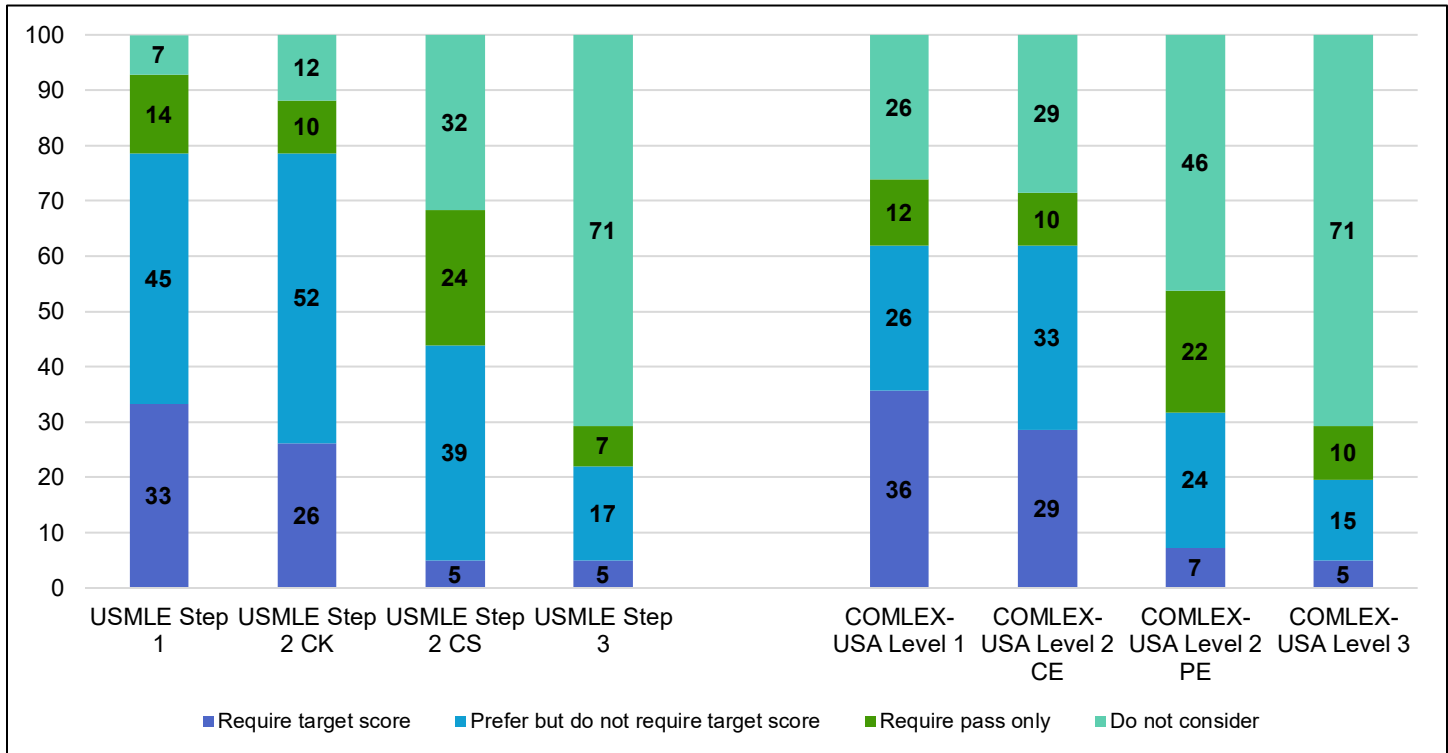


¹ Seniors and graduates are considered together.

² Some percentages may not add to 100 because of rounding.

Use of Standardized Licensure Exams to Select Applicants for Interview

Percentages of Programs Using Licensure Exams to Select DO Applicants for Interview, 2021¹
(Total n = 42)^{2,3}

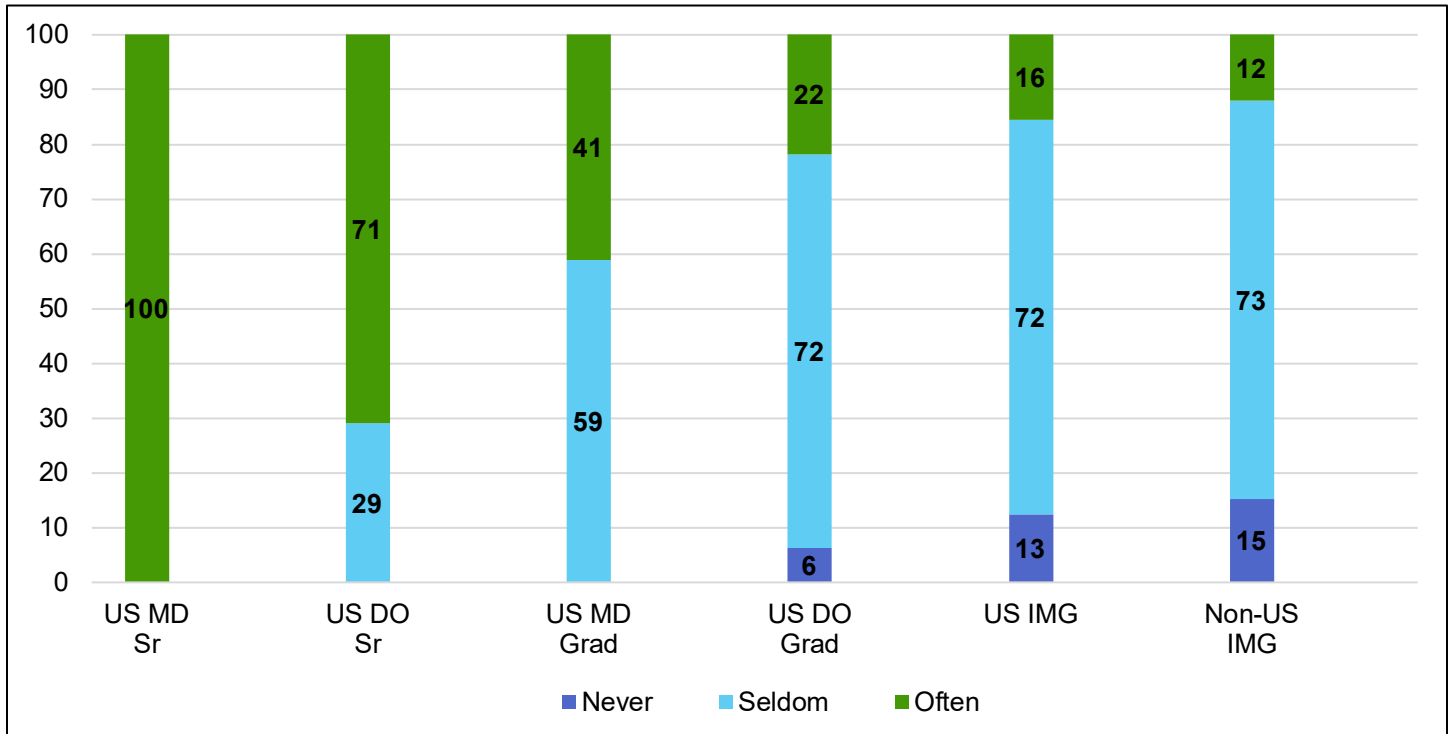


¹ DO seniors and DO graduates are considered together.

² Total number of respondents who indicated they “seldom” or “often” consider DO senior, DO graduate, or both types of applicants for interview.

³ Some percentages may not add to 100 because of rounding.

Percentages of Programs Ranking Candidates by Applicant Type, 2021¹
(Total n = 39)



¹Some percentages may not add to 100 because of rounding.

Figure PD_AN-I1

Education and Academic Performance Characteristics Considered in Deciding Whom to Interview (%)

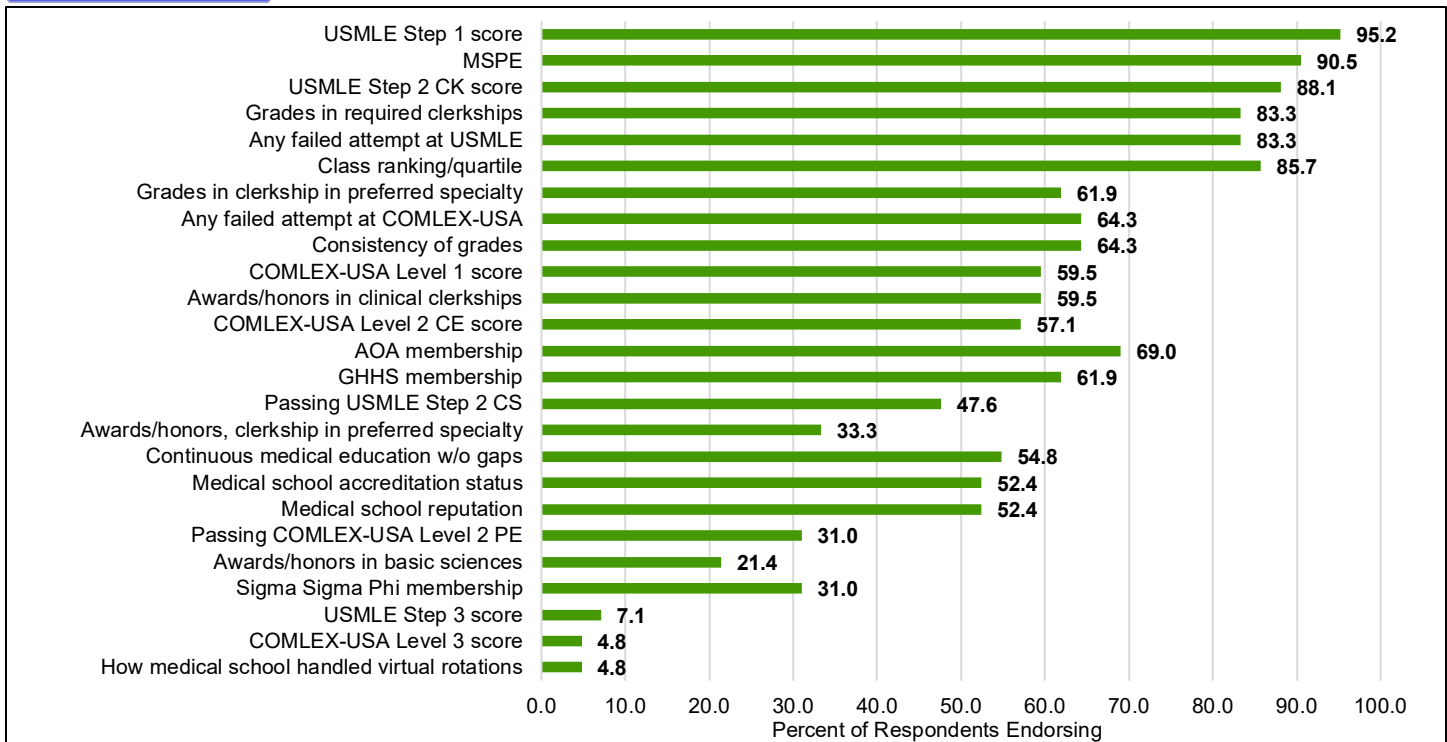
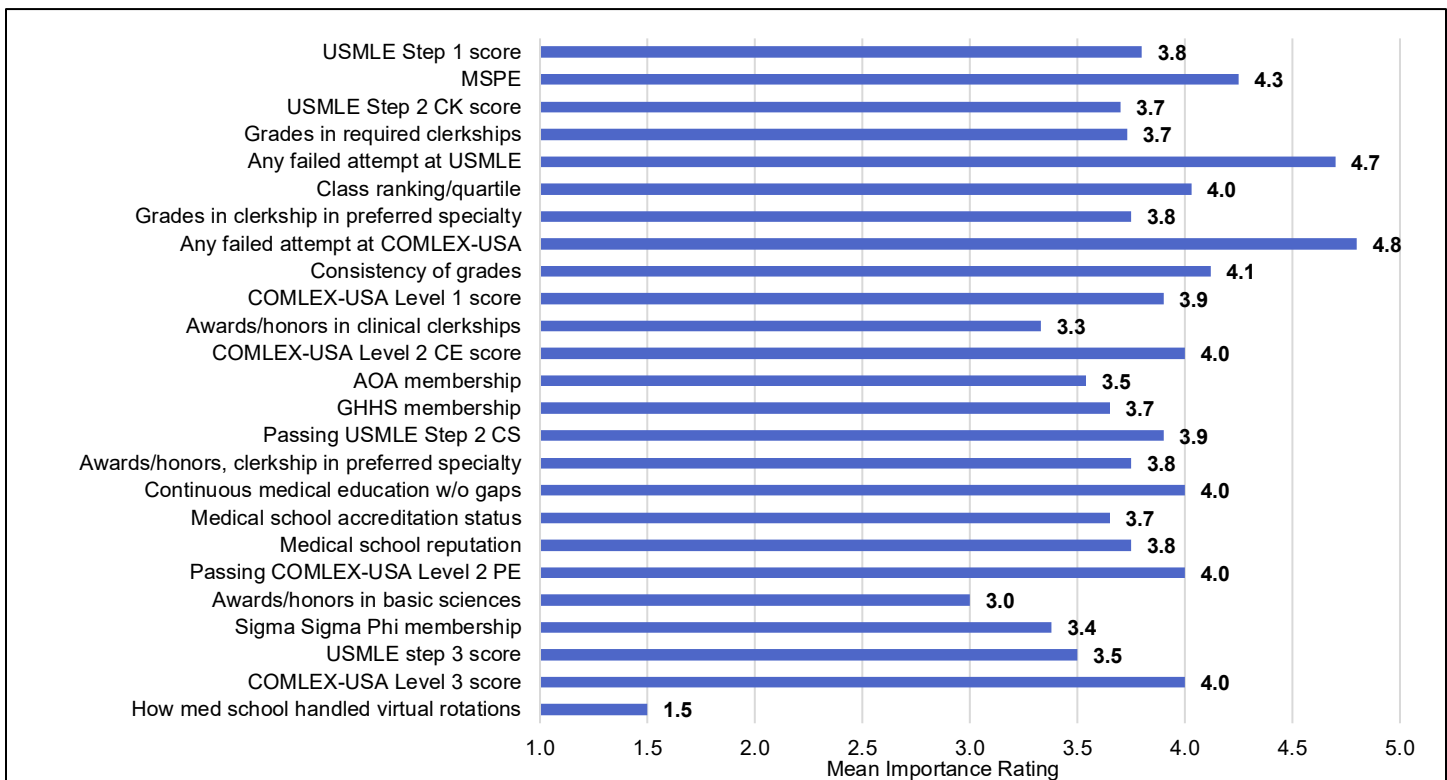


Figure PD_AN-I2

Mean Importance of Education and Academic Performance Characteristics Considered in Deciding Whom to Interview¹



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

Figure PD_AN-I3

Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Interview (%)

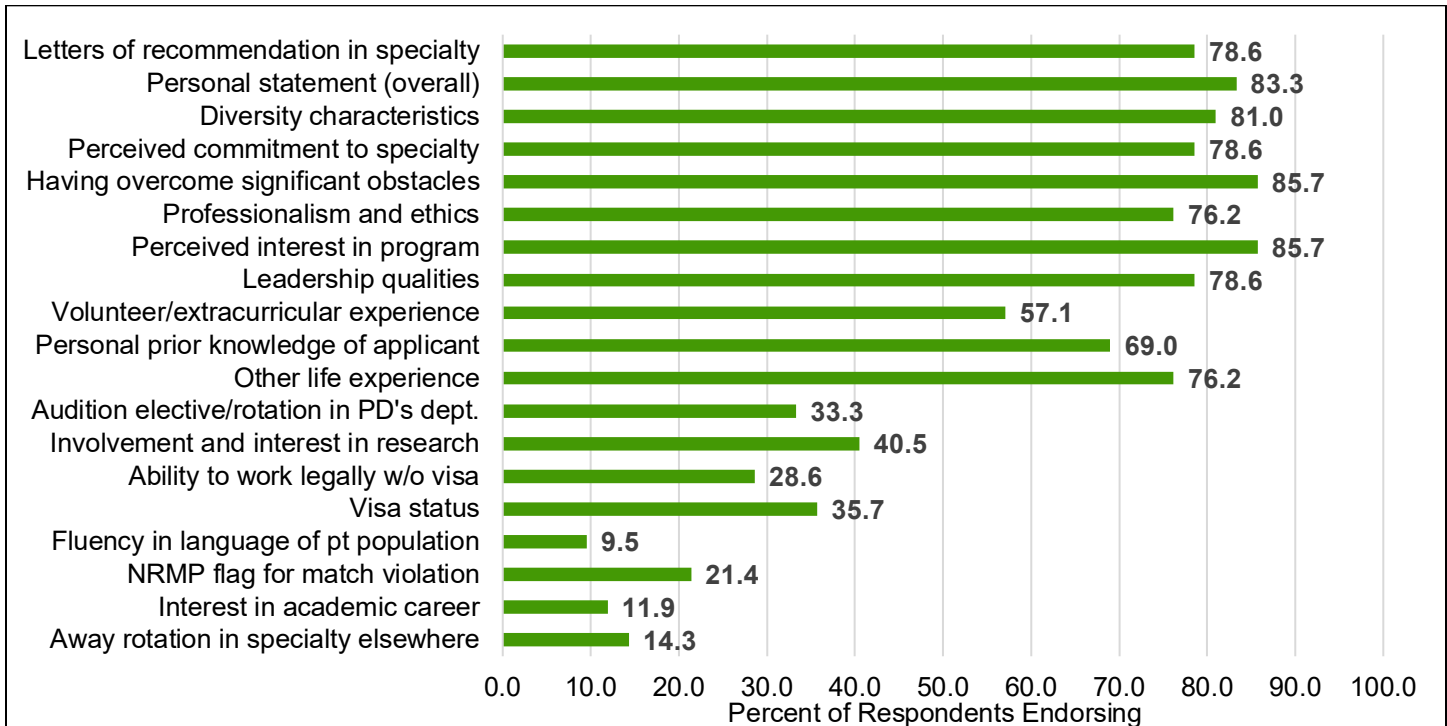
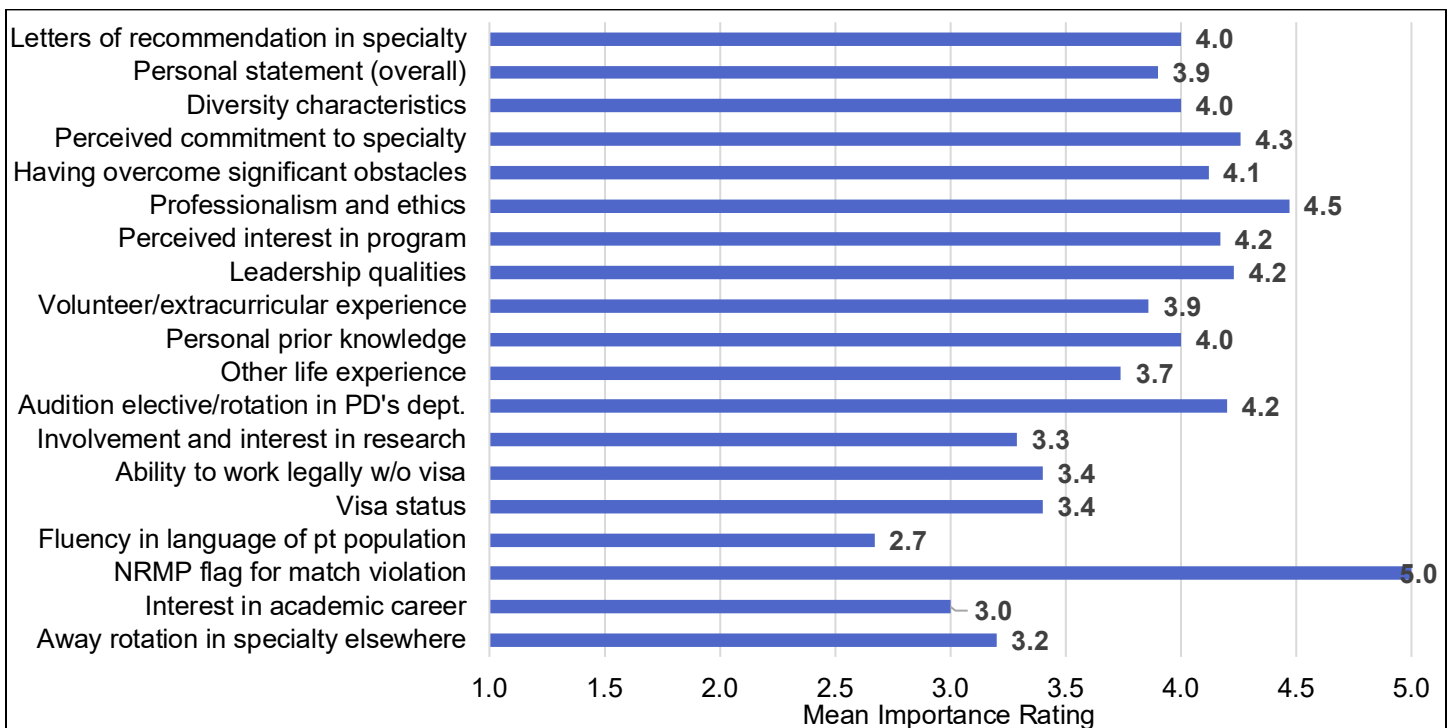


Figure PD_AN-I4

Mean Importance of Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Interview¹



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

Figure PD_AN-R1

Education and Academic Performance Characteristics Considered in Deciding Whom to Rank (%)

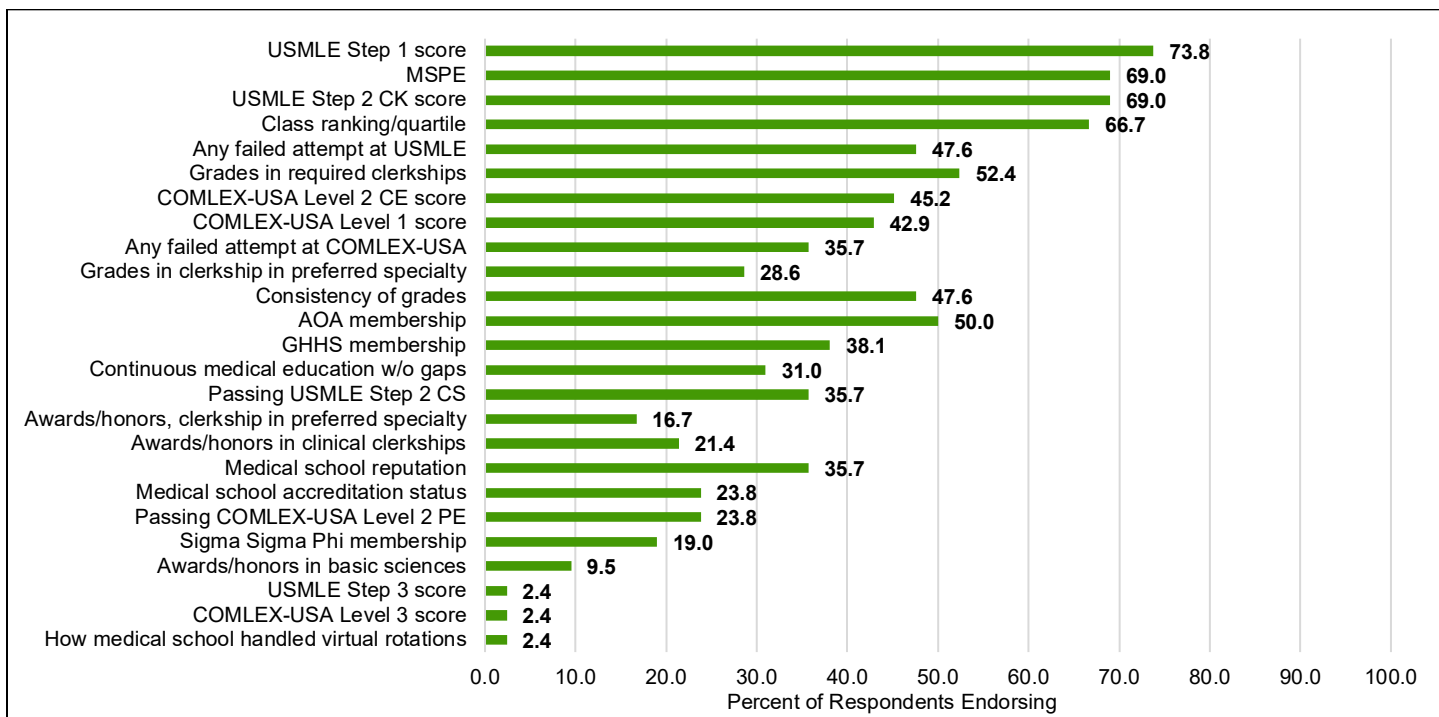
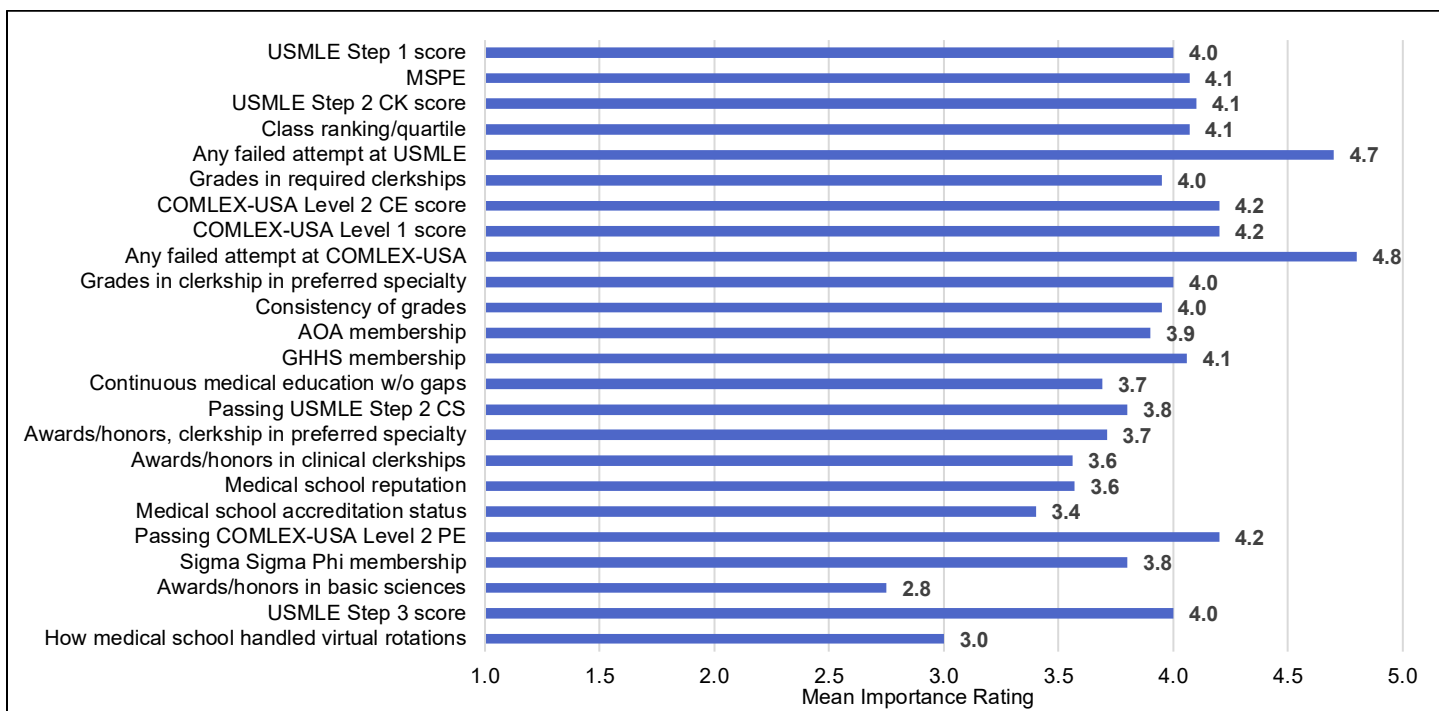


Figure PD_AN-R2

Mean Importance of Education and Academic Performance Characteristics Considered in Deciding Whom to Rank¹



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

² No respondent rated the importance of COMLEX-USA Level 3 score as a consideration in deciding which applicants to rank.

Figure PD_AN-R3

Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Rank (%)

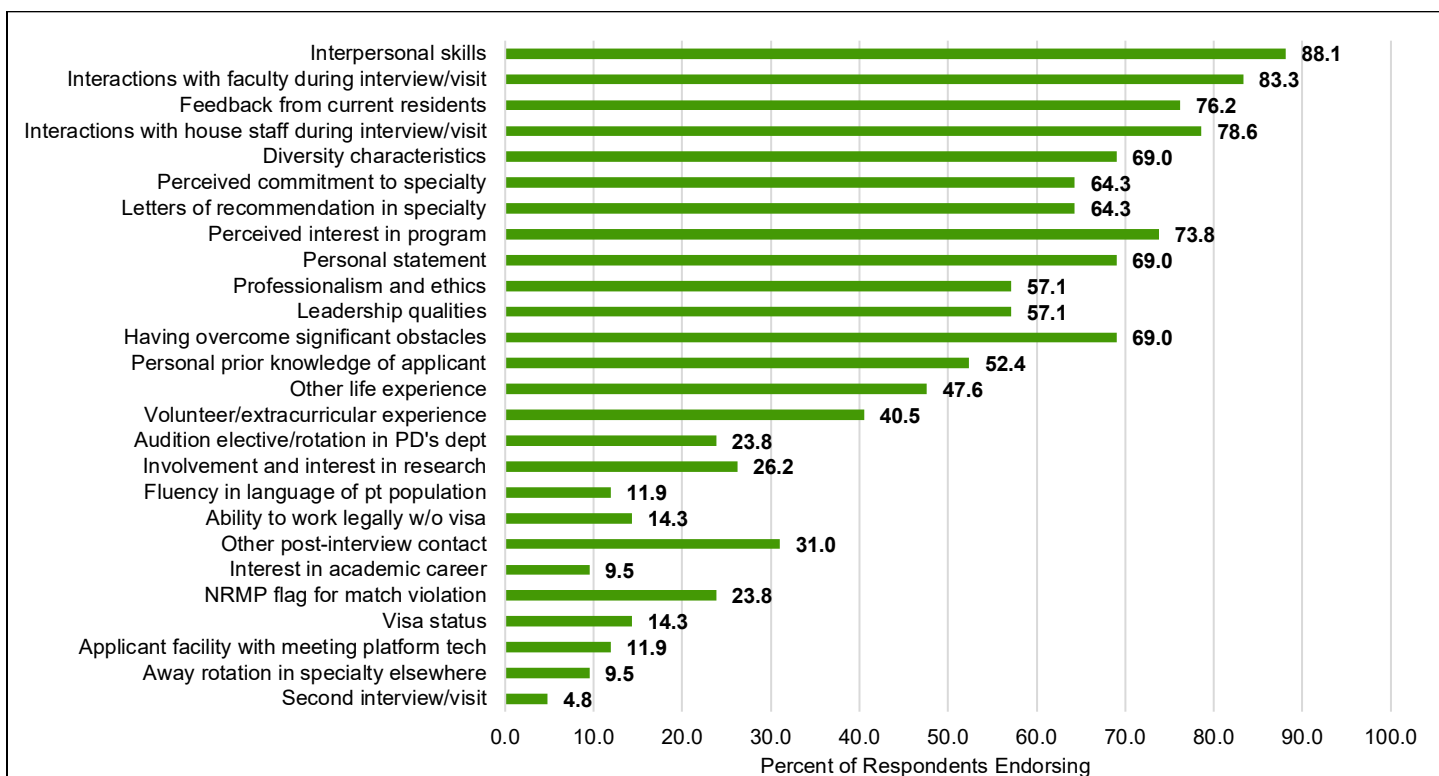
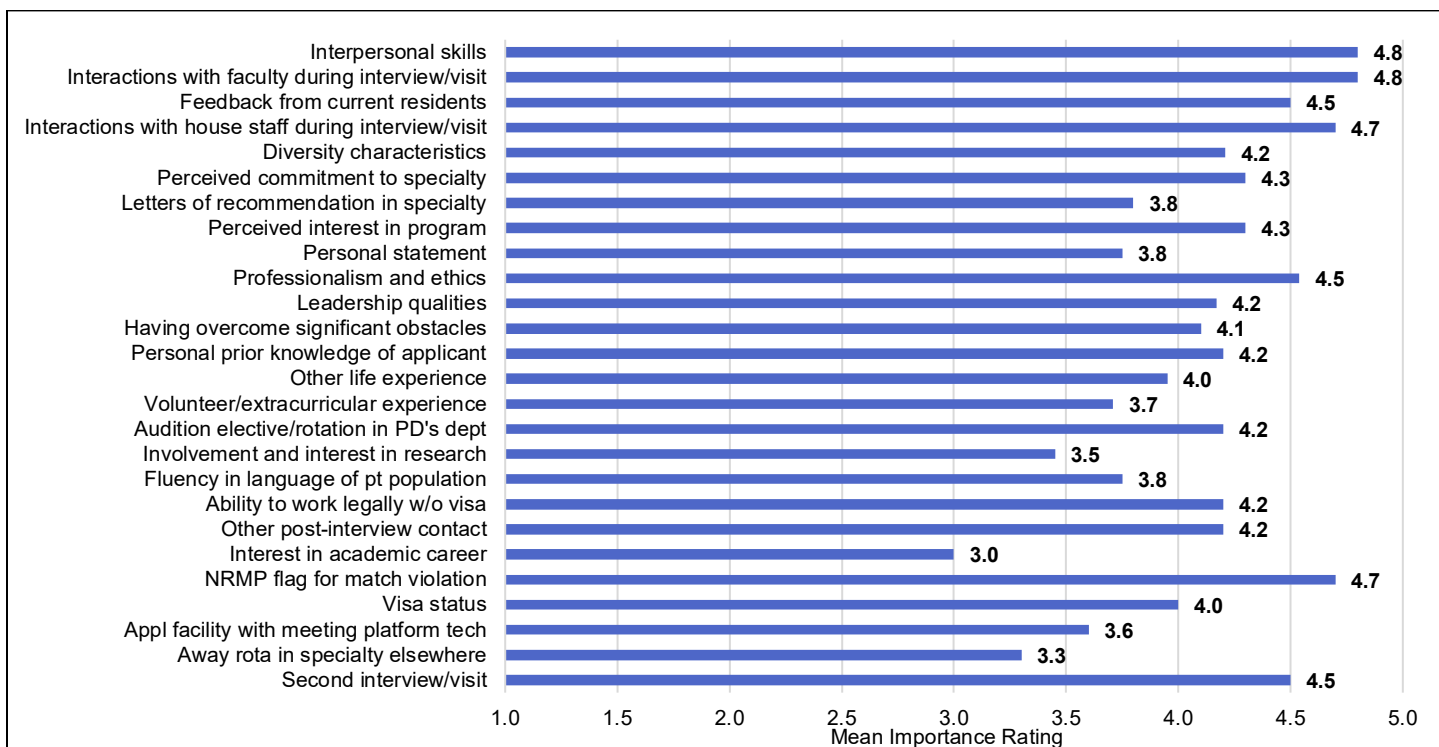



Figure PD_AN-R4

Mean Importance of Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Rank¹

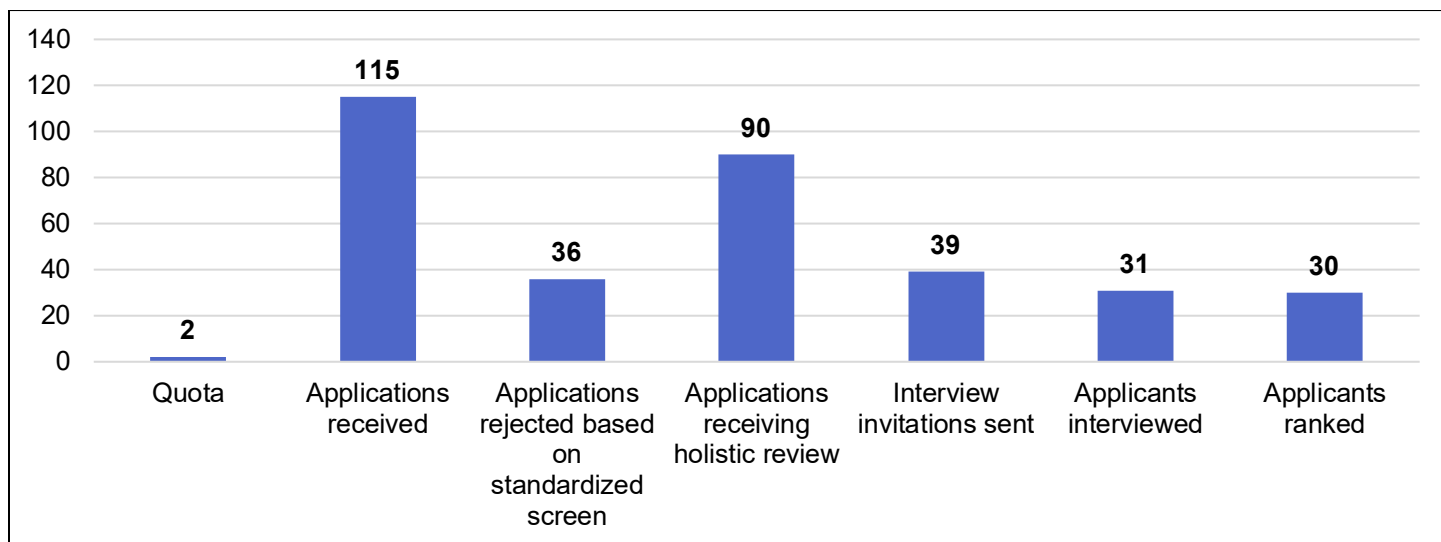


¹ Rated on a scale of 1 (not at all important) to 5 (very important)

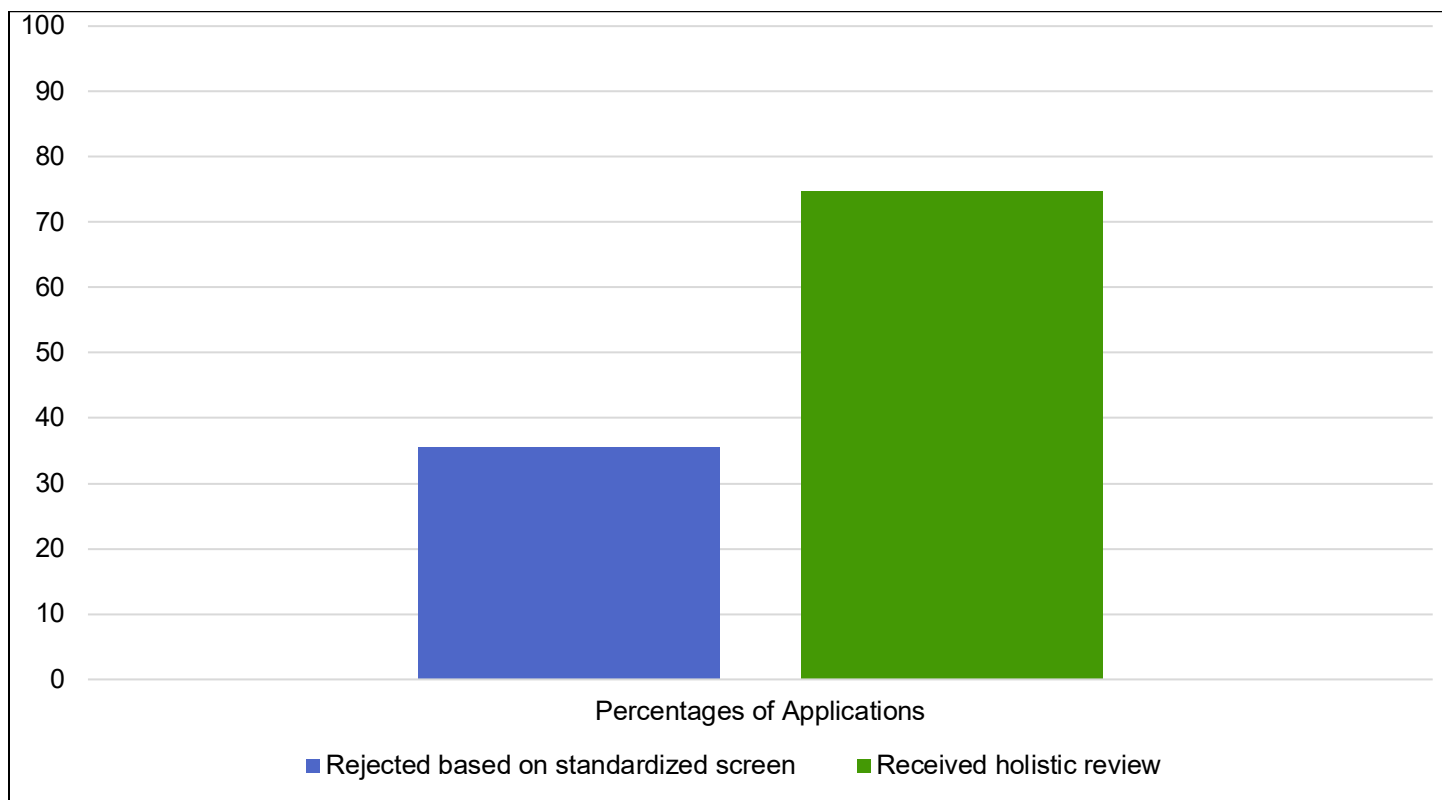


Child Neurology, Total n = 13

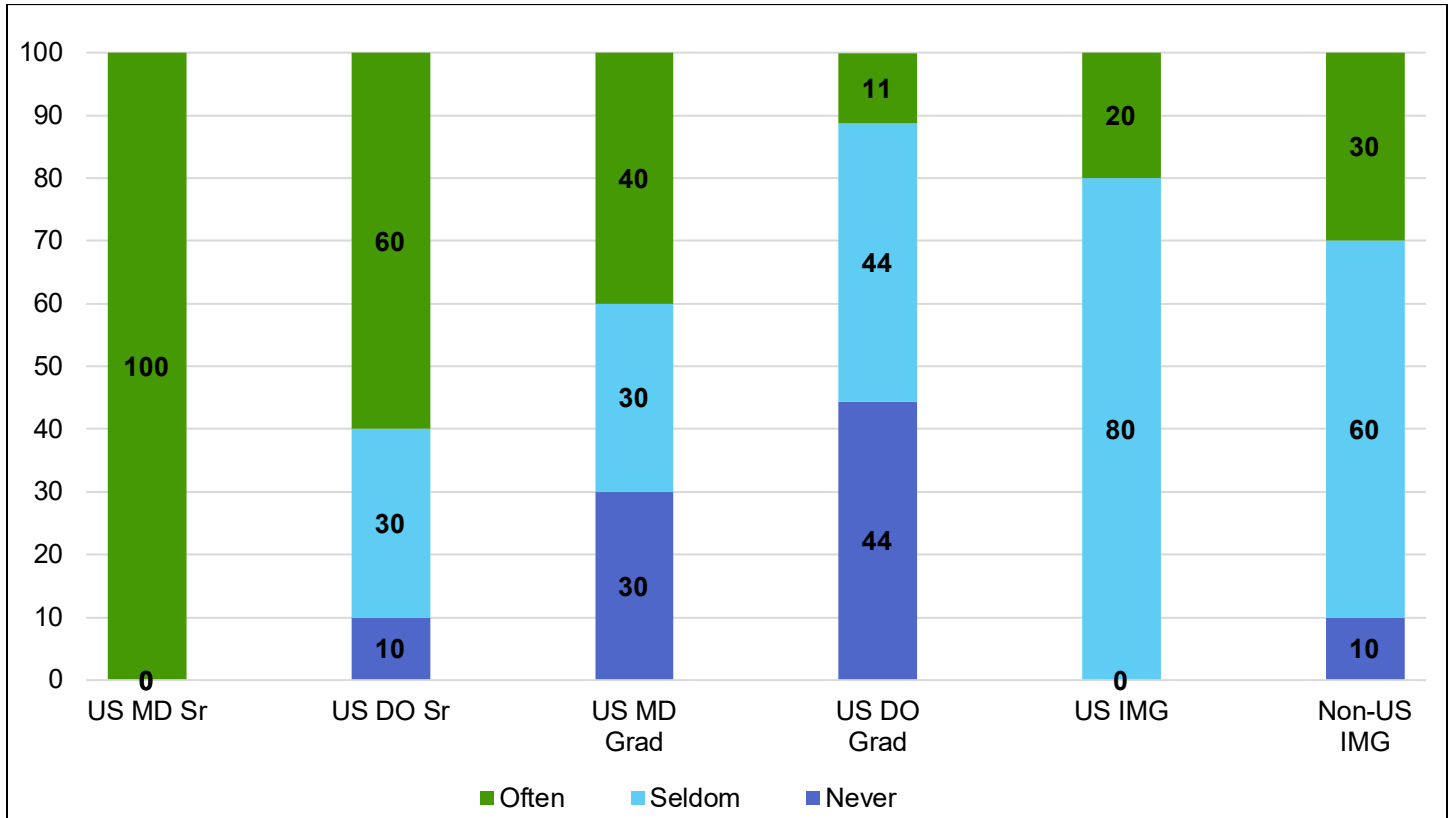
**Mean Numbers of Applications Received, Interview Invitations,
Interviews, and Applicants Ranked, 2021
(Total n = 11)**



**Average Percentages of Applications Rejected and Reviewed, 2021
(Total n = 11)**



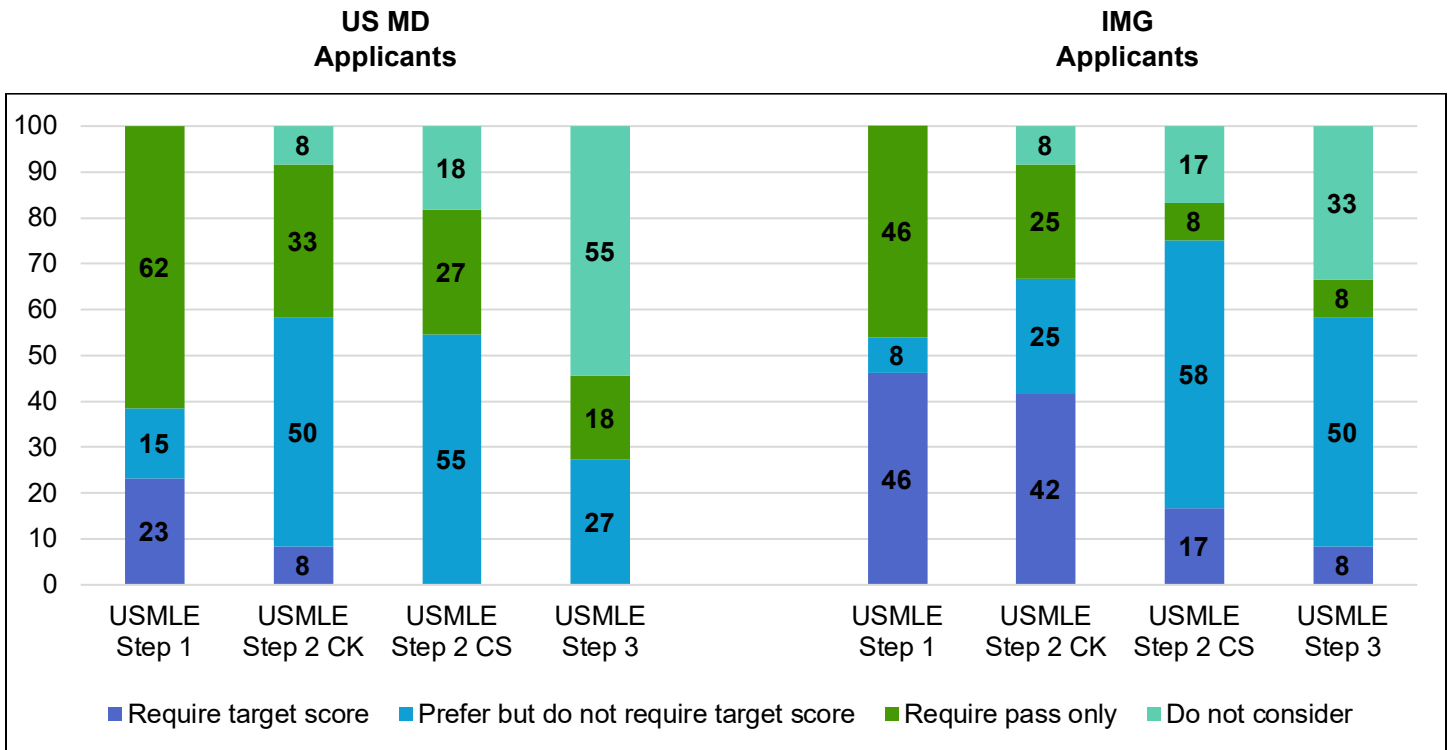
Percentages of Programs Interviewing Candidates by Applicant Type, 2021¹
(Total n = 11)



¹ Some percentages may not add to 100 because of rounding.

Use of Standardized Licensure Exams to Select Applicants for Interview

Percentages of Programs Using USMLE to Select US MD and IMG Applicants for Interview, 2021^{1,2}
(Total n = 13)

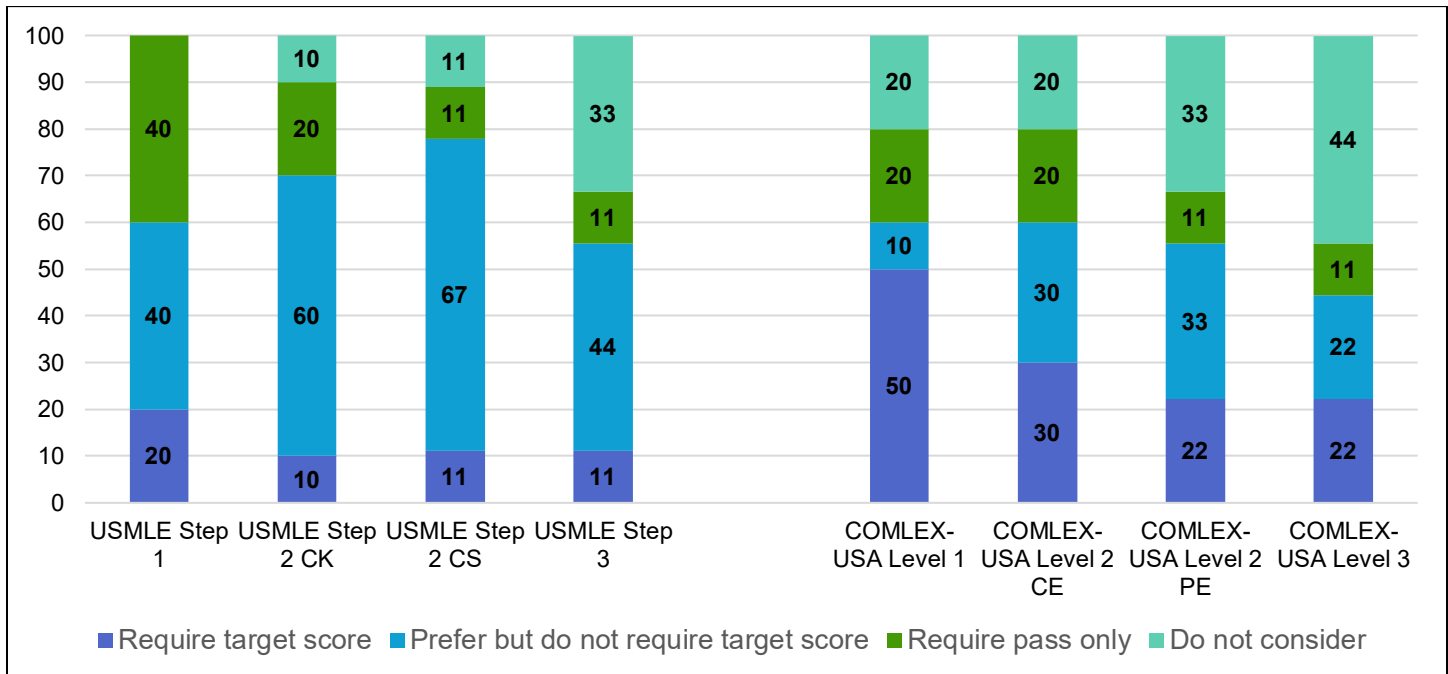


¹ Seniors and graduates are considered together.

² Some percentages may not add to 100 because of rounding.

Use of Standardized Licensure Exams to Select Applicants for Interview

Percentages of Programs Using Licensure Exams to Select DO Applicants for Interview, 2021¹
(Total n = 10)^{2,3}

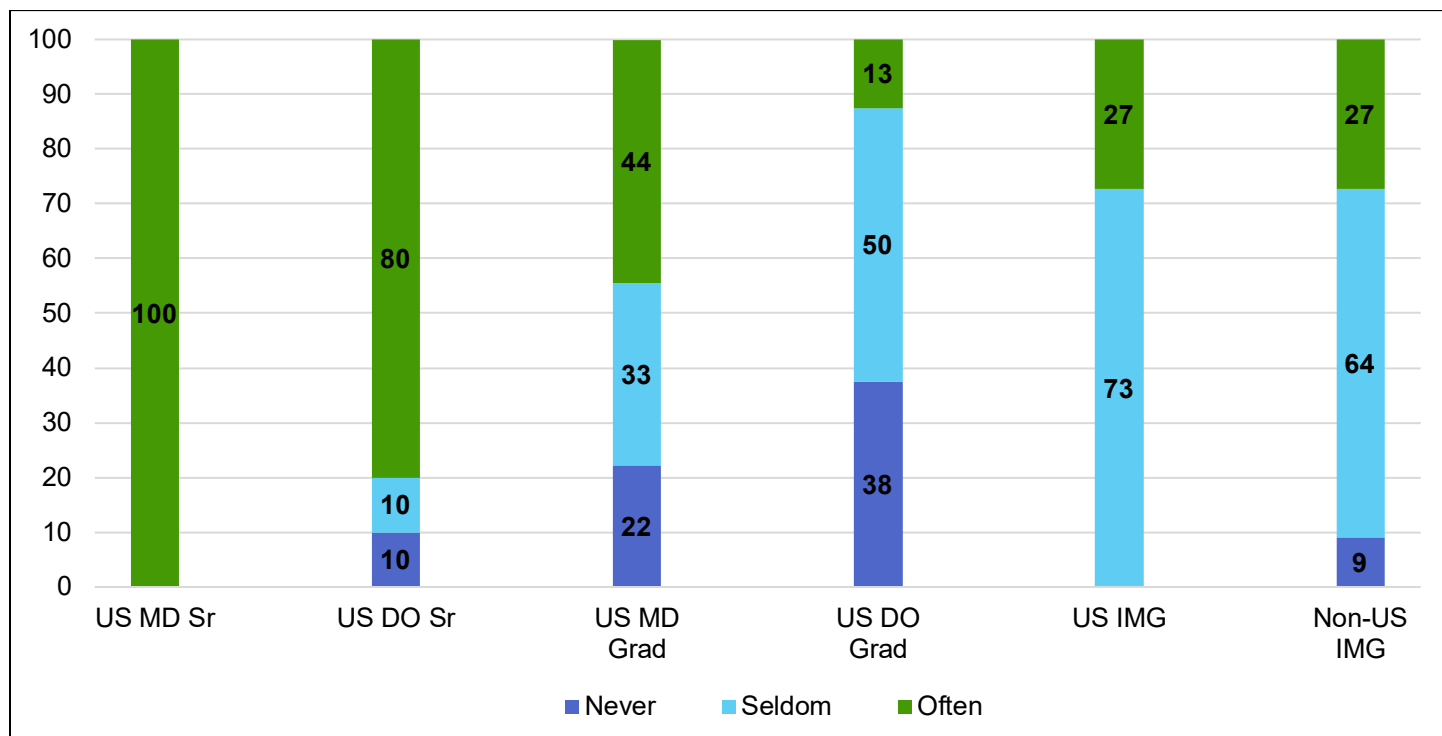


¹ DO seniors and DO graduates are considered together.

² Total number of respondents who indicated they “seldom” or “often” consider DO senior, DO graduate, or both types of applicants for interview.

³ Some percentages may not add to 100 because of rounding.

Percentages of Programs Ranking Candidates by Applicant Type, 2021¹
(Total n = 11)



¹Some percentages may not add to 100 because of rounding.

Figure PD_CN-I1

Education and Academic Performance Characteristics Considered in Deciding Whom to Interview (%)

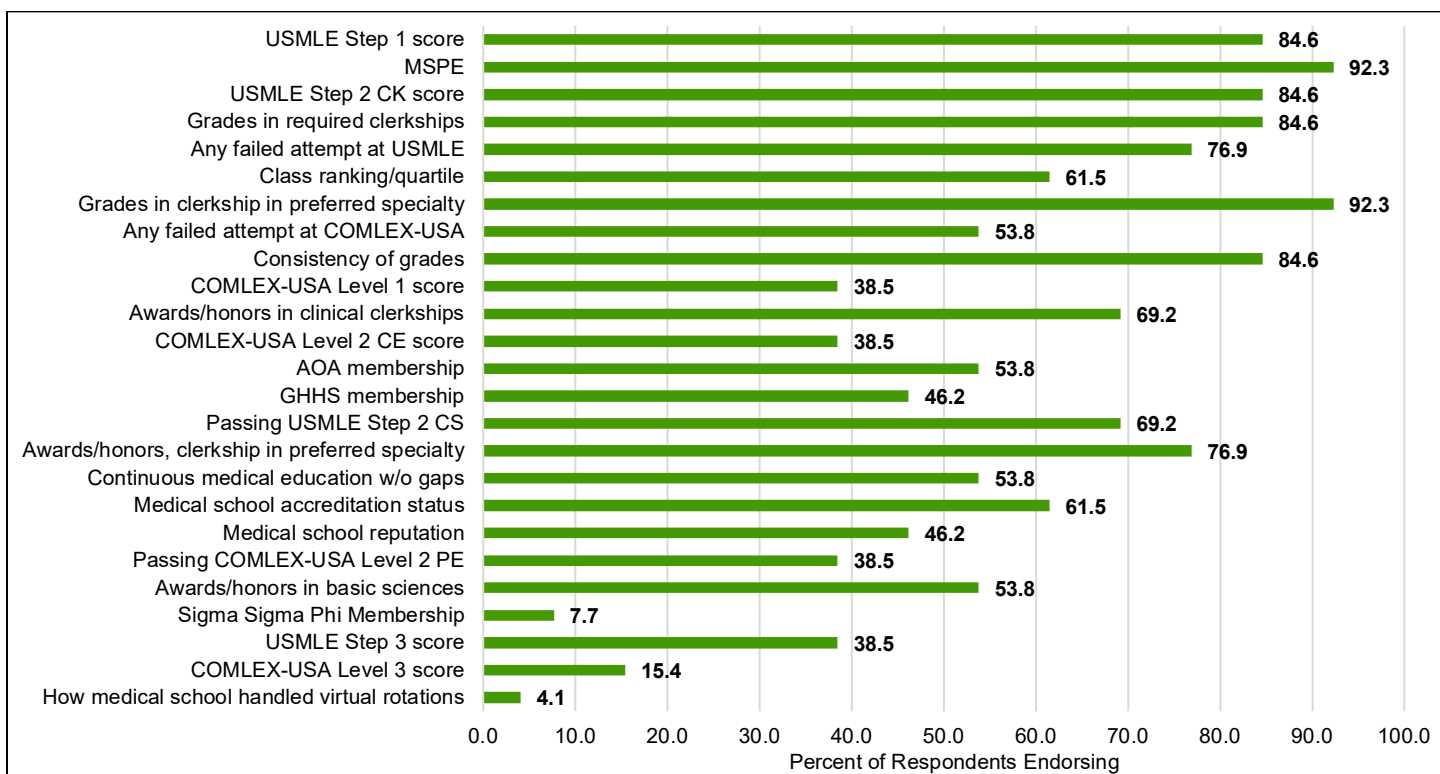
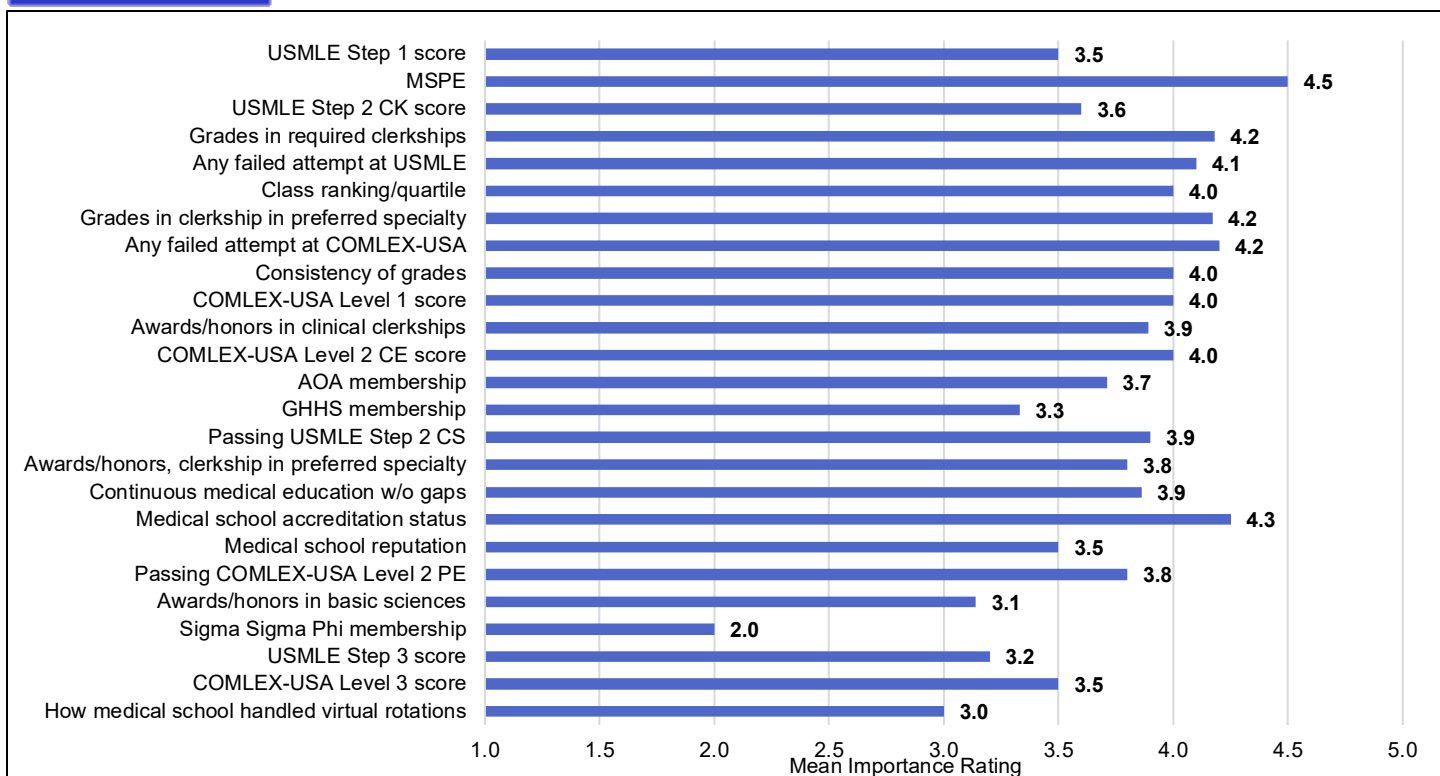


Figure PD_CN-I2

Mean Importance of Education and Academic Performance Characteristics Considered in Deciding Whom to Interview¹



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

Figure PD_CN-I3

Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Interview (%)

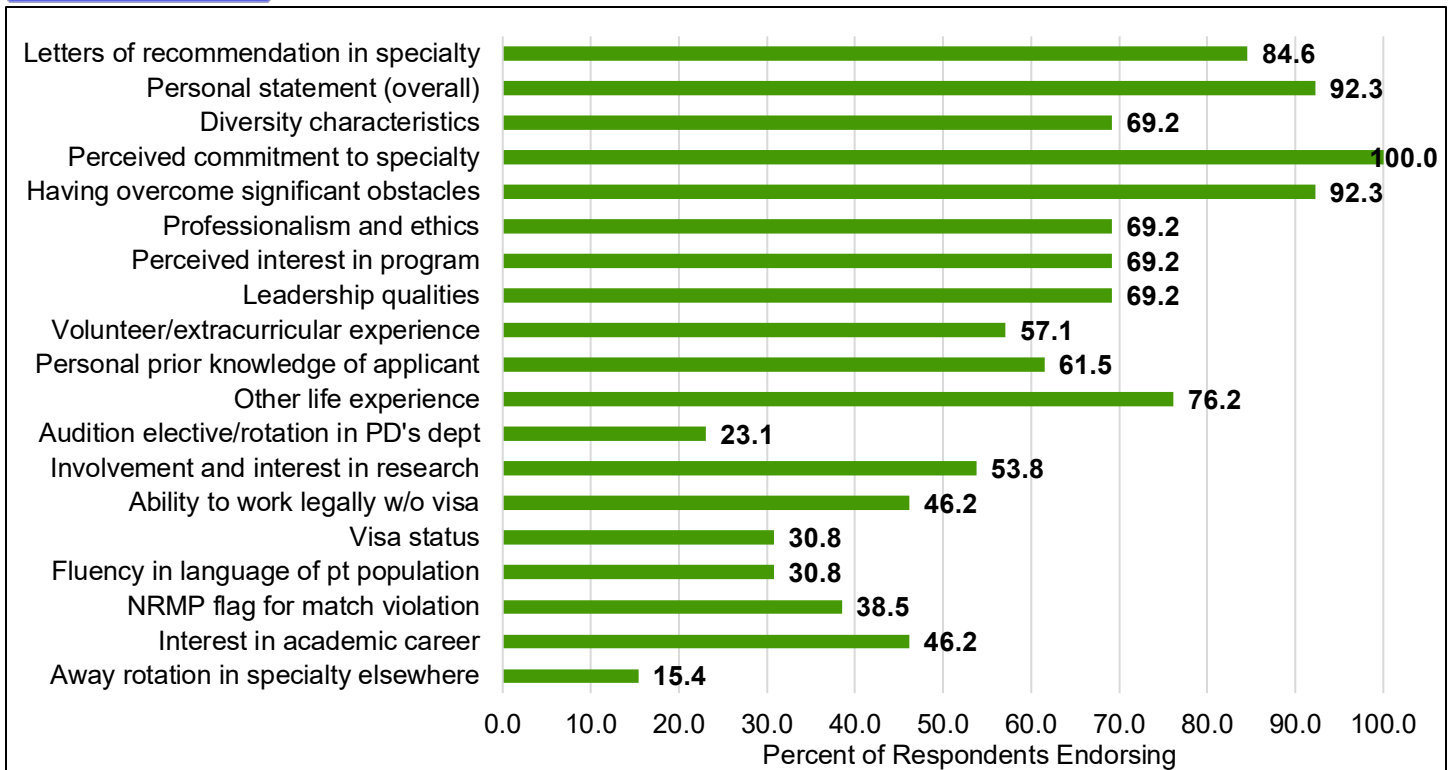
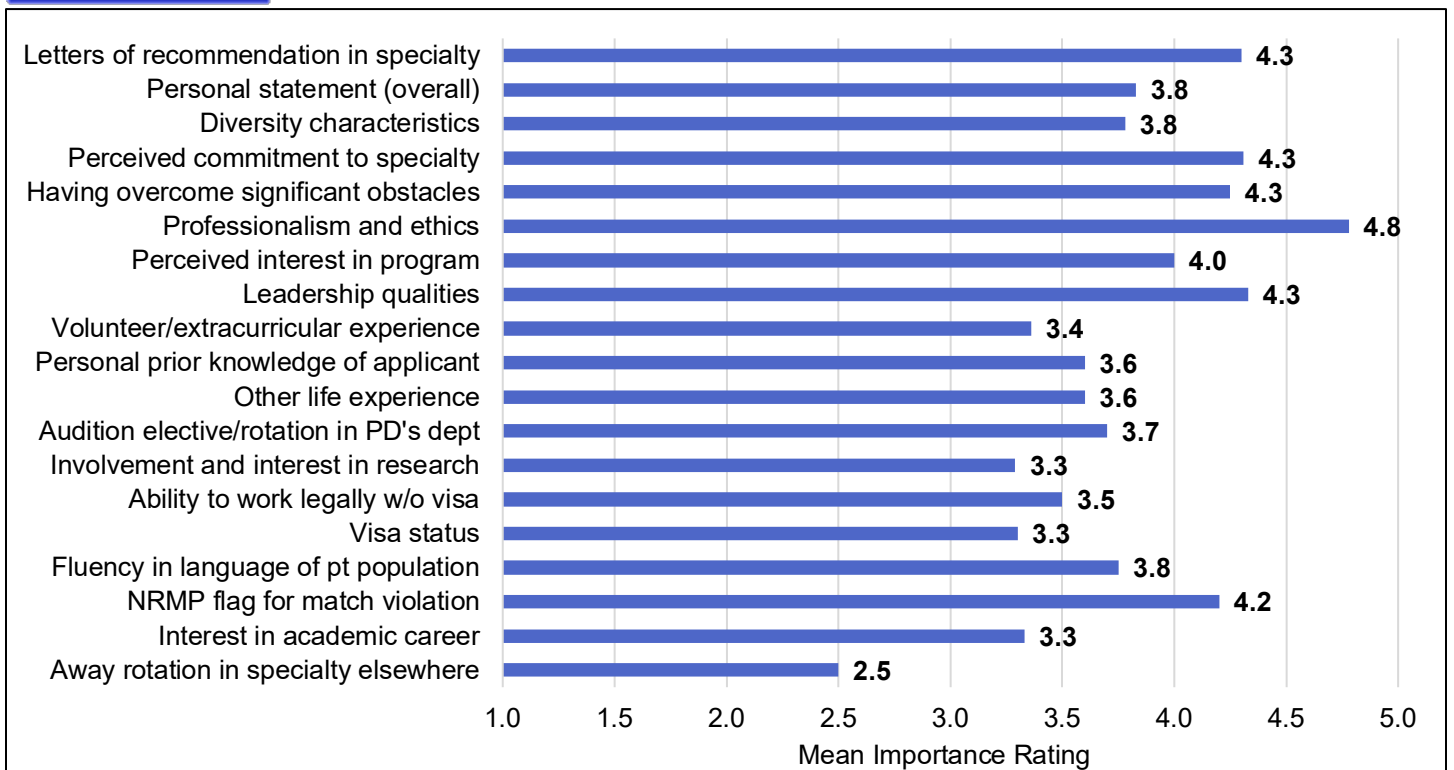


Figure PD_CN-I4

Mean Importance of Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Interview¹



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

Figure PD_CN-R1

Education and Academic Performance Characteristics Considered in Deciding Whom to Rank (%)

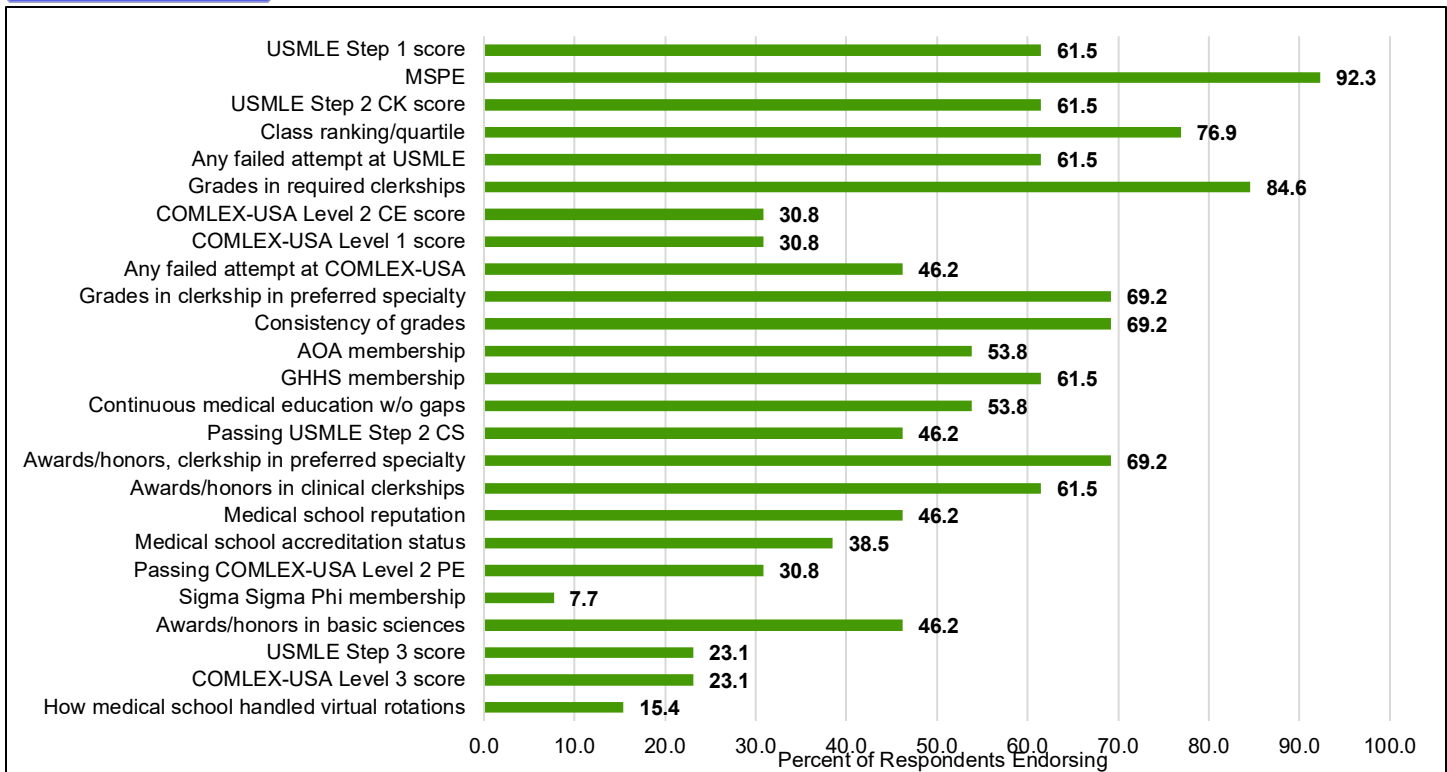
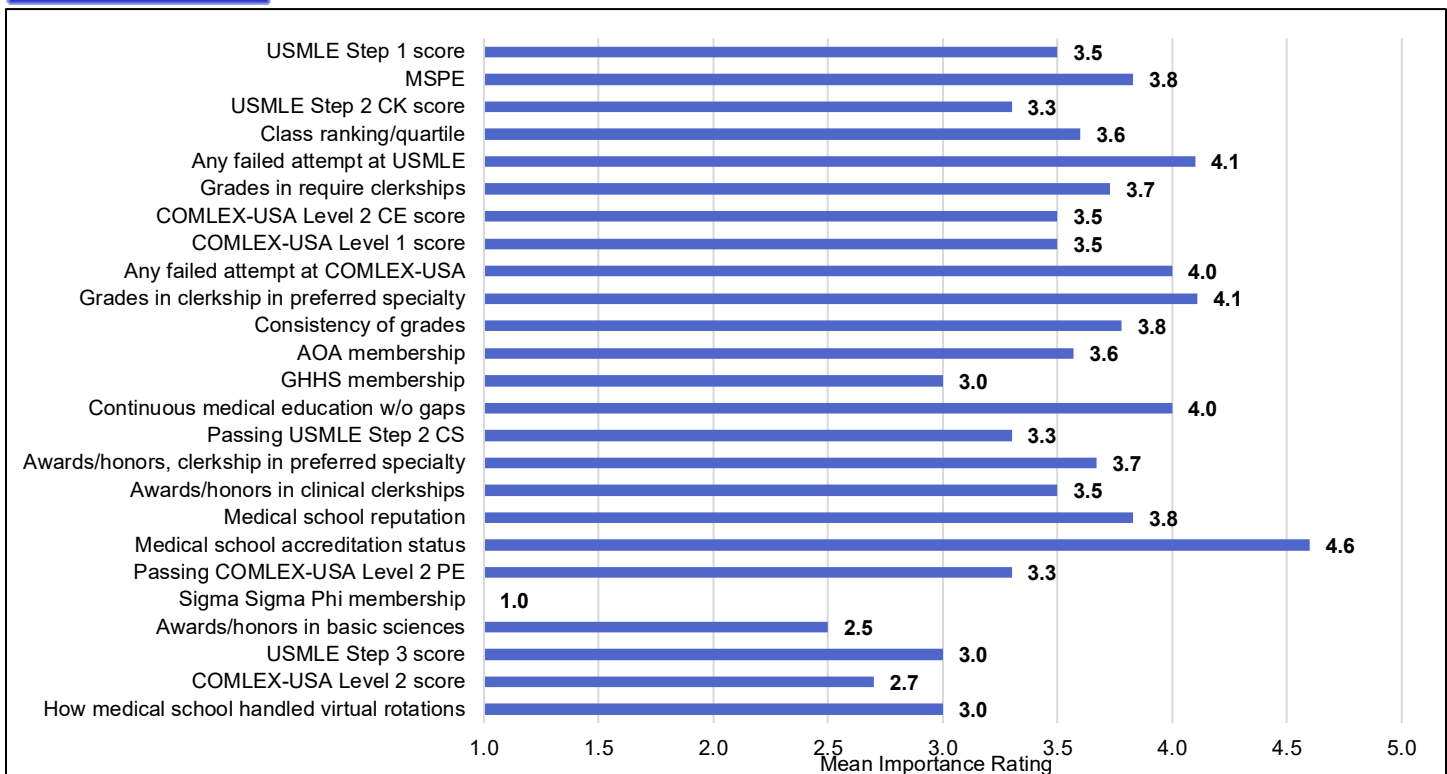


Figure PD_CN-R2

Mean Importance of Education and Academic Performance Characteristics Considered in Deciding Whom to Rank¹



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

Figure PD_CN-R3

Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Rank (%)

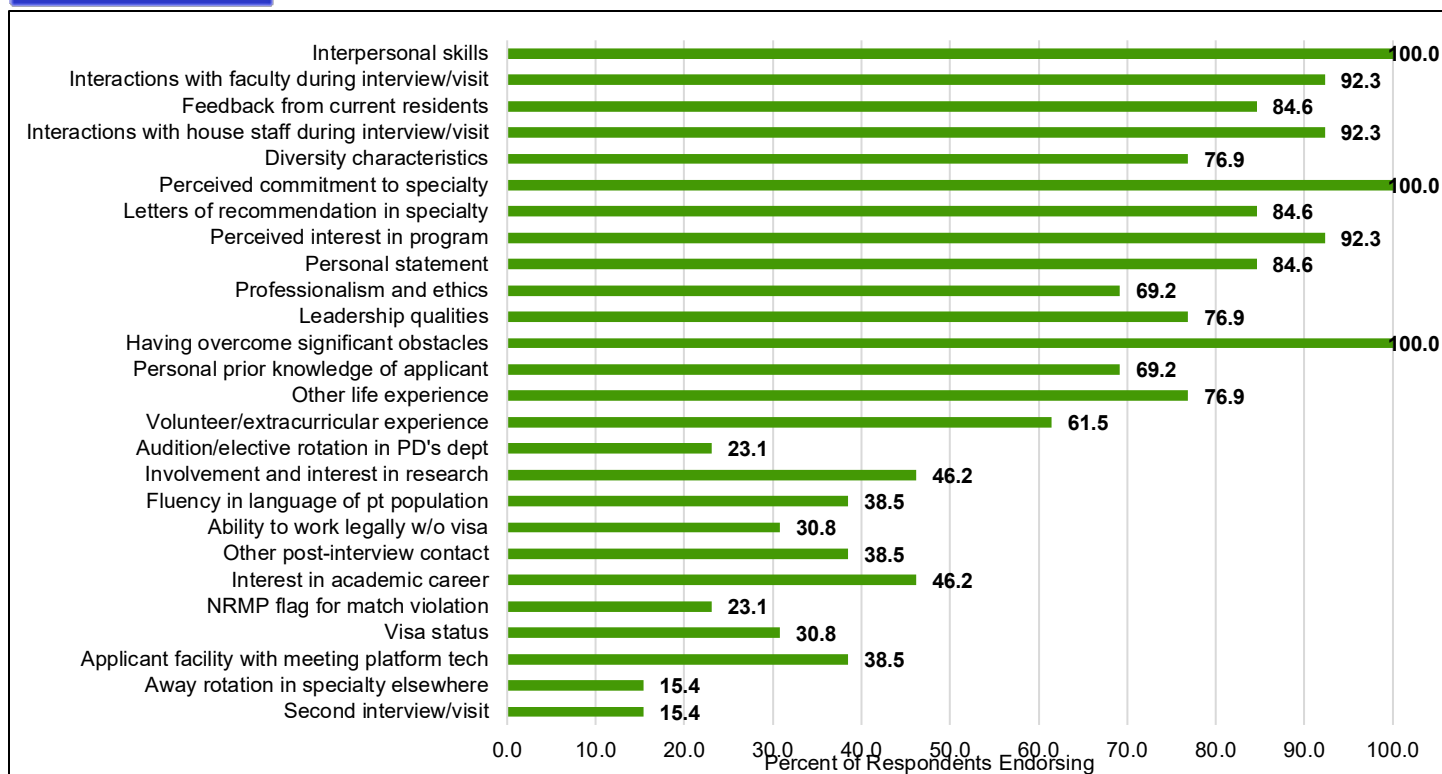
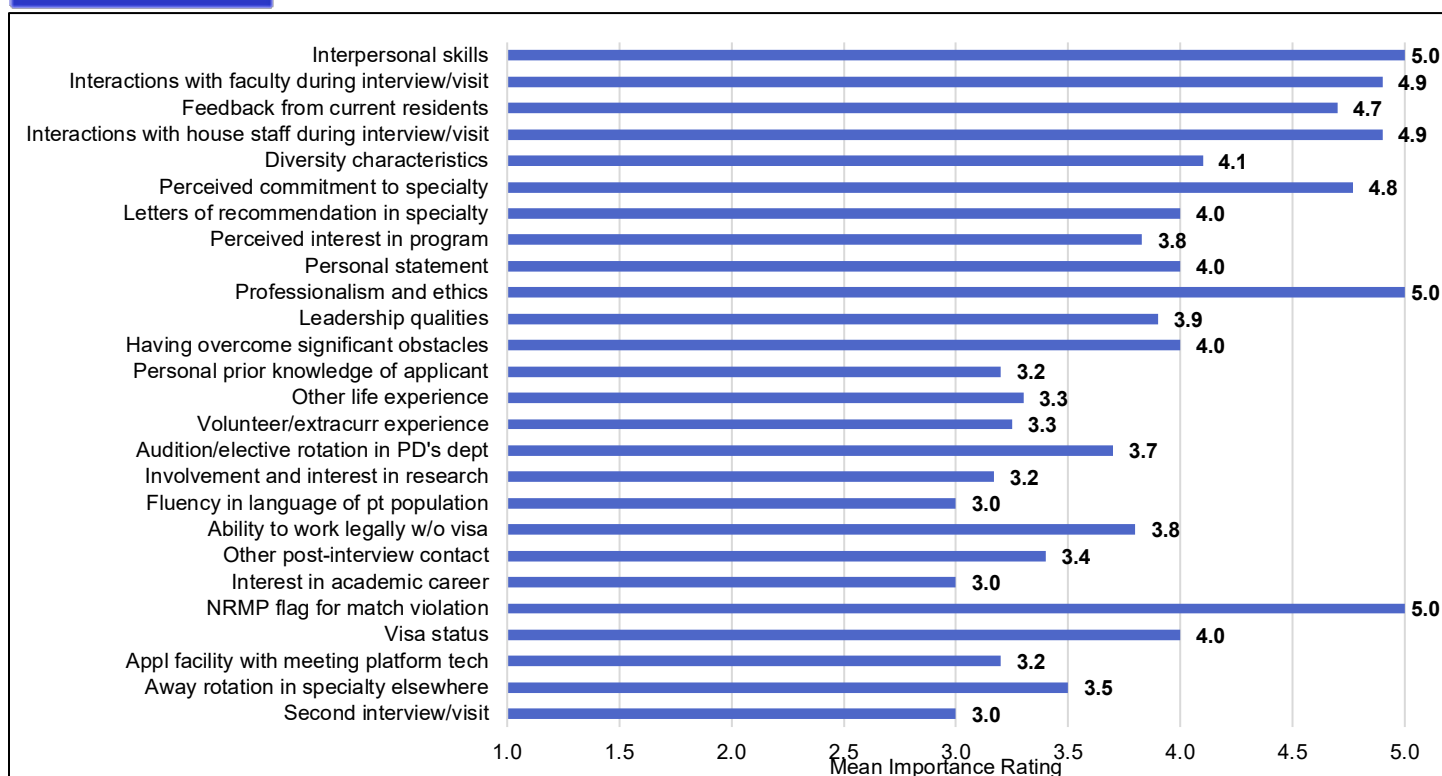


Figure PD_CN-R4

Mean Importance of Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Rank¹

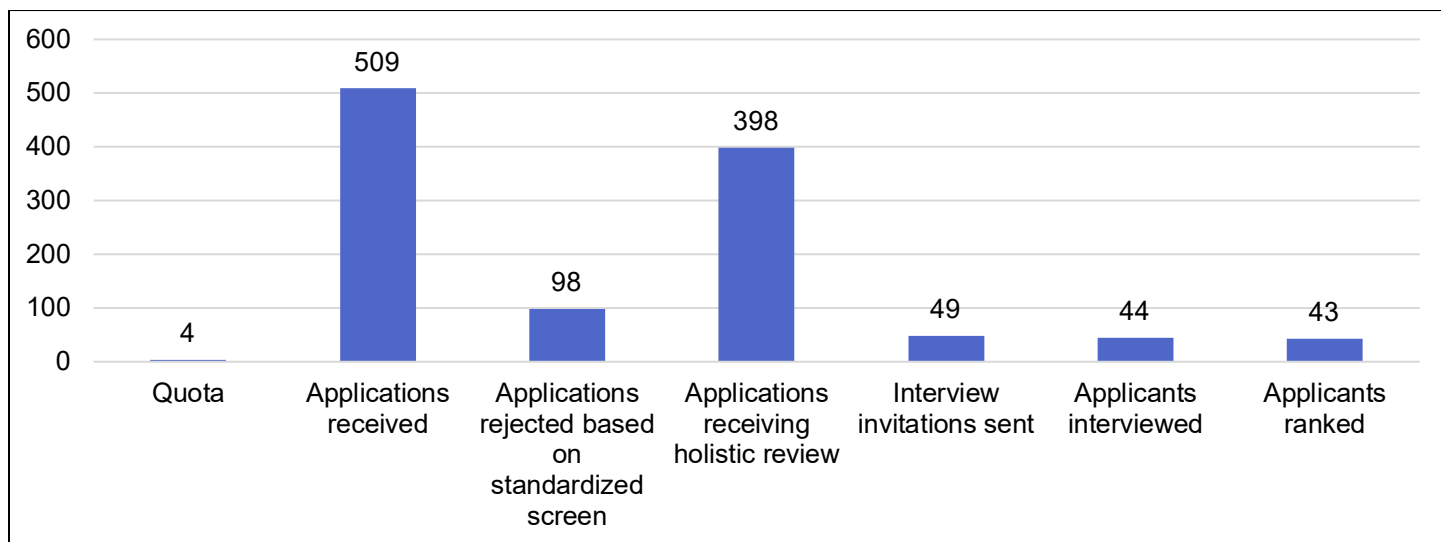


¹ Rated on a scale of 1 (not at all important) to 5 (very important)



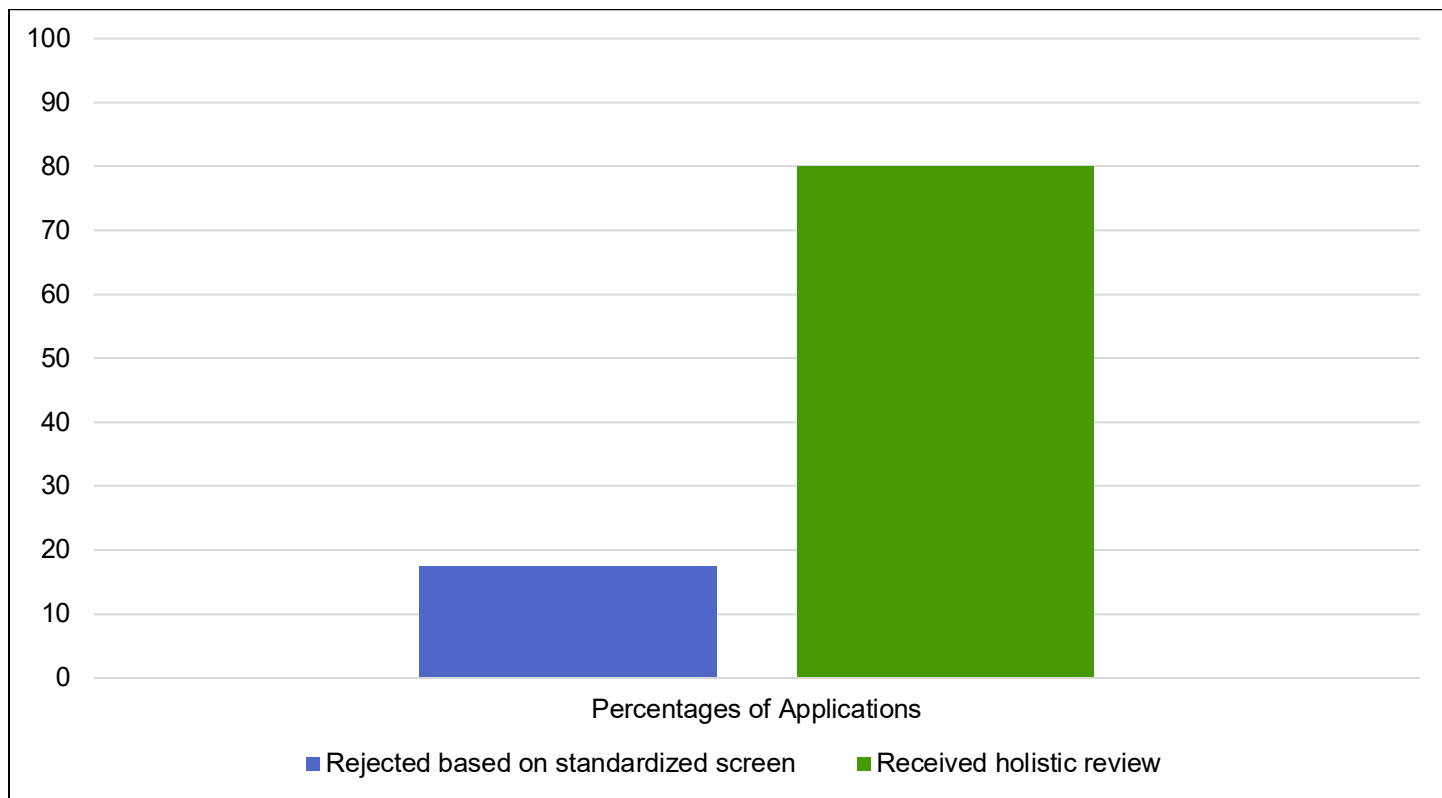
Dermatology, Total n = 17

Mean Numbers of Applications Received, Interview Invitations, Interviews, and Applicants Ranked, 2021¹
(Total n = 17)

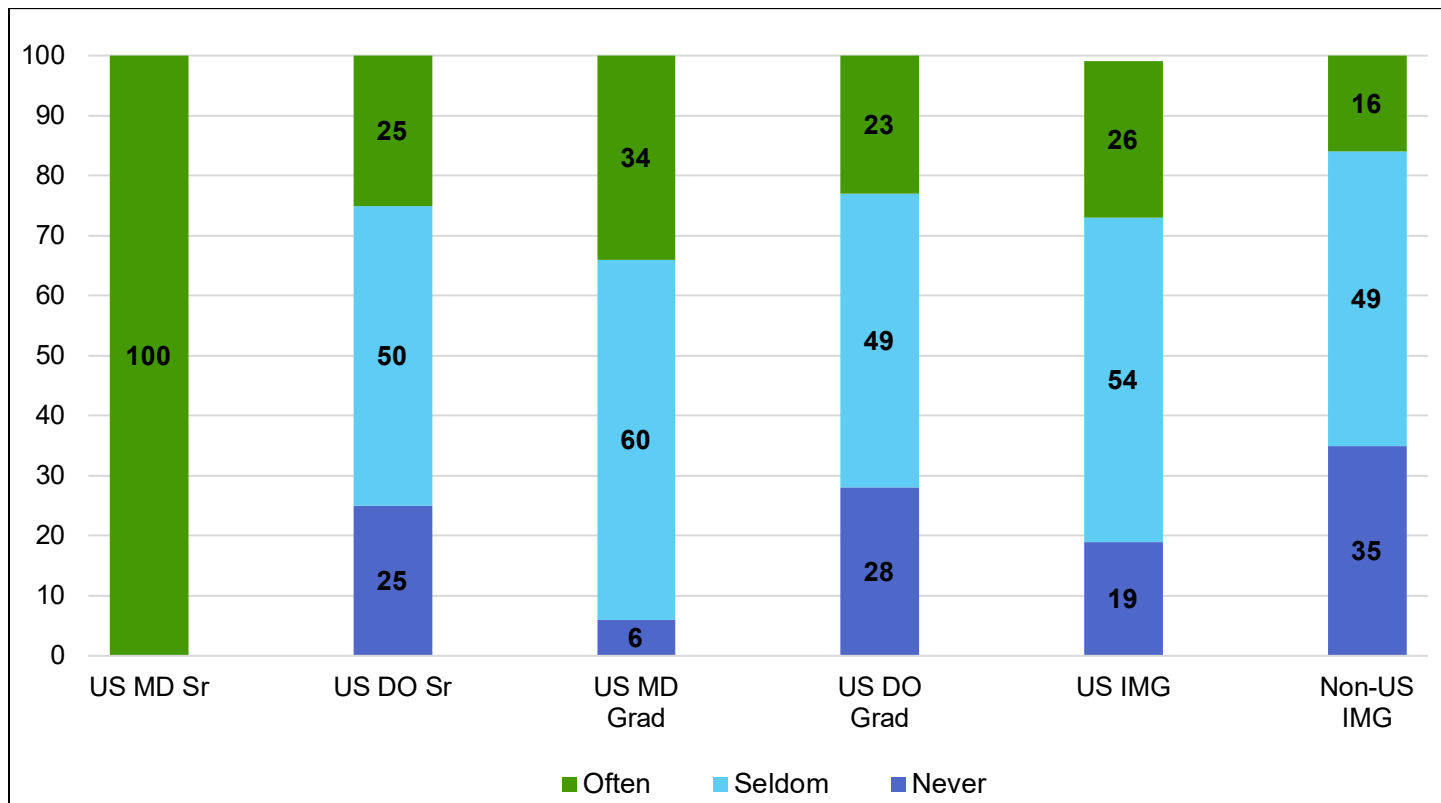


¹ Mean number of invitations reflects the exclusion of one respondent who reported sending over 100,000.

**Average Percentages of Applications Rejected and Reviewed, 2021
(Total n = 17)**



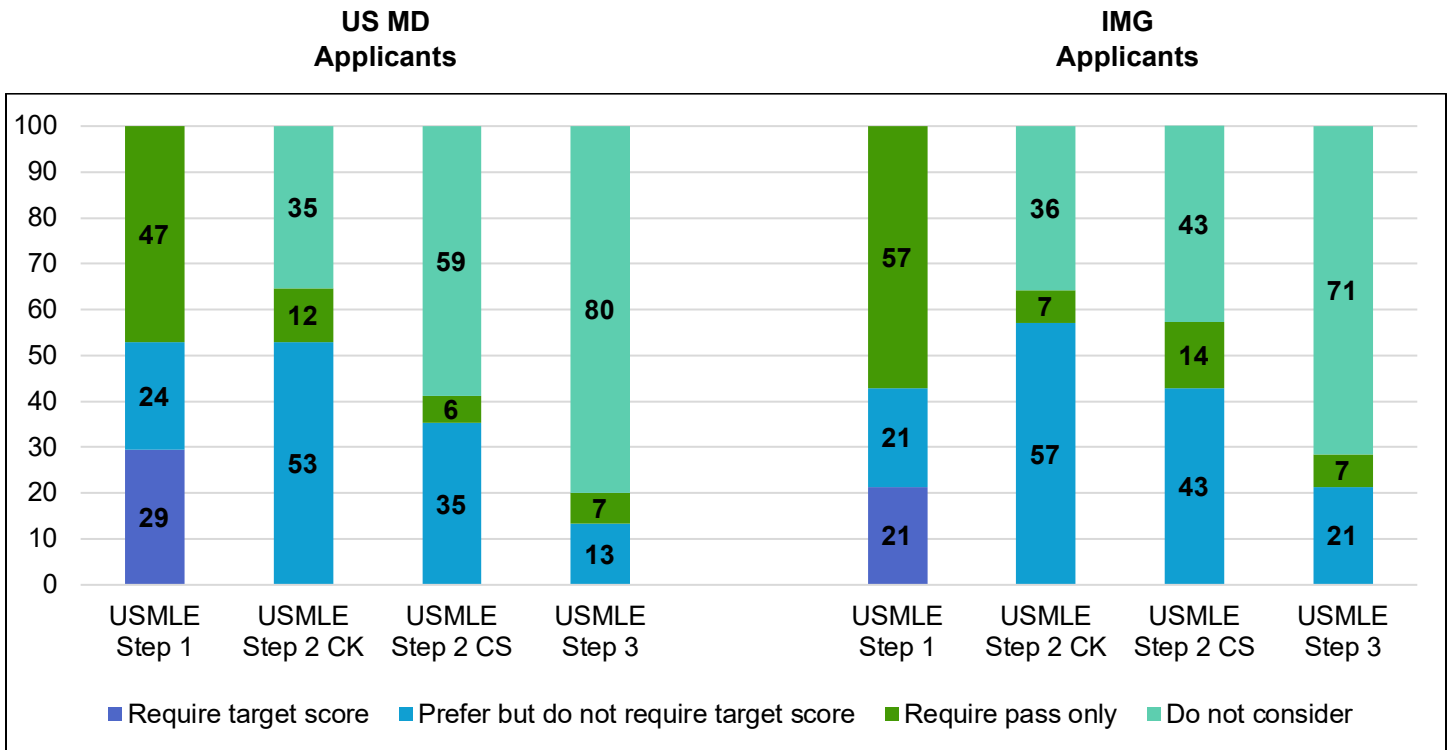
Percentages of Programs Interviewing Candidates by Applicant Type, 2021¹
(Total n = 16)



¹ Some percentages may not add to 100 because of rounding.

Use of Standardized Licensure Exams to Select Applicants for Interview

Percentages of Programs Using USMLE to Select US MD and IMG Applicants for Interview, 2021^{1,2}
(Total n = 17)

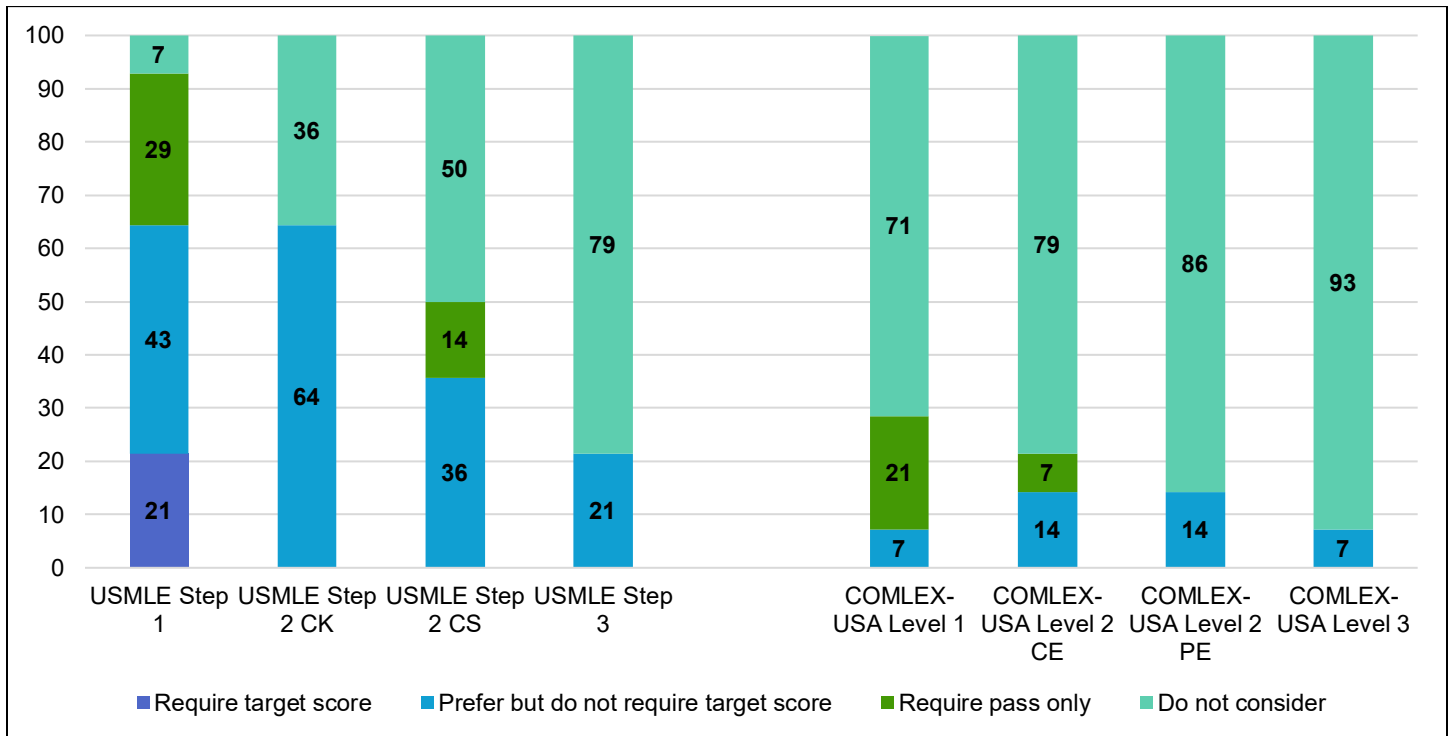


¹ Seniors and graduates are considered together.

² Some percentages may not add to 100 because of rounding.

Use of Standardized Licensure Exams to Select Applicants for Interview

Percentages of Programs Using Licensure Exams to Select DO Applicants for Interview, 2021¹
(Total n = 14)^{2,3}

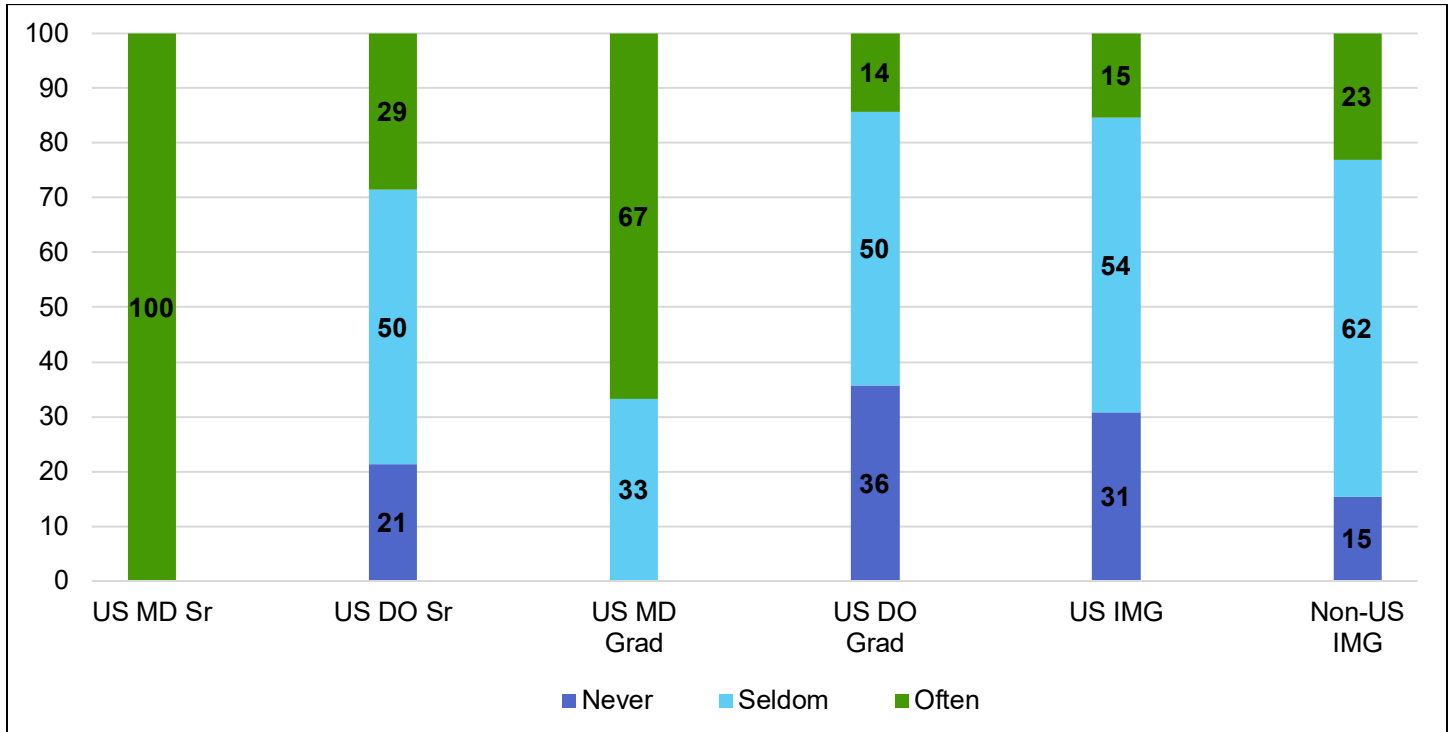


¹ DO seniors and DO graduates are considered together.

² Total number of respondents who indicated they “seldom” or “often” consider DO senior, DO graduate, or both types of applicants for interview.

³ Some percentages may not add to 100 because of rounding.

Percentages of Programs Ranking Candidates by Applicant Type, 2021¹
(Total n = 16)



¹Some percentages may not add to 100 because of rounding.

Figure PD_D-11

Education and Academic Performance Characteristics Considered in Deciding Whom to Interview (%)

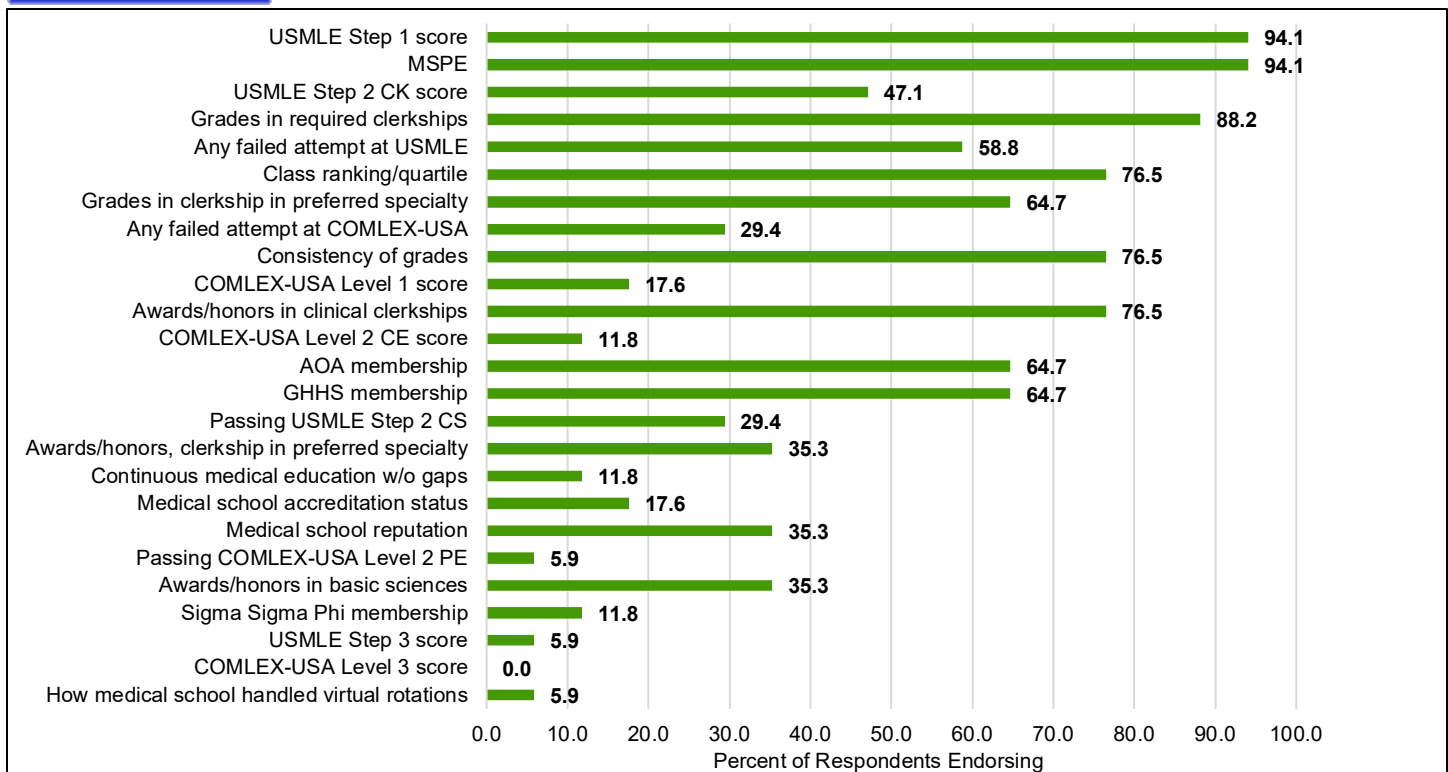
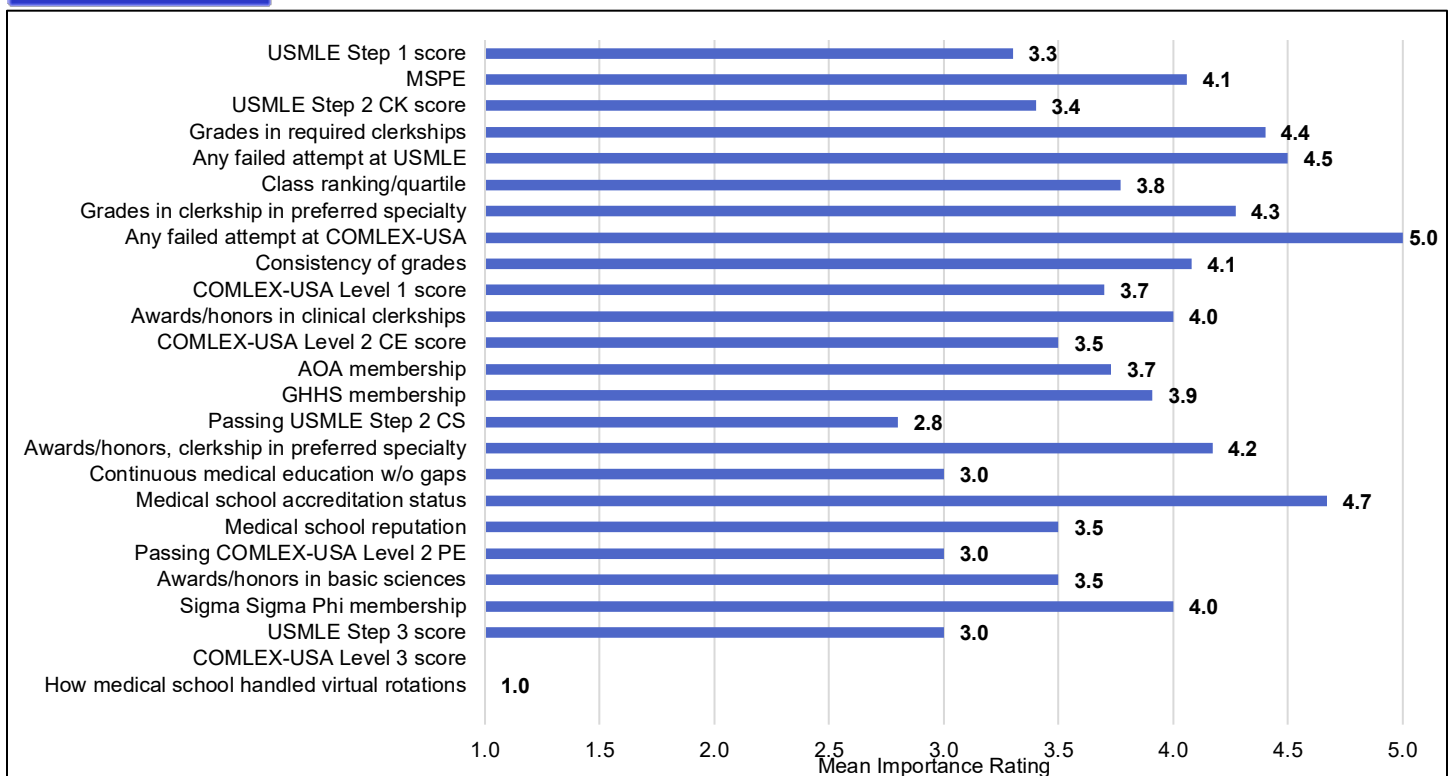


Figure PD_D-12

Mean Importance of Education and Academic Performance Characteristics Considered in Deciding Whom to Interview^{1,2}



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

² No respondent reported considering COMLEX-USA Level 3 score in deciding which applicants to interview.

Figure PD_D-I3

Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Interview (%)

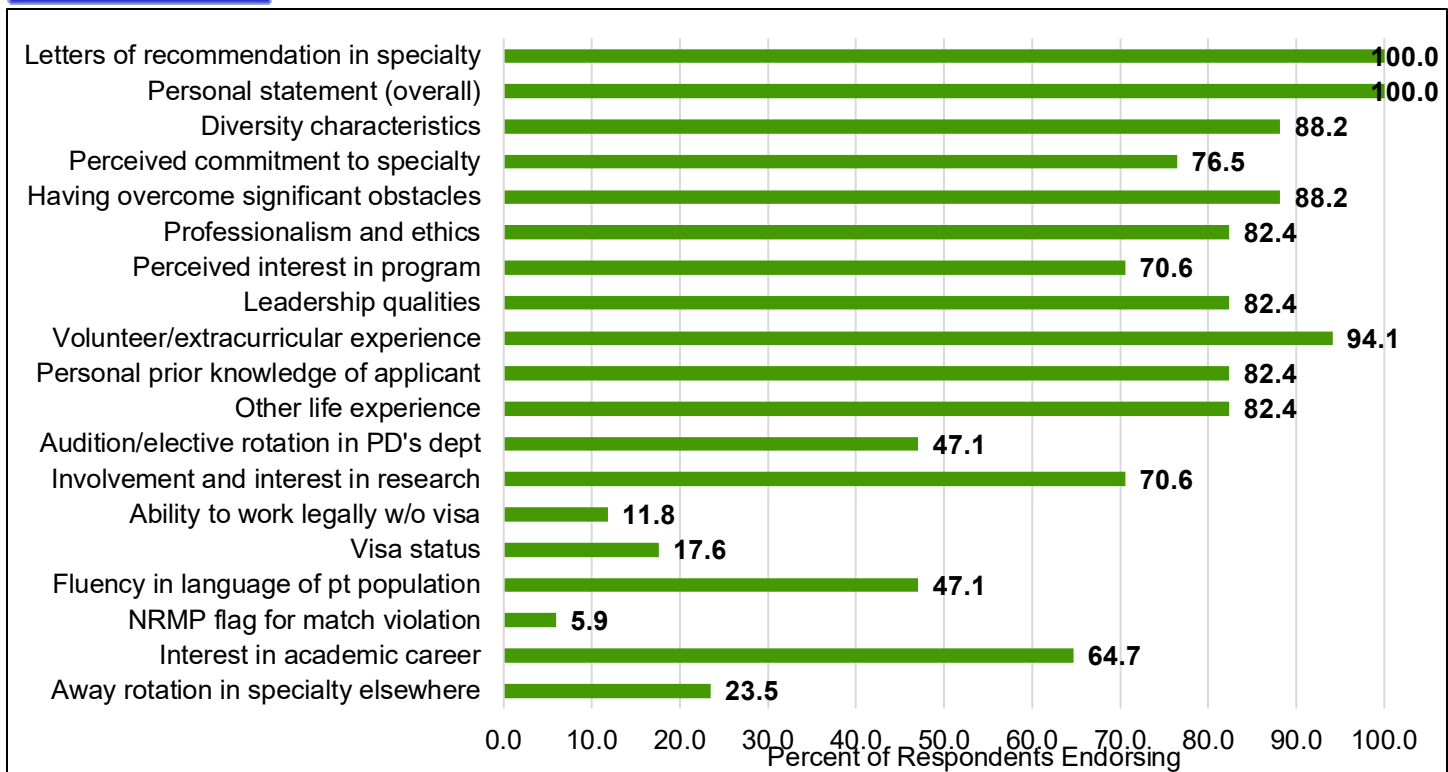
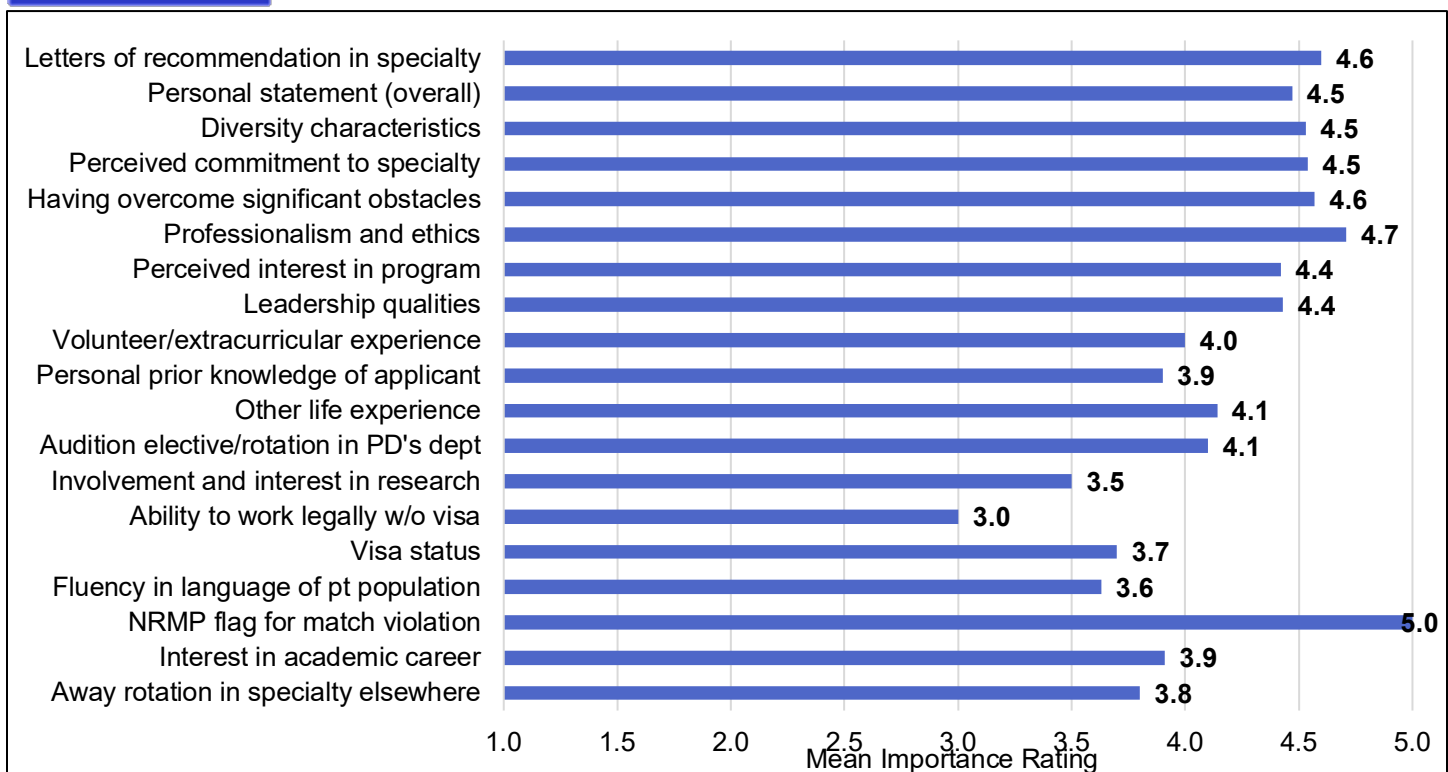


Figure PD_D-I4

Mean Importance of Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Interview¹



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

Figure PD_D-R1

Education and Academic Performance Characteristics Considered in Deciding Whom to Rank (%)

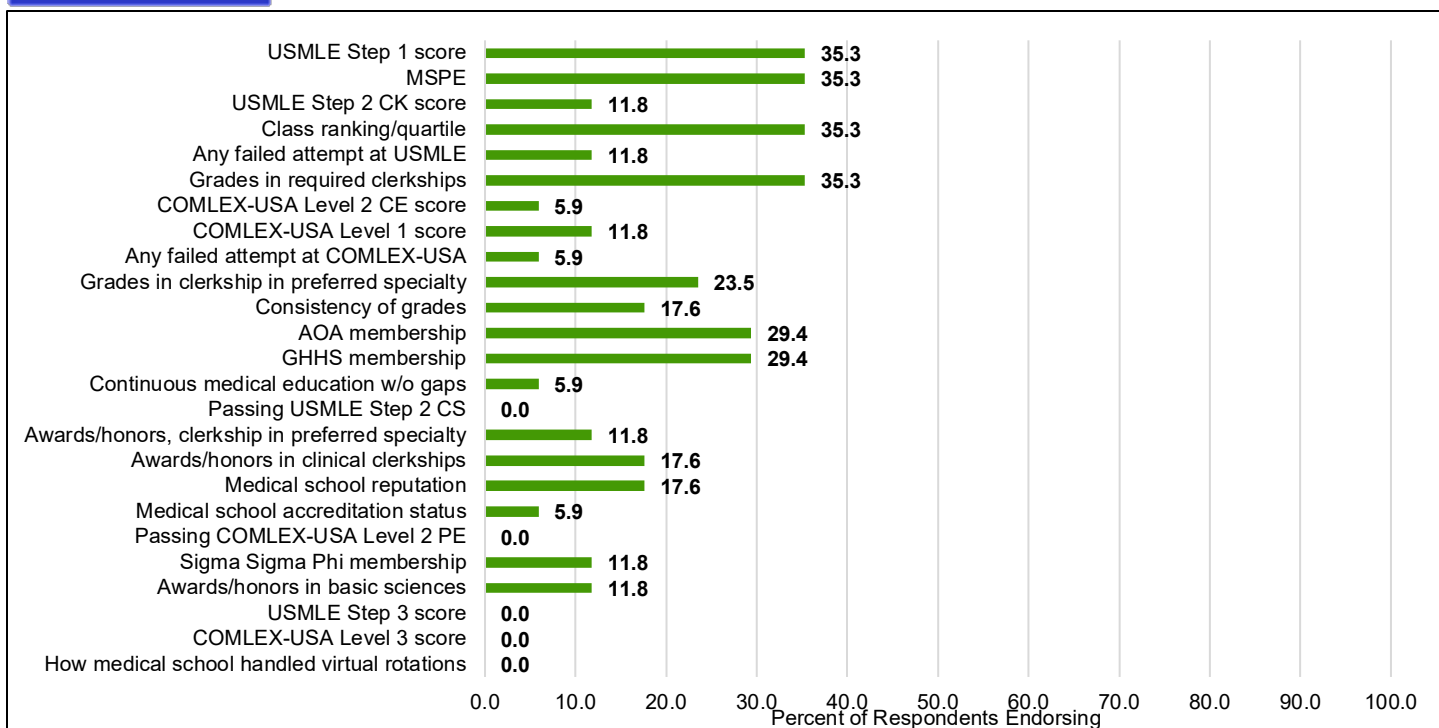
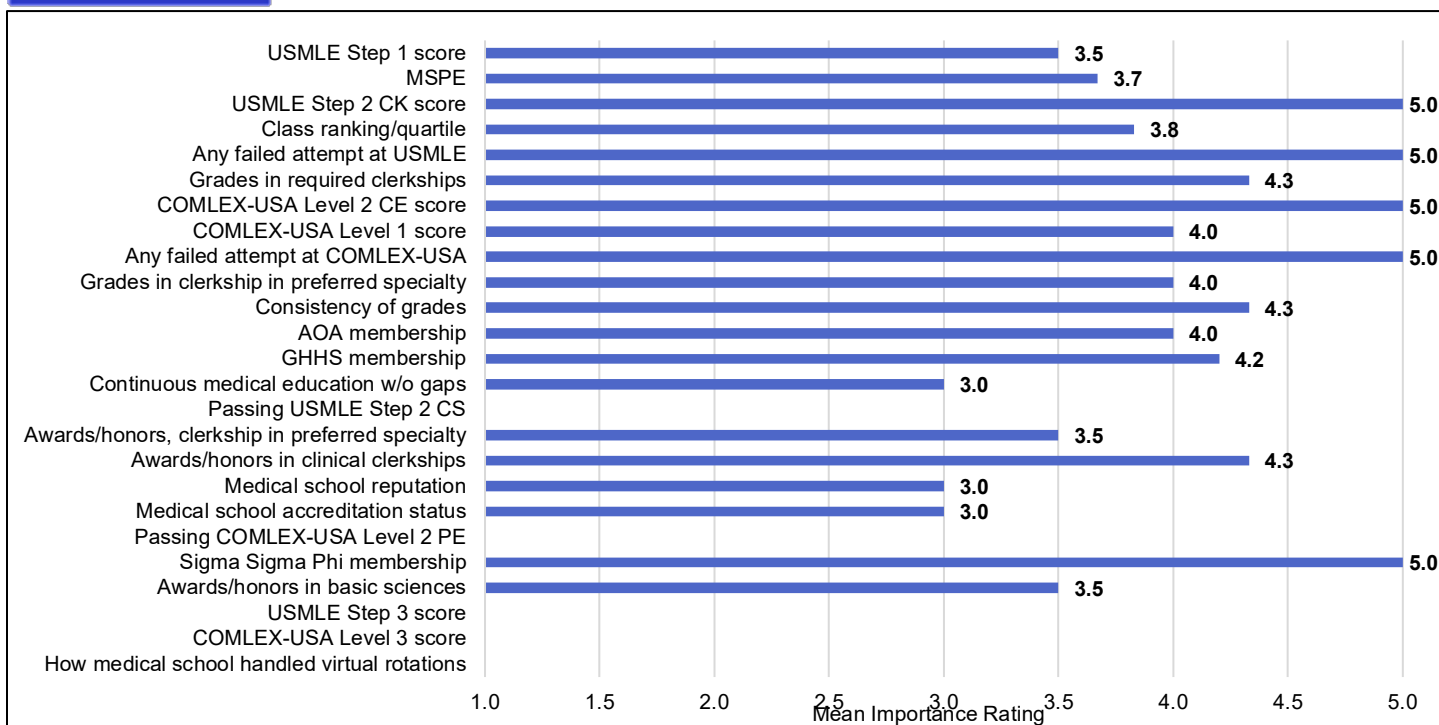


Figure PD_D-R2

Mean Importance of Education and Academic Performance Characteristics Considered in Deciding Whom to Rank^{1,2}



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

² No respondent reported considering medical school handling of virtual rotations, passing USMLE Step 2 CS, COMLEX - USA Level 2 PE, USMLE Step 3, or COMLEX - USA Level 3 scores in deciding which applicants to rank.

Figure PD_D-R3

Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Rank (%)

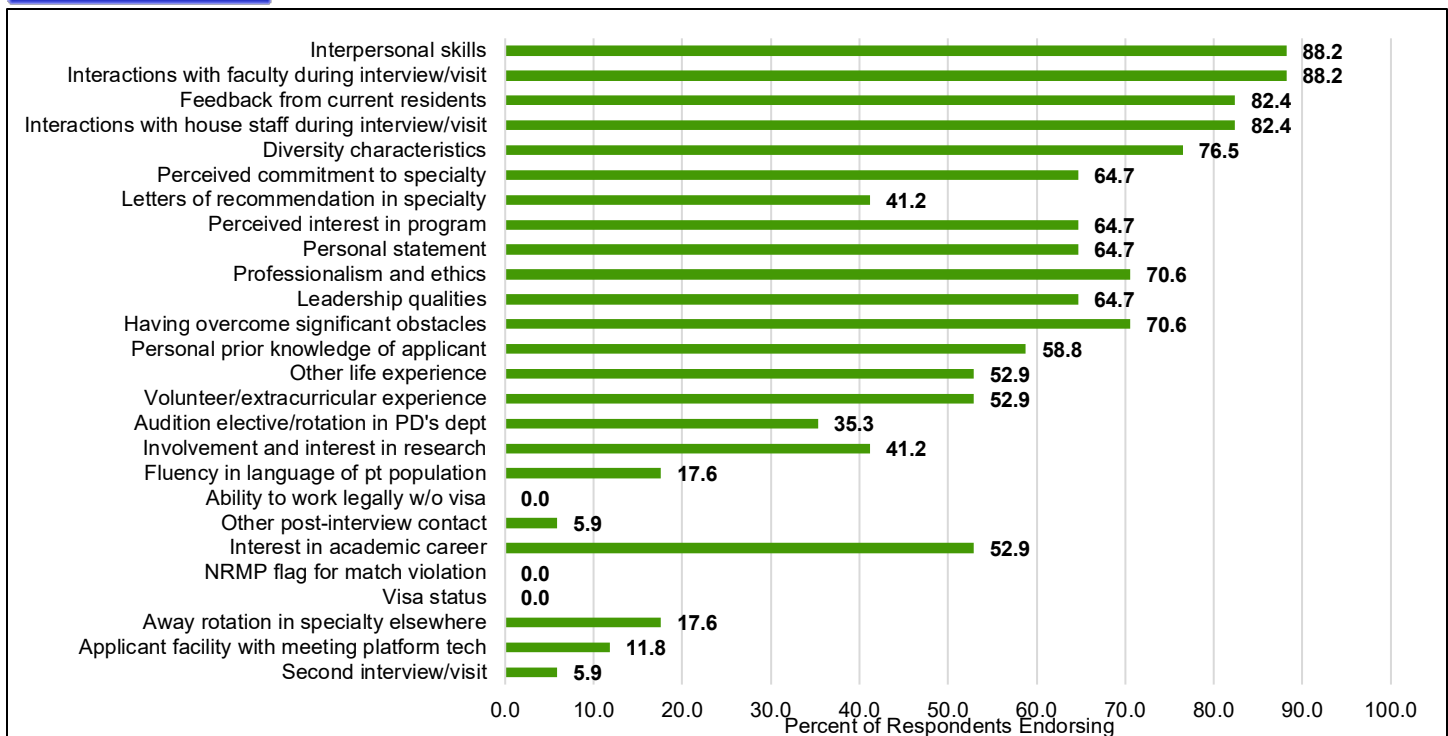
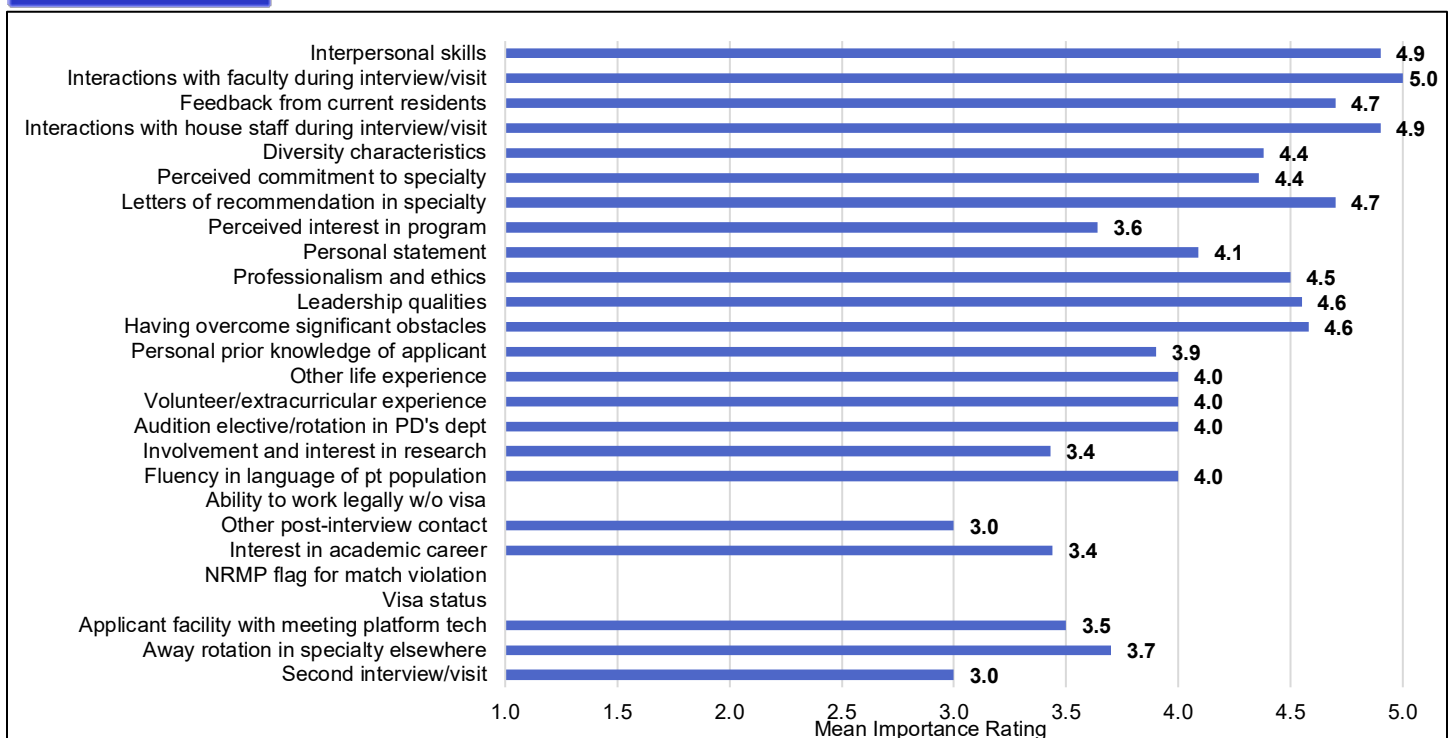



Figure PD_D-R4

Mean Importance of Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Rank^{1,2}



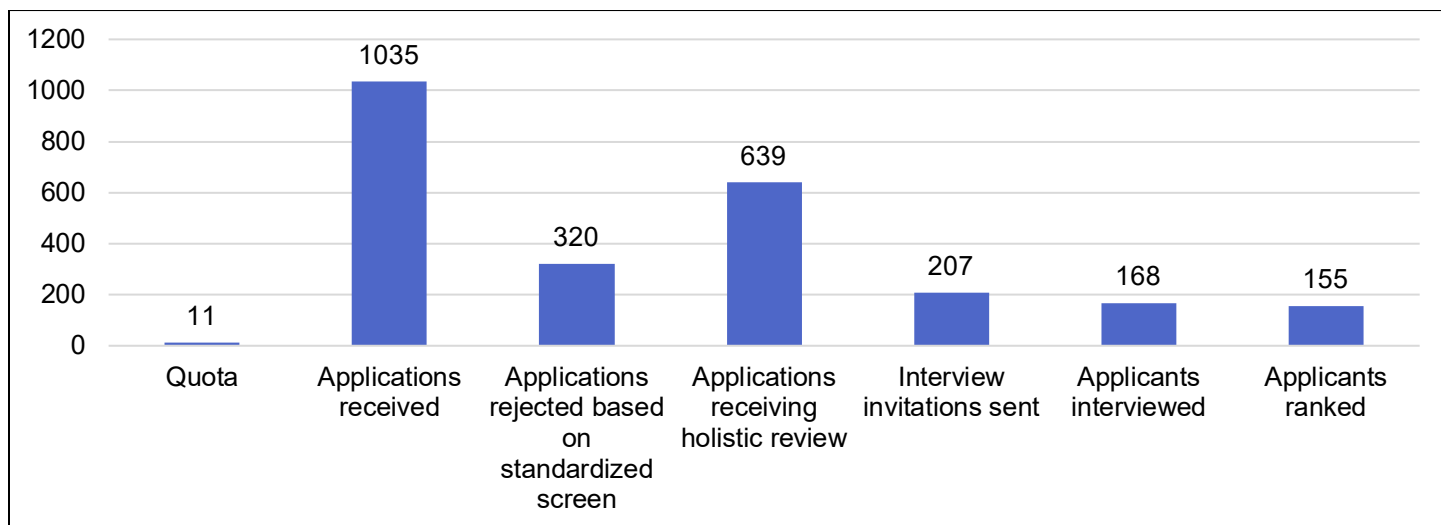
¹ Rated on a scale of 1 (not at all important) to 5 (very important)

² No respondent reported considering visa status, ability to work legally without a visa, or NRMP flag for match violation in deciding which applicants to rank.

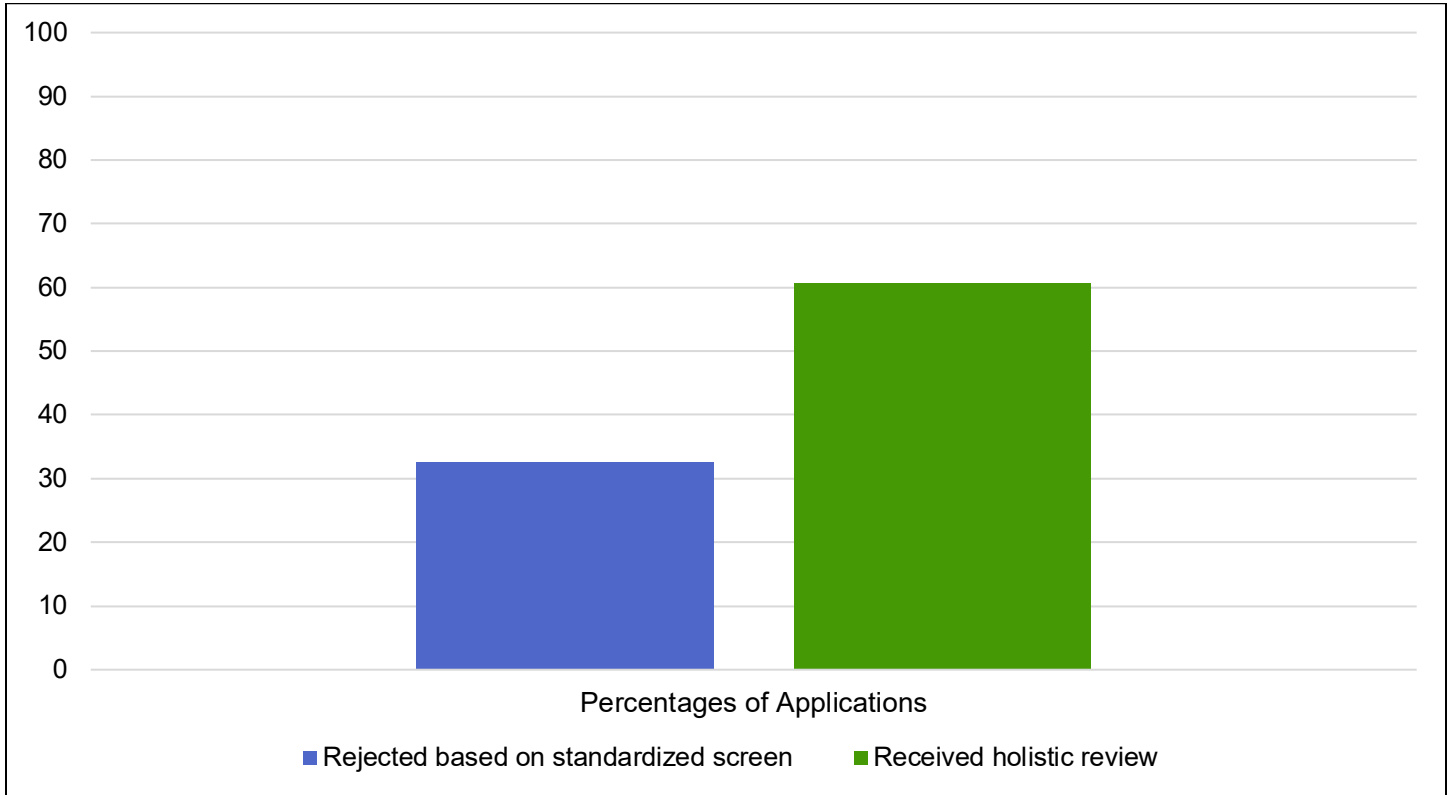


Emergency Medicine, Total n = 74

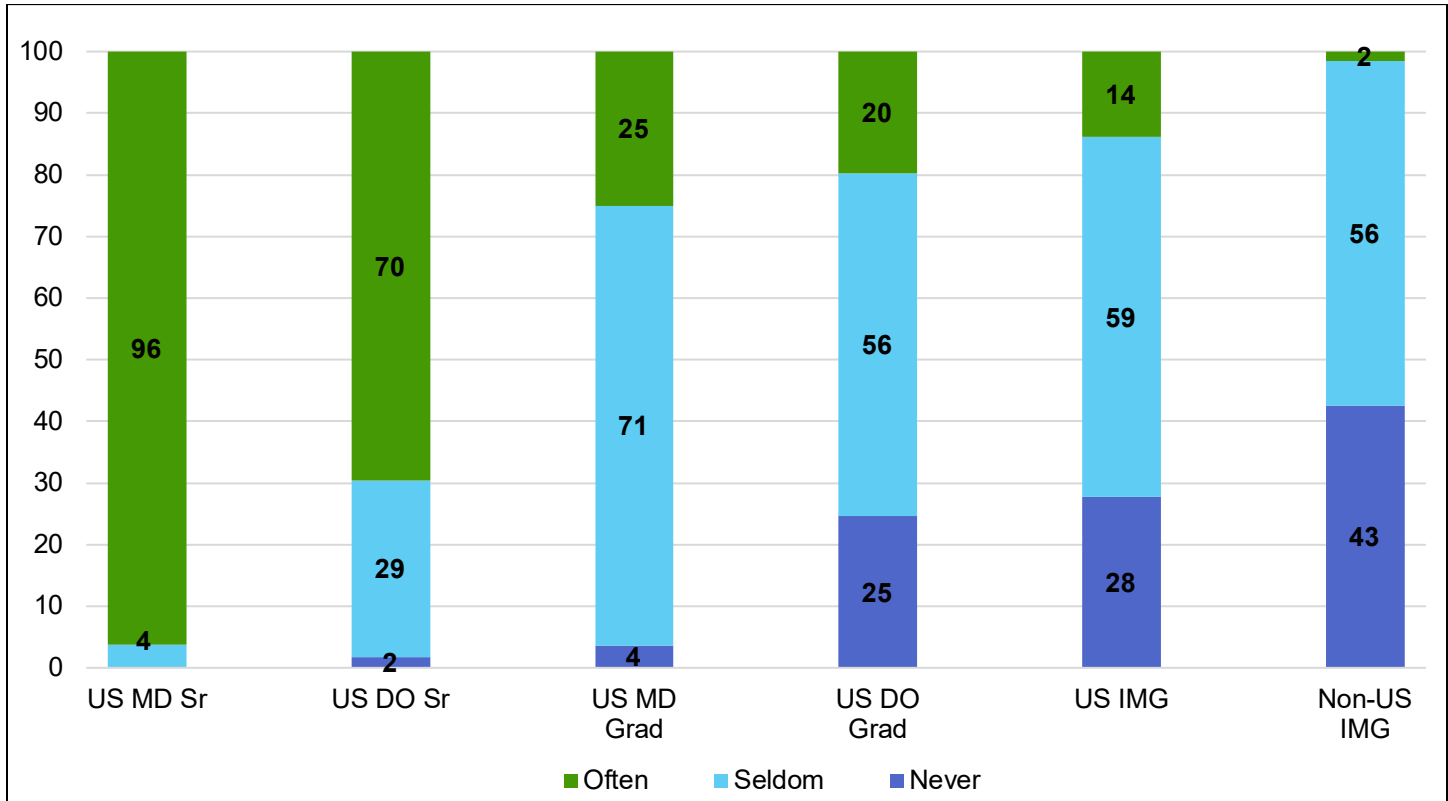
**Mean Numbers of Applications Received, Interview Invitations,
Interviews, and Applicants Ranked, 2021
(Total n = 72)**



**Average Percentages of Applications Rejected and Reviewed, 2021
(Total n = 69)**



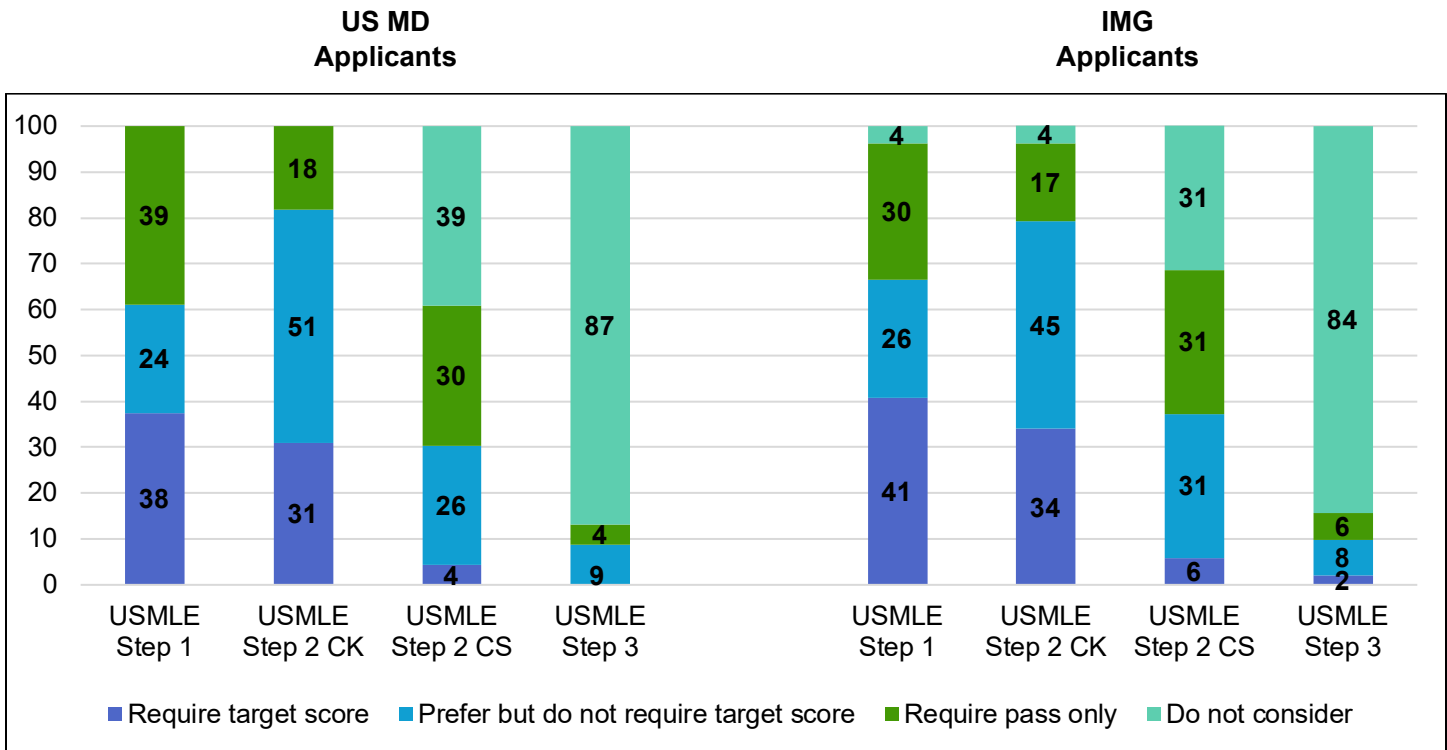
Percentages of Programs Interviewing Candidates by Applicant Type, 2021¹
(Total n = 70)



¹ Some percentages may not add to 100 because of rounding.

Use of Standardized Licensure Exams to Select Applicants for Interview

Percentages of Programs Using USMLE to Select US MD and IMG Applicants for Interview, 2021^{1,2}
(Total n = 72)

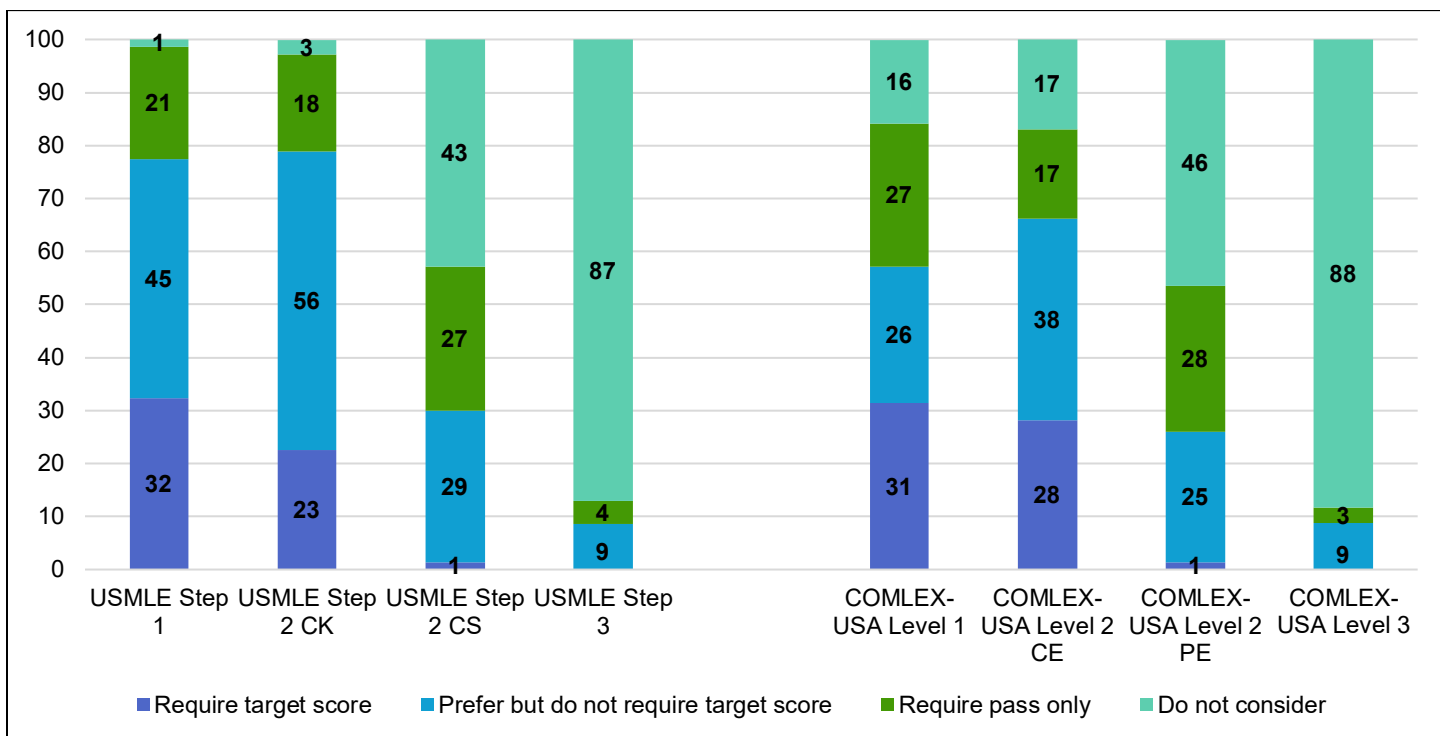


¹ Seniors and graduates are considered together.

² Some percentages may not add to 100 because of rounding.

Use of Standardized Licensure Exams to Select Applicants for Interview

Percentages of Programs Using Licensure Exams to Select DO Applicants for Interview, 2021¹
(Total n = 71)^{2,3}

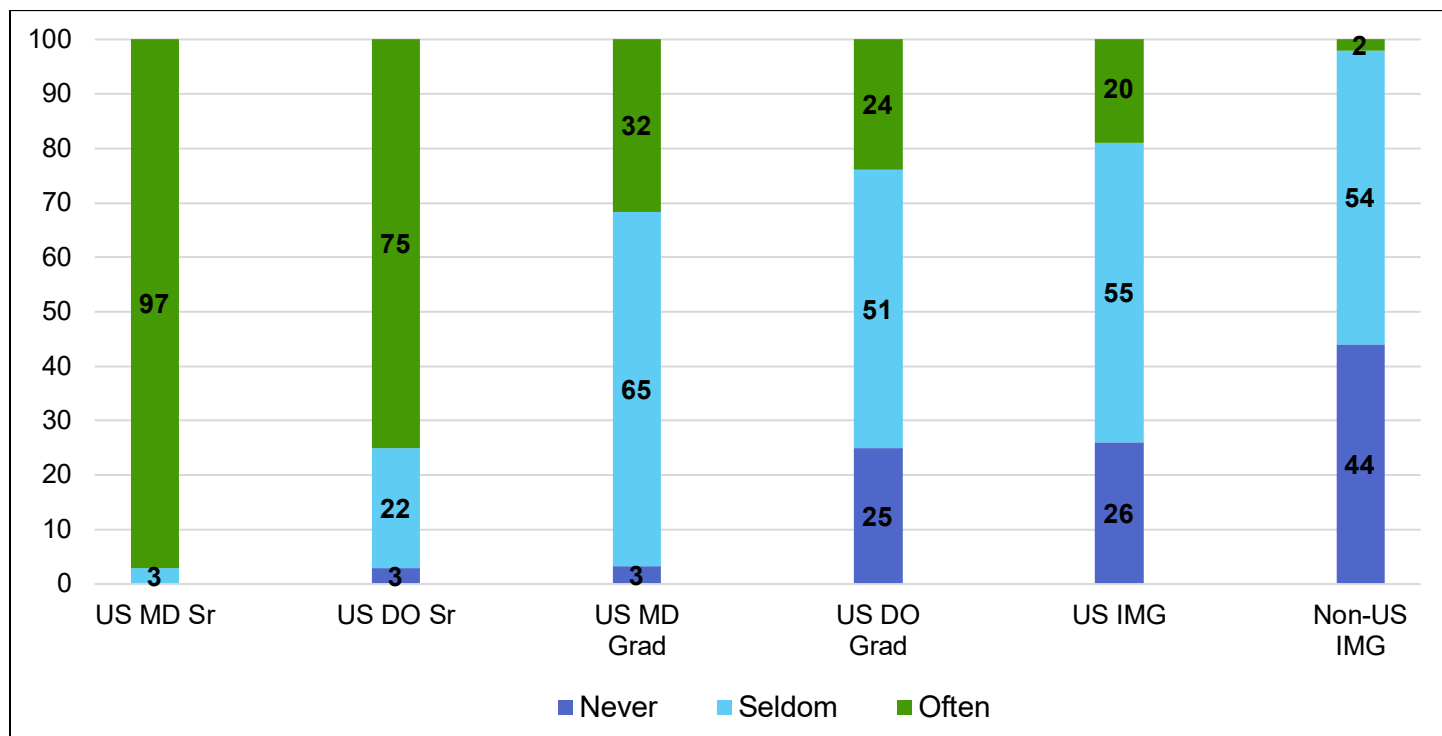


¹ DO seniors and DO graduates are considered together.

² Total number of respondents who indicated they "seldom" or "often" consider DO senior, DO graduate, or both types of applicants for interview.

³ Some percentages may not add to 100 because of rounding.

Percentages of Programs Ranking Candidates by Applicant Type, 2021¹
(Total n = 70)



¹Some percentages may not add to 100 because of rounding.

Figure PD_EM-I1

Education and Academic Performance Characteristics Considered in Deciding Whom to Interview (%)

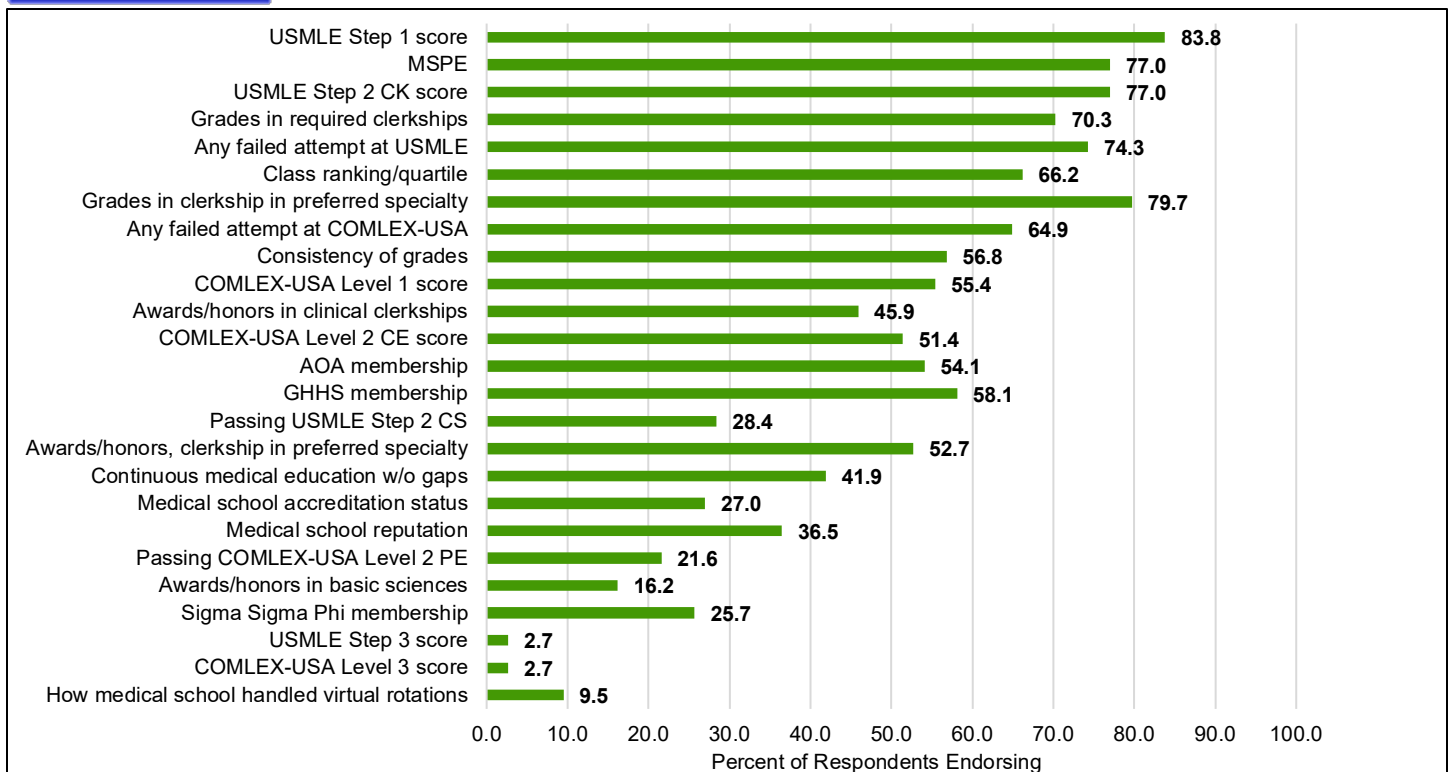
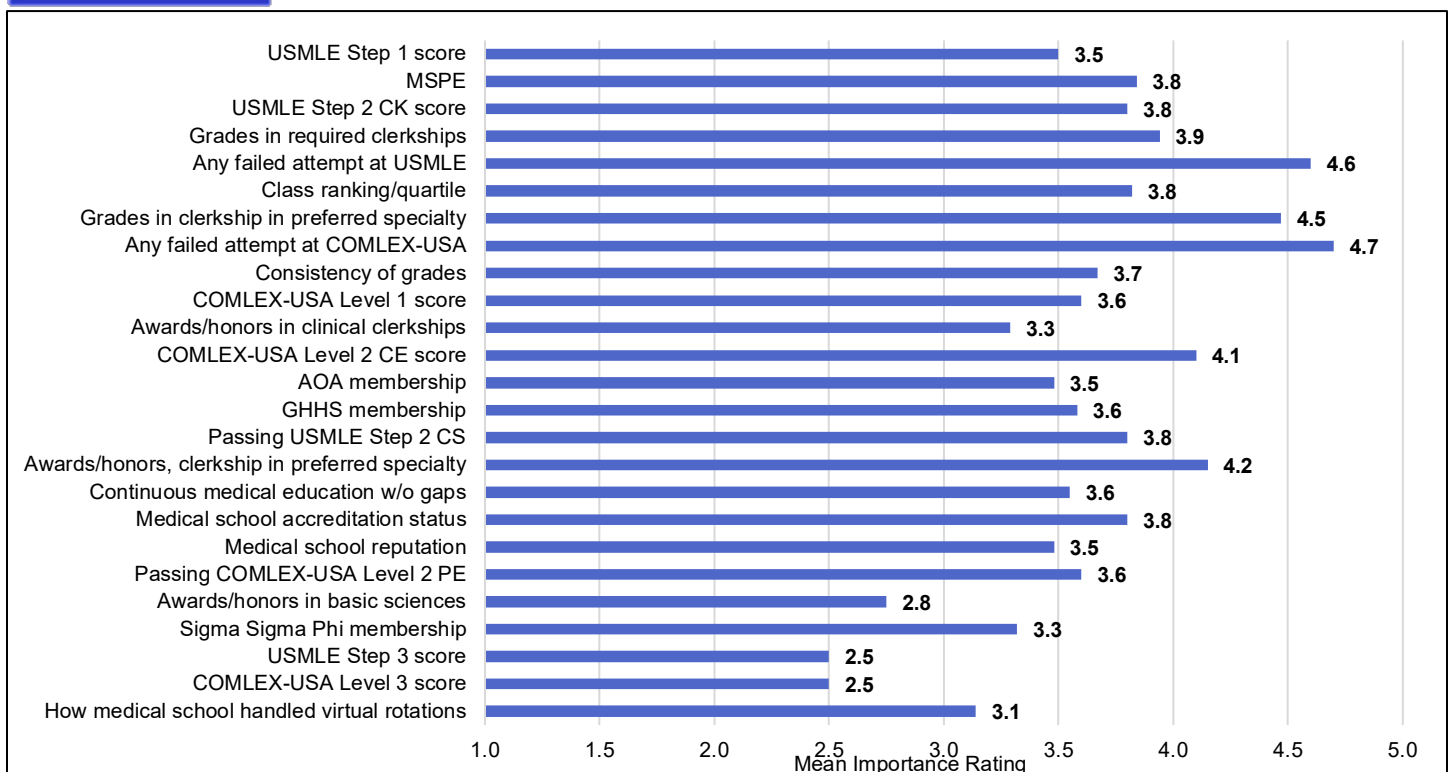


Figure PD_EM-I2

Mean Importance of Education and Academic Performance Characteristics Considered in Deciding Whom to Interview¹



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

Figure PD_EM-I3

Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Interview (%)

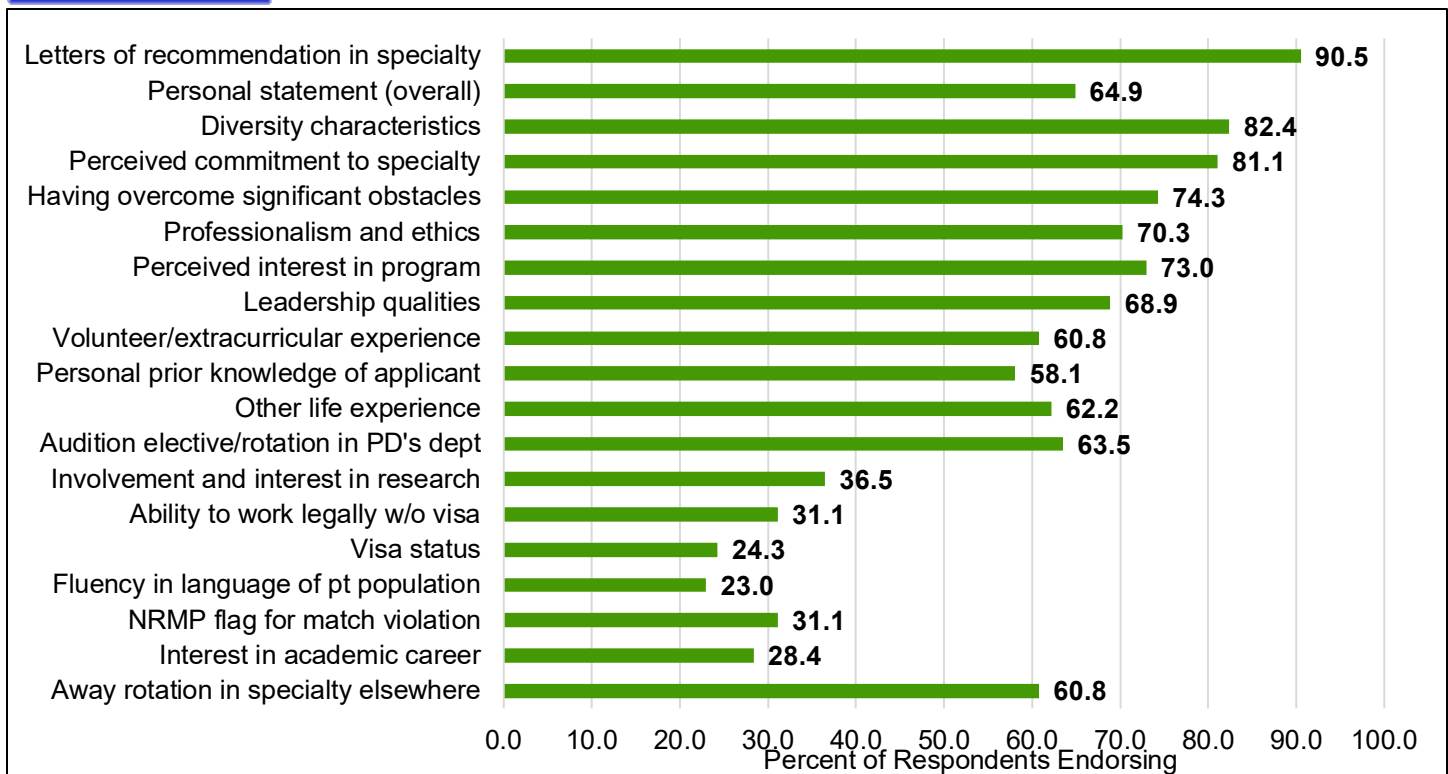
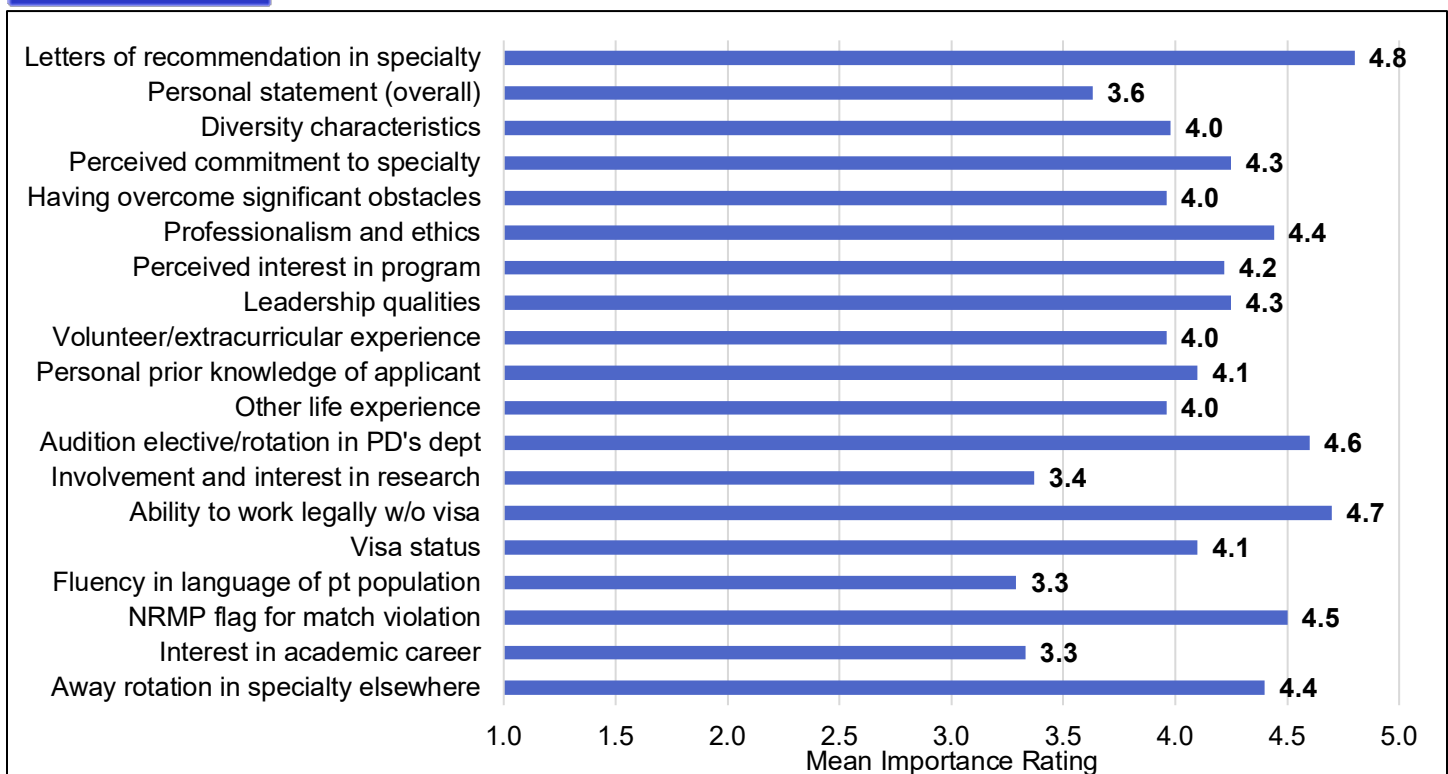


Figure PD_EM-I4

Mean Importance of Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Interview¹



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

Figure PD_EM-R1

Education and Academic Performance Characteristics Considered in Deciding Whom to Rank (%)

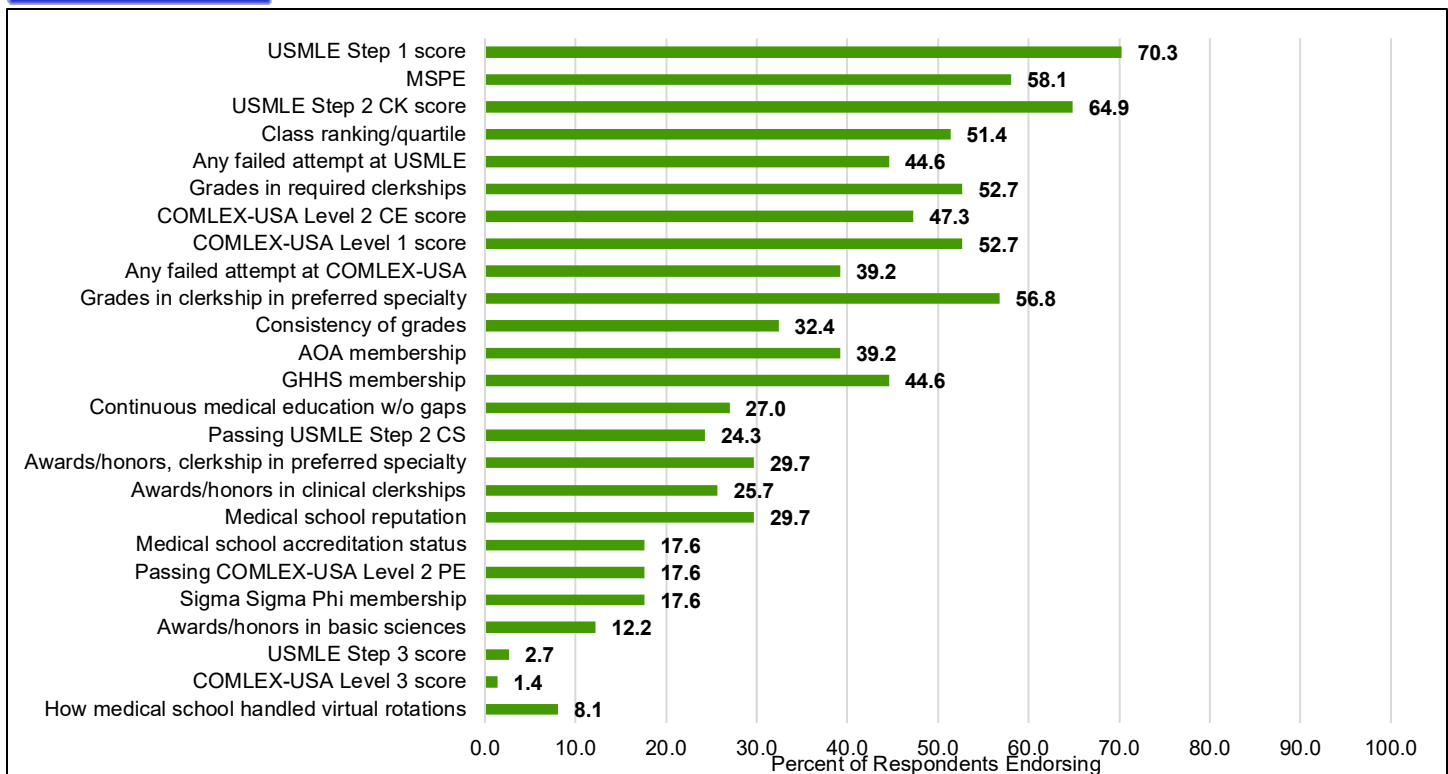
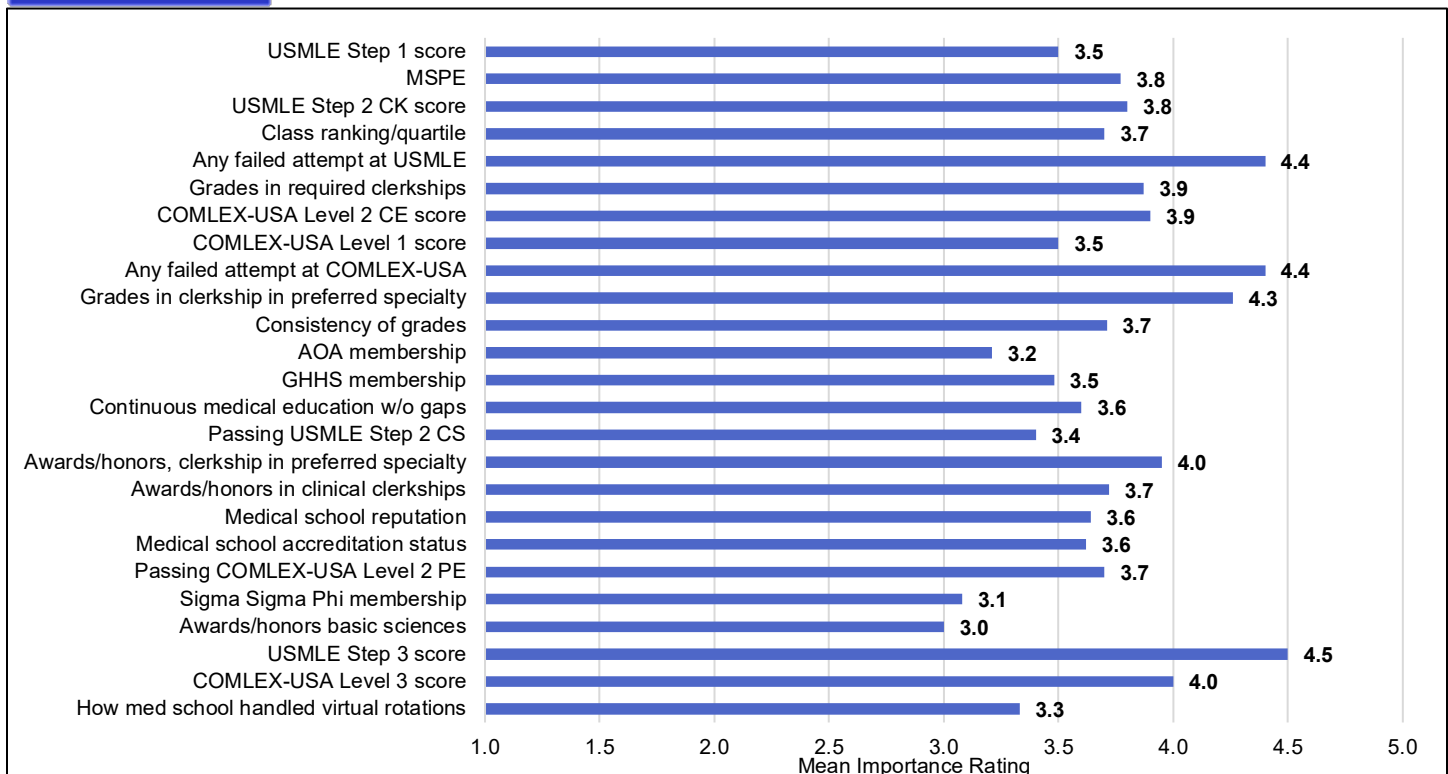


Figure PD_EM-R2

Mean Importance of Education and Academic Performance Characteristics Considered in Deciding Whom to Rank¹



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

Figure PD_EM-R3

Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Rank (%)

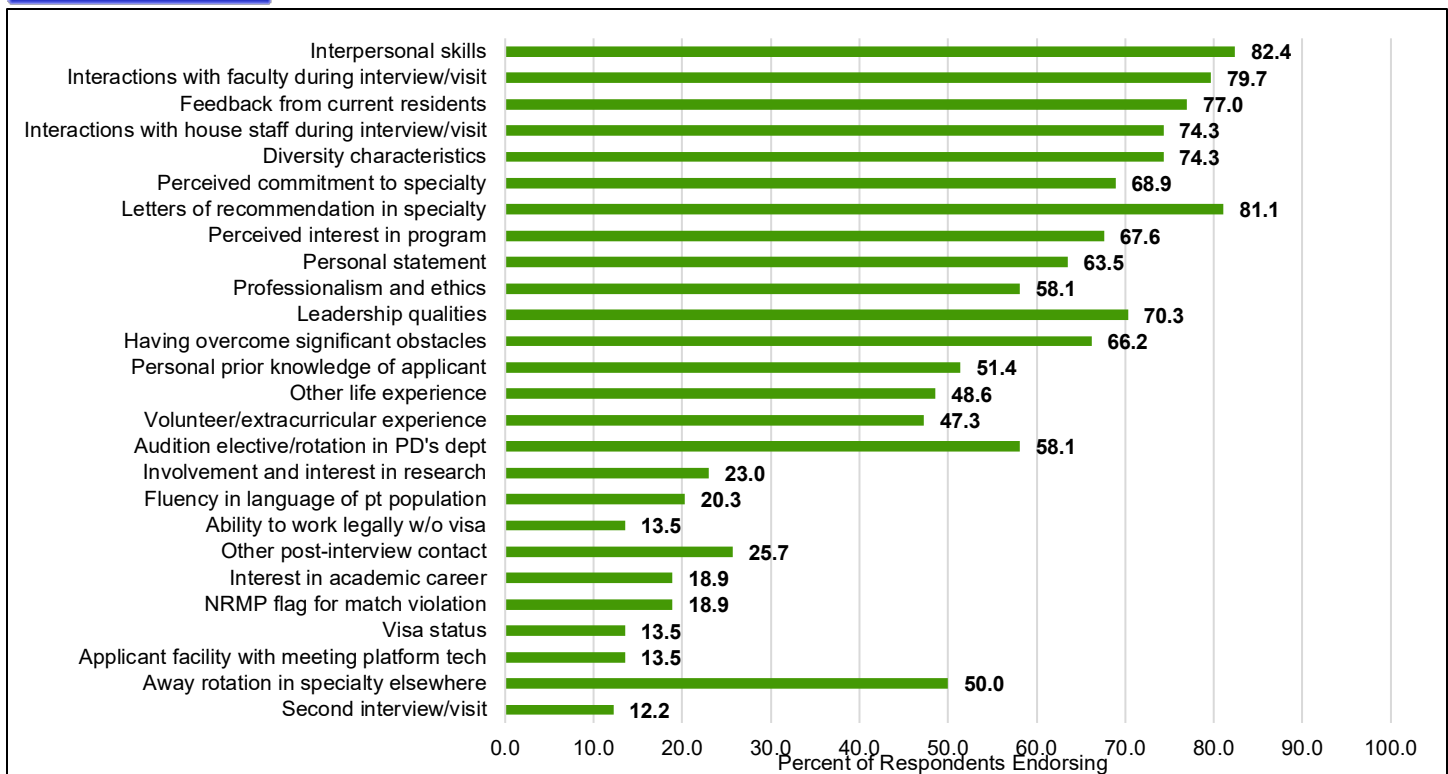
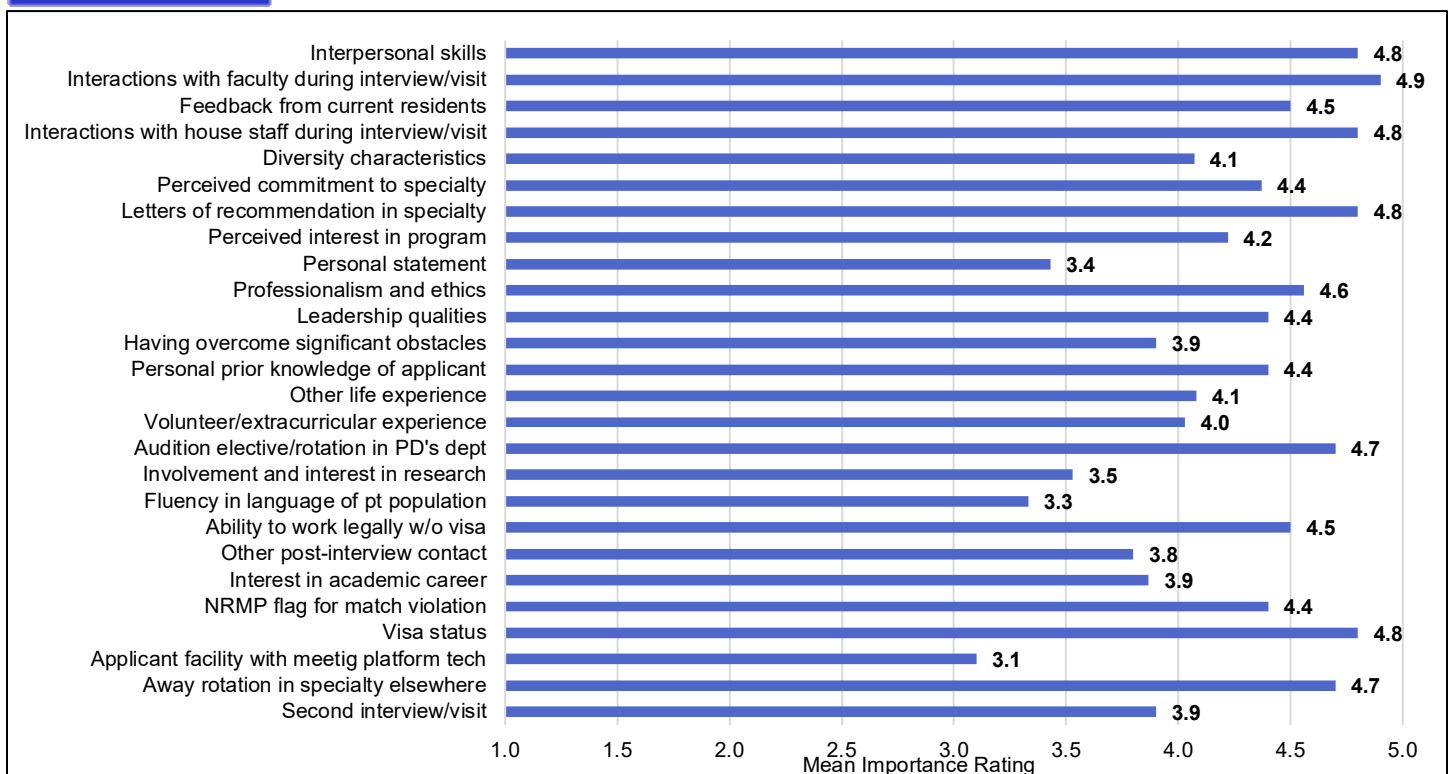



Figure PD_EM-R4

Mean Importance of Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Rank¹

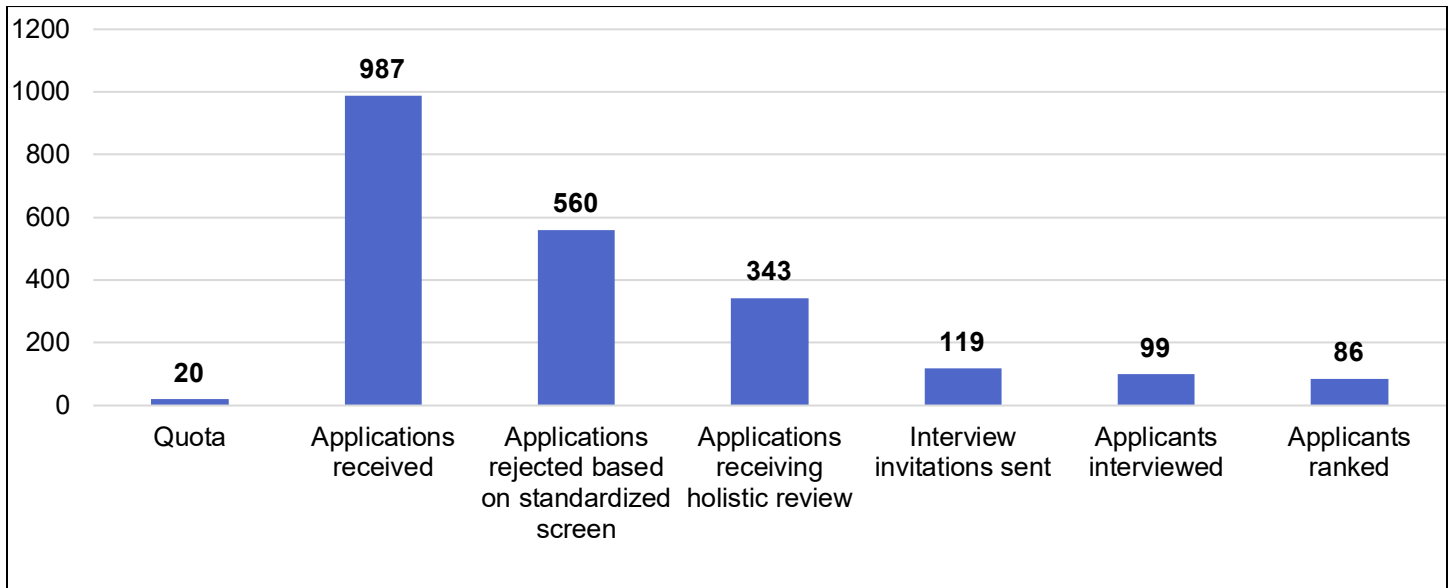


¹ Rated on a scale of 1 (not at all important) to 5 (very important)

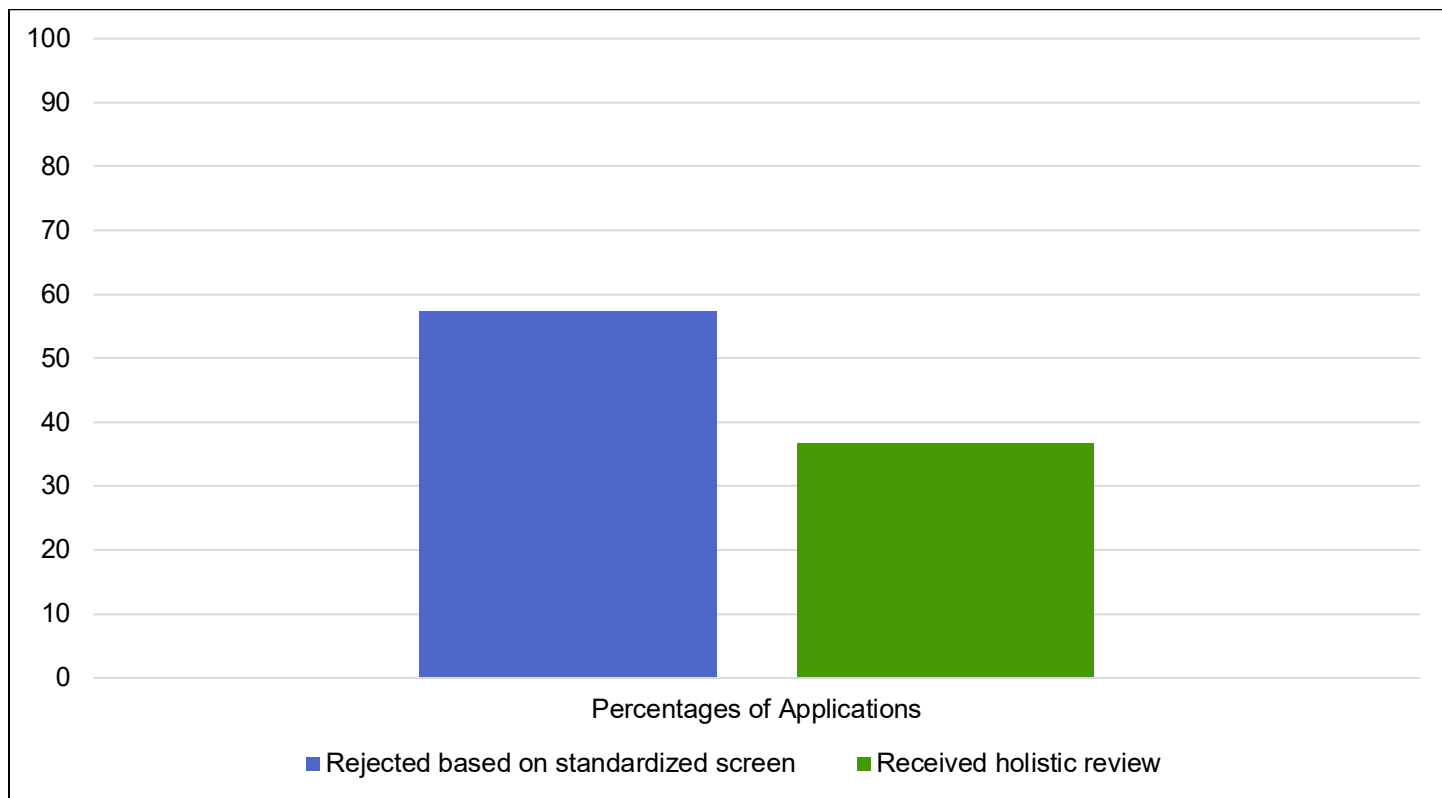


Family Medicine, Total n = 159

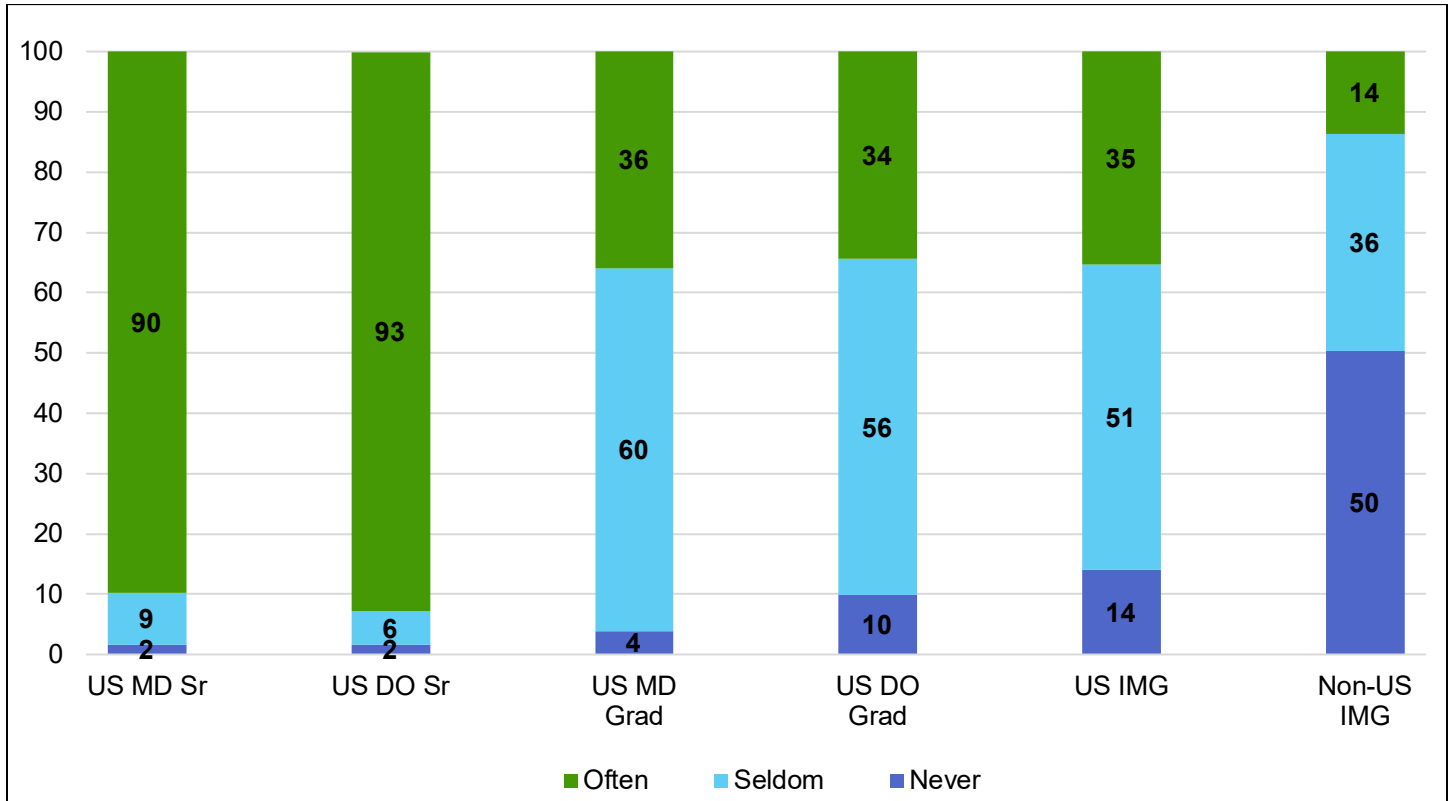
**Mean Numbers of Applications Received, Interview Invitations,
Interviews, and Applicants Ranked, 2021**
(Total n = 146)



**Average Percentages of Applications Rejected and Reviewed, 2021
(Total n = 153)**



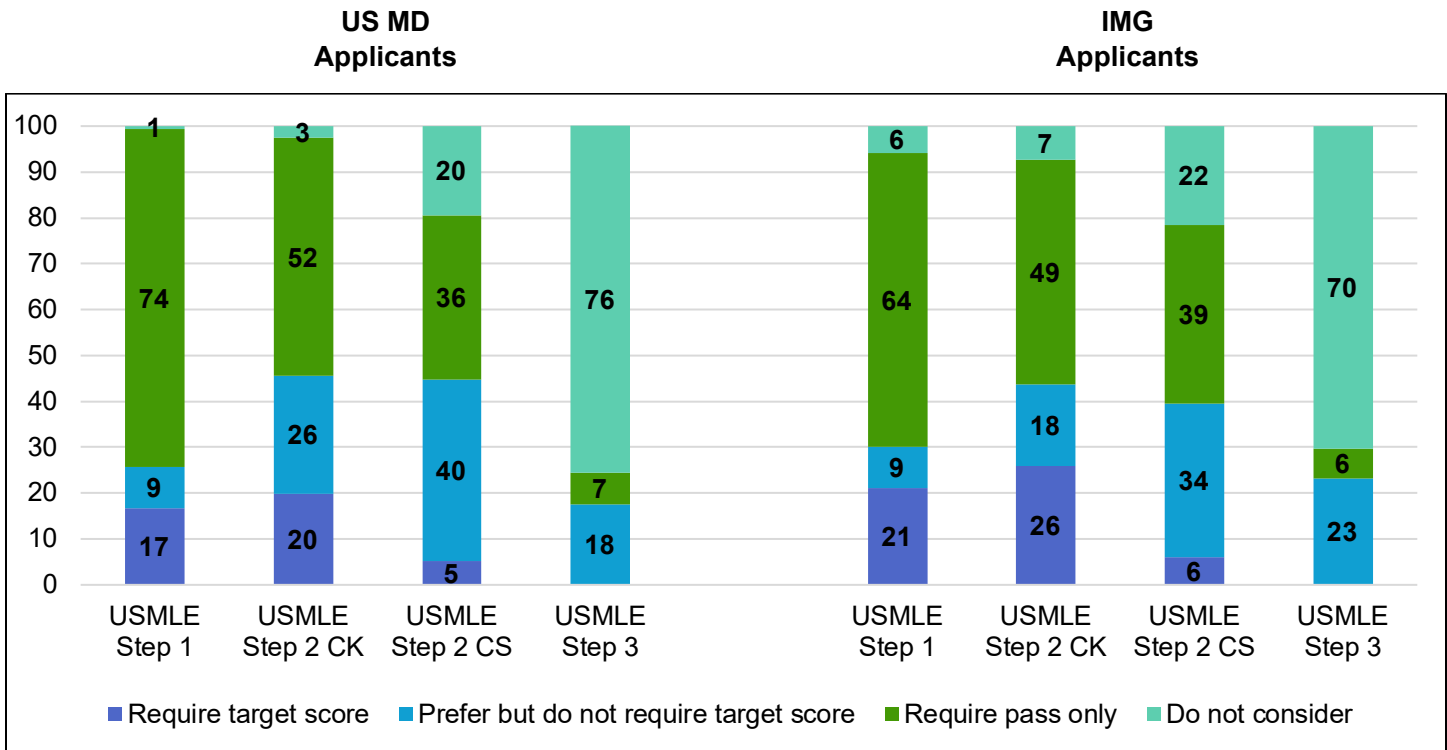
Percentages of Programs Interviewing Candidates by Applicant Type, 2021¹
(Total n = 139)



¹ Some percentages may not add to 100 because of rounding.

Use of Standardized Licensure Exams to Select Applicants for Interview

Percentages of Programs Using USMLE to Select US MD and IMG Applicants for Interview, 2021^{1,2}
(Total n = 156)

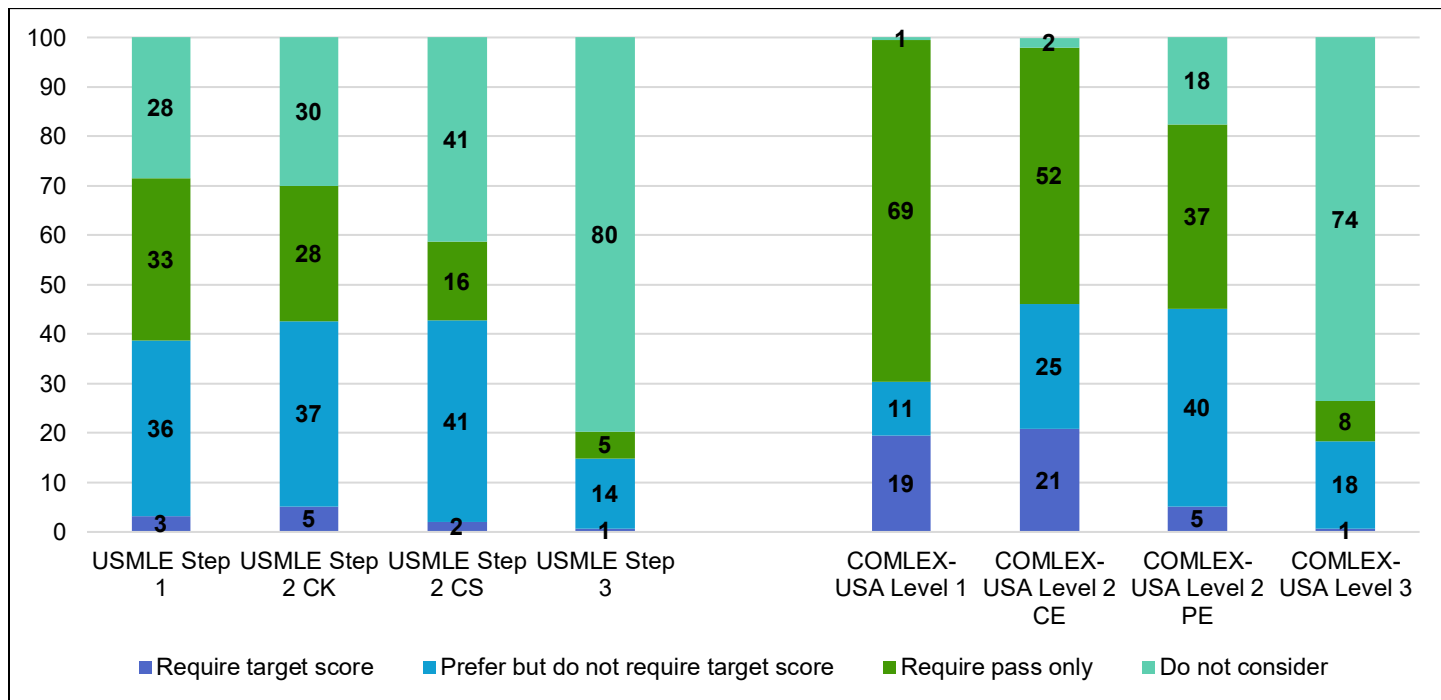


¹ Seniors and graduates are considered together.

² Some percentages may not add to 100 because of rounding.

Use of Standardized Licensure Exams to Select Applicants for Interview

Percentages of Programs Using Licensure Exams to Select DO Applicants for Interview, 2021¹
(Total n = 155)^{2,3}

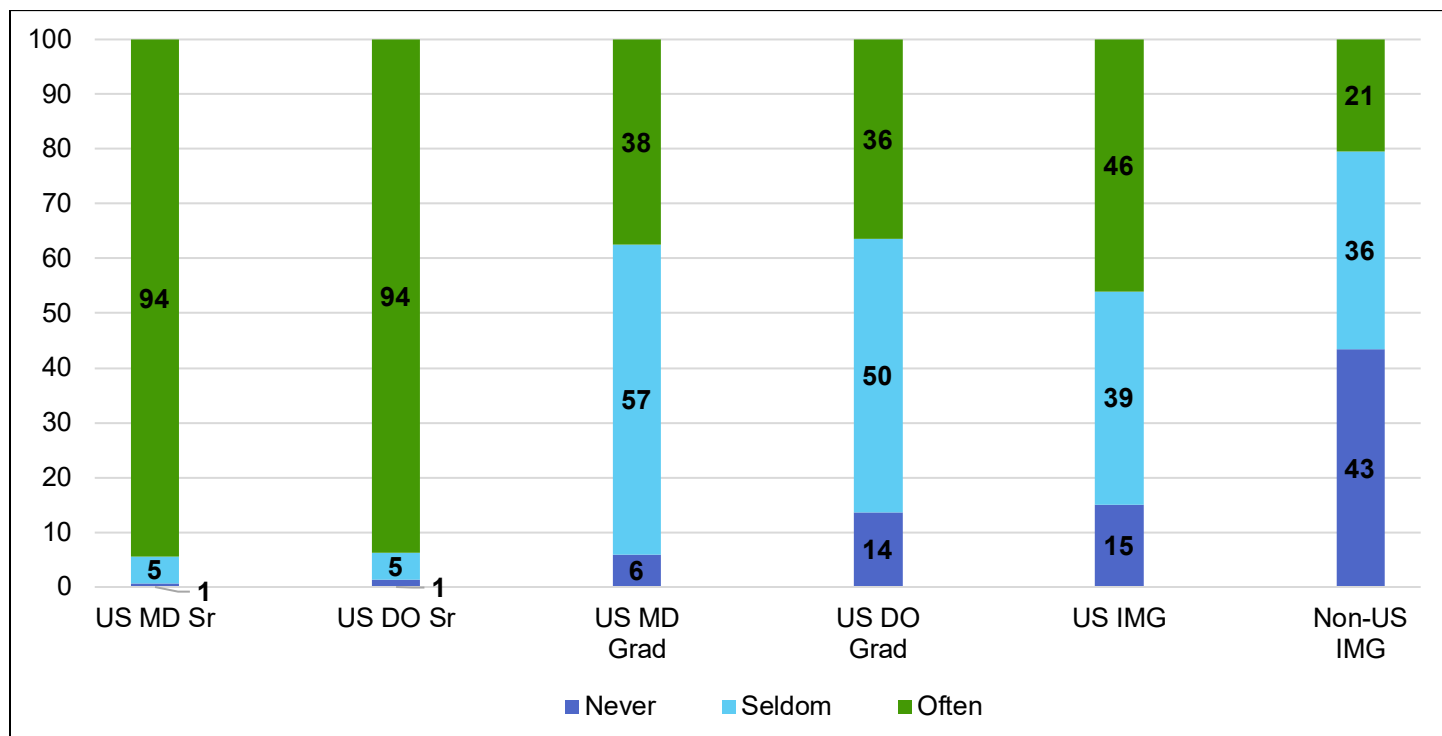


¹ DO seniors and DO graduates are considered together.

² Total number of respondents who indicated they “seldom” or “often” consider DO senior, DO graduate, or both types of applicants for interview.

³ Some percentages may not add to 100 because of rounding.

Percentages of Programs Ranking Candidates by Applicant Type, 2021¹
(Total n = 143)



¹Some percentages may not add to 100 because of rounding.

Figure PD_FM-I1

Education and Academic Performance Characteristics Considered in Deciding Whom to Interview (%)

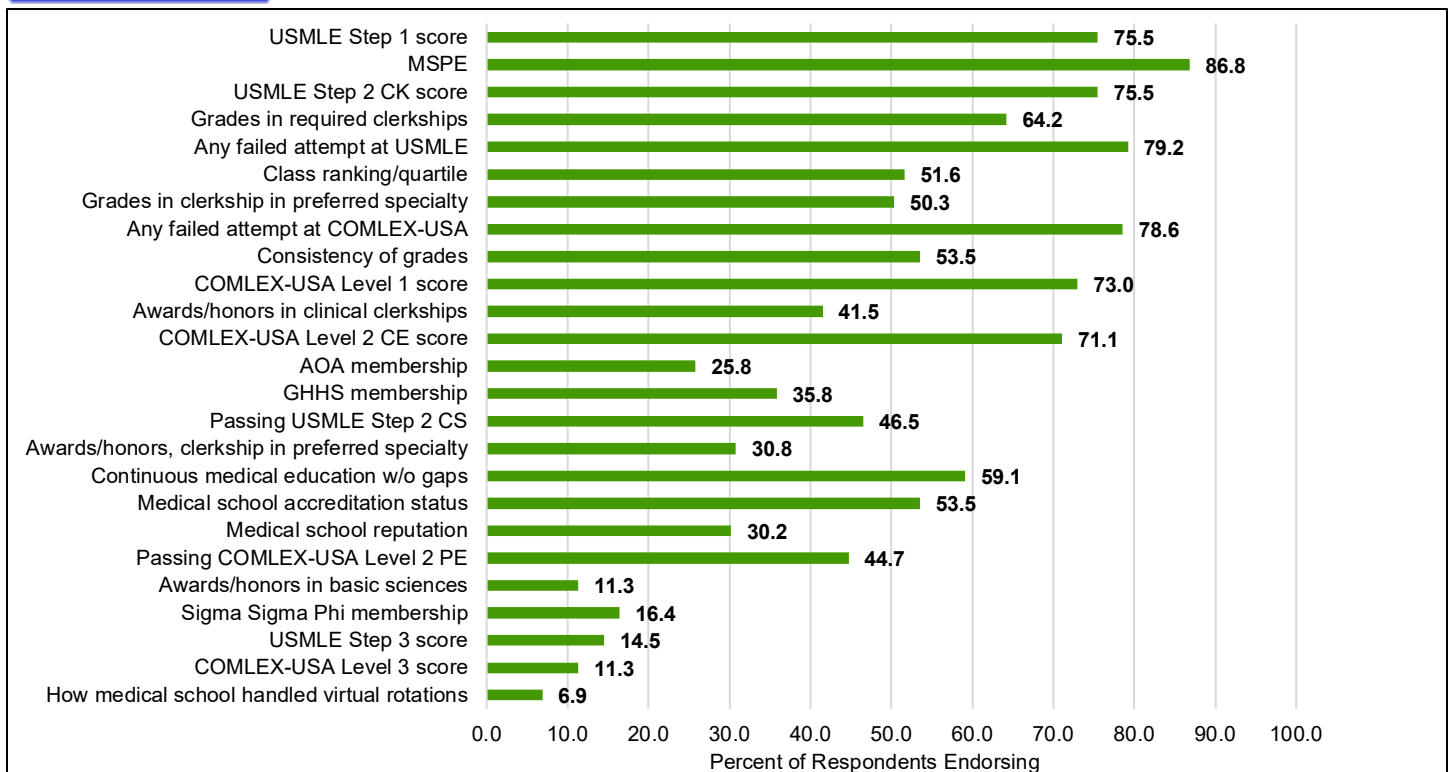
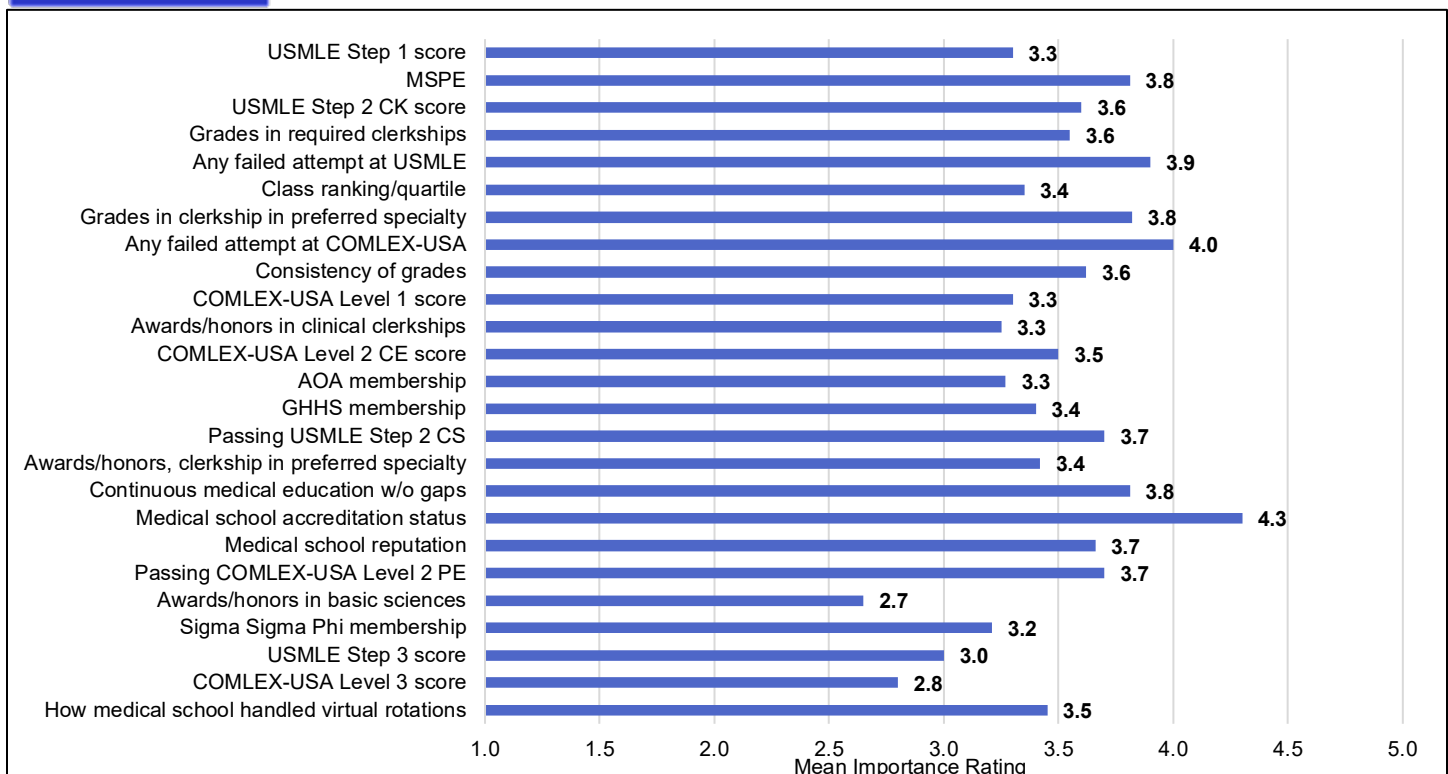


Figure PD_FM-I2

Mean Importance of Education and Academic Performance Characteristics Considered in Deciding Whom to Interview¹



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

Figure PD_FM-I3

Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Interview (%)

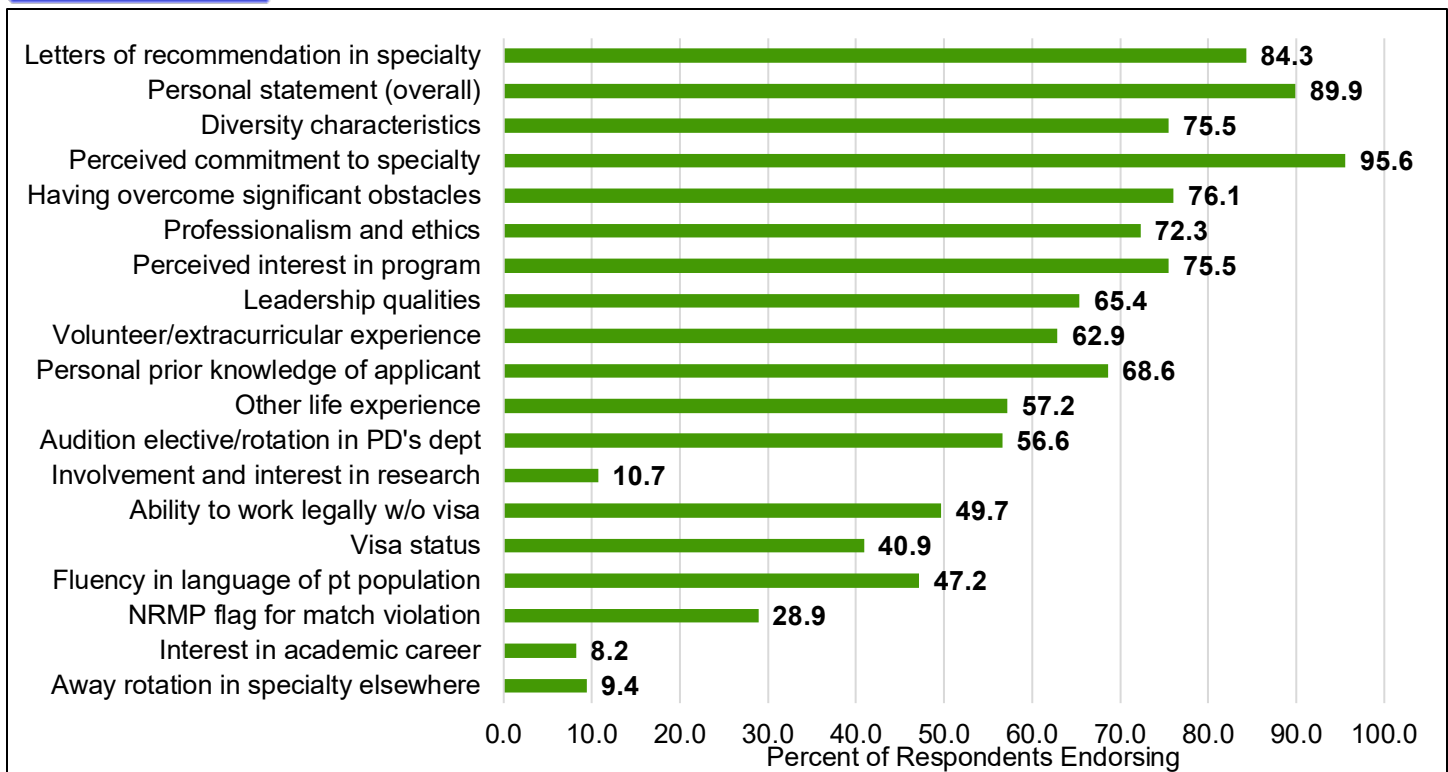
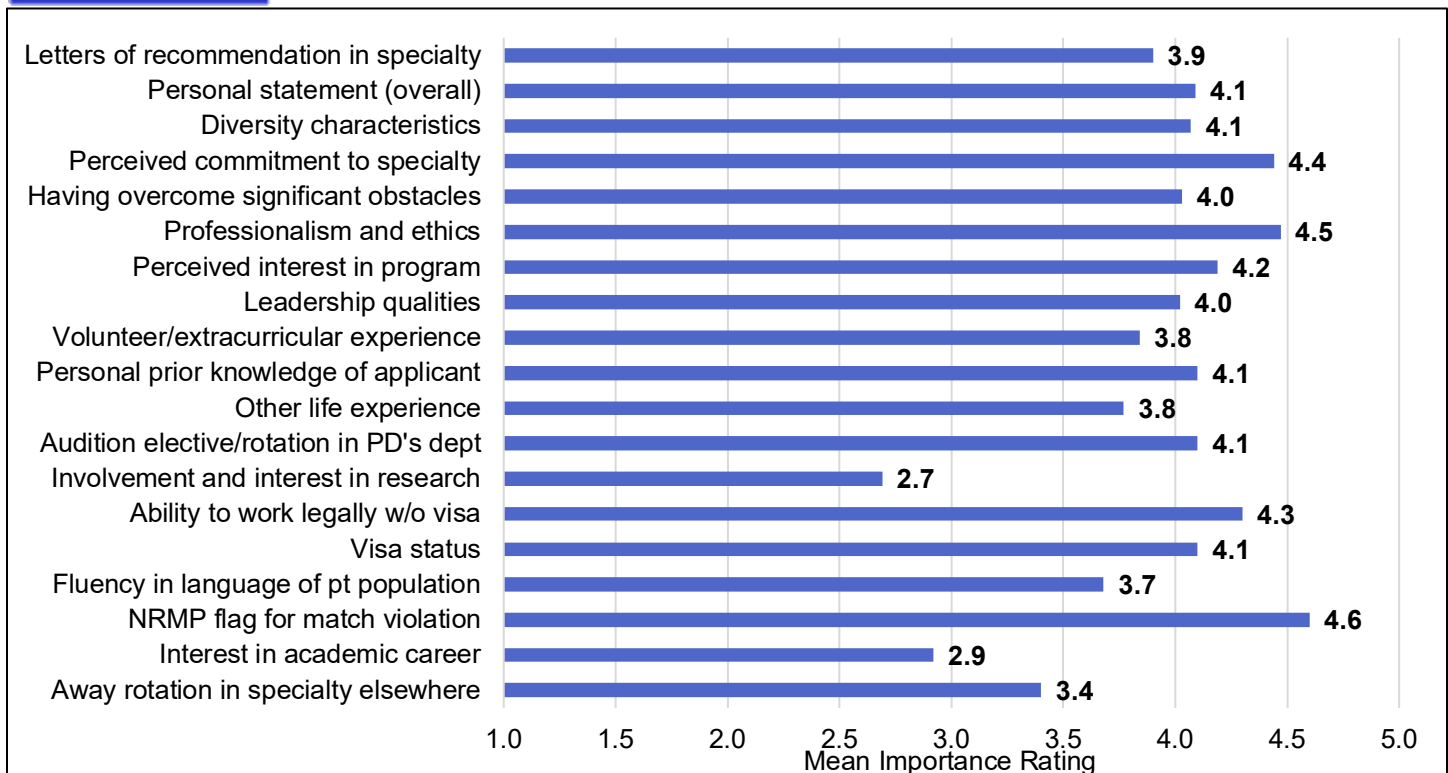


Figure PD_FM-I4

Mean Importance of Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Interview¹



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

Figure PD_FM-R1

Education and Academic Performance Characteristics Considered in Deciding Whom to Rank (%)

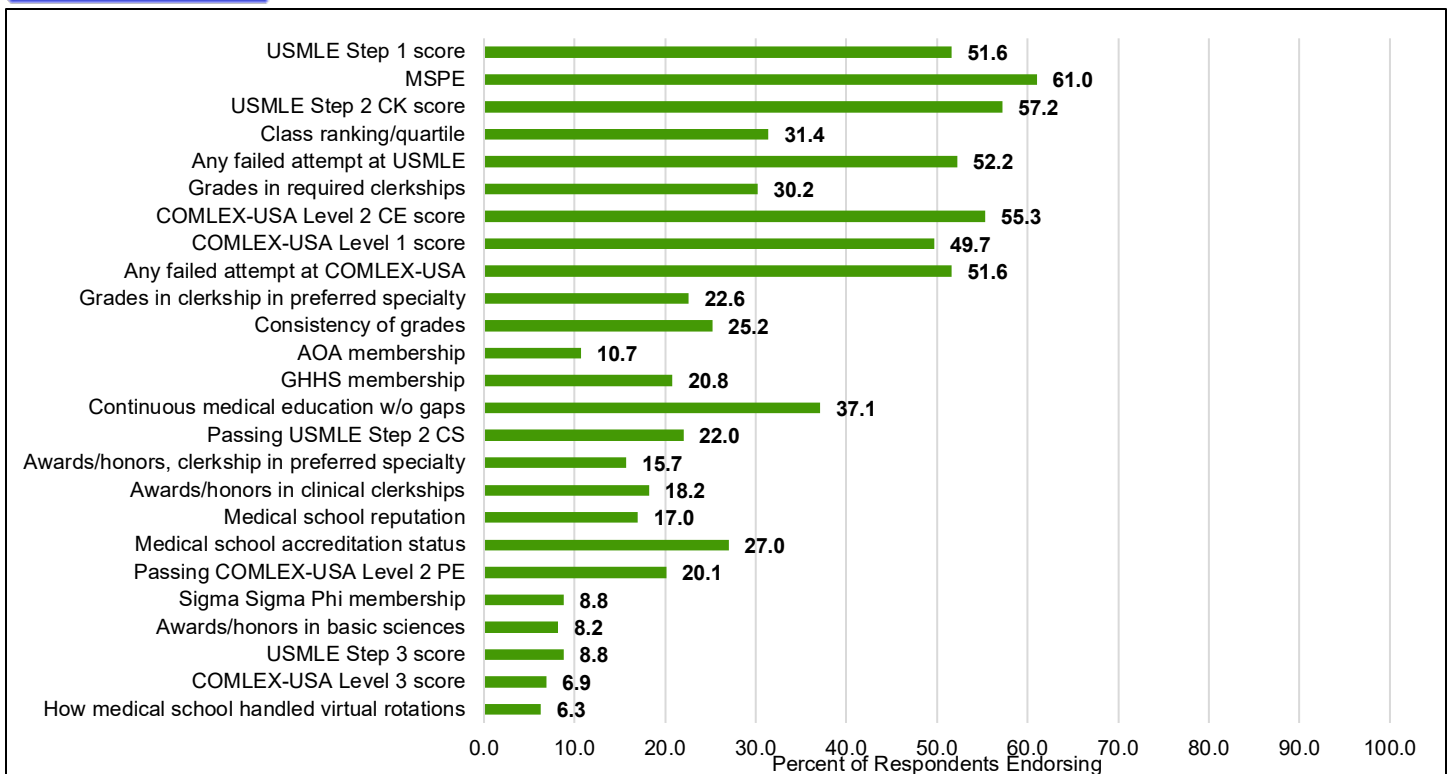
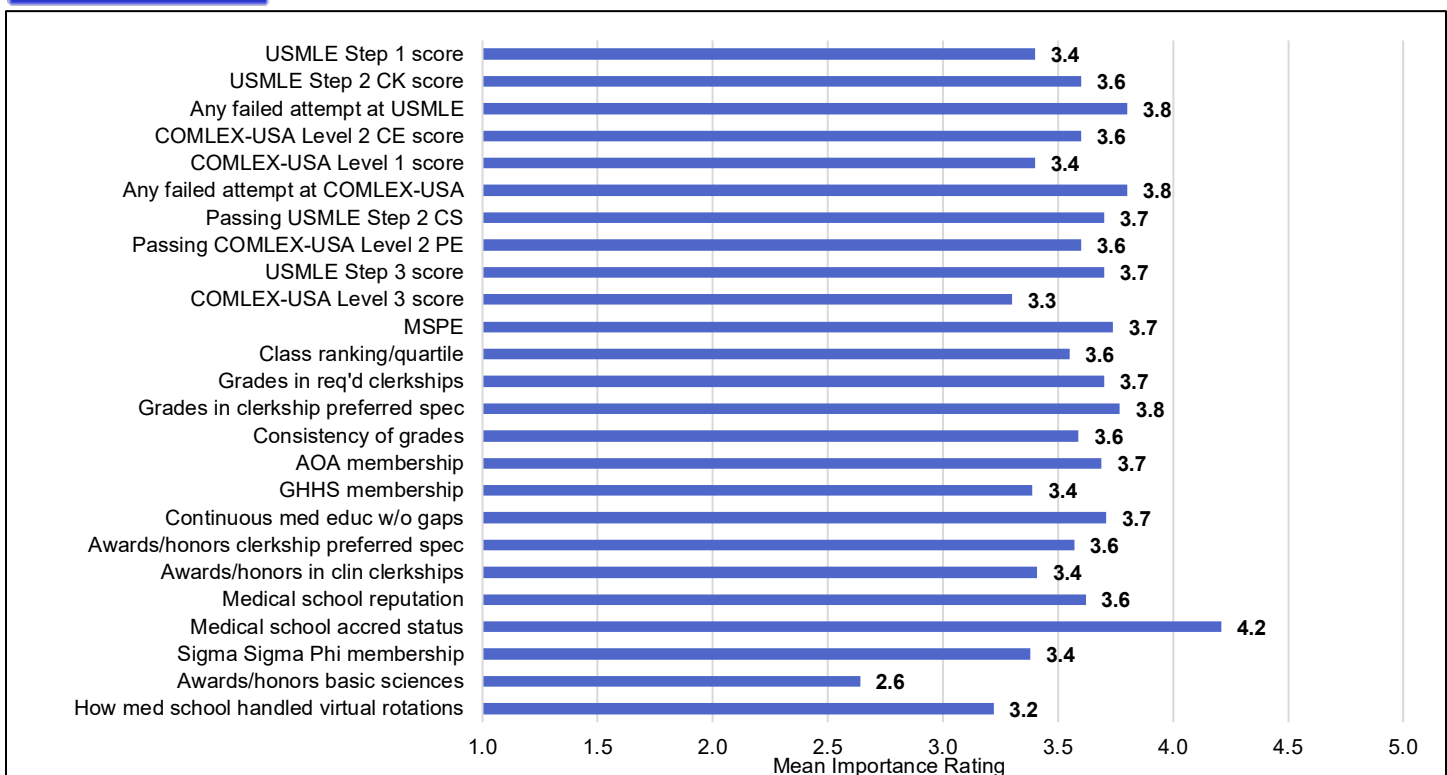


Figure PD_FM-R2

Mean Importance of Education and Academic Performance Characteristics Considered in Deciding Whom to Rank¹



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

Figure PD_FM-R3

Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Rank (%)

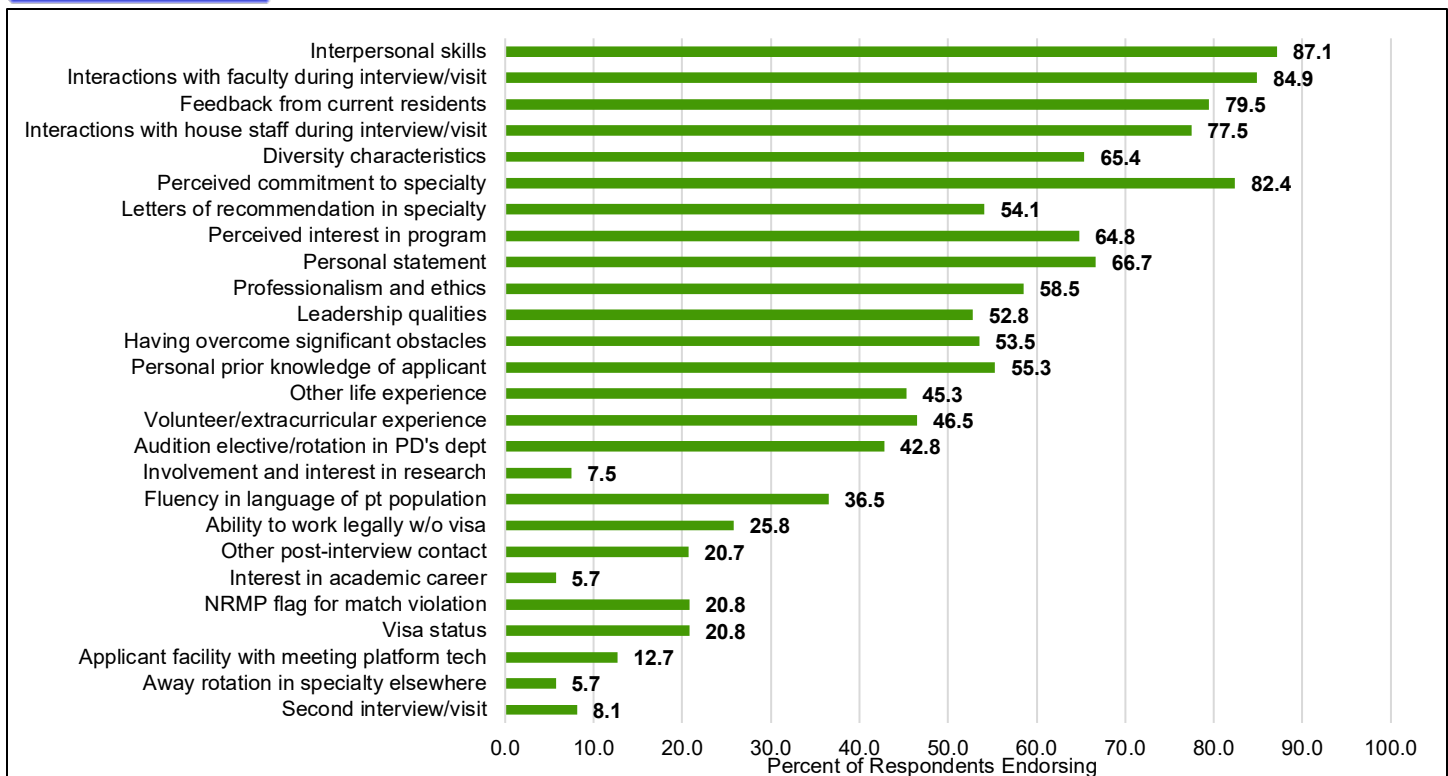
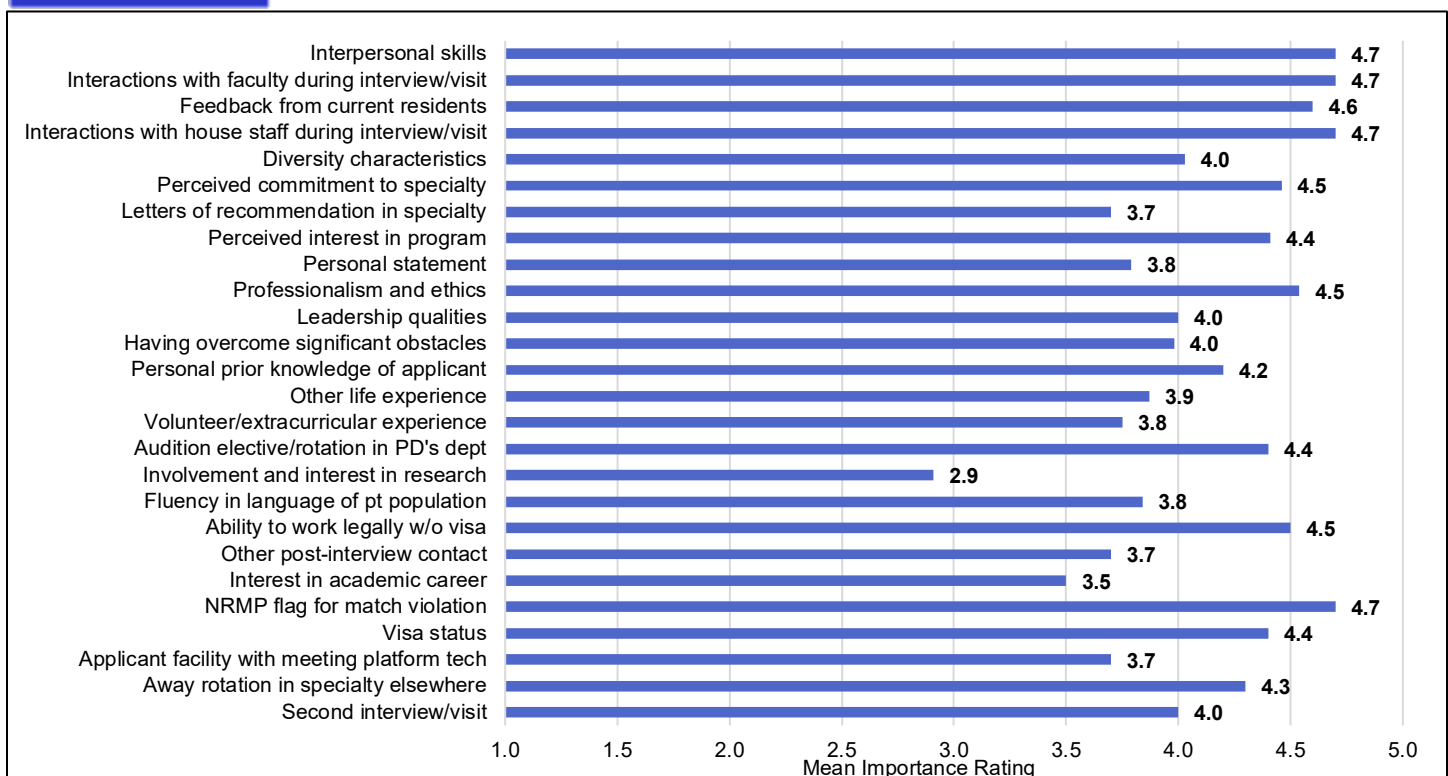


Figure PD_FM-R4

Mean Importance of Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Rank¹

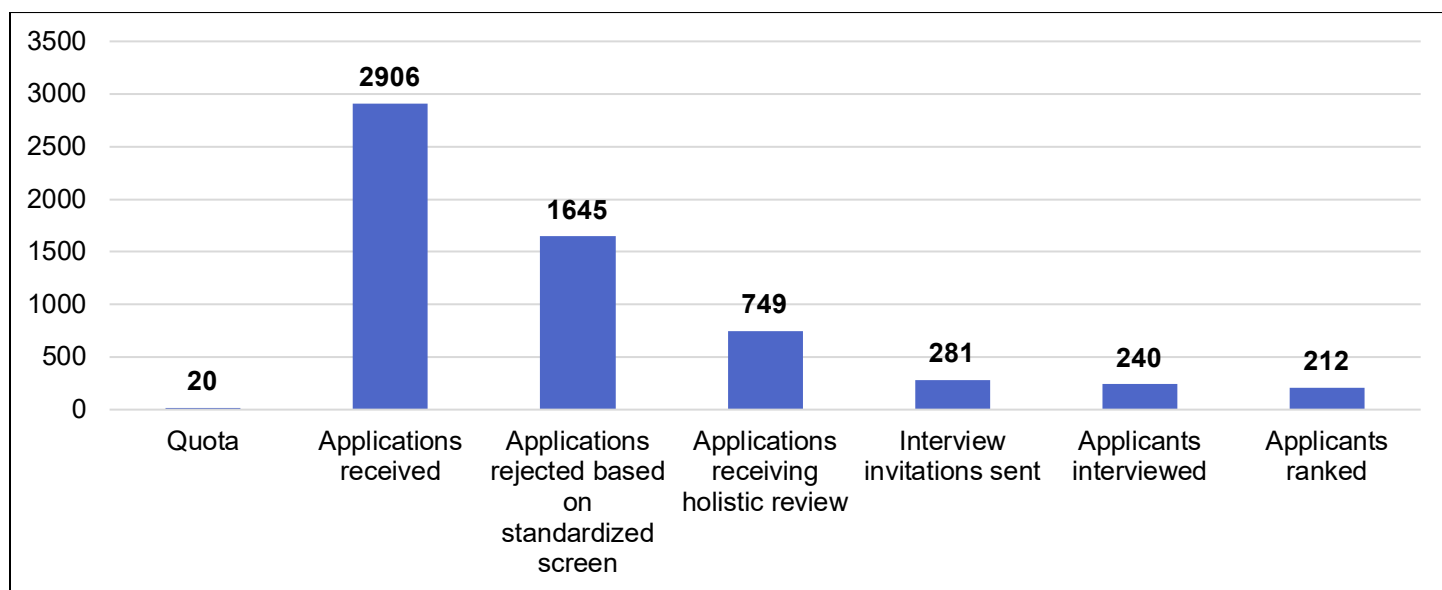


¹ Rated on a scale of 1 (not at all important) to 5 (very important)

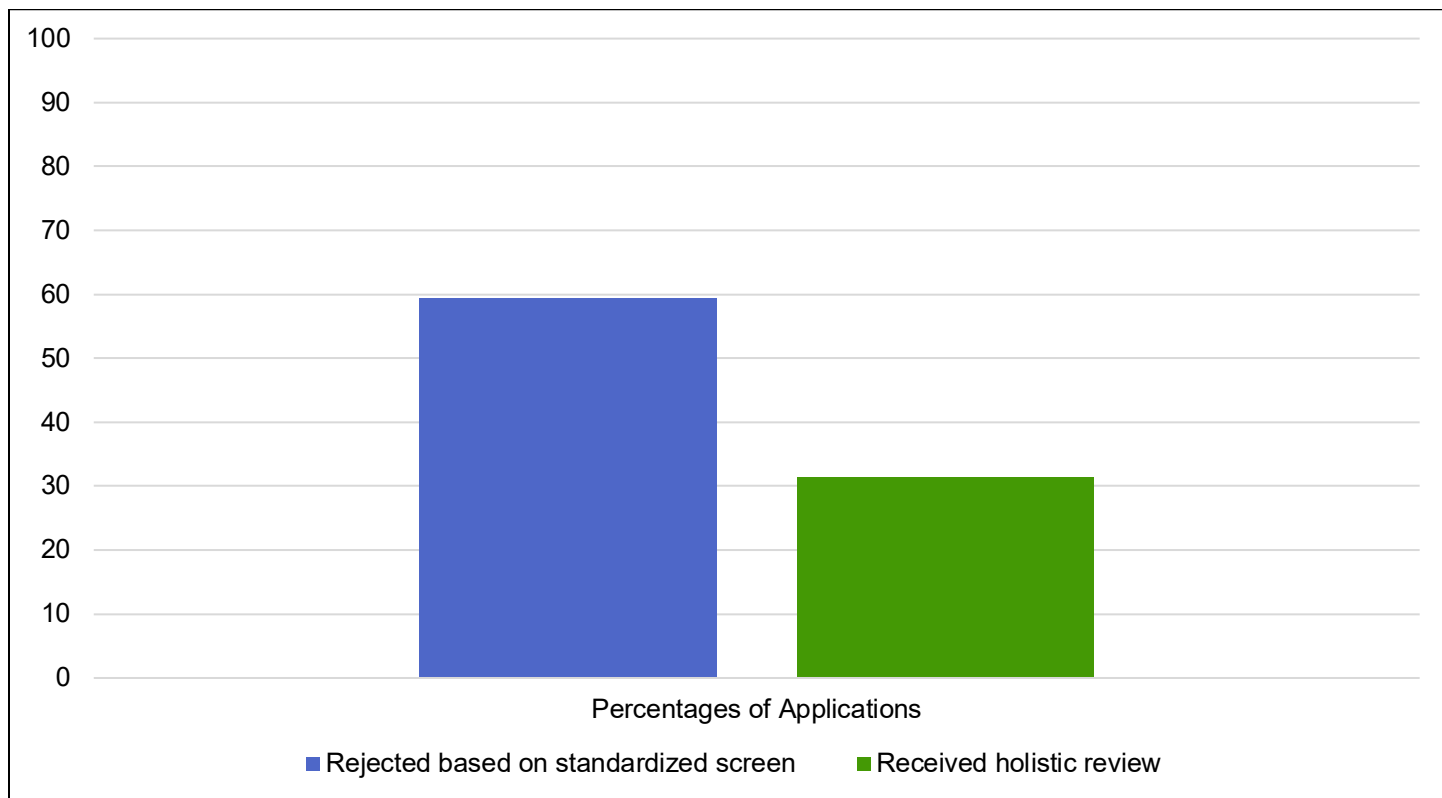


Internal Medicine, Total n = 127

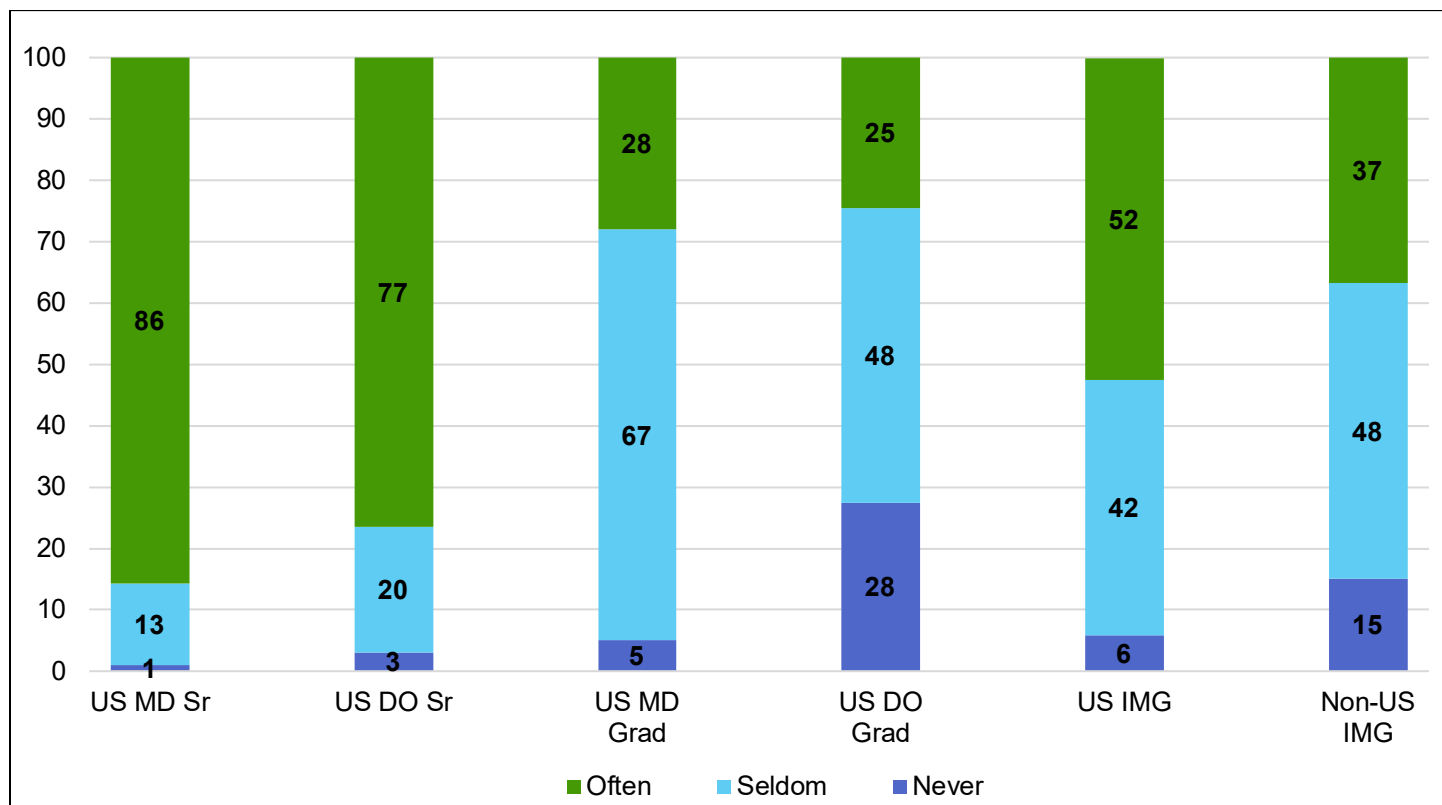
**Mean Numbers of Applications Received, Interview Invitations,
Interviews, and Applicants Ranked, 2021**
(Total n = 124)



Average Percentages of Applications Rejected and Reviewed, 2021
(Total n = 118)



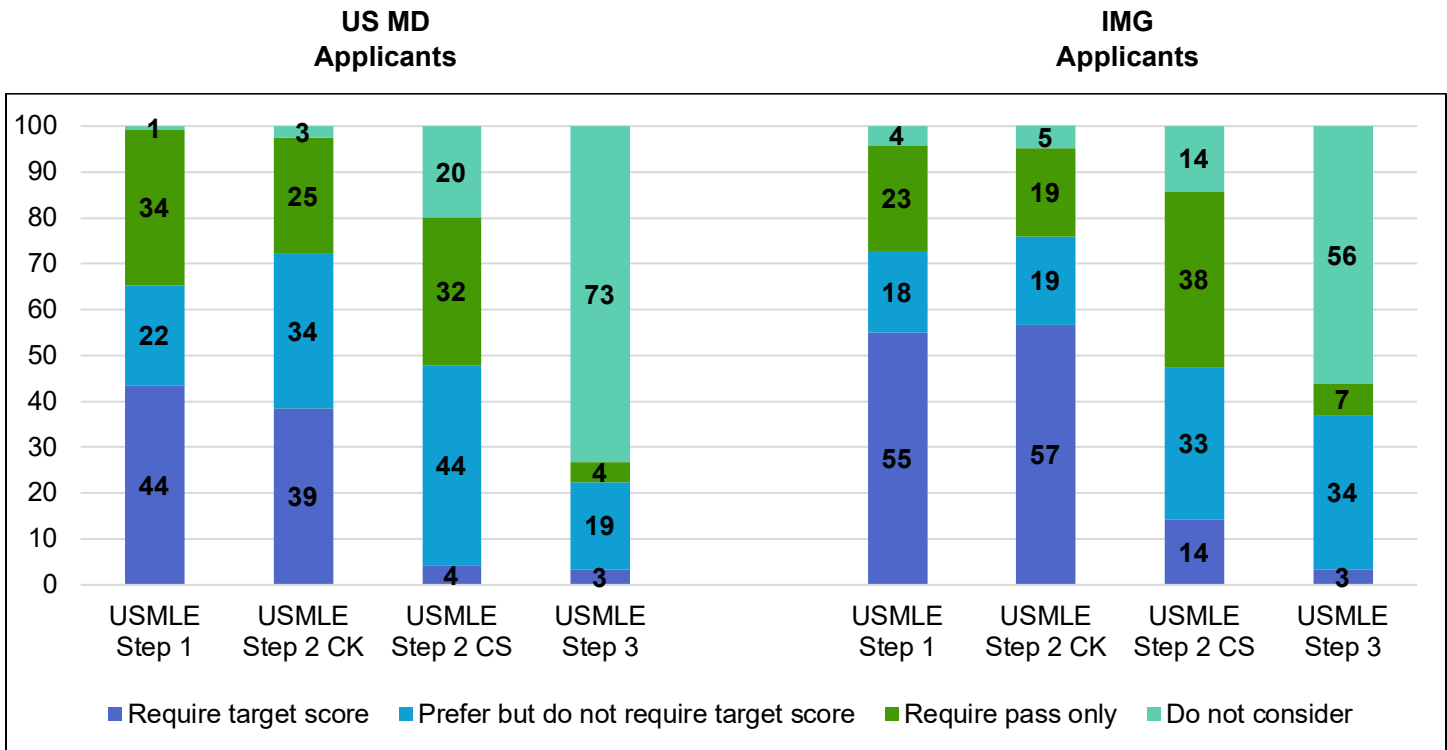
Percentages of Programs Interviewing Candidates by Applicant Type, 2021¹
(Total n = 106)



¹ Some percentages may not add to 100 because of rounding.

Use of Standardized Licensure Exams to Select Applicants for Interview

Percentages of Programs Using USMLE to Select US MD and IMG Applicants for Interview, 2021^{1,2}
(Total n = 124)

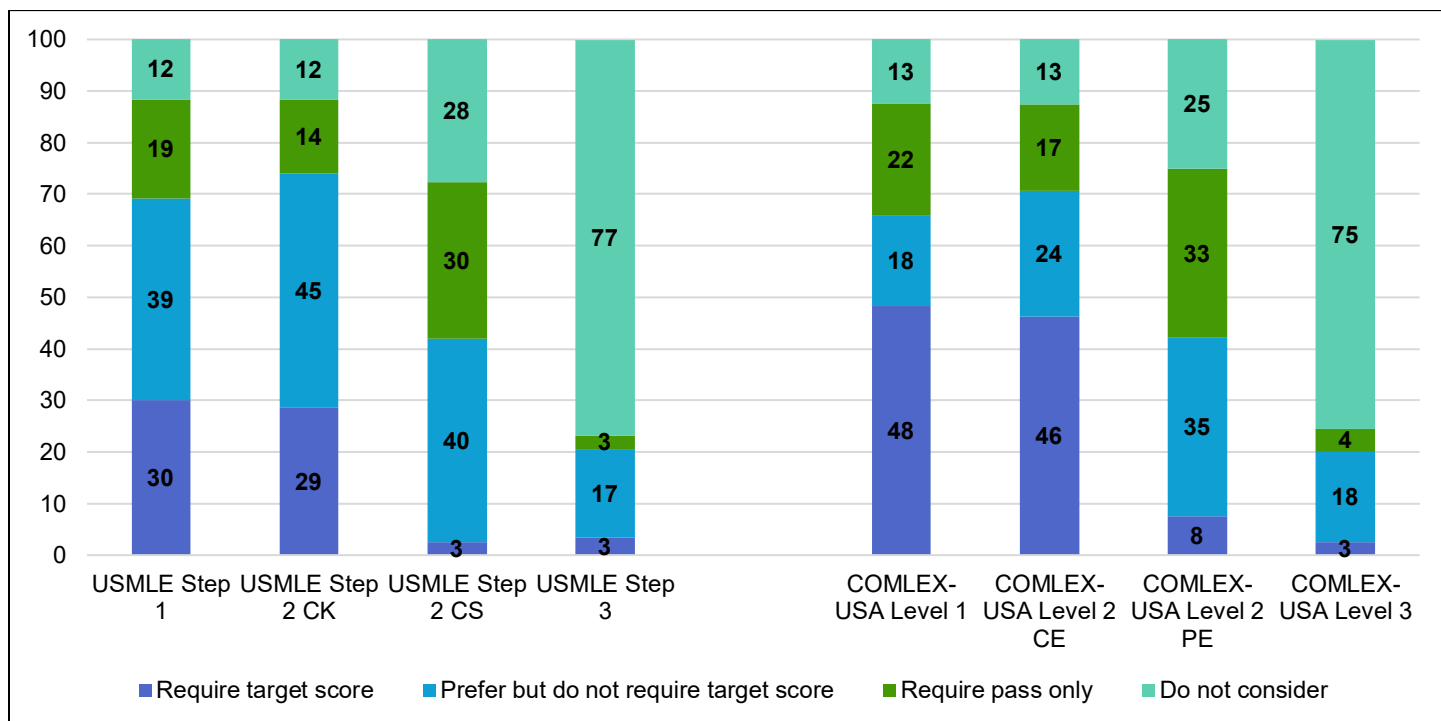


¹ Seniors and graduates are considered together.

² Some percentages may not add to 100 because of rounding.

Use of Standardized Licensure Exams to Select Applicants for Interview

Percentages of Programs Using Licensure Exams to Select DO Applicants for Interview, 2021¹
(Total n = 120)^{2,3}

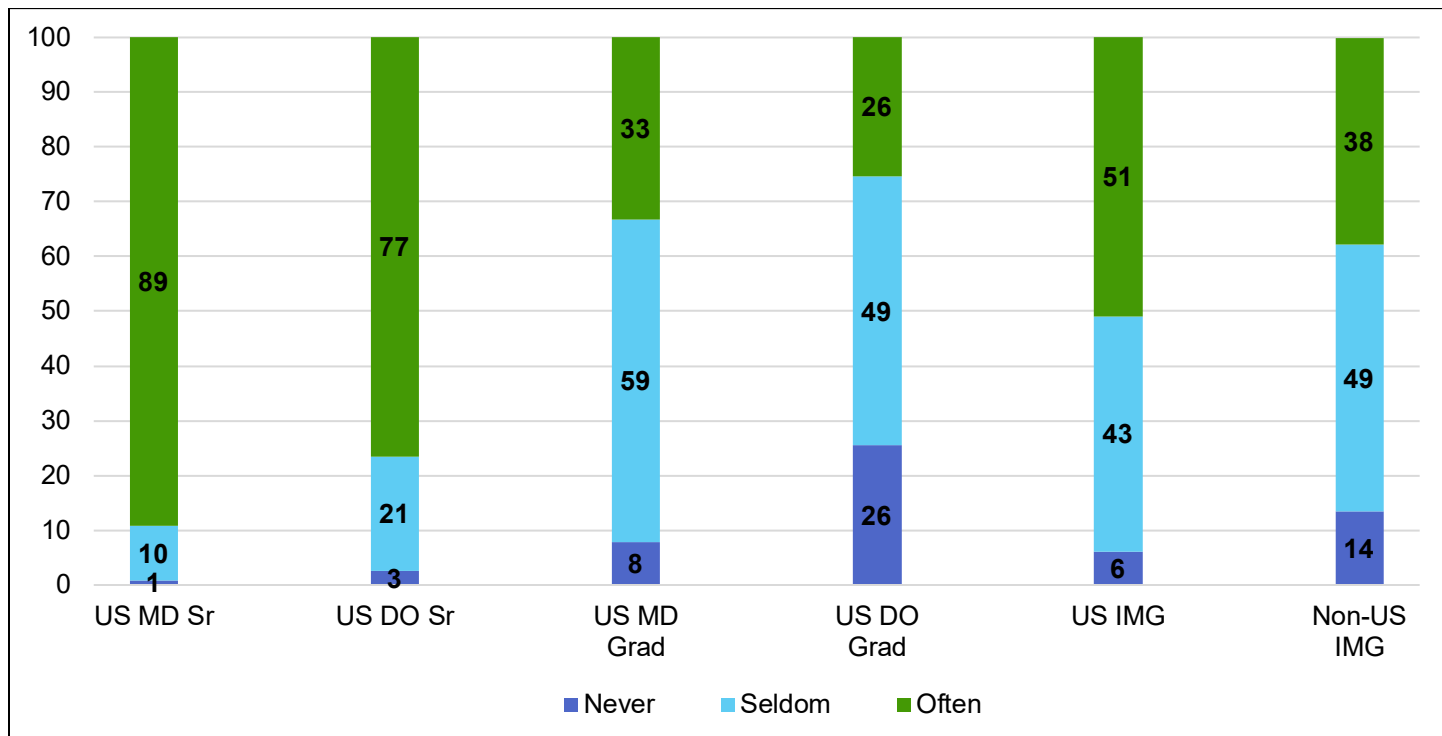


¹ DO seniors and DO graduates are considered together.

² Total number of respondents who indicated they "seldom" or "often" consider DO senior, DO graduate, or both types of applicants for interview.

³ Some percentages may not add to 100 because of rounding.

Percentages of Programs Ranking Candidates by Applicant Type, 2021¹
(Total n = 119)



¹Some percentages may not add to 100 because of rounding.

Figure PD_IM-I1

Education and Academic Performance Characteristics Considered in Deciding Whom to Interview (%)

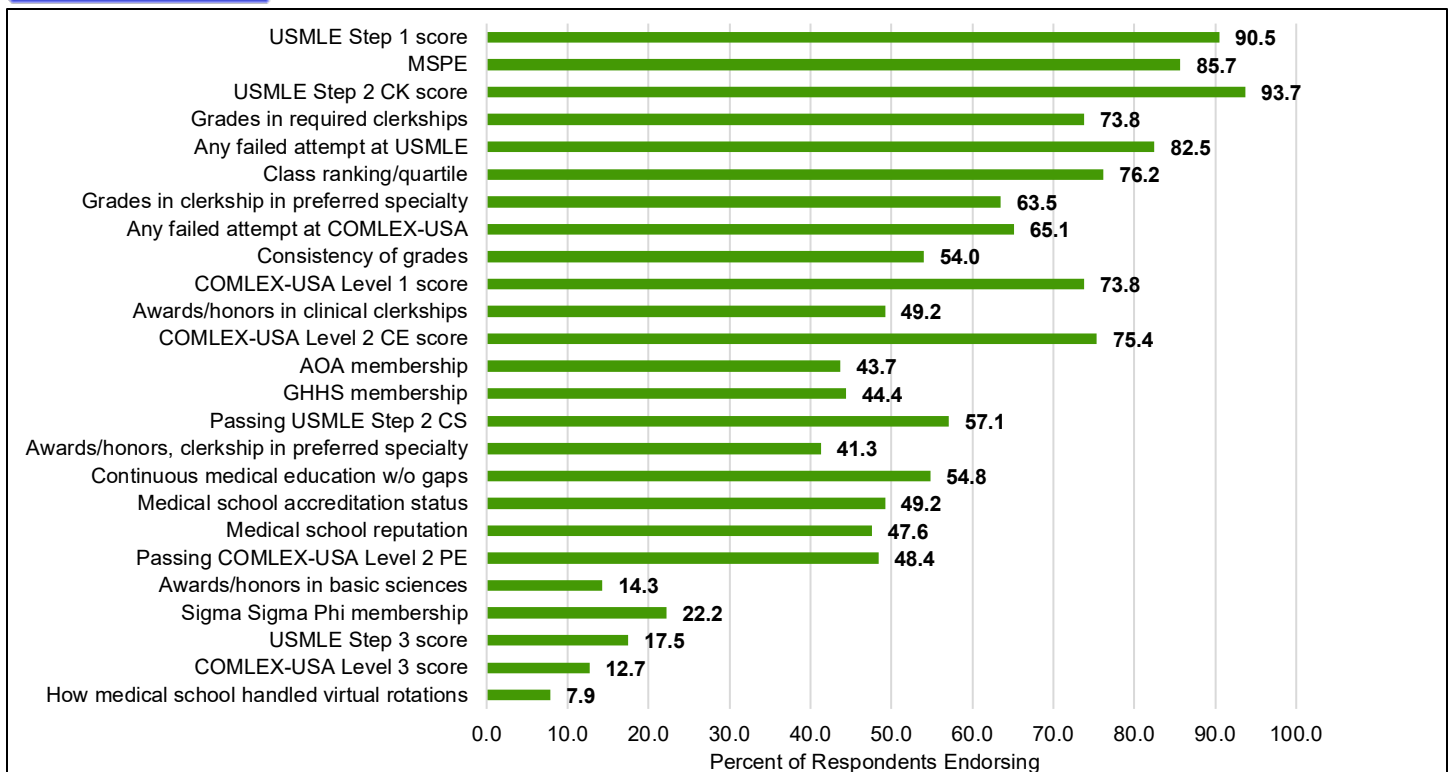
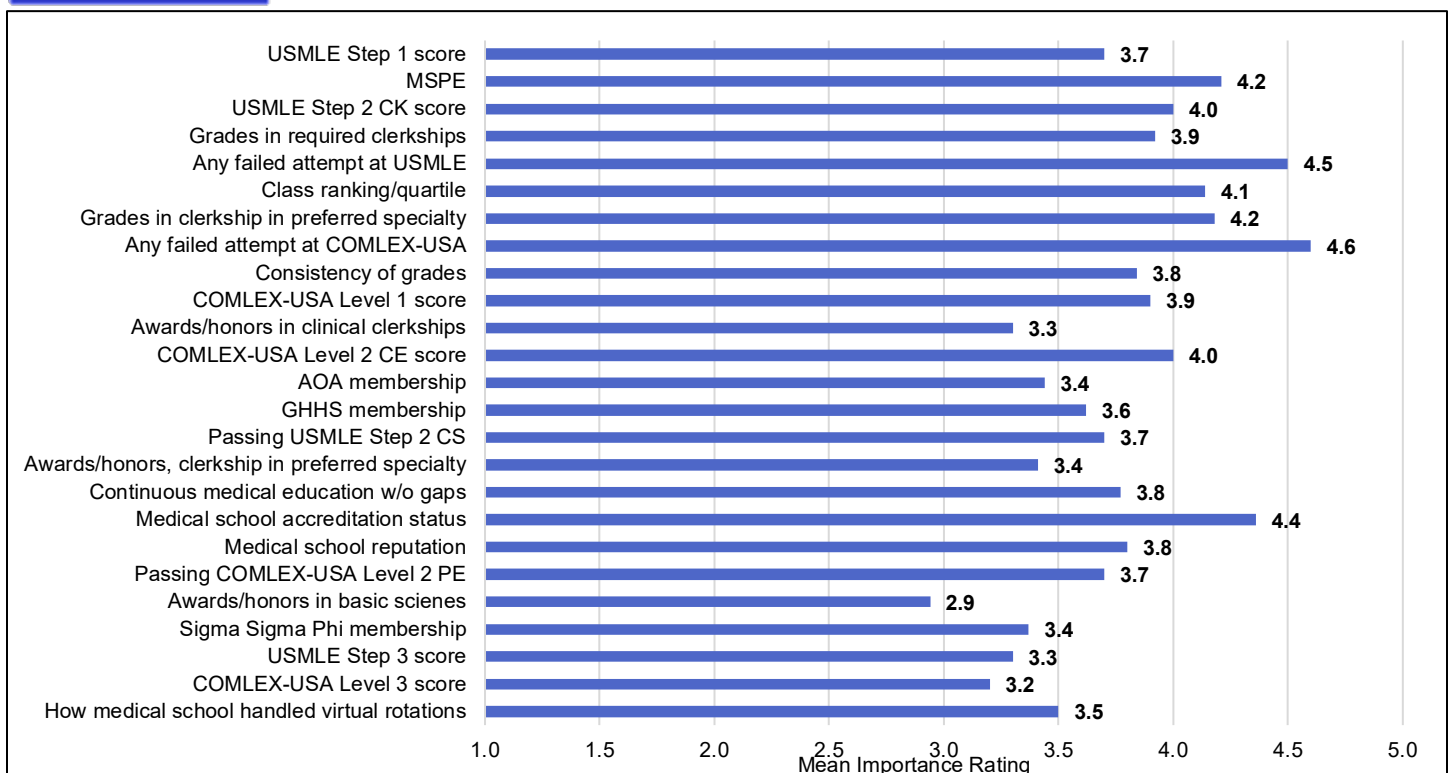


Figure PD_IM-I2

Mean Importance of Education and Academic Performance Characteristics Considered in Deciding Whom to Interview¹



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

Figure PD_IM-I3

Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Interview (%)

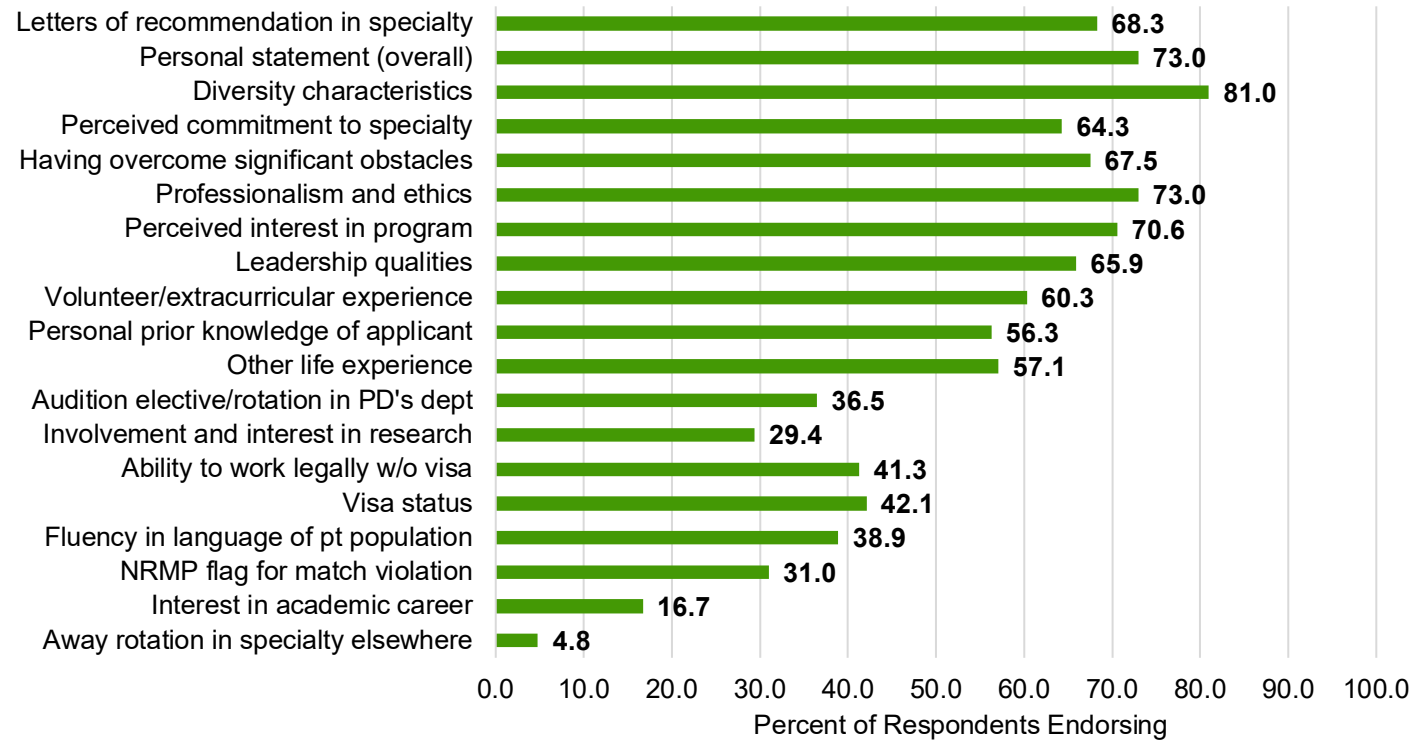
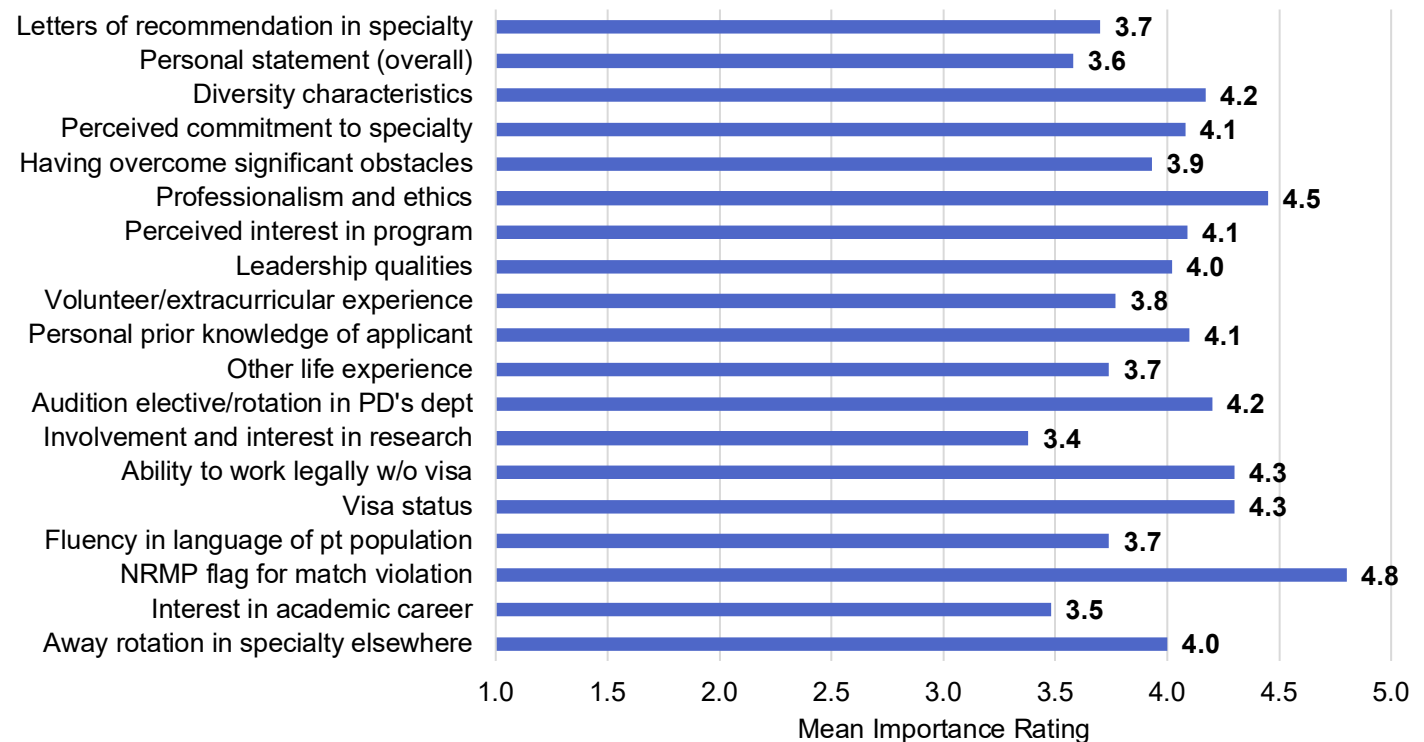


Figure PD_IM-I4

Mean Importance of Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Interview¹



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

Figure PD_IM-R1

Education and Academic Performance Characteristics Considered in Deciding Whom to Rank (%)

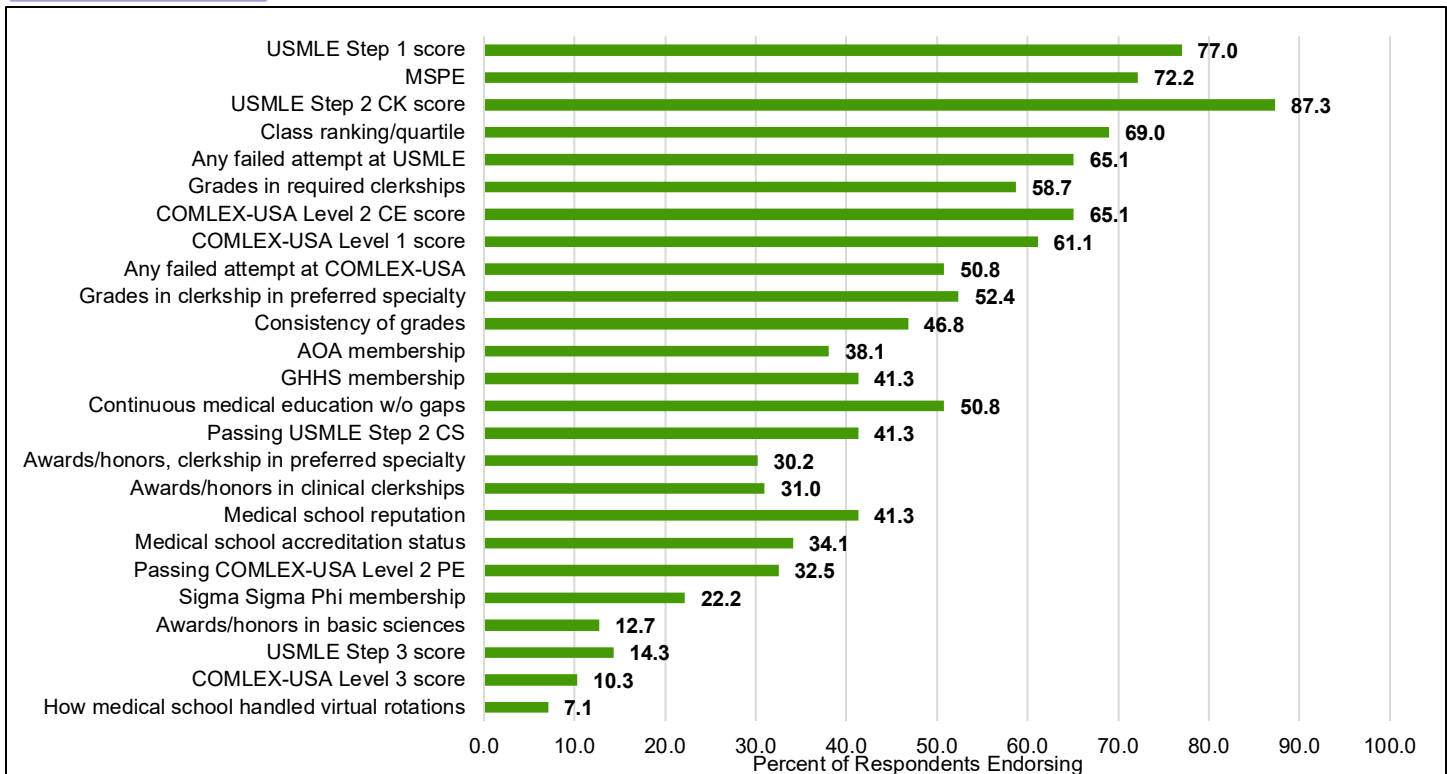
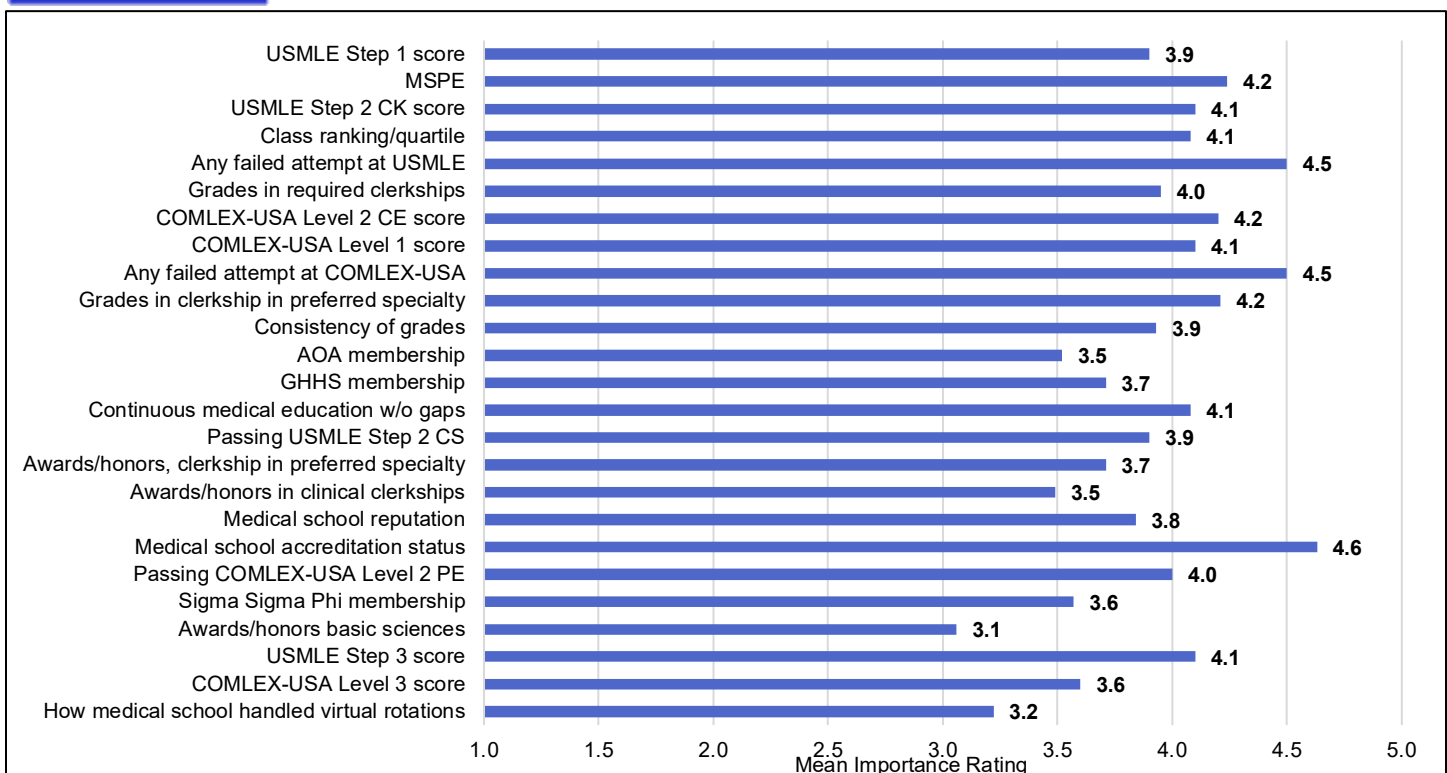


Figure PD_IM-R2

Mean Importance of Education and Academic Performance Characteristics Considered in Deciding Whom to Rank¹



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

Figure PD_IM-R3

Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Rank (%)

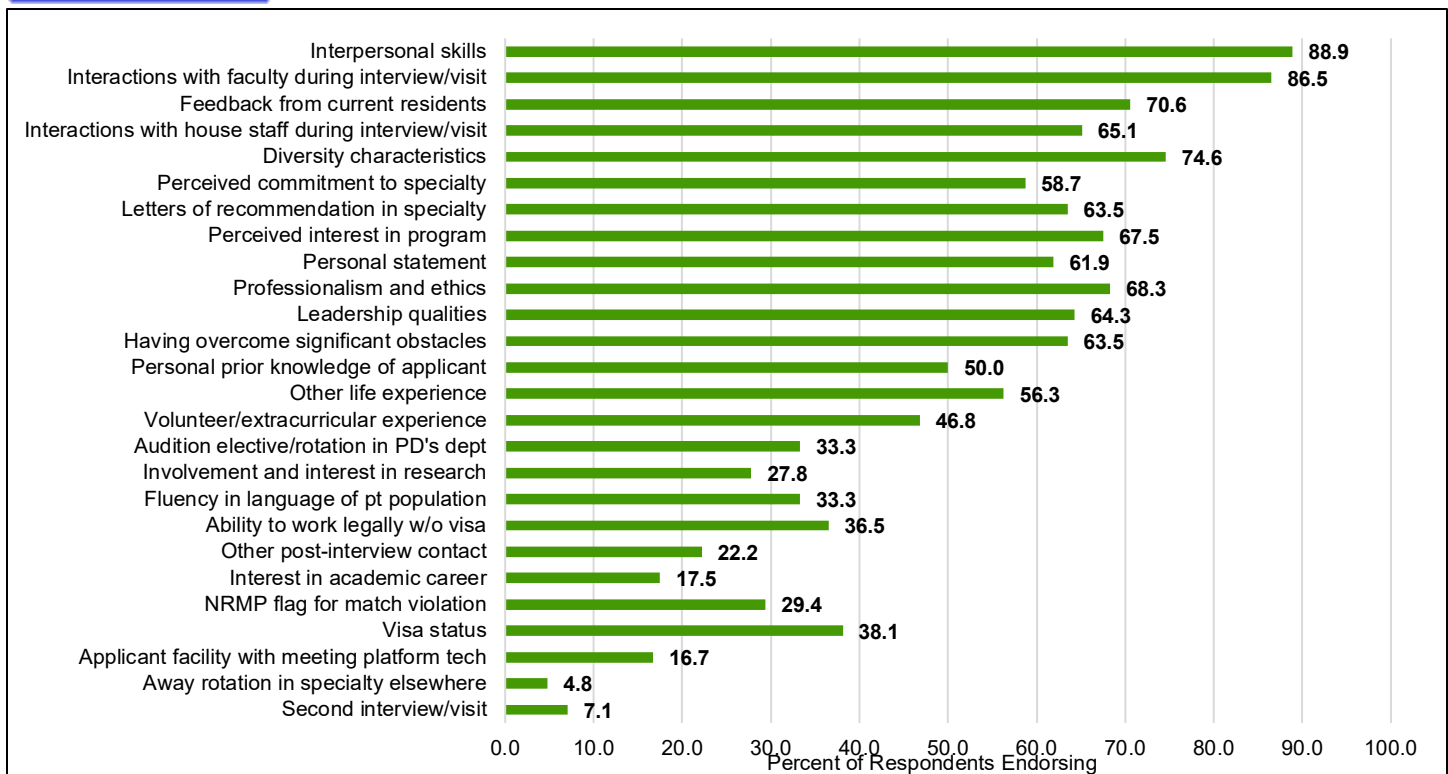
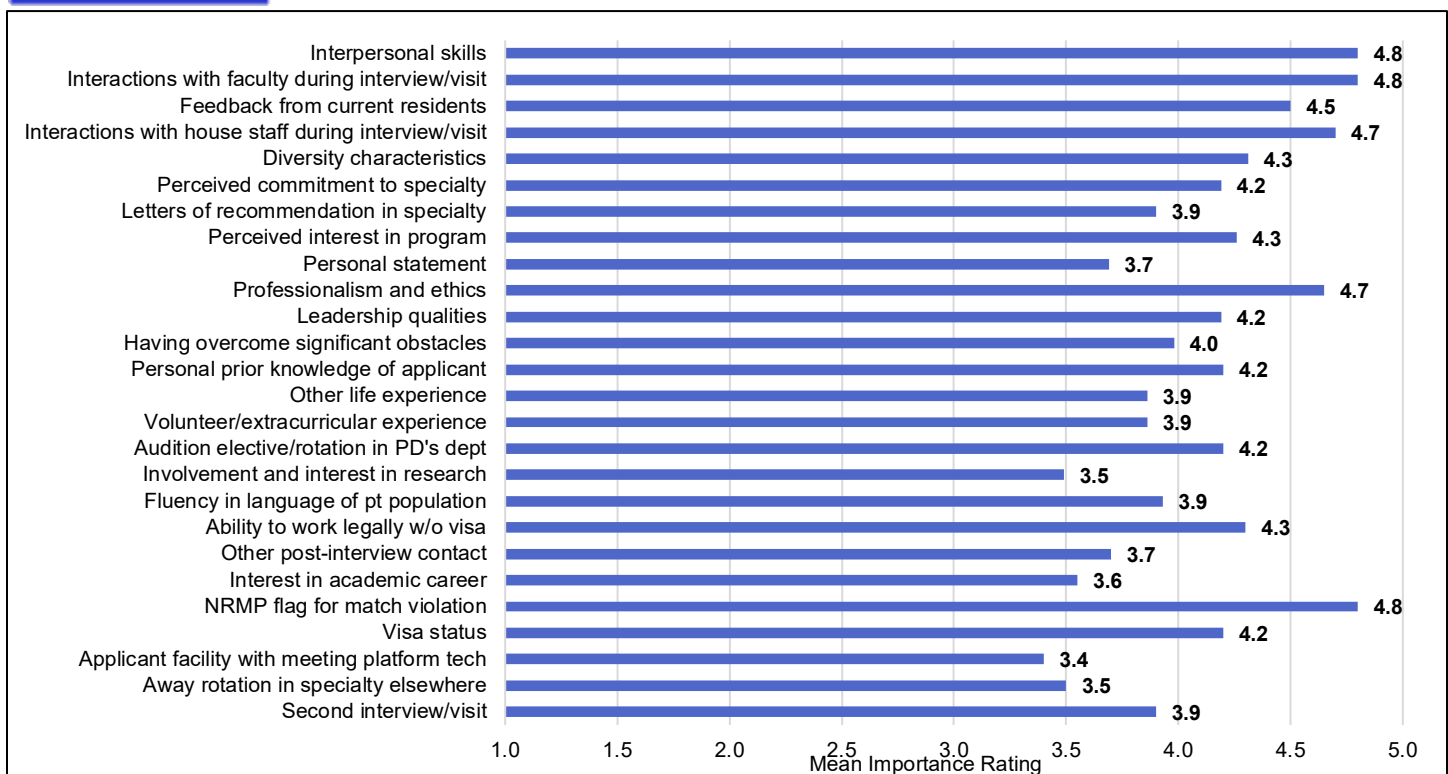


Figure PD_IM-R4

Mean Importance of Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Rank¹

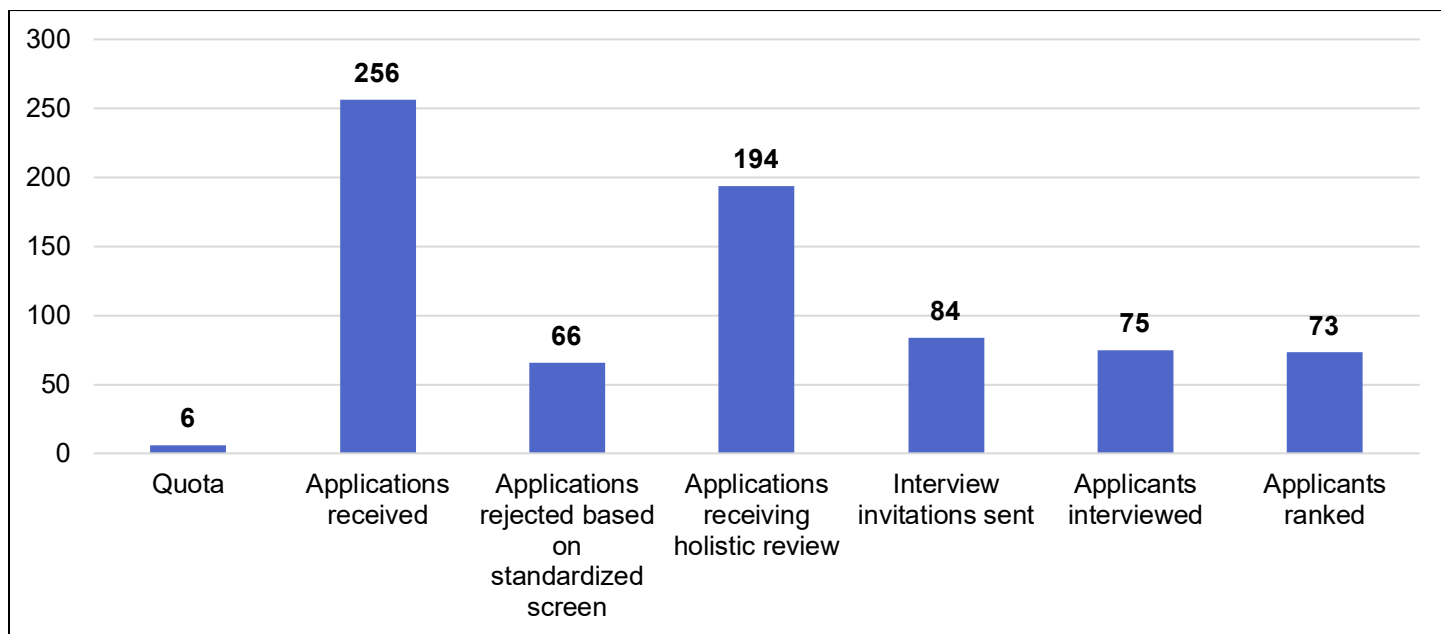


¹ Rated on a scale of 1 (not at all important) to 5 (very important)

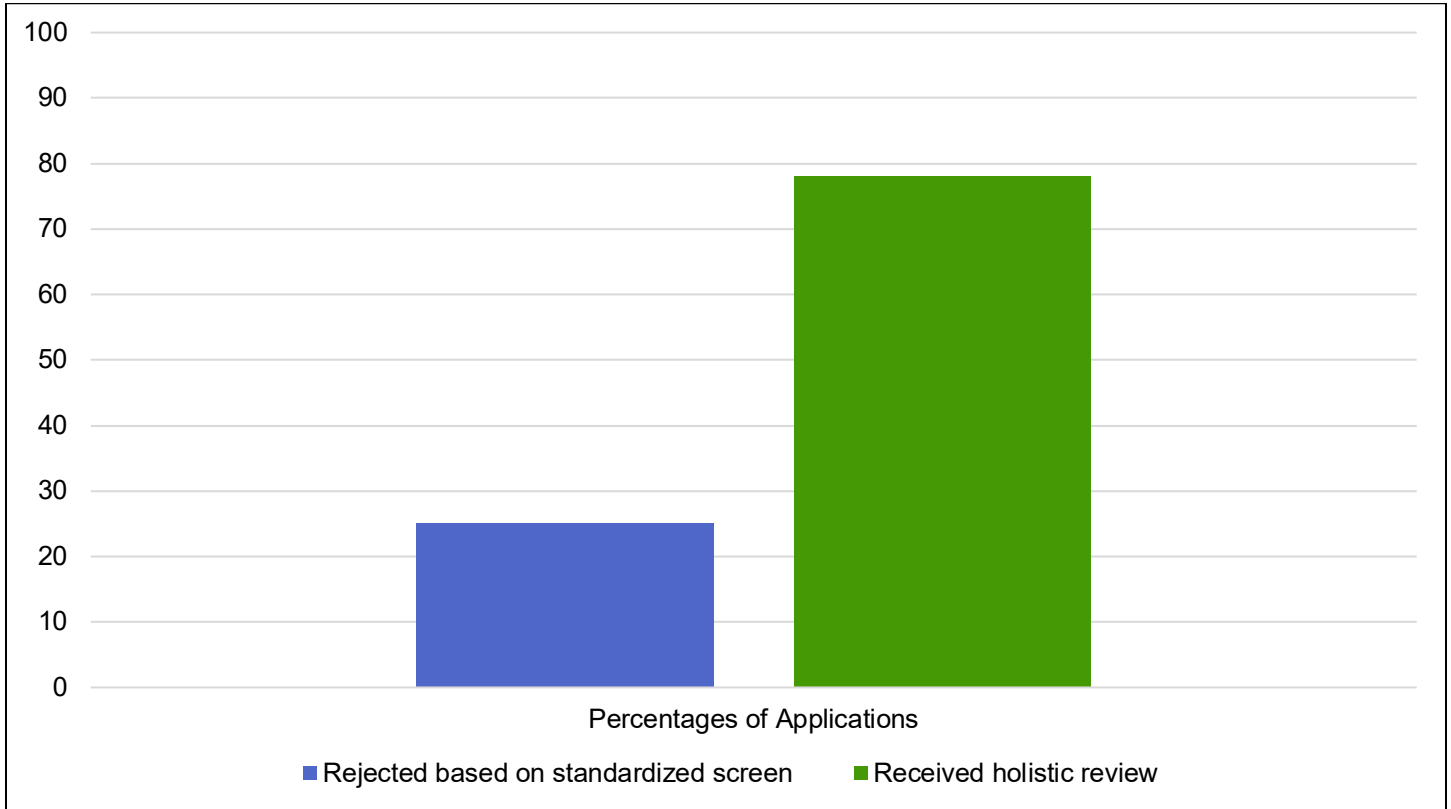


Internal Medicine-Pediatrics, Total n = 20

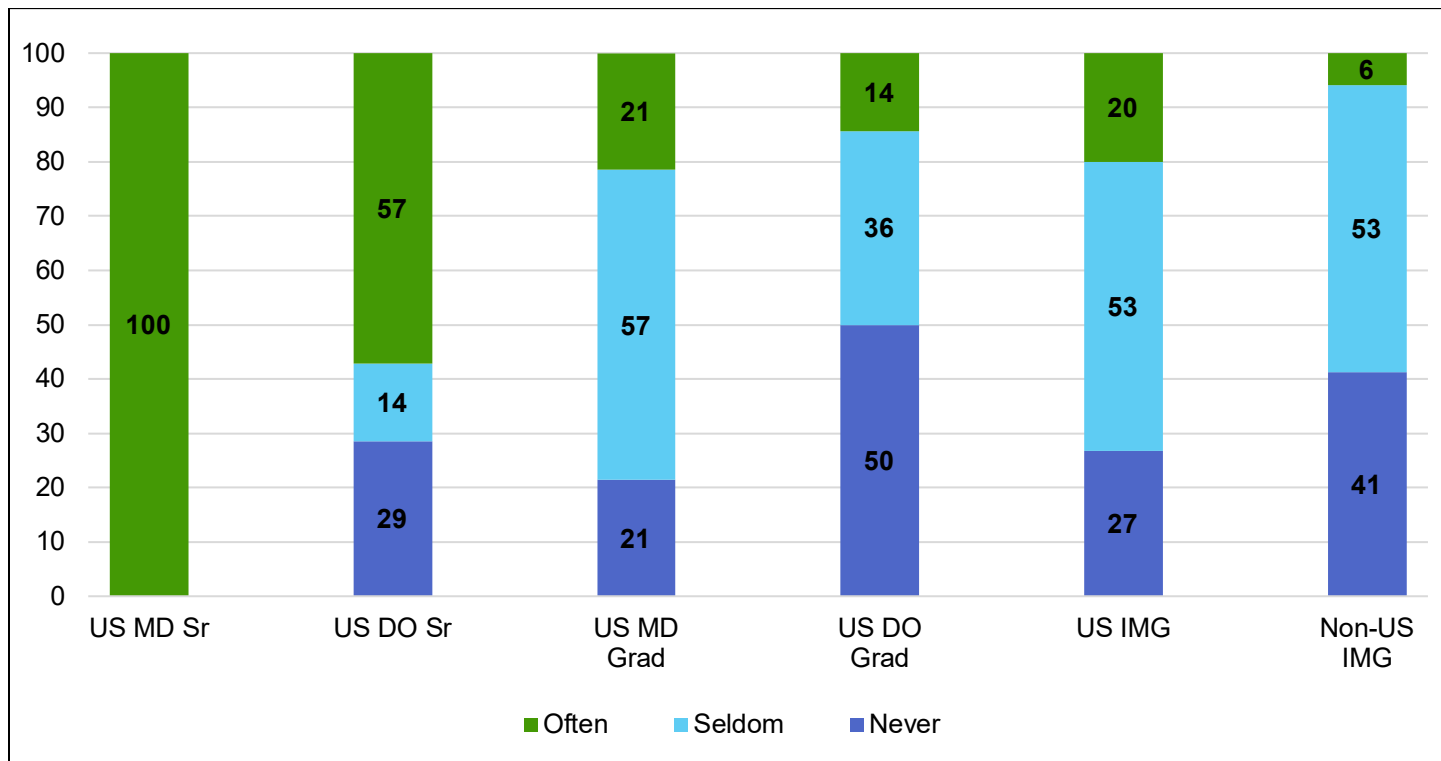
**Mean Numbers of Applications Received, Interview Invitations,
Interviews, and Applicants Ranked, 2021
(Total n = 18)**



**Average Percentages of Applications Rejected and Reviewed, 2021
(Total n = 18)**



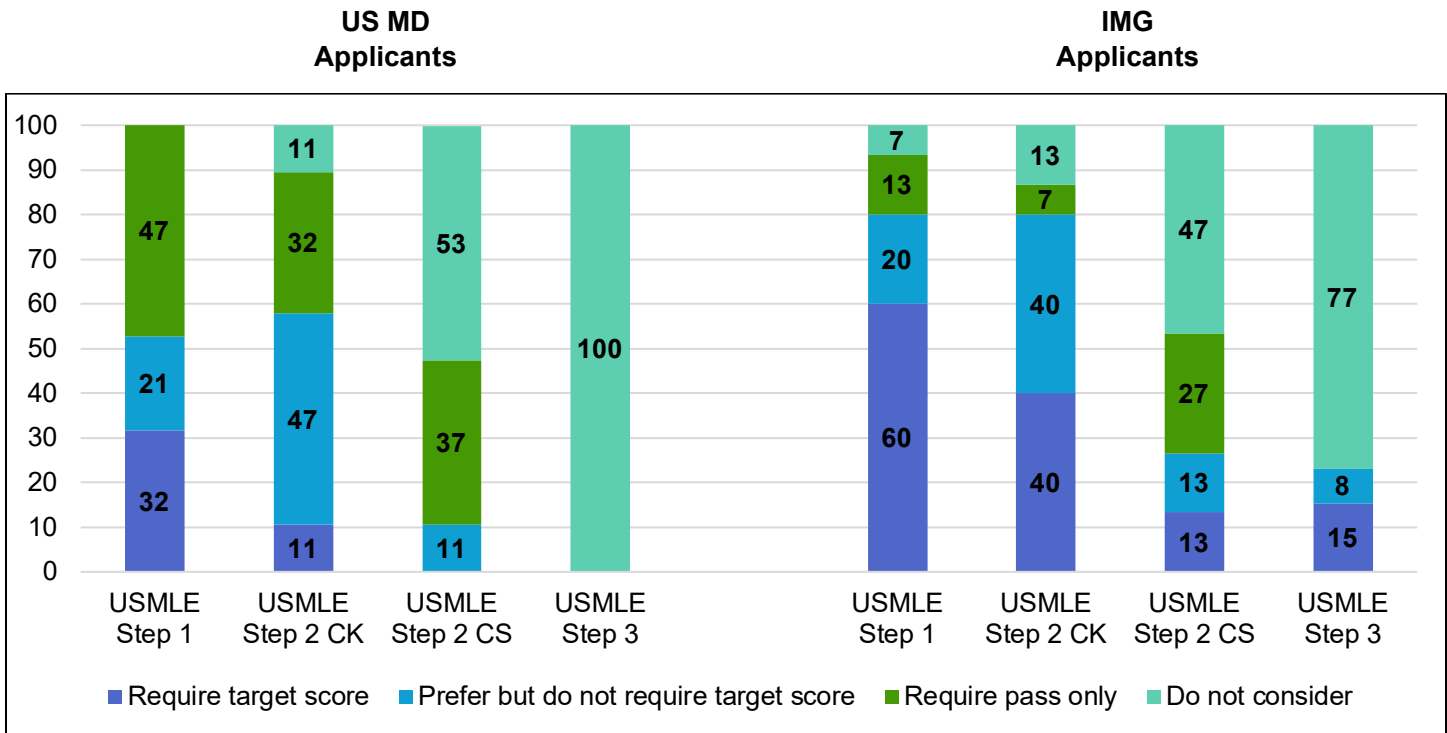
Percentages of Programs Interviewing Candidates by Applicant Type, 2021¹
(Total n = 17)



¹ Some percentages may not add to 100 because of rounding.

Use of Standardized Licensure Exams to Select Applicants for Interview

Percentages of Programs Using USMLE to Select US MD and IMG Applicants for Interview, 2021^{1,2}
(Total n = 19)

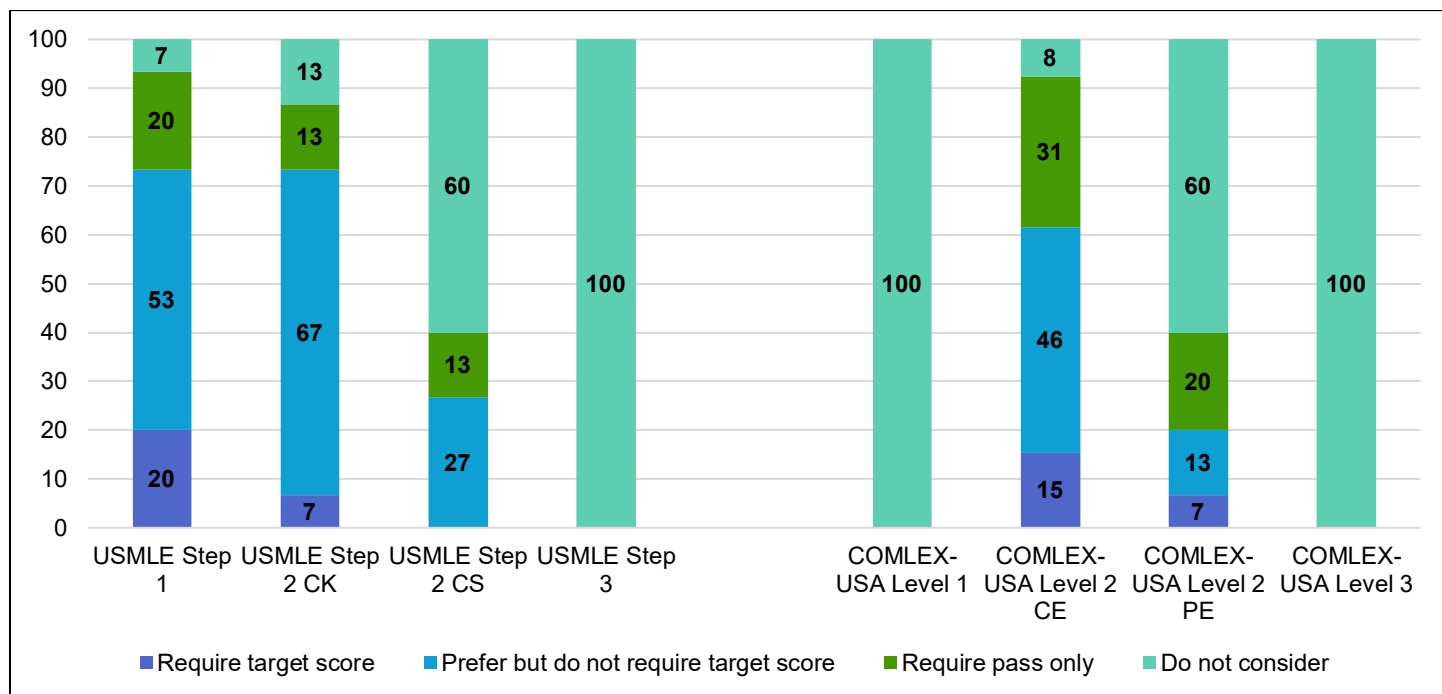


¹ Seniors and graduates are considered together.

² Some percentages may not add to 100 because of rounding.

Use of Standardized Licensure Exams to Select Applicants for Interview

Percentages of Programs Using Licensure Exams to Select DO Applicants for Interview, 2021¹
(Total n = 15)^{2,3}

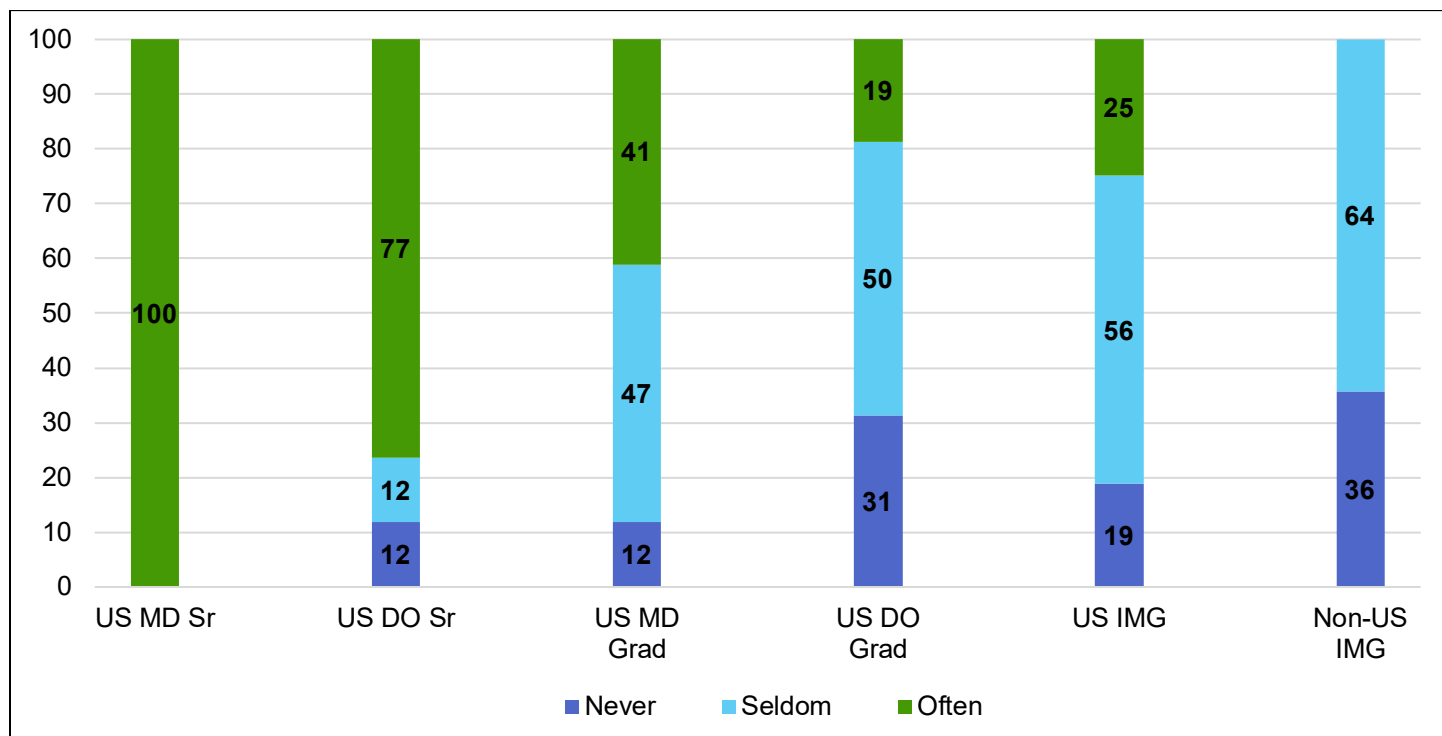


¹ DO seniors and DO graduates are considered together.

² Total number of respondents who indicated they “seldom” or “often” consider DO senior, DO graduate, or both types of applicants for interview.

³ Some percentages may not add to 100 because of rounding.

Percentages of Programs Ranking Candidates by Applicant Type, 2021¹
(Total n = 19)



¹Some percentages may not add to 100 because of rounding.

Figure PD_IMP-I1

Education and Academic Performance Characteristics Considered in Deciding Whom to Interview (%)

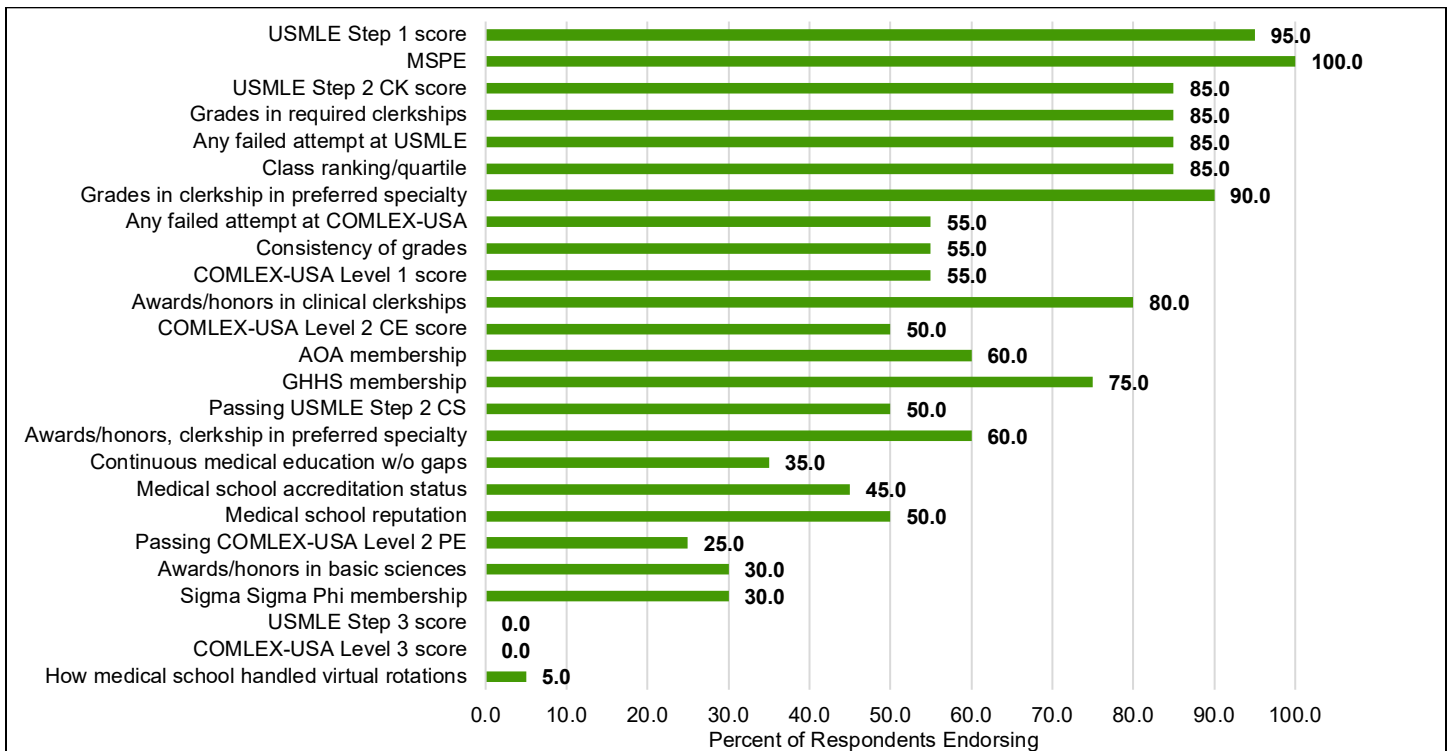
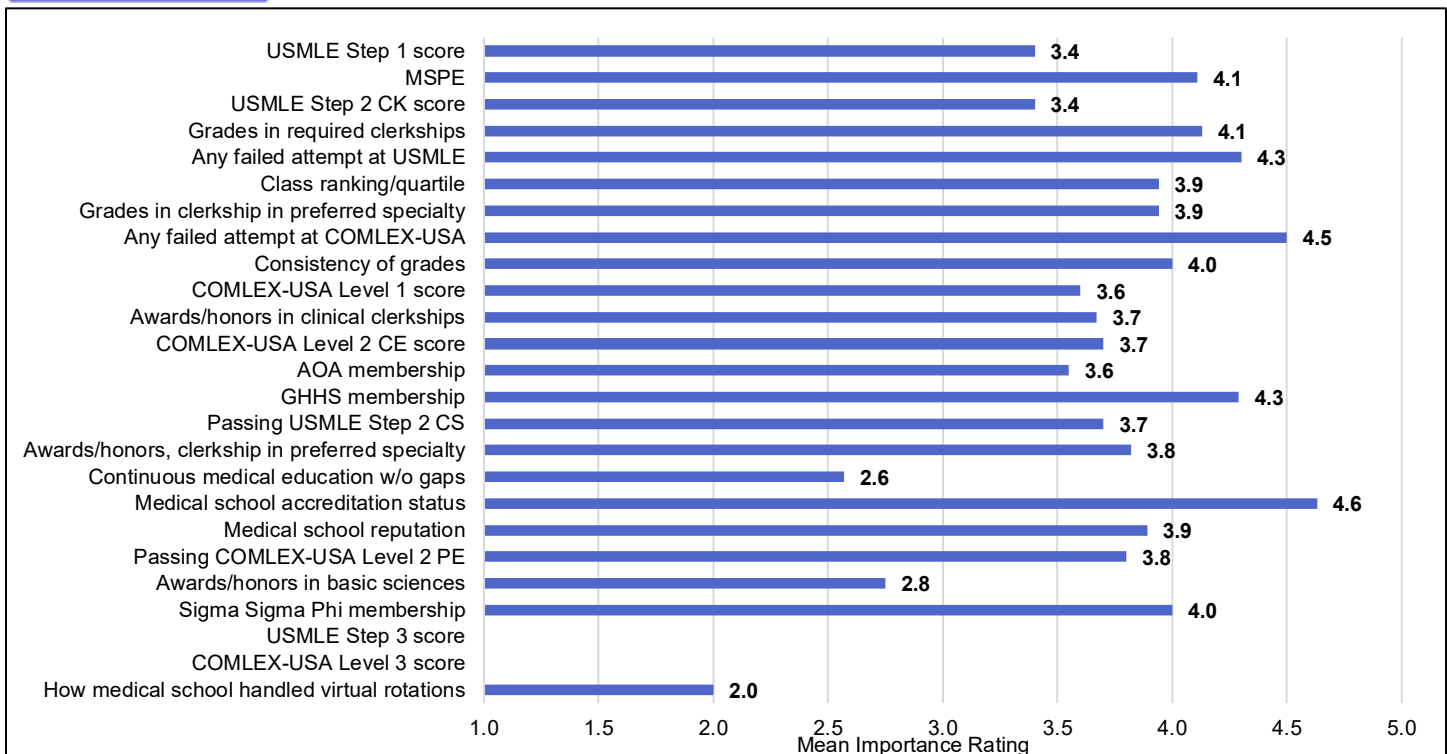


Figure PD_IMP-I2

Mean Importance of Education and Academic Performance Characteristics Considered in Deciding Whom to Interview^{1,2}



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

² No respondent reported considering USMLE Step 3 or COMLEX-USA Level 3 scores in deciding which applicants to interview.

Figure PD_IMP-I3

Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Interview (%)

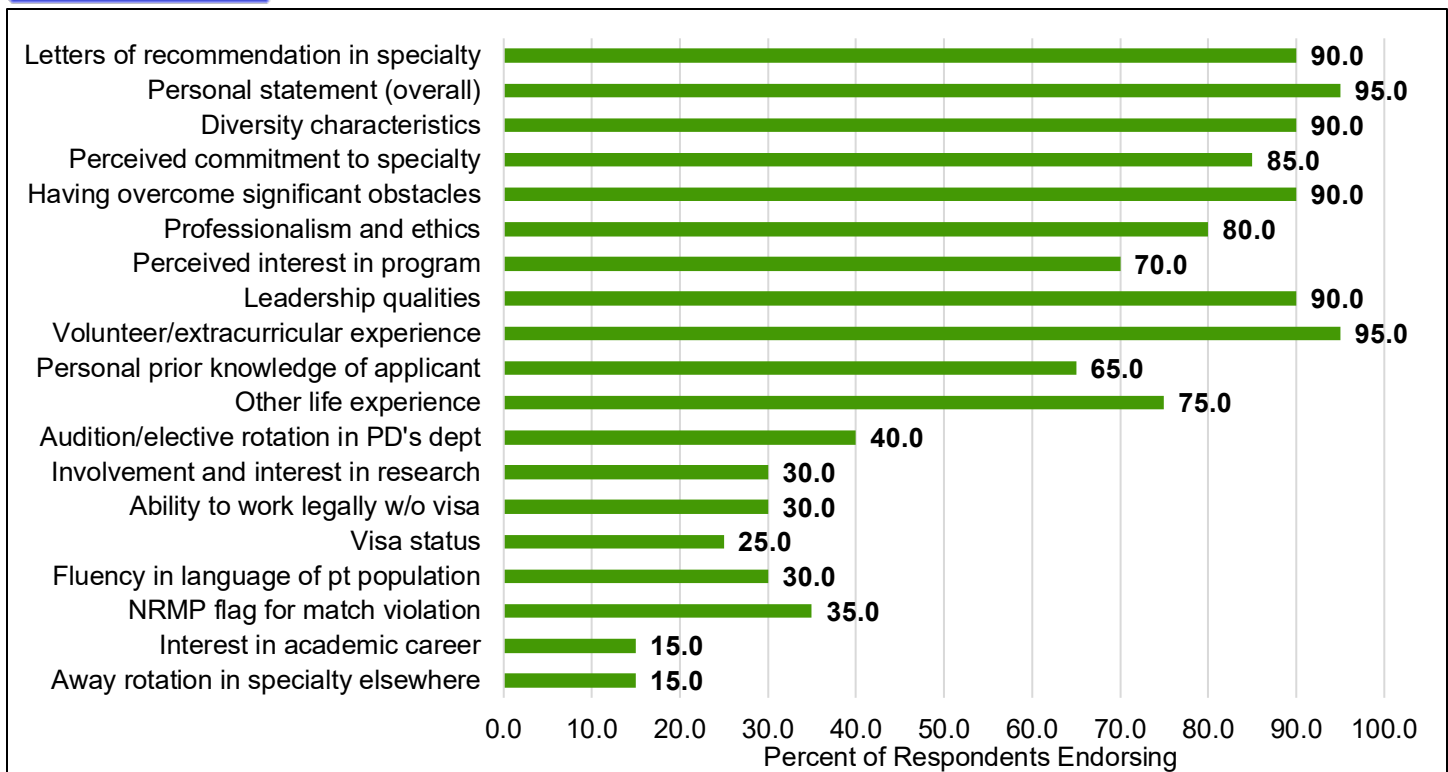
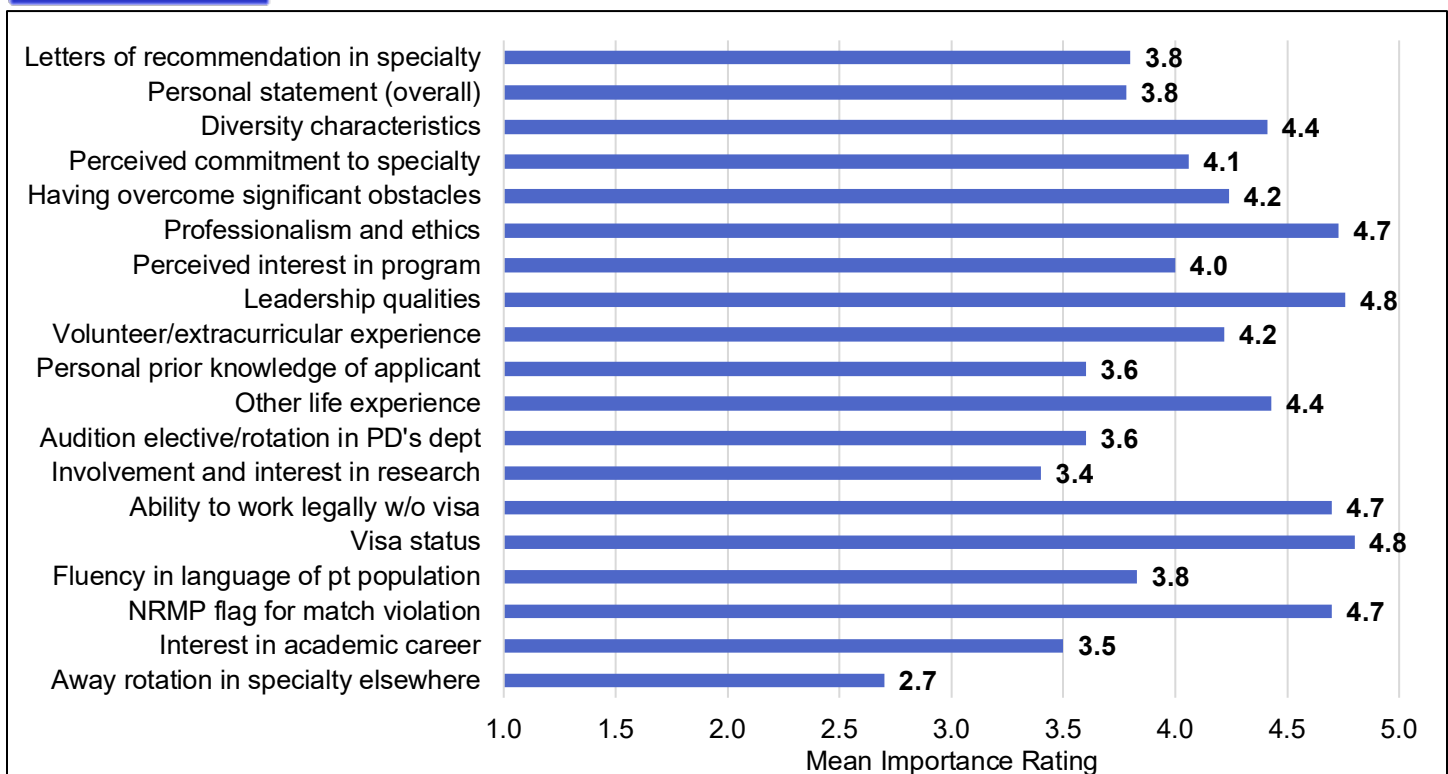


Figure PD_IMP-I4

Mean Importance of Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Interview¹



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

Figure PD_IMP-R1

Education and Academic Performance Characteristics Considered in Deciding Whom to Rank (%)

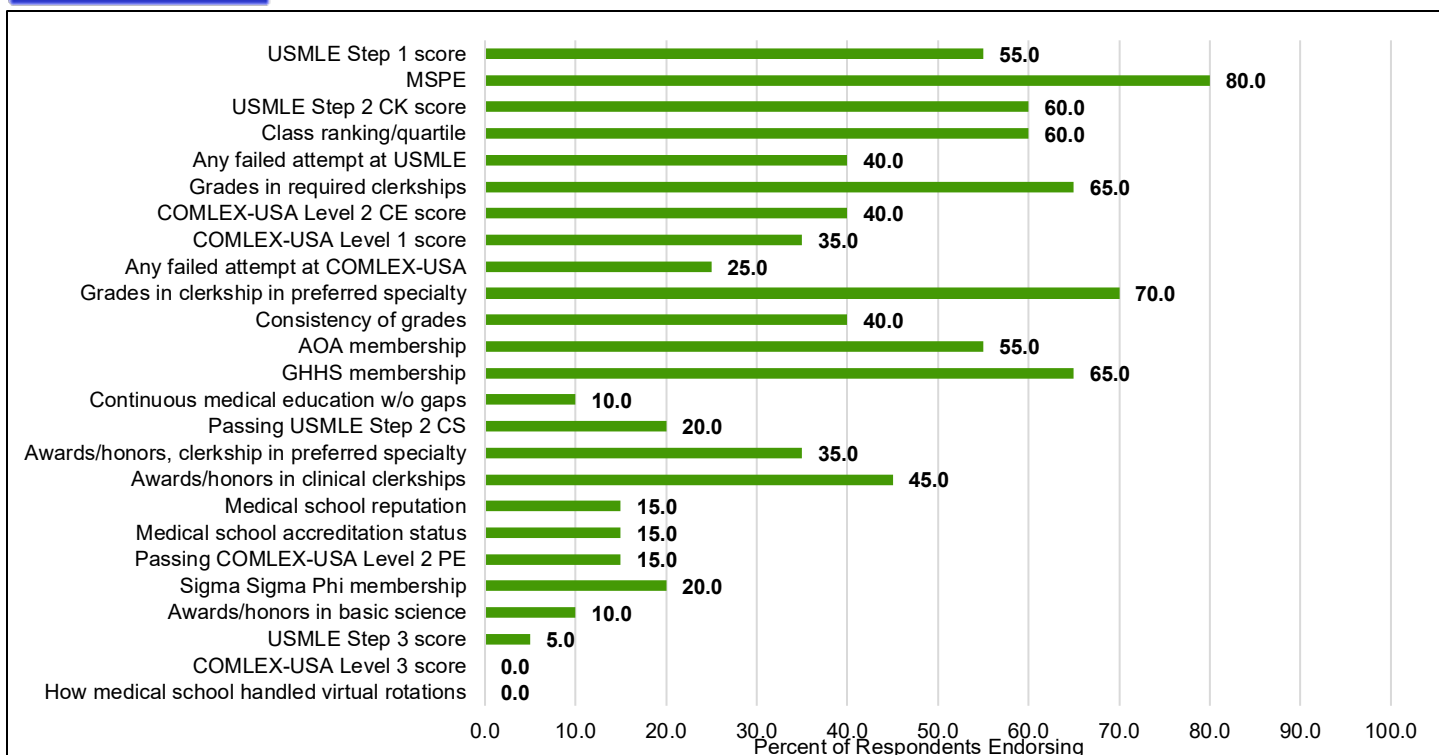
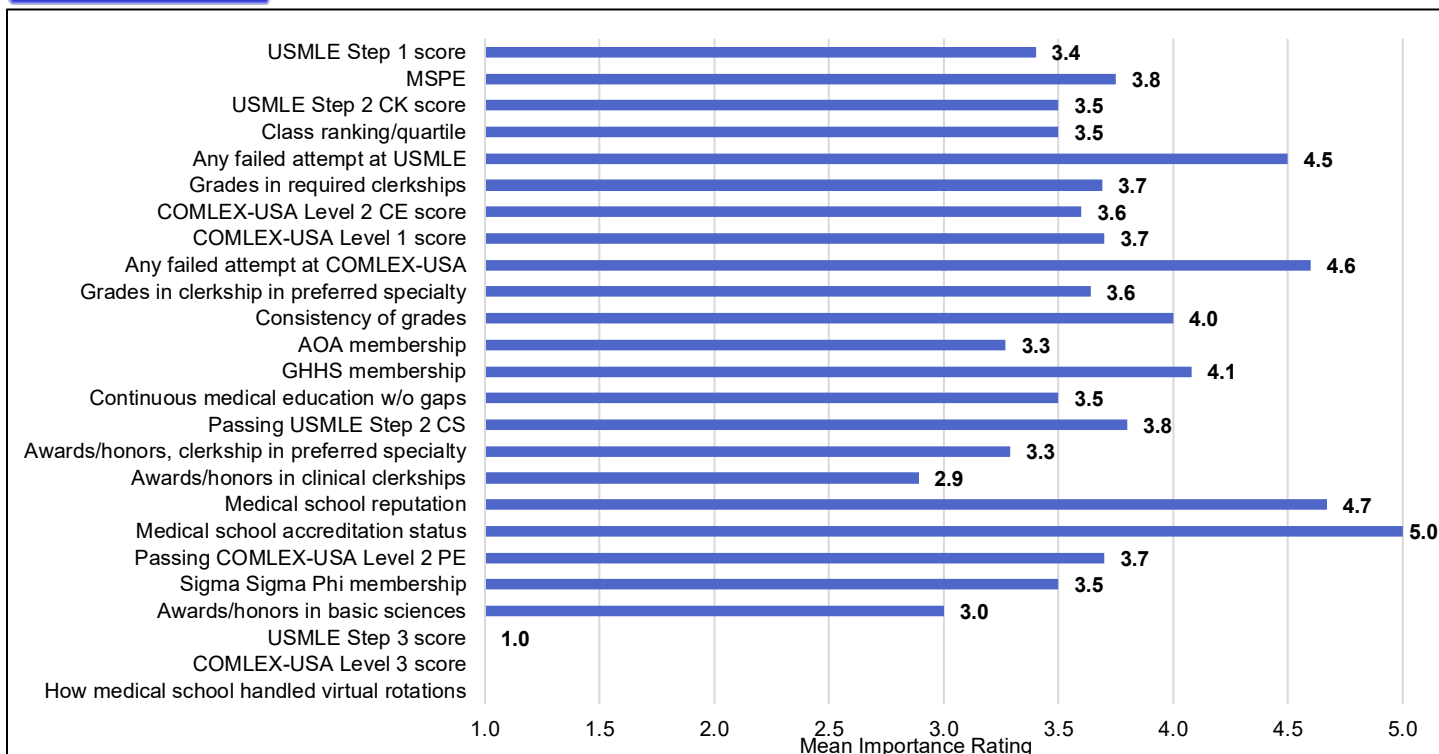


Figure PD_IMP-R2

Mean Importance of Education and Academic Performance Characteristics Considered in Deciding Whom to Rank^{1,2}



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

² No respondent reported considering COMLEX-USA Level 3 score or medical school handling of virtual rotations in deciding which applicants to rank.

Figure PD_IMP-R3

Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Rank (%)

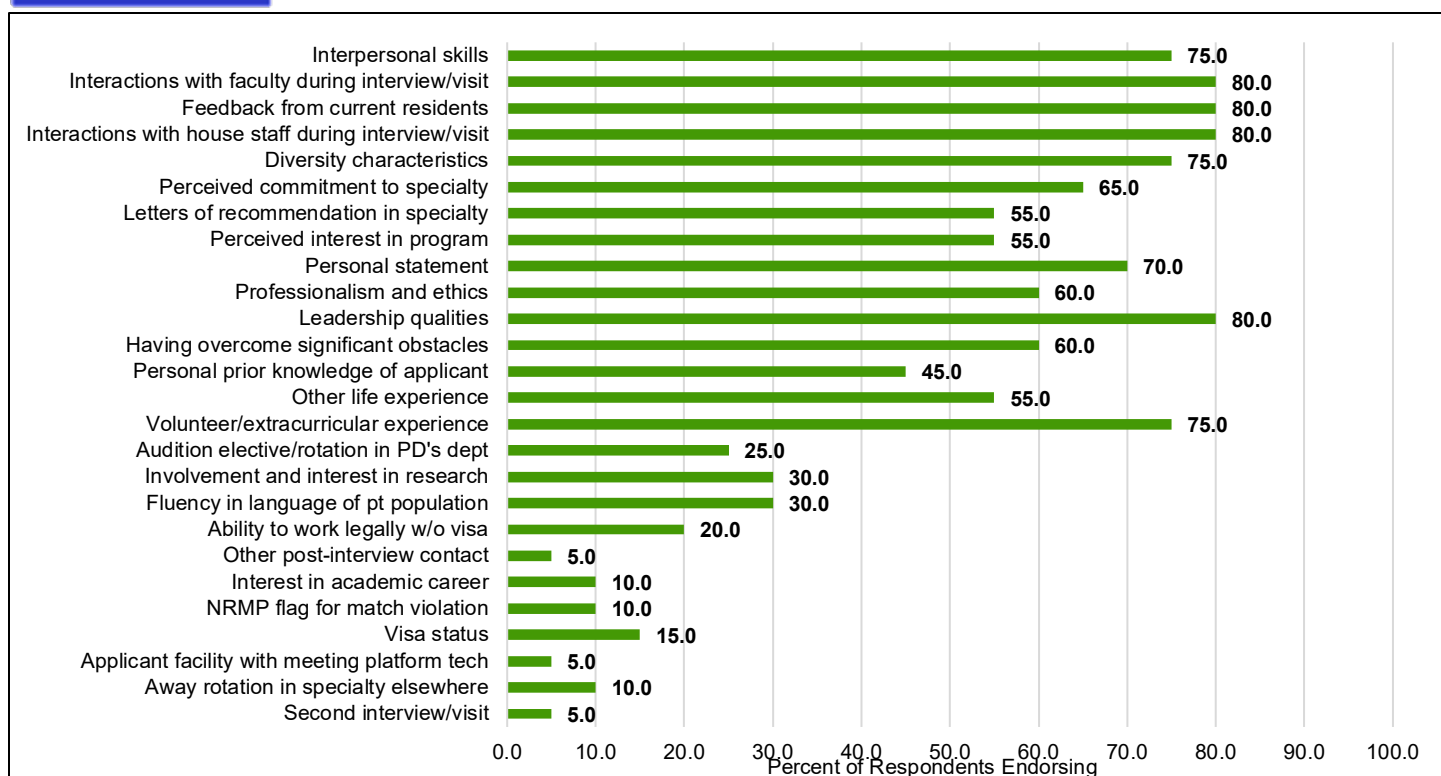
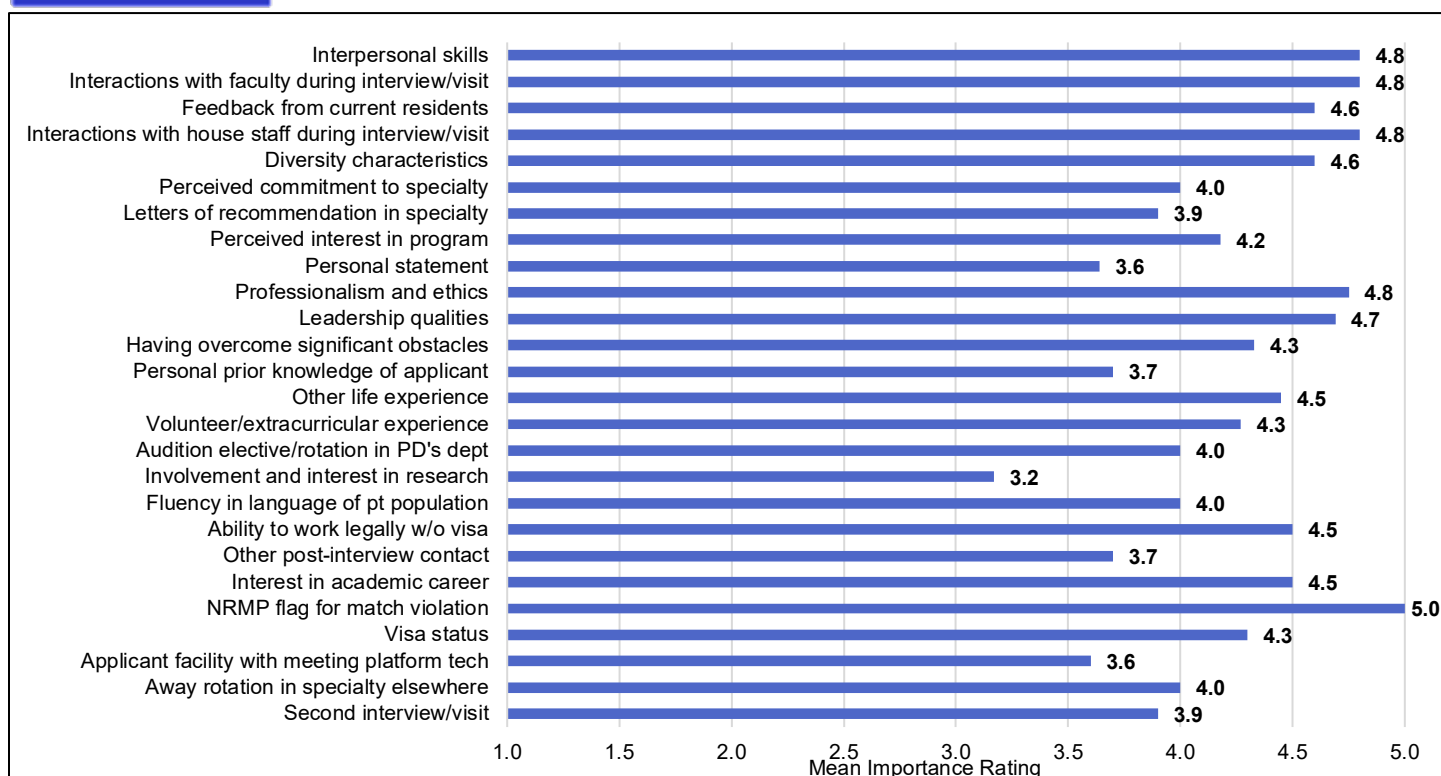


Figure PD_IMP-R4

Mean Importance of Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Rank¹

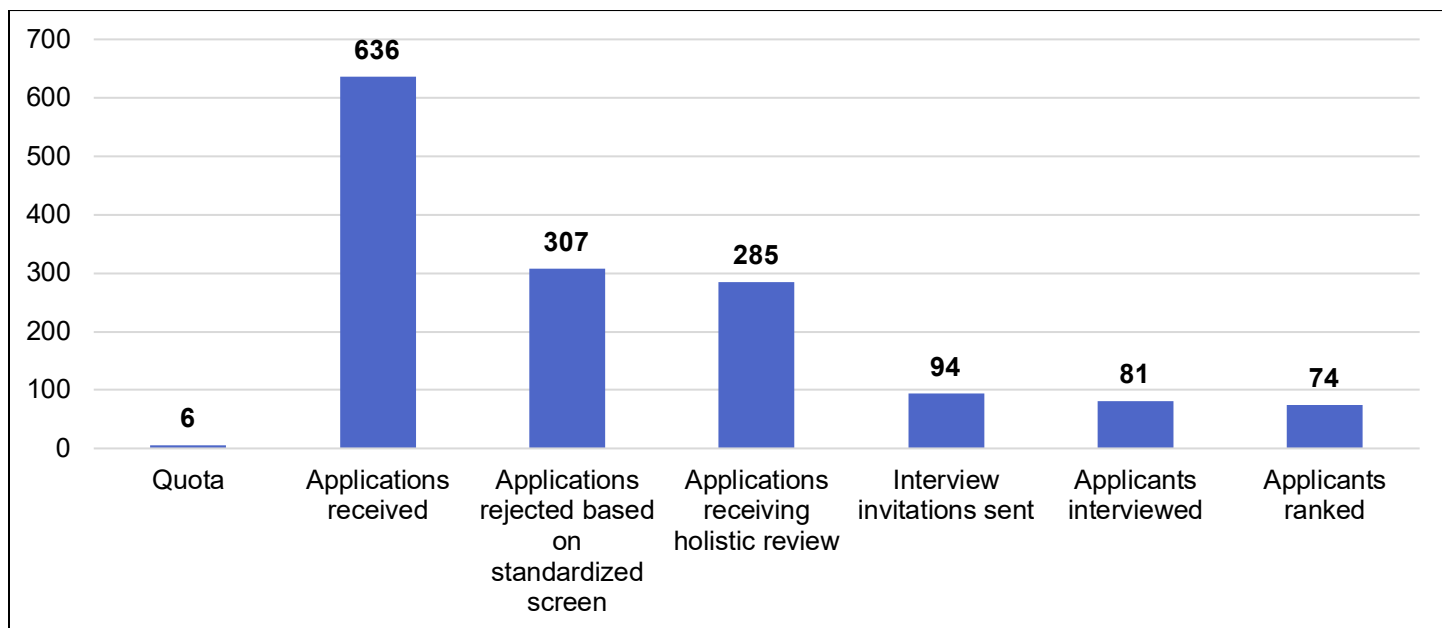


¹ Rated on a scale of 1 (not at all important) to 5 (very important)

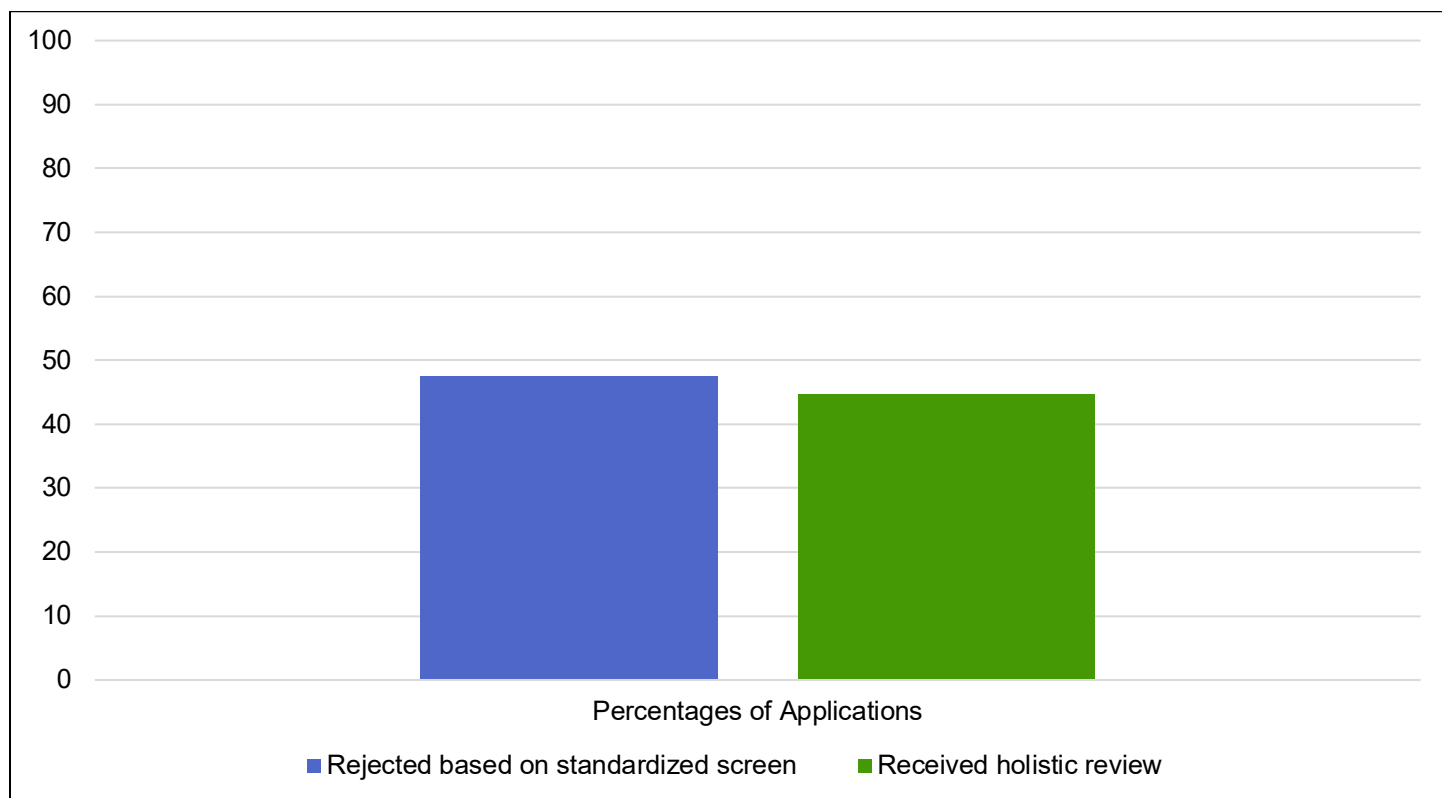


Neurology, Total n = 29

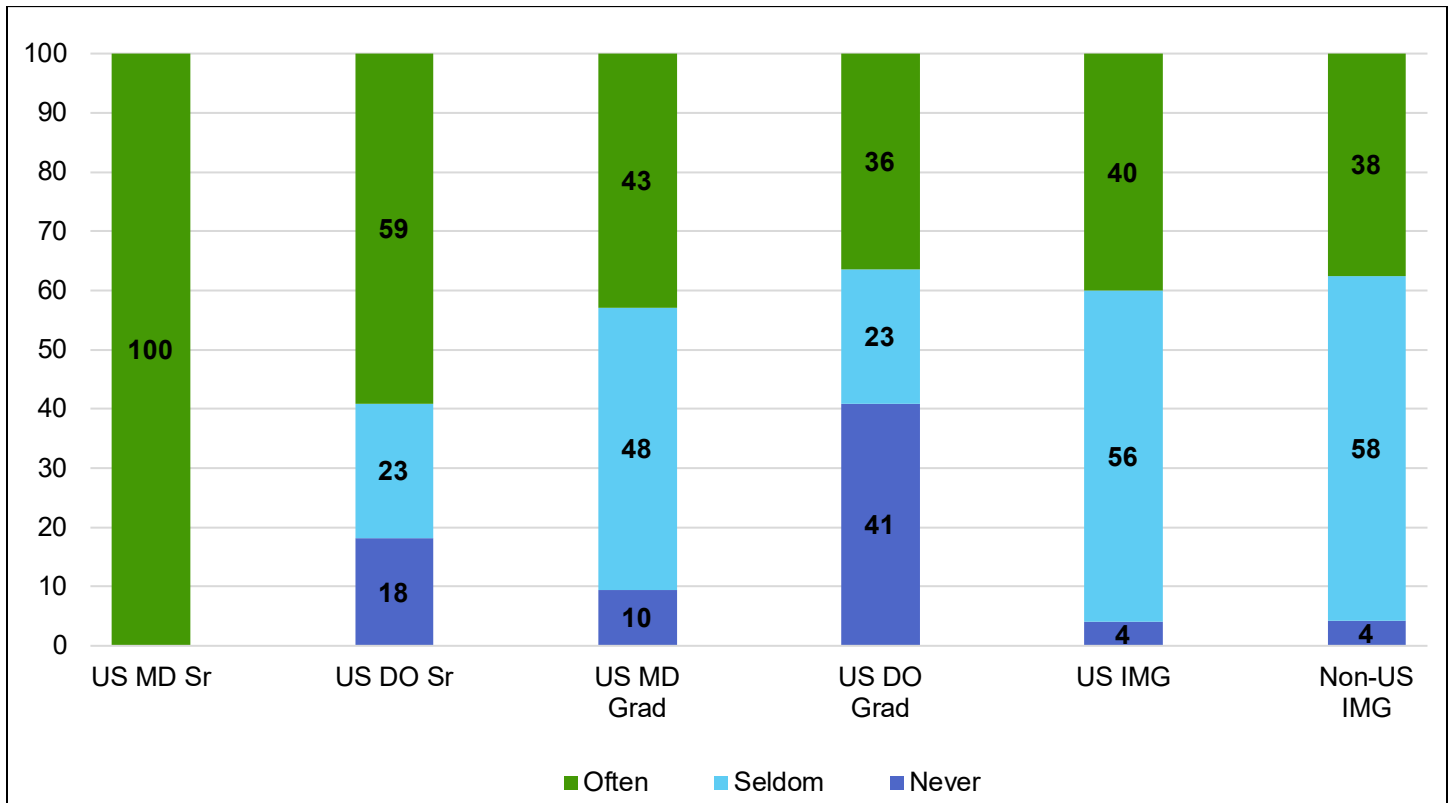
**Mean Numbers of Applications Received, Interview Invitations,
Interviews, and Applicants Ranked, 2021
(Total n = 29)**



**Average Percentages of Applications Rejected and Reviewed, 2021
(Total n = 28)**



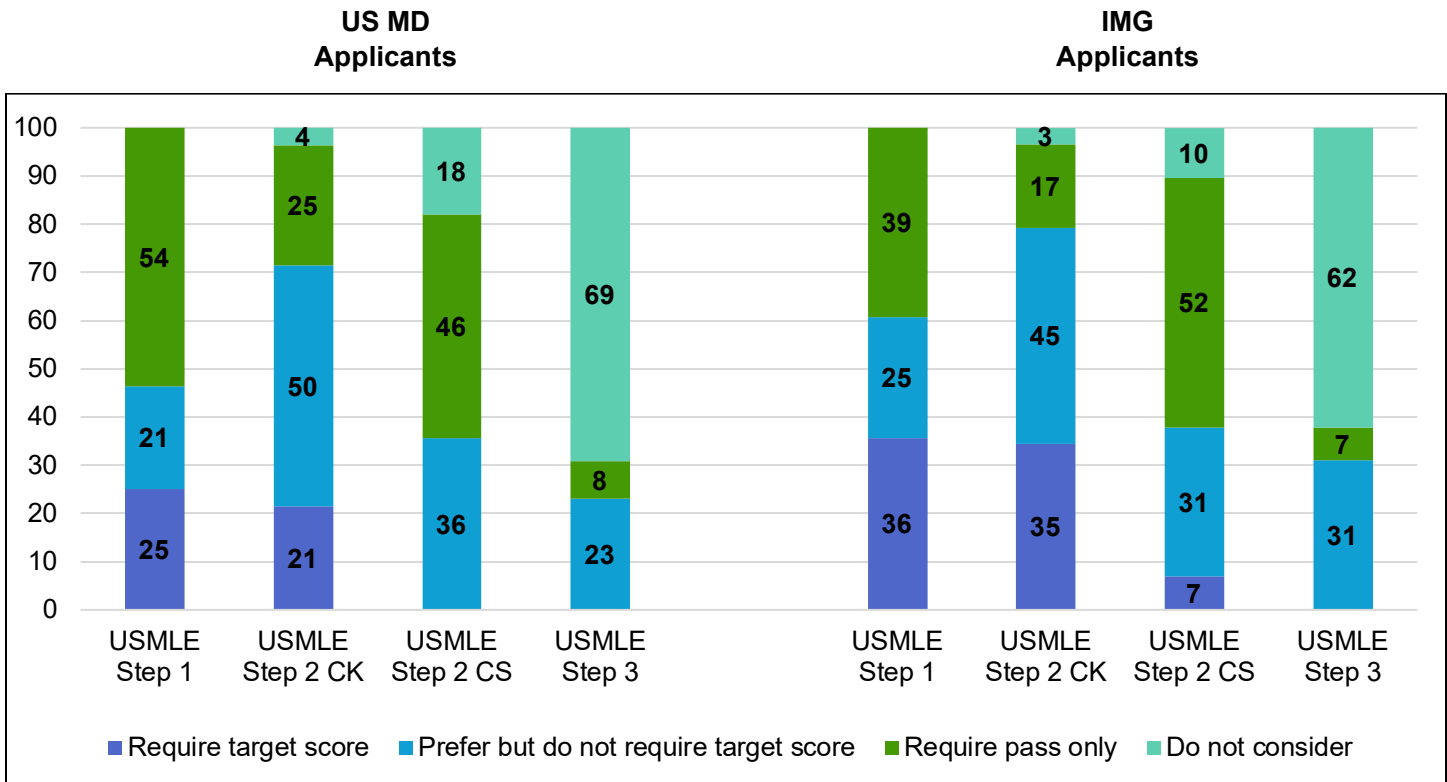
Percentages of Programs Interviewing Candidates by Applicant Type, 2021¹
(Total n = 25)



¹ Some percentages may not add to 100 because of rounding.

Use of Standardized Licensure Exams to Select Applicants for Interview

Percentages of Programs Using USMLE to Select US MD and IMG Applicants for Interview, 2021^{1,2}
(Total n = 29)

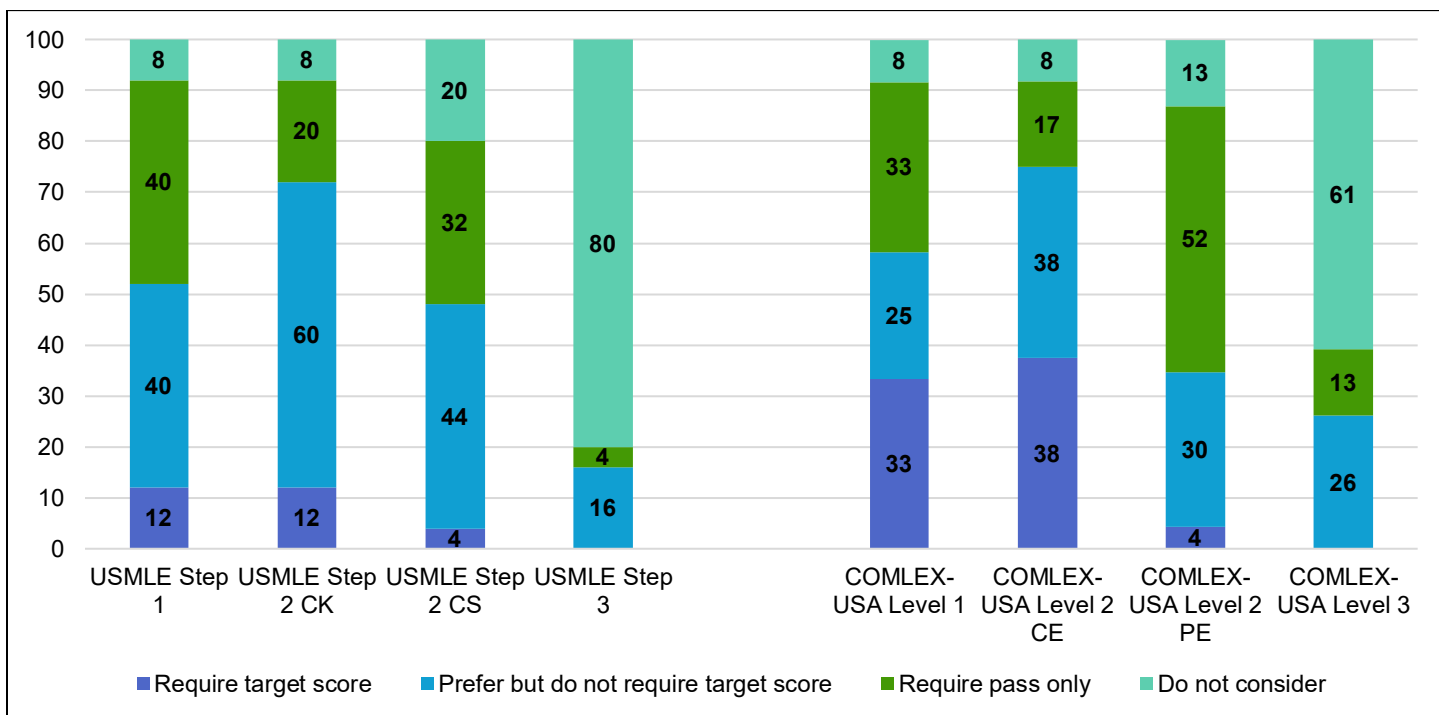


¹ Seniors and graduates are considered together.

² Some percentages may not add to 100 because of rounding.

Use of Standardized Licensure Exams to Select Applicants for Interview

Percentages of Programs Using Licensure Exams to Select DO Applicants for Interview, 2021¹
(Total n = 25)^{2,3}

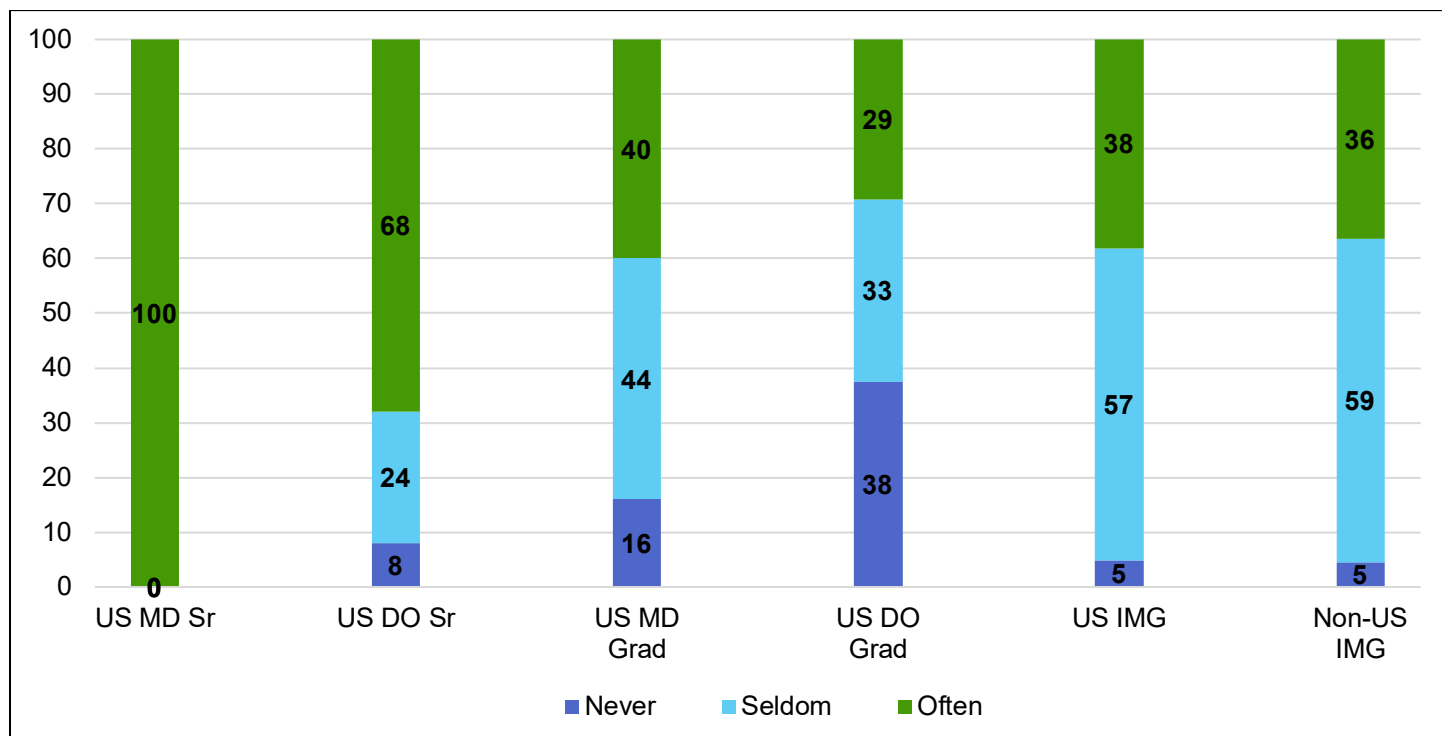


¹ DO seniors and DO graduates are considered together.

² Total number of respondents who indicated they "seldom" or "often" consider DO senior, DO graduate, or both types of applicants for interview.

³ Some percentages may not add to 100 because of rounding.

Percentages of Programs Ranking Candidates by Applicant Type, 2021¹
(Total n = 27)



¹Some percentages may not add to 100 because of rounding.

Figure PD_N-11

Education and Academic Performance Characteristics Considered in Deciding Whom to Interview (%)

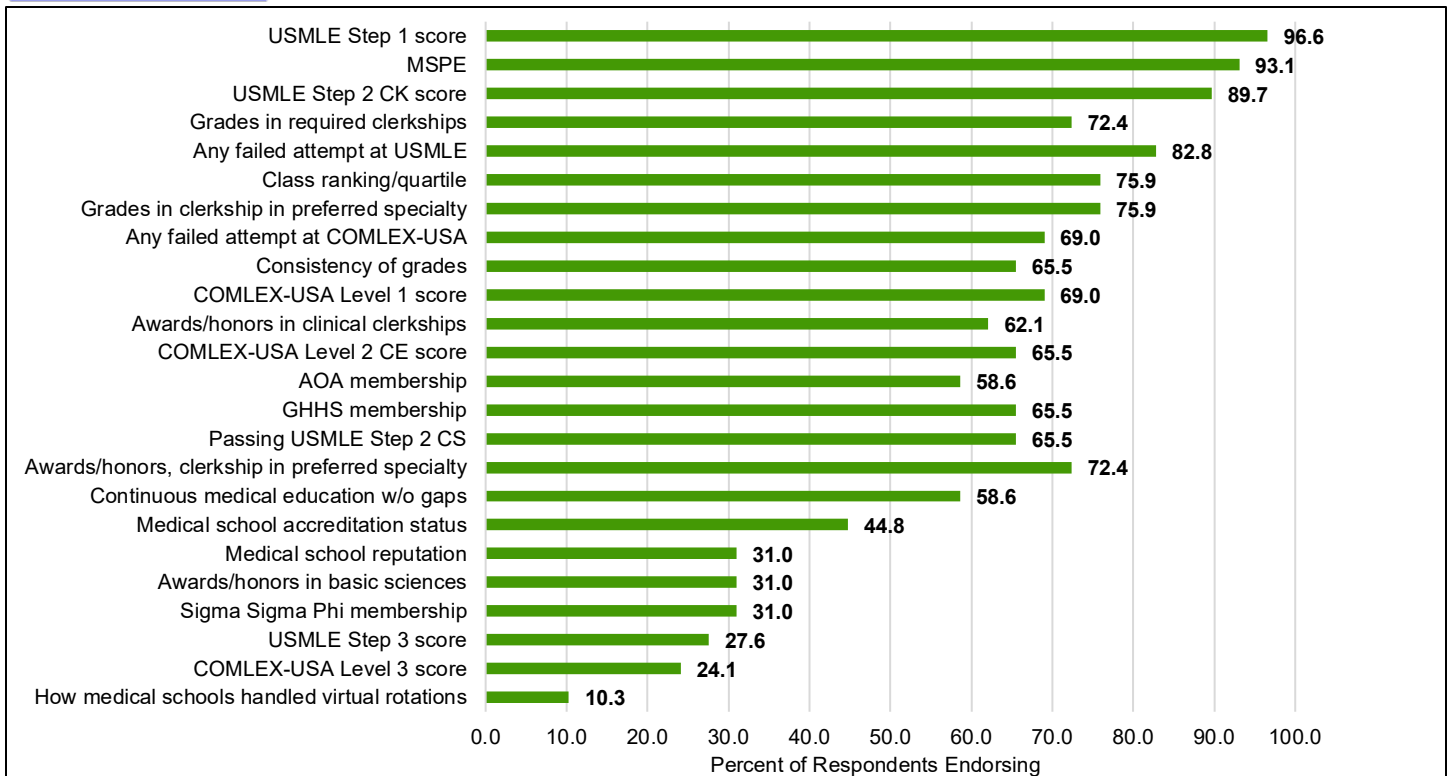
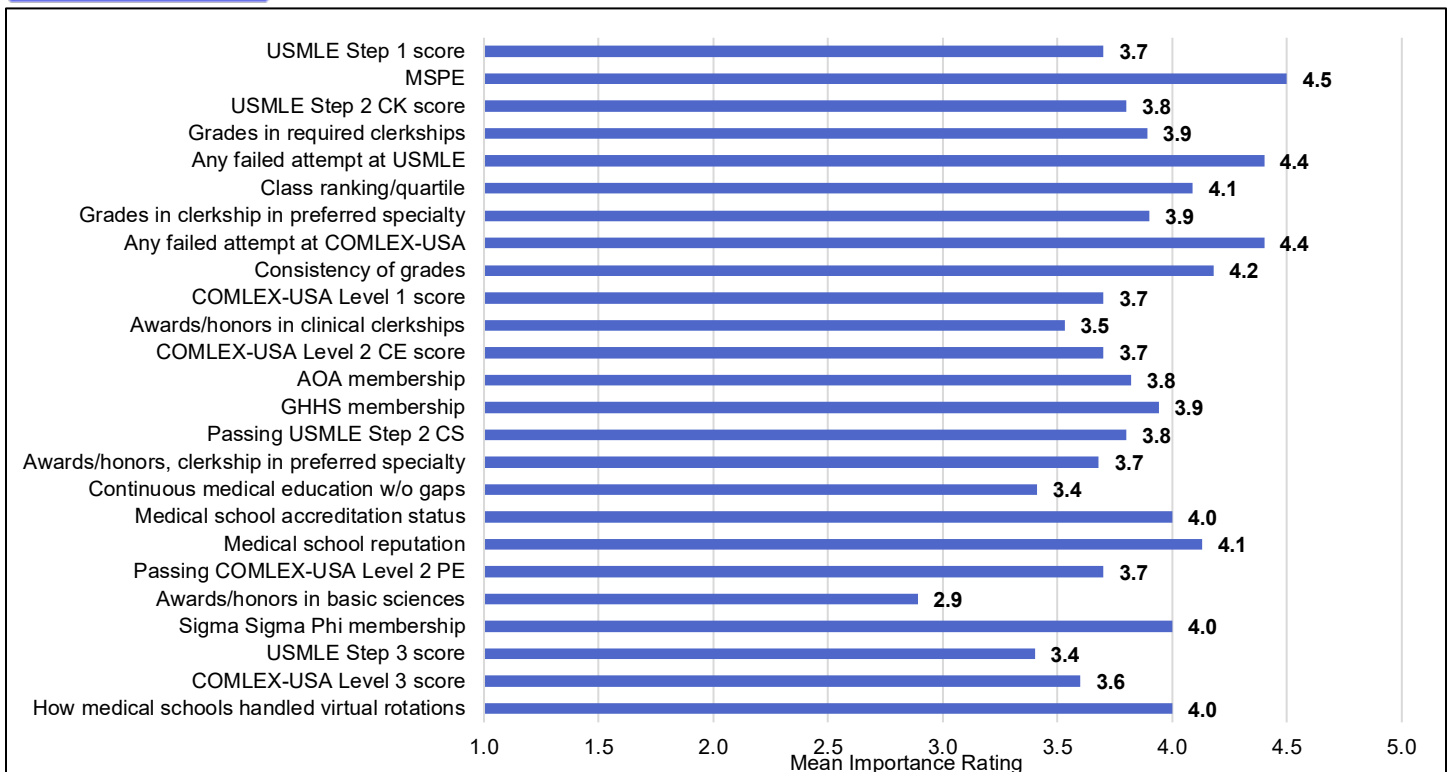


Figure PD_N-12

Mean Importance of Education and Academic Performance Characteristics Considered in Deciding Whom to Interview¹



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

Figure PD_N-13

Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Interview (%)

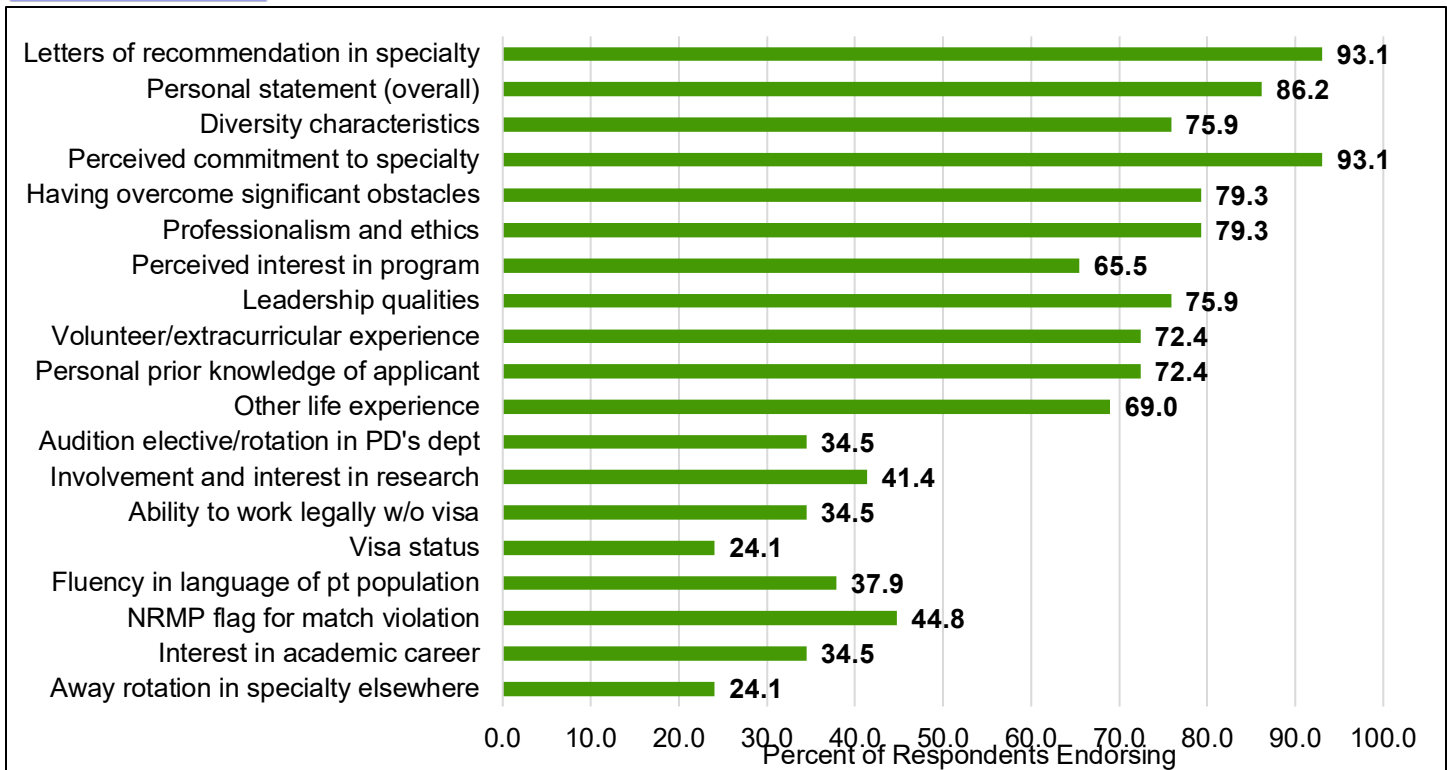
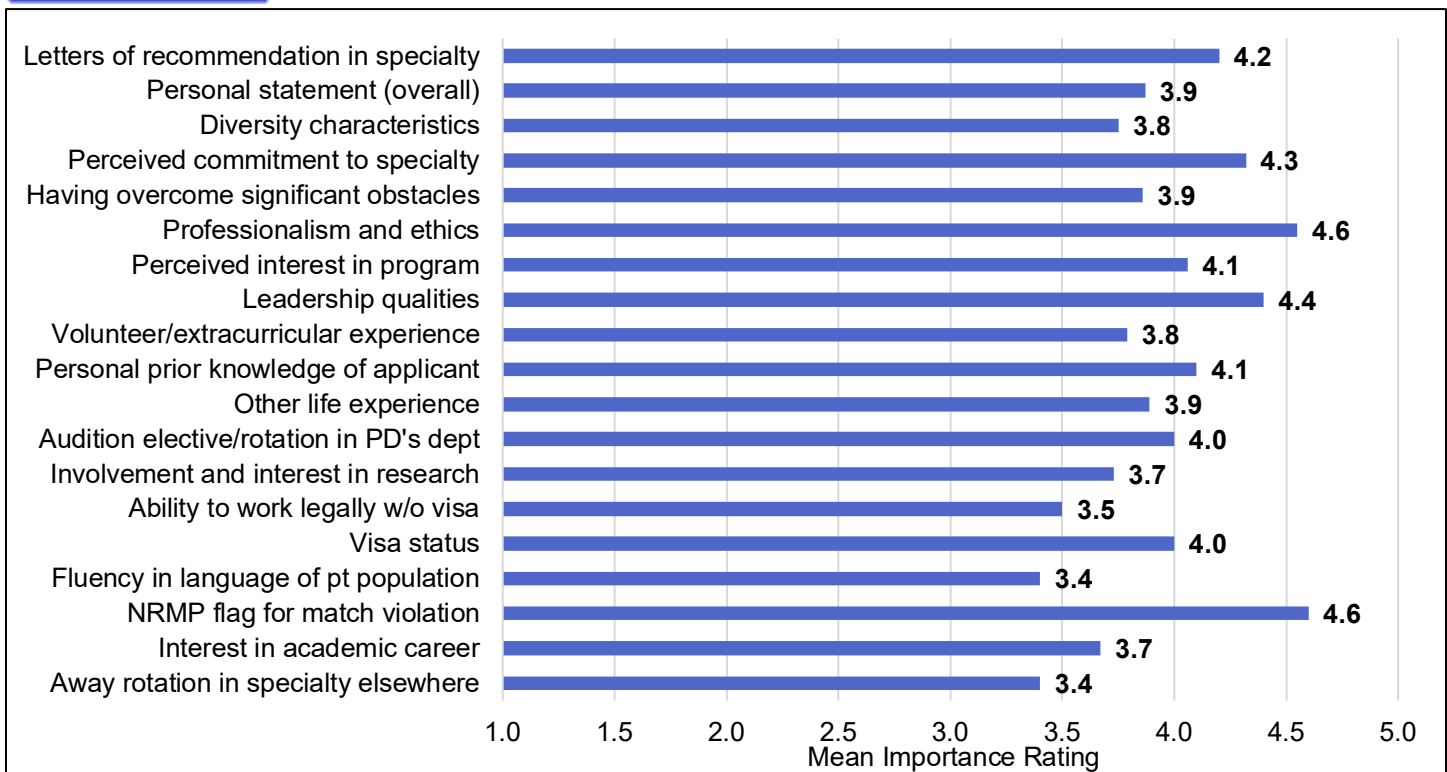


Figure PD_N-14

Mean Importance of Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Interview¹



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

Figure PD_N-R1

Education and Academic Performance Characteristics Considered in Deciding Whom to Rank (%)

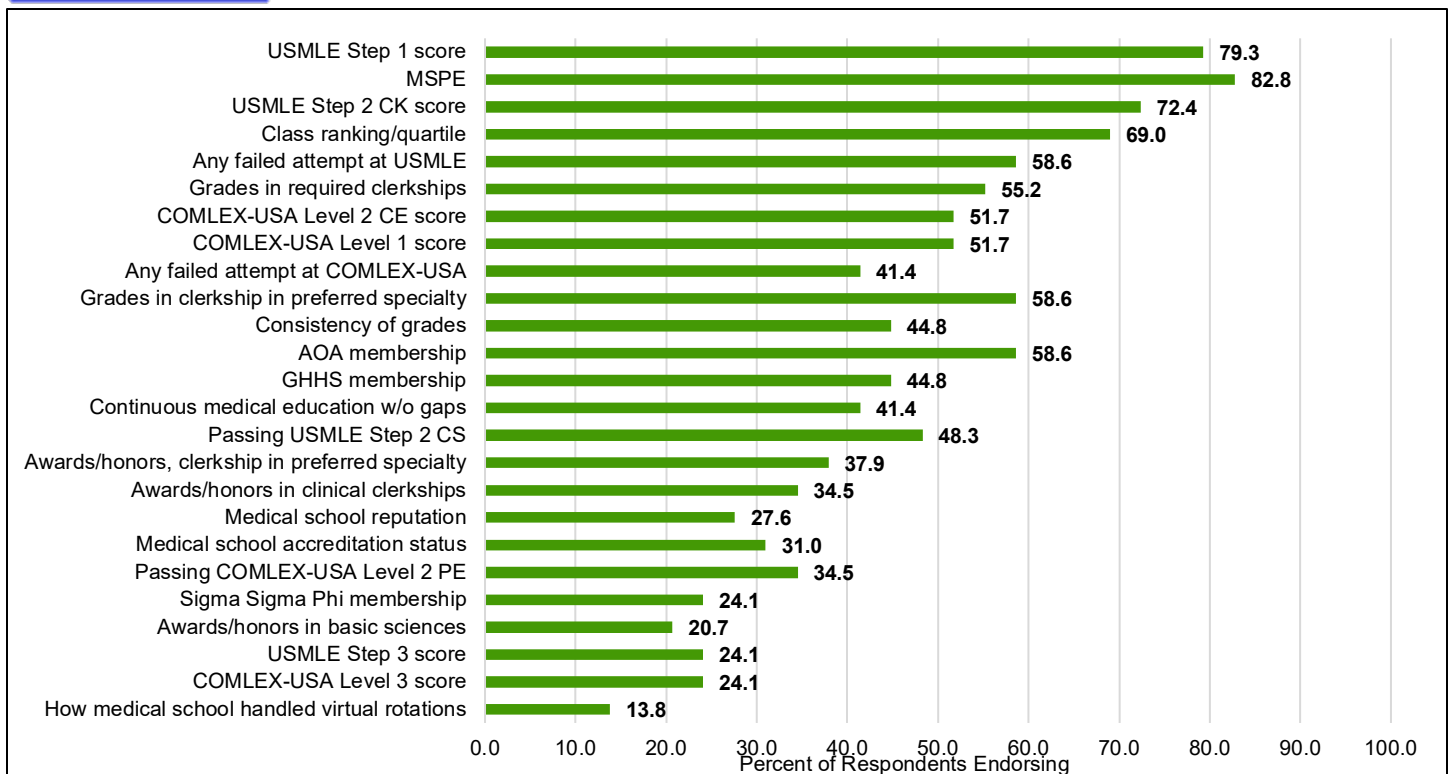
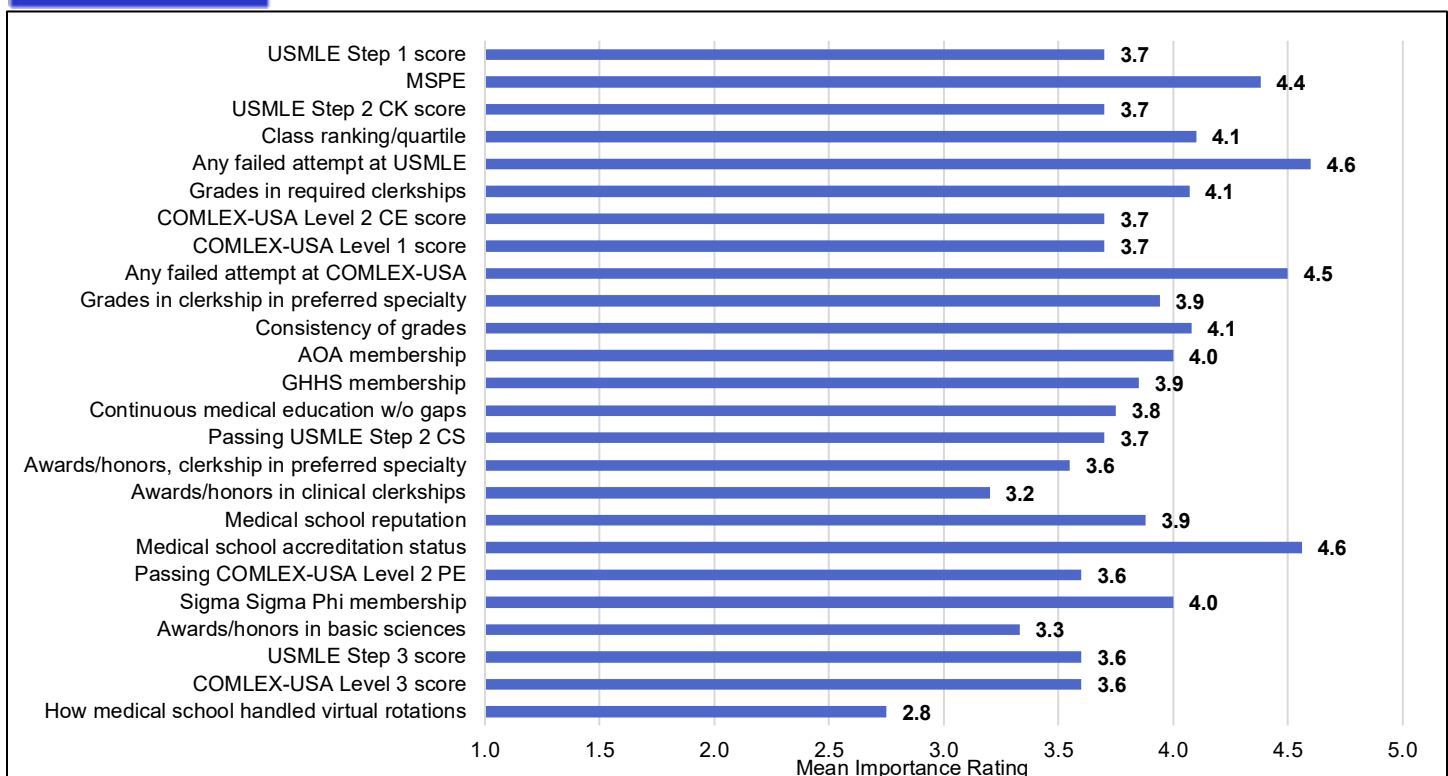


Figure PD_N-R2

Mean Importance of Education and Academic Performance Characteristics Considered in Deciding Whom to Rank¹



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

Figure PD_N-R3

Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Rank (%)

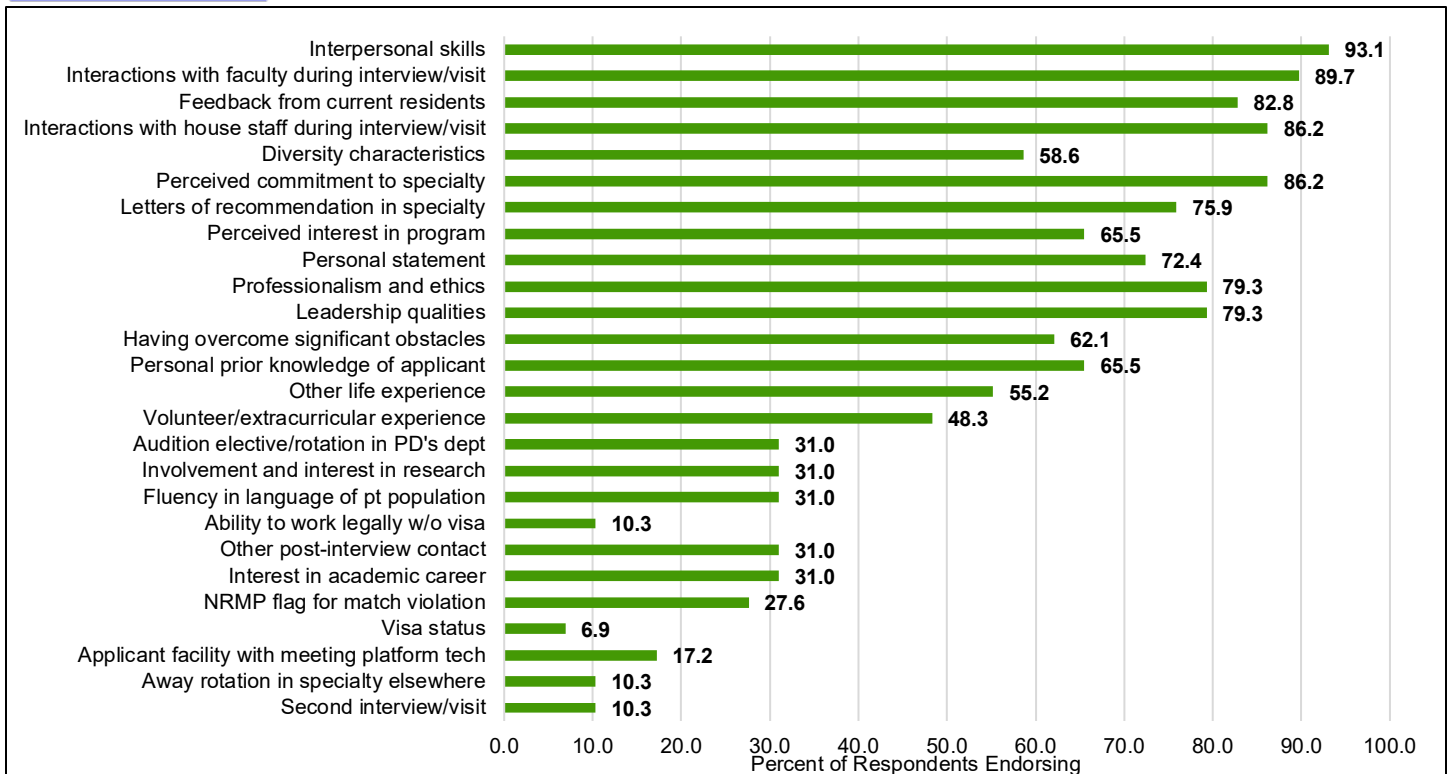
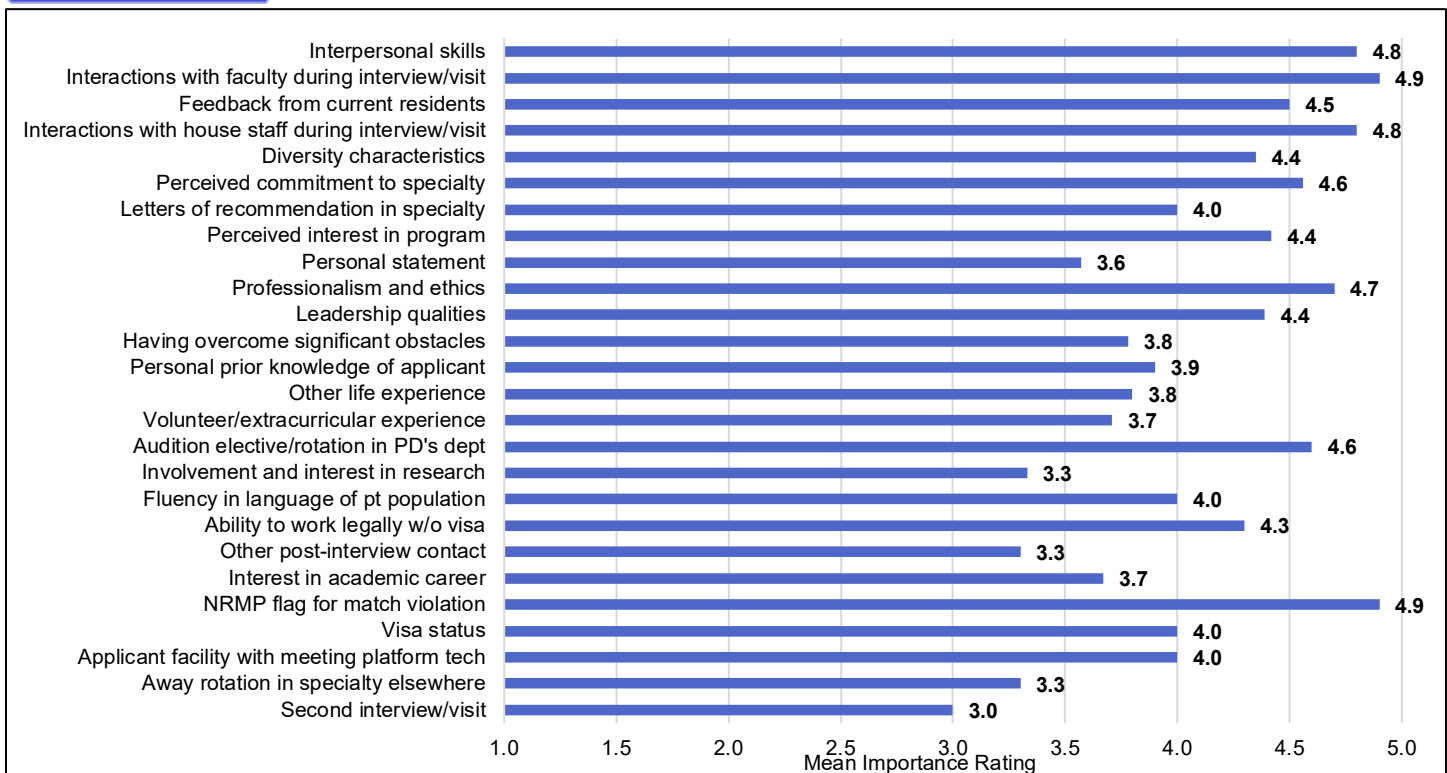


Figure PD_N-R4

Mean Importance of Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Rank¹

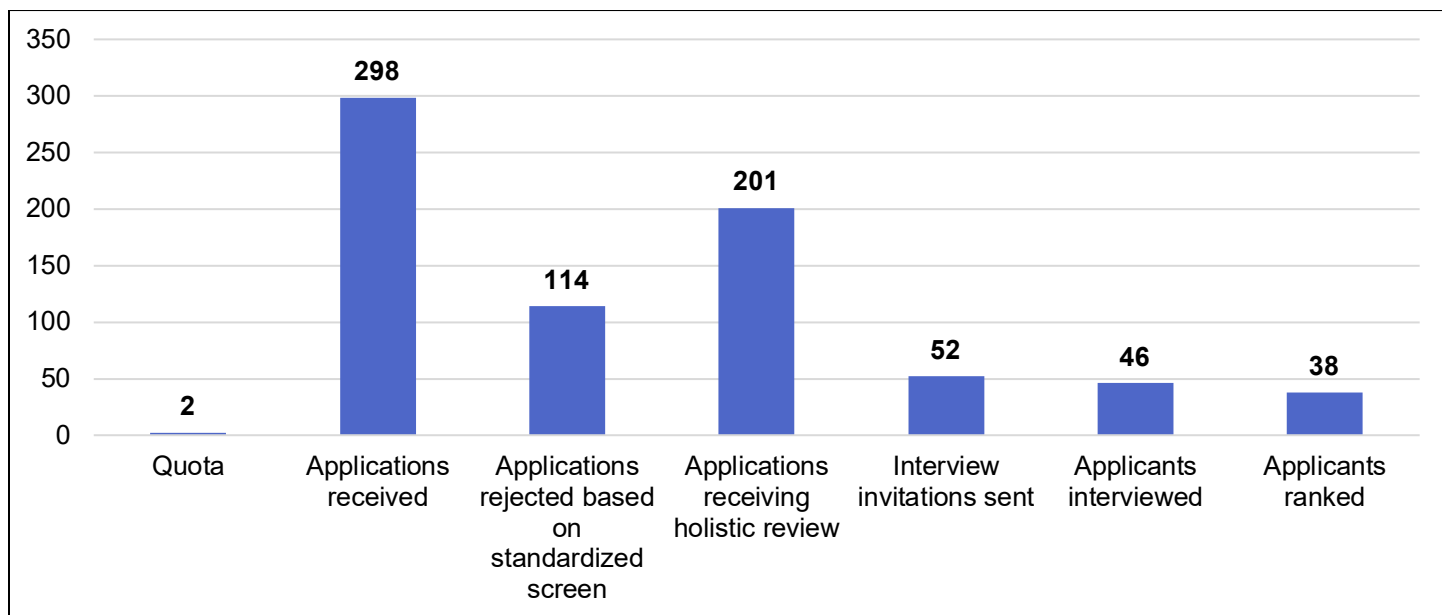


¹ Rated on a scale of 1 (not at all important) to 5 (very important)

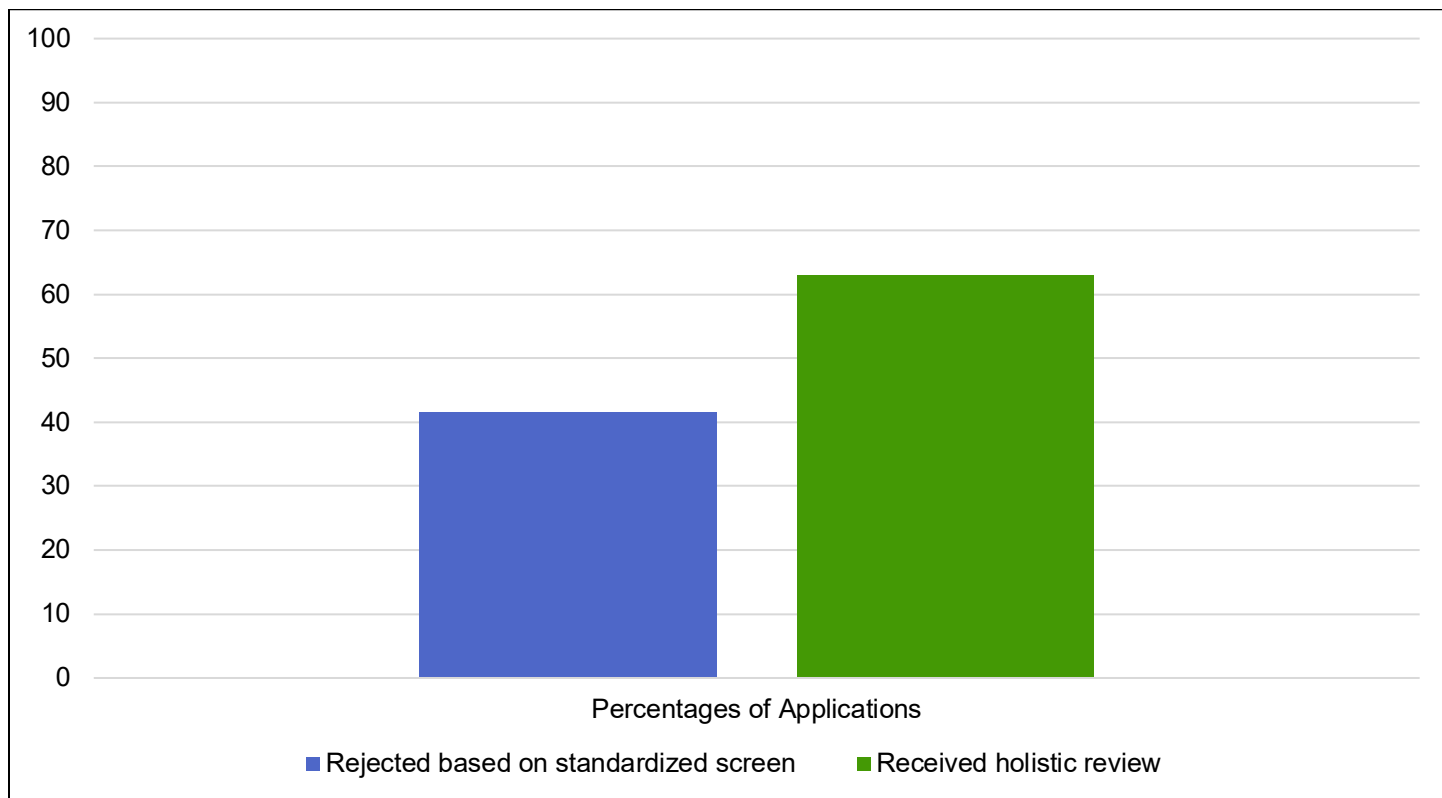


Neurological Surgery, Total n = 19

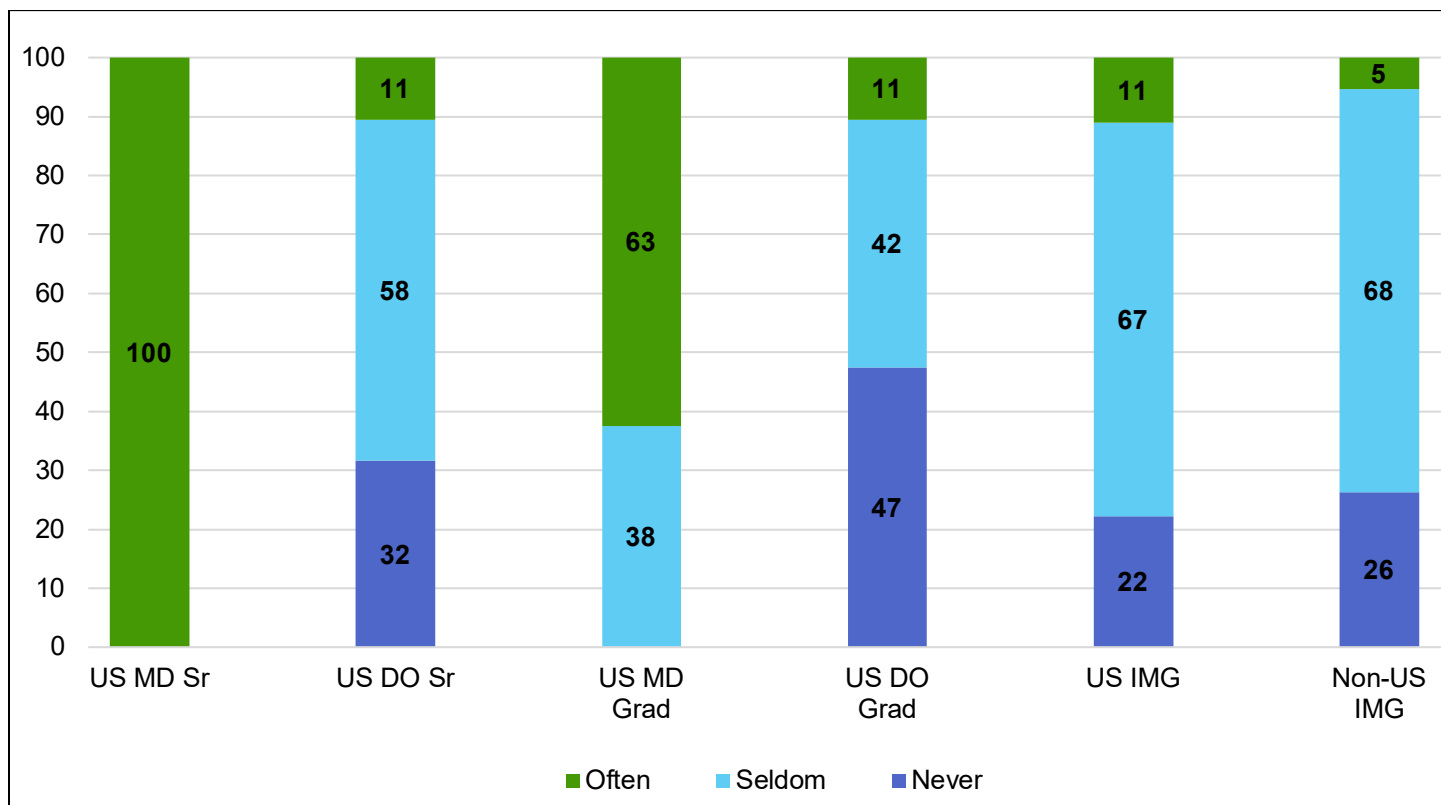
**Mean Numbers of Applications Received, Interview Invitations,
Interviews, and Applicants Ranked, 2021
(Total n = 19)**



**Average Percentages of Applications Rejected and Reviewed, 2021
(Total n = 19)**



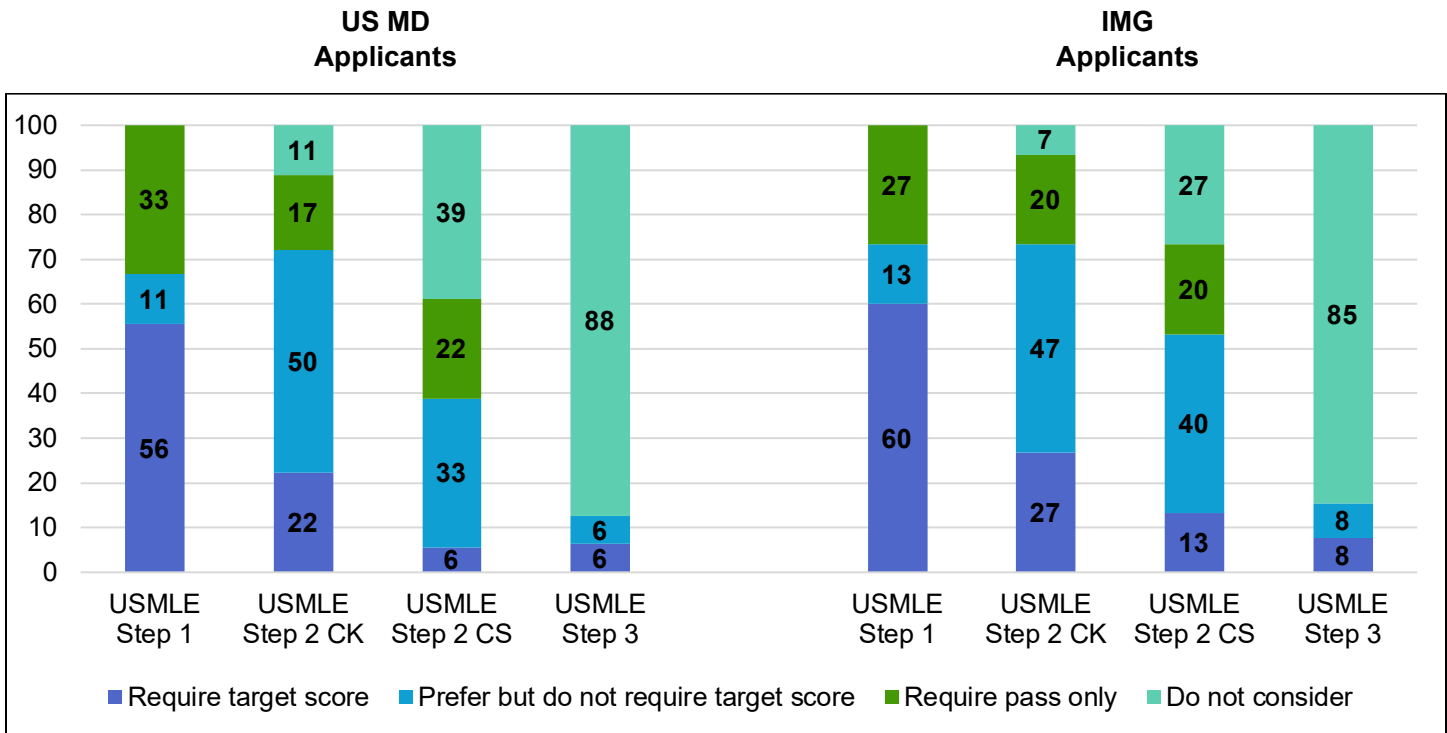
Percentages of Programs Interviewing Candidates by Applicant Type, 2021¹
(Total n = 19)



¹ Some percentages may not add to 100 because of rounding.

Use of Standardized Licensure Exams to Select Applicants for Interview

Percentages of Programs Using USMLE to Select US MD and IMG Applicants for Interview, 2021^{1,2}
(Total n = 18)

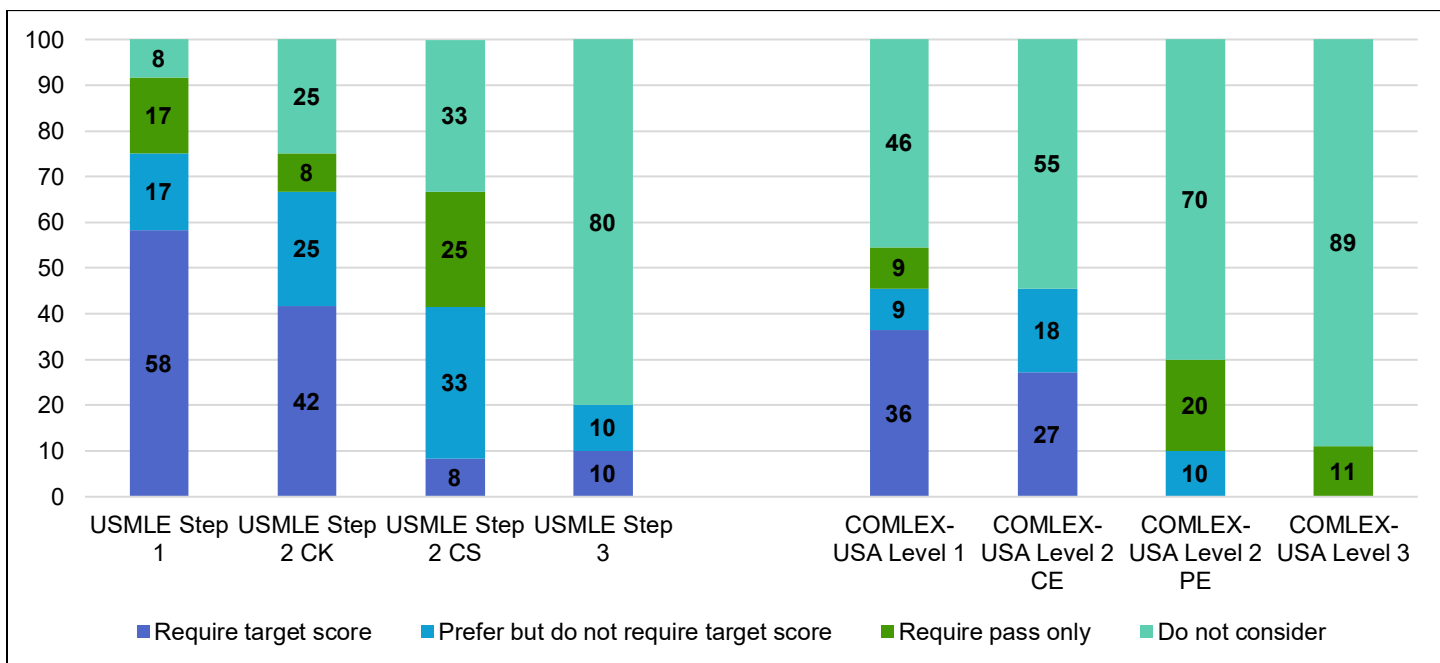


¹ Seniors and graduates are considered together.

² Some percentages may not add to 100 because of rounding.

Use of Standardized Licensure Exams to Select Applicants for Interview

Percentages of Programs Using Licensure Exams to Select DO Applicants for Interview, 2021¹
(Total n = 12)^{2,3}

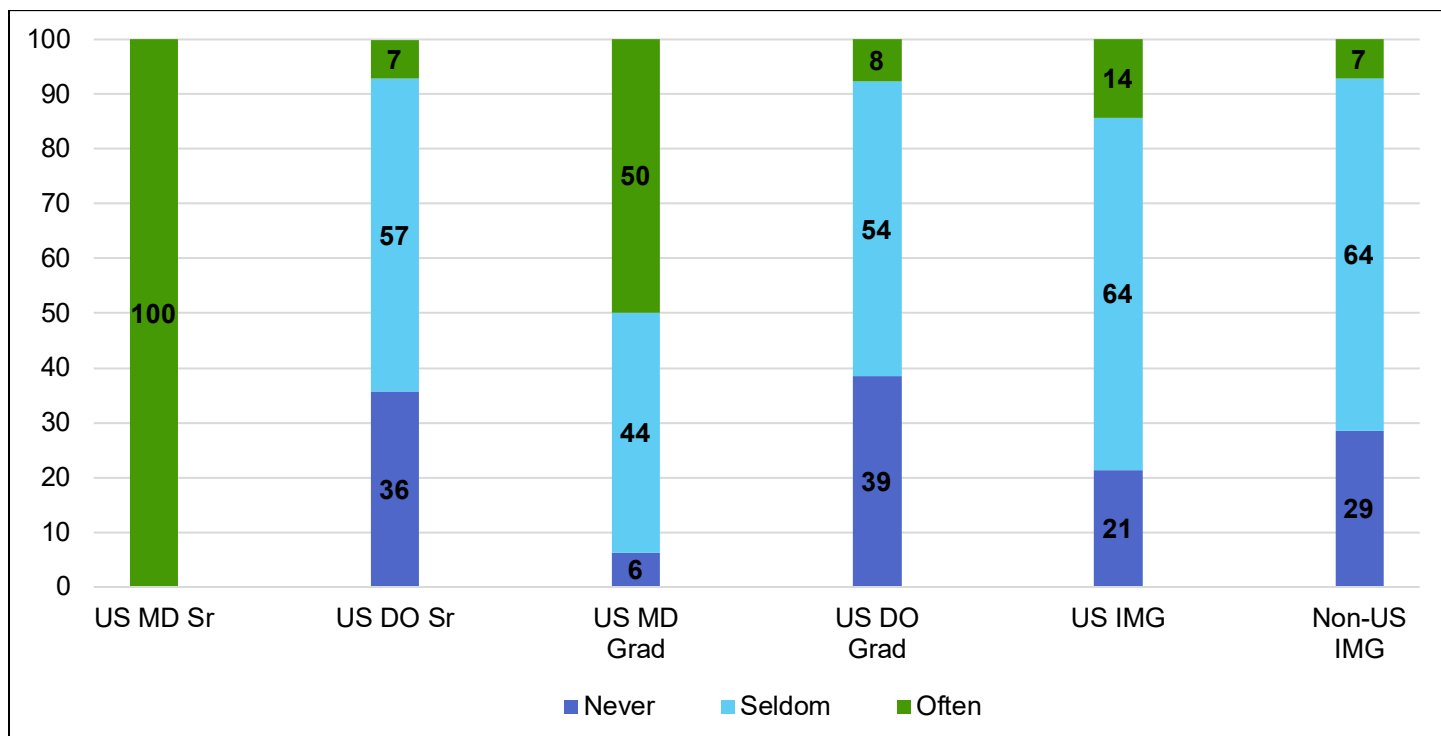


¹ DO seniors and DO graduates are considered together.

² Total number of respondents who indicated they “seldom” or “often” consider DO senior, DO graduate, or both types of applicants for interview.

³ Some percentages may not add to 100 because of rounding.

Percentages of Programs Ranking Candidates by Applicant Type, 2021¹
(Total n = 18)



¹Some percentages may not add to 100 because of rounding.

Figure PD_NS-I1

Education and Academic Performance Characteristics Considered in Deciding Whom to Interview (%)

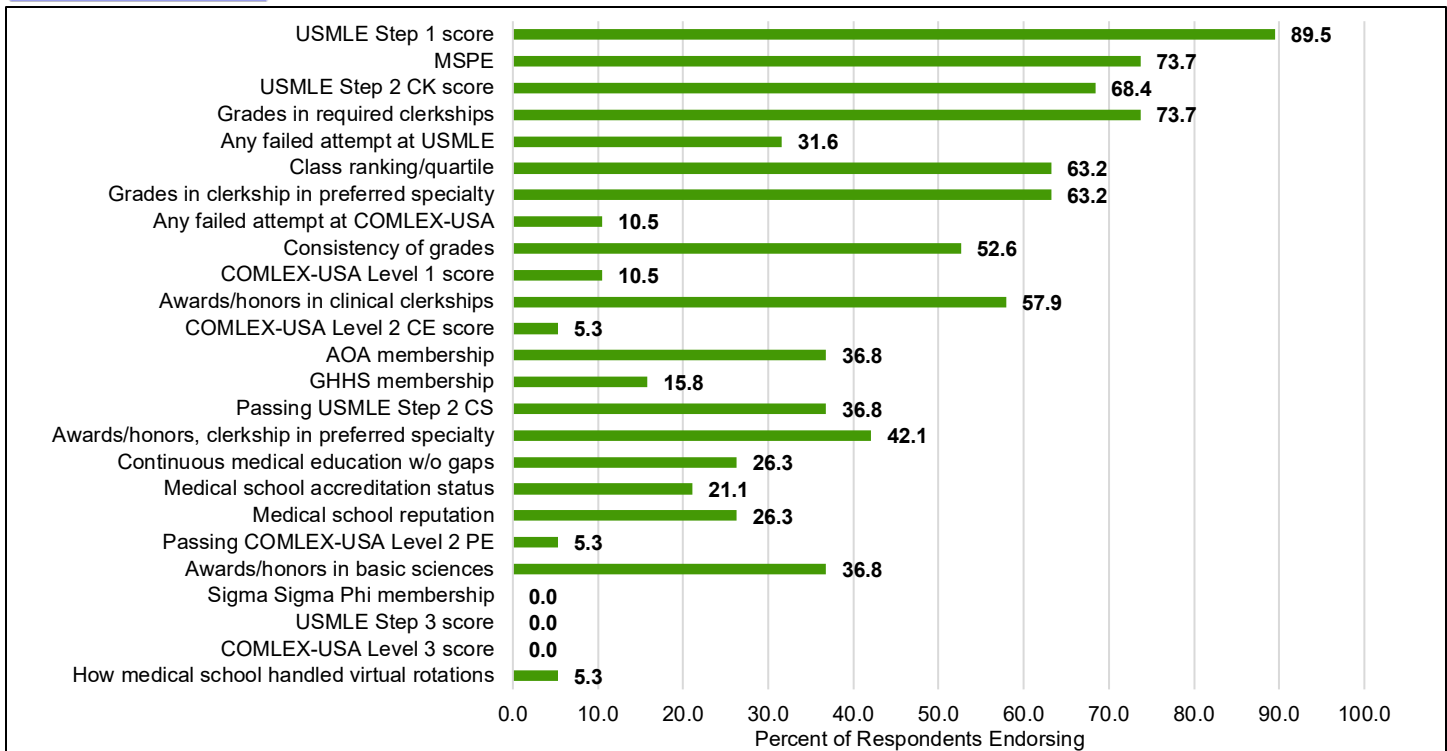
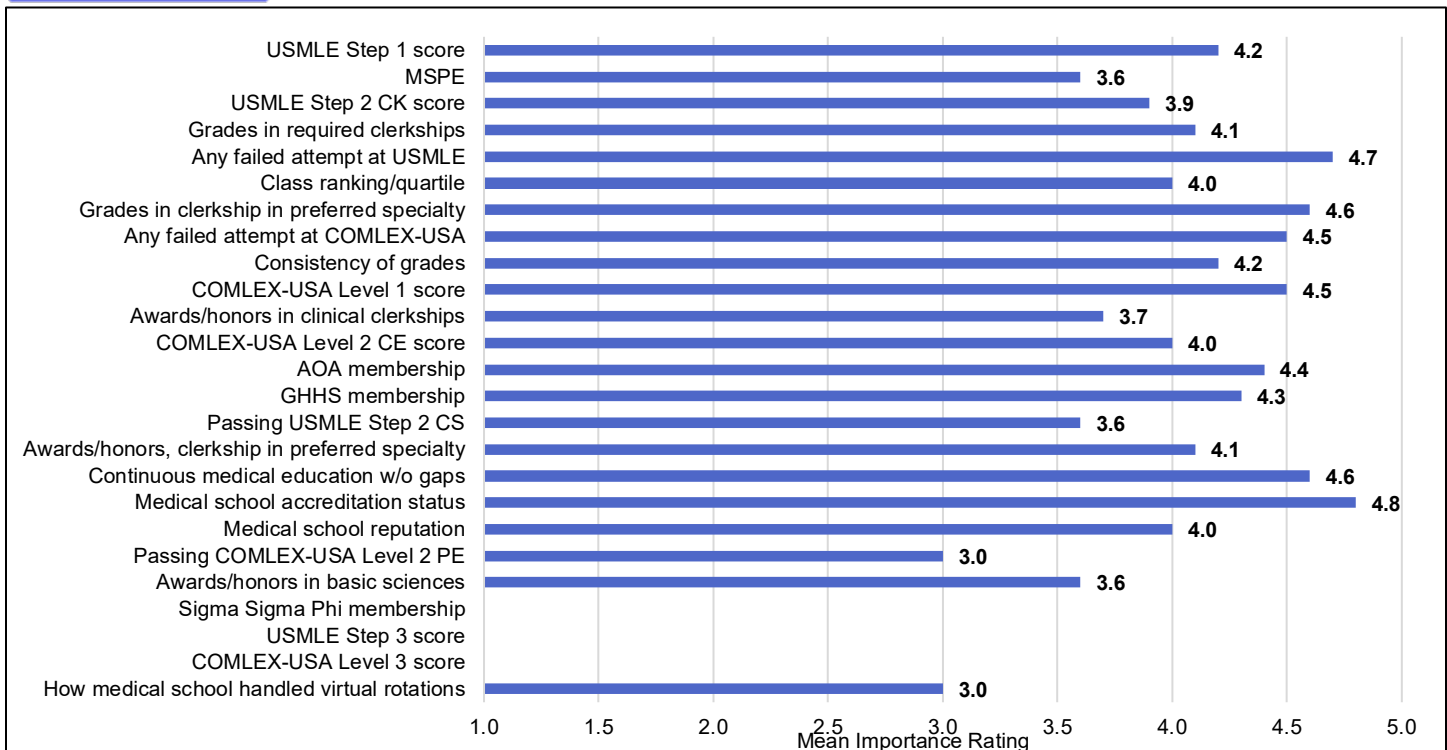


Figure PD_NS-I2

Mean Importance of Education and Academic Performance Characteristics Considered in Deciding Whom to Interview^{1,2}



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

² No respondent reported considering Sigma Sigma Phi membership, or USMLE Step 3 or COMLEX-USA Level 3 scores, in deciding which applicants to interview.

Figure PD_NS-I3

Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Interview (%)

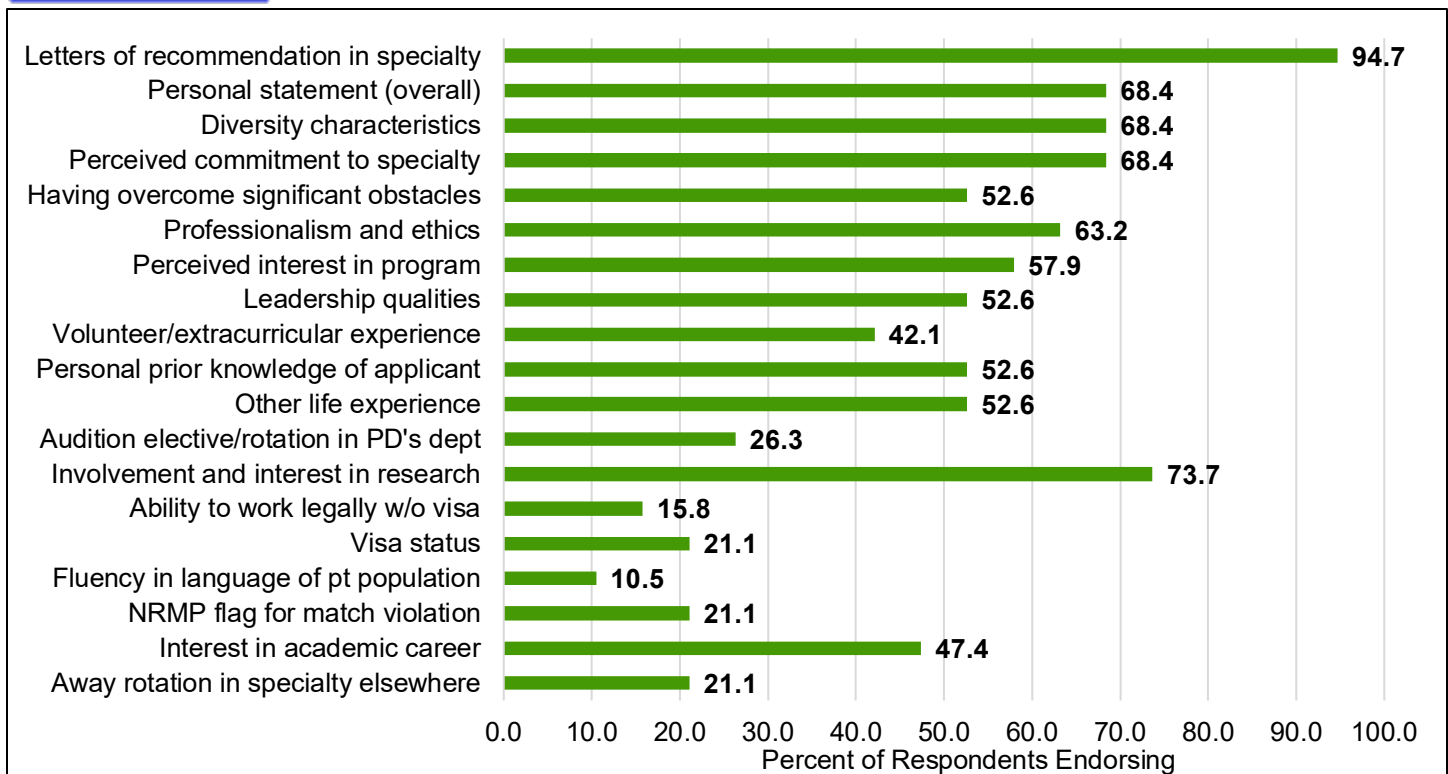
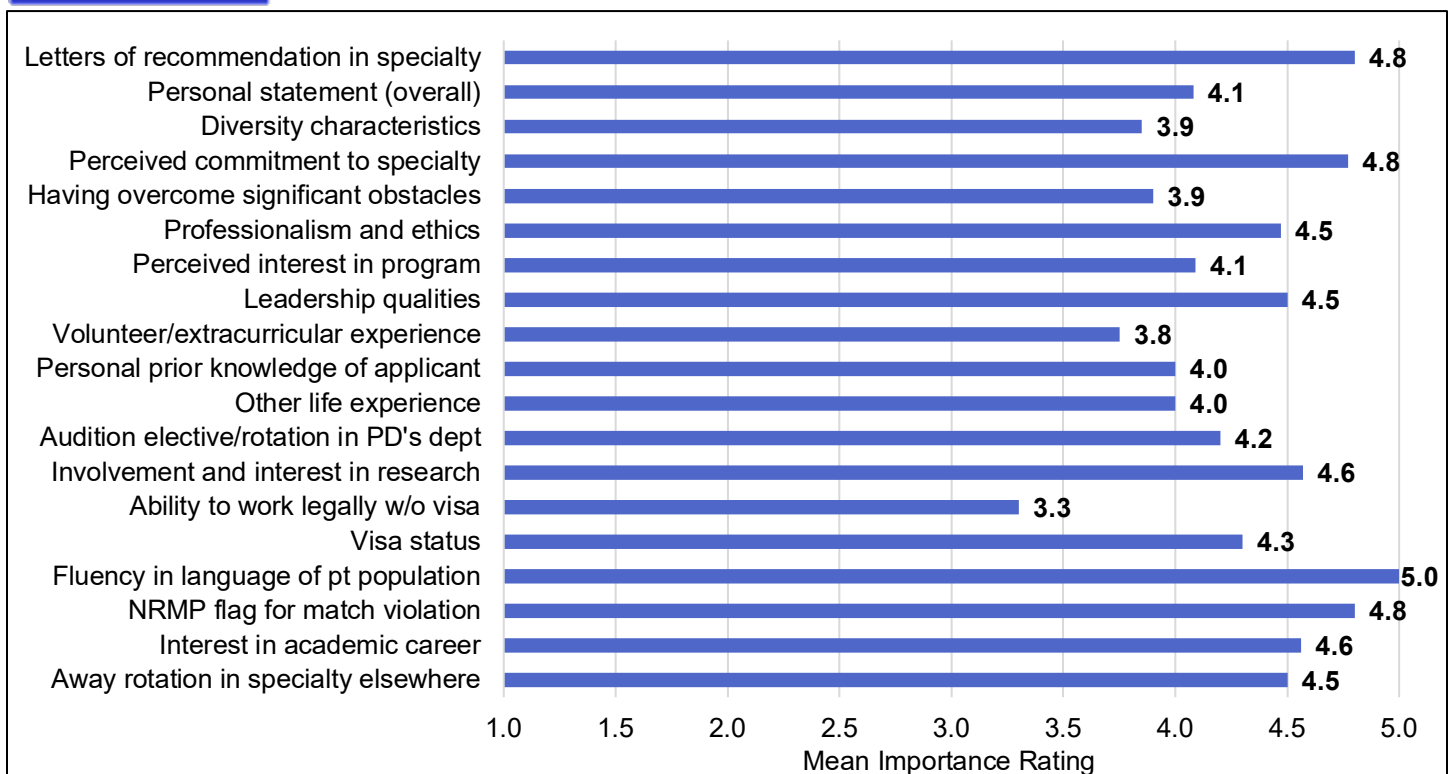


Figure PD_NS-I4

Mean Importance of Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Interview¹



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

Figure PD_NS-R1

Education and Academic Performance Characteristics Considered in Deciding Whom to Rank (%)

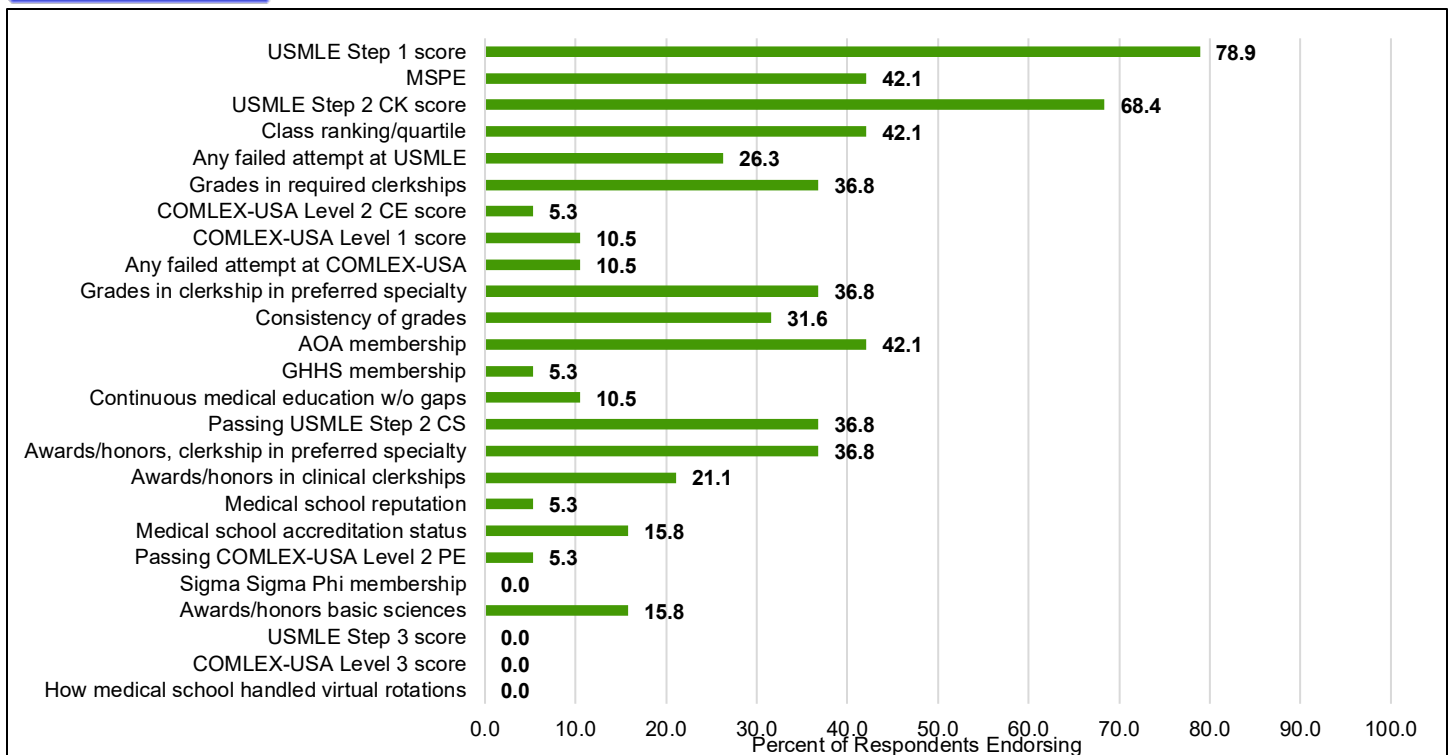
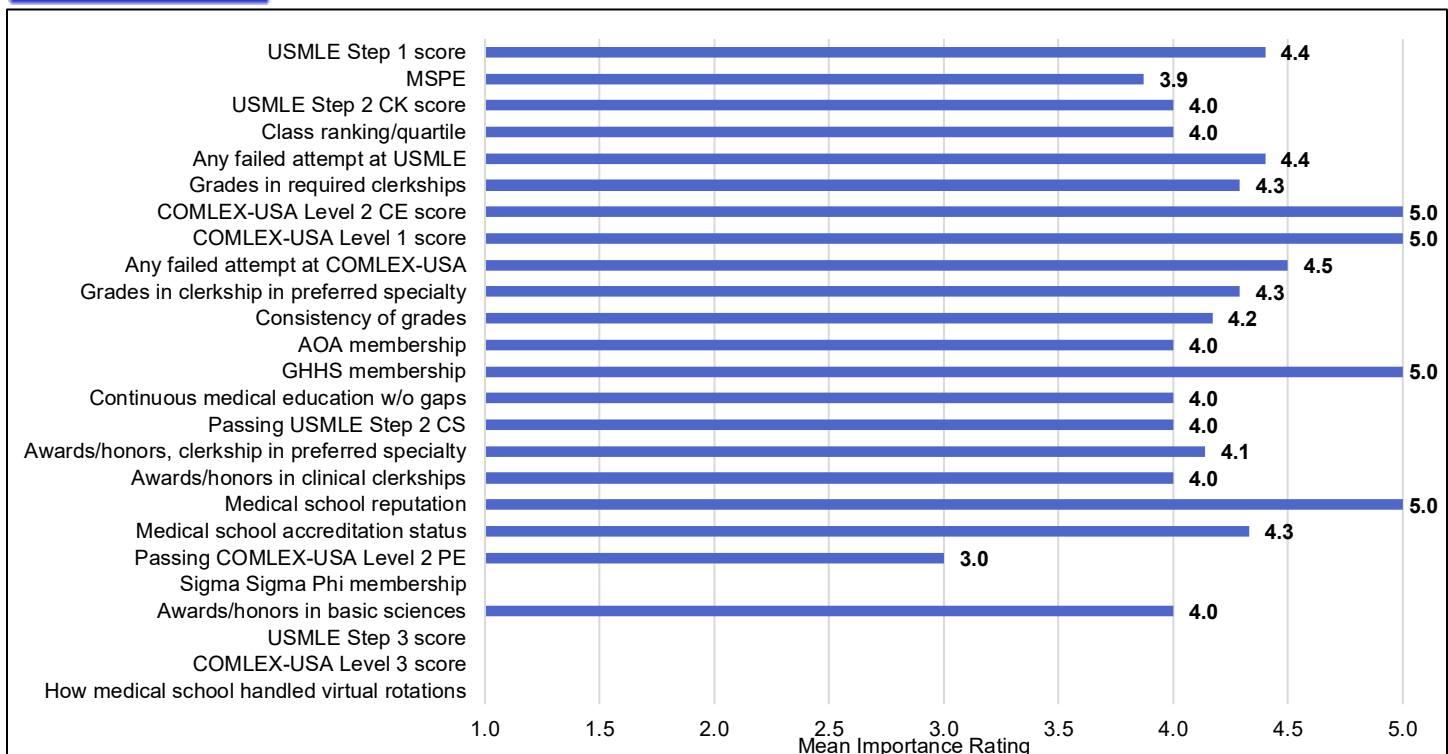


Figure PD_NS-R2

Mean Importance of Education and Academic Performance Characteristics Considered in Deciding Whom to Rank^{1,2}



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

² No respondent reported considering Sigma Sigma Phi membership, USMLE Step 3 or COMLEX-USA Level 3 scores, or medical school handling of virtual rotations in deciding which applicants to rank.

Figure PD_NS-R3

Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Rank (%)

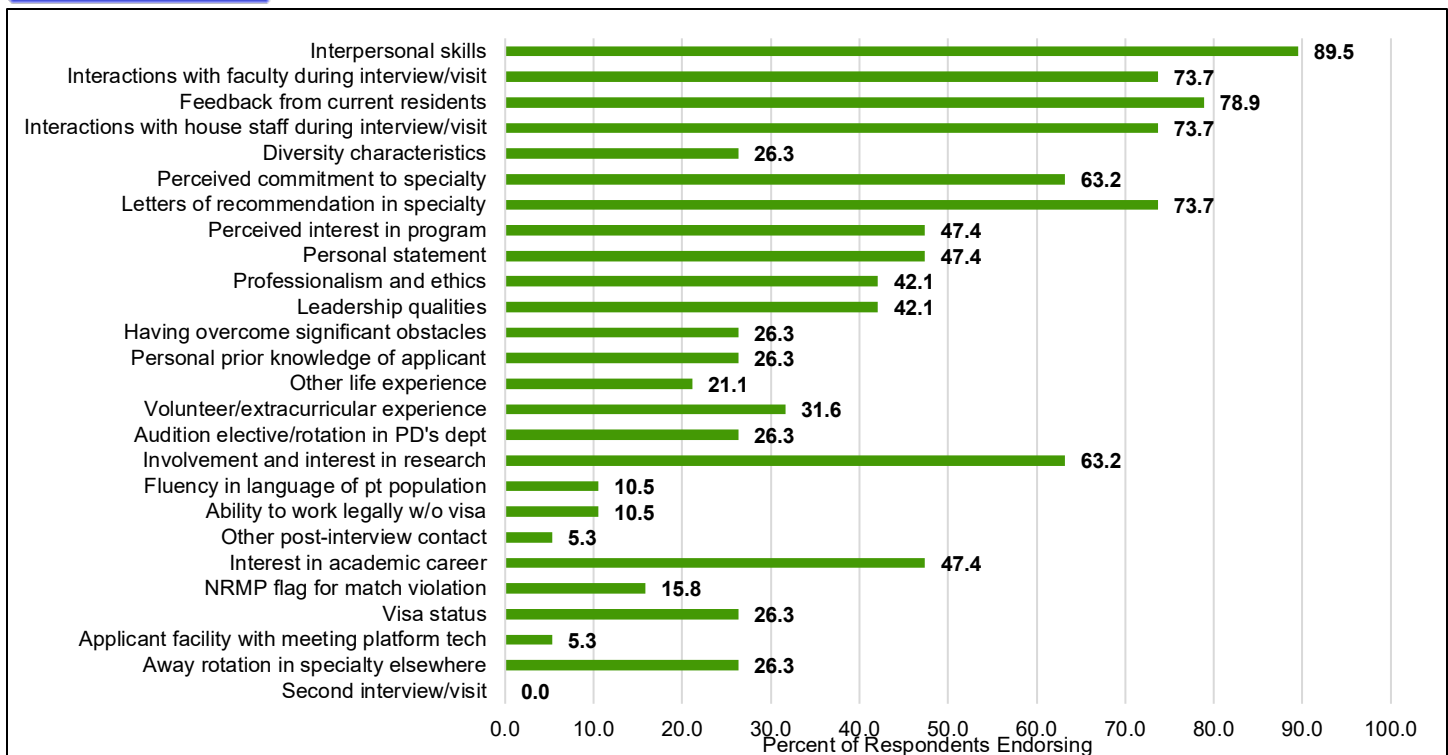
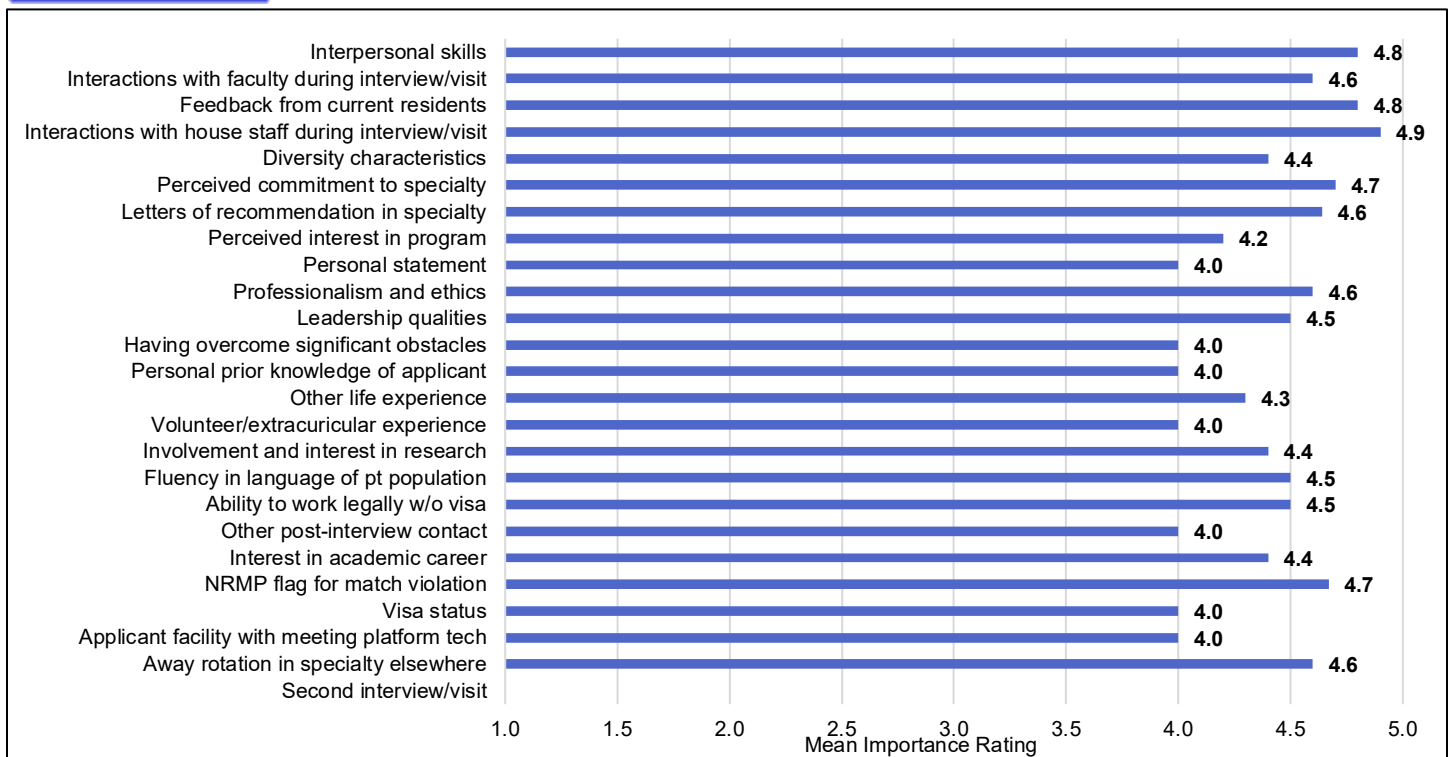


Figure PD_NS-R4

Mean Importance of Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Rank^{1,2}



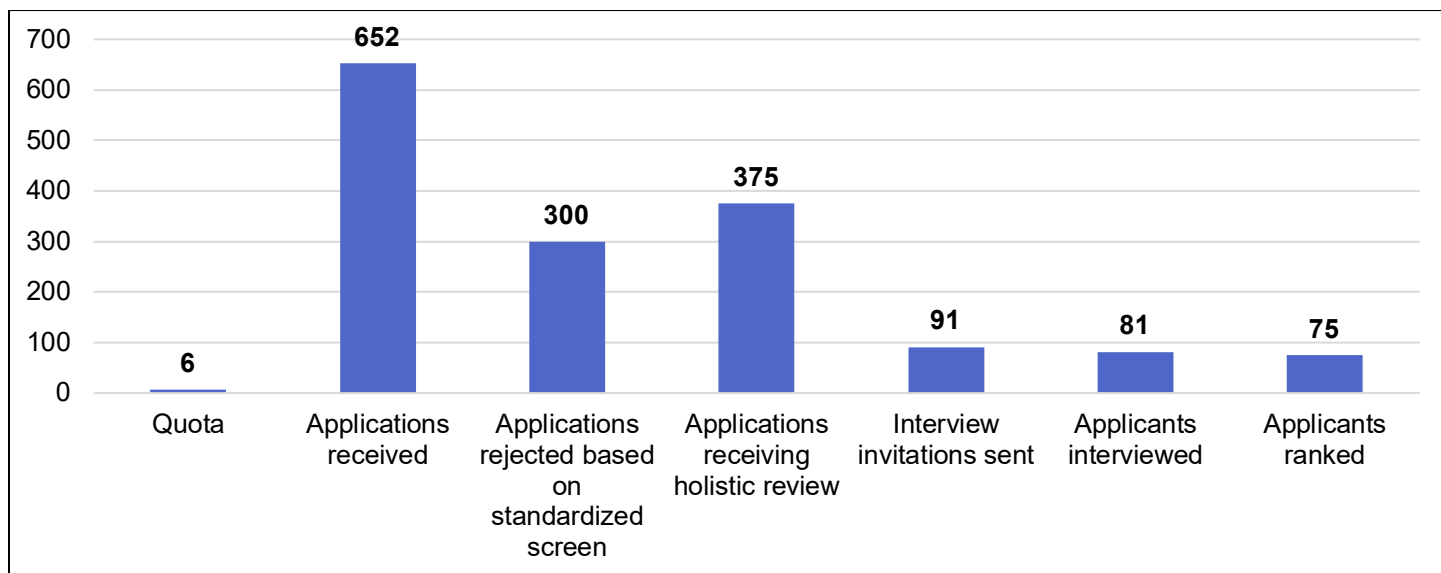
¹ Rated on a scale of 1 (not at all important) to 5 (very important)

² No respondent reported considering second interviews/visits in deciding which applicants to rank.

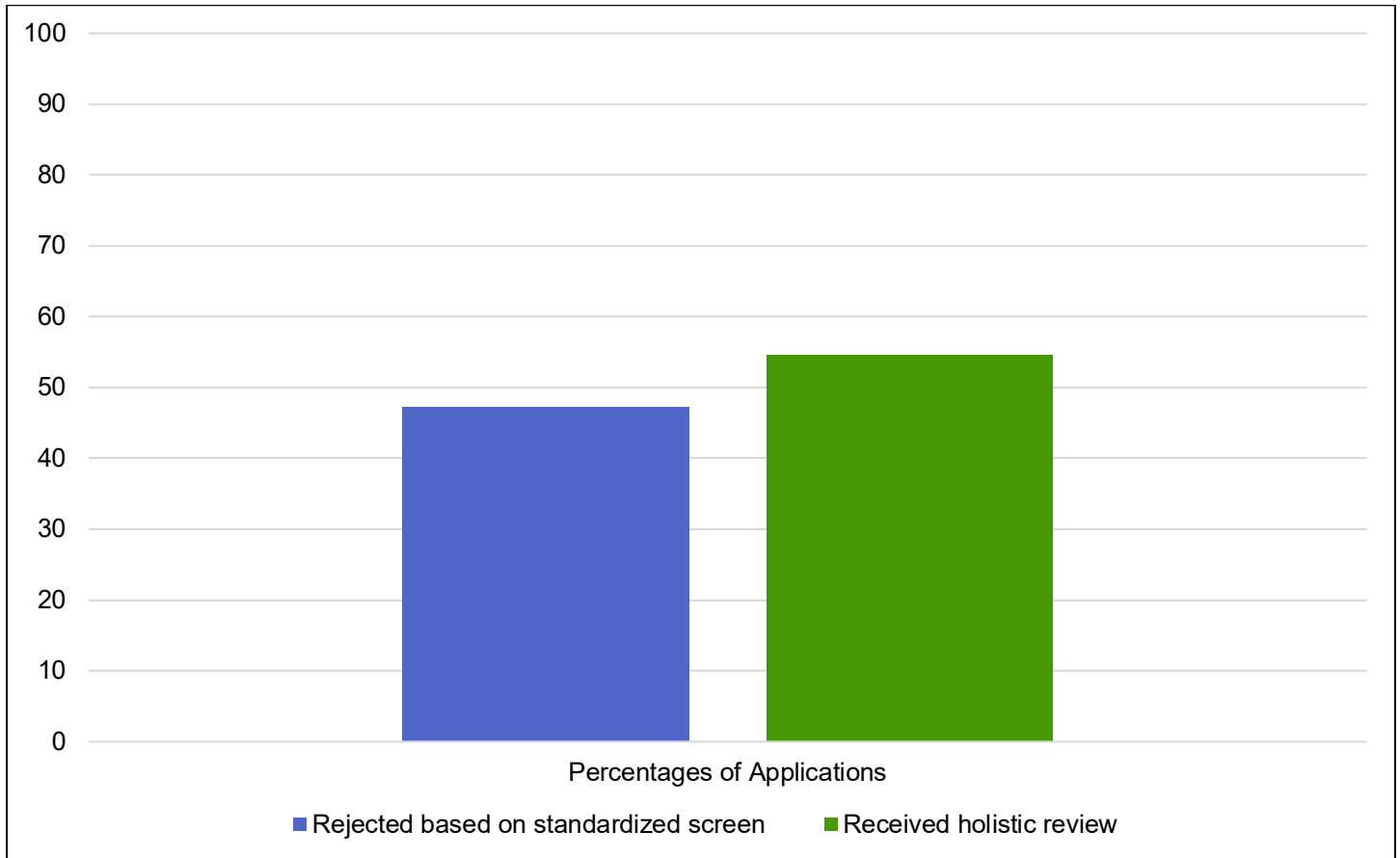


Obstetrics and Gynecology, Total n = 89

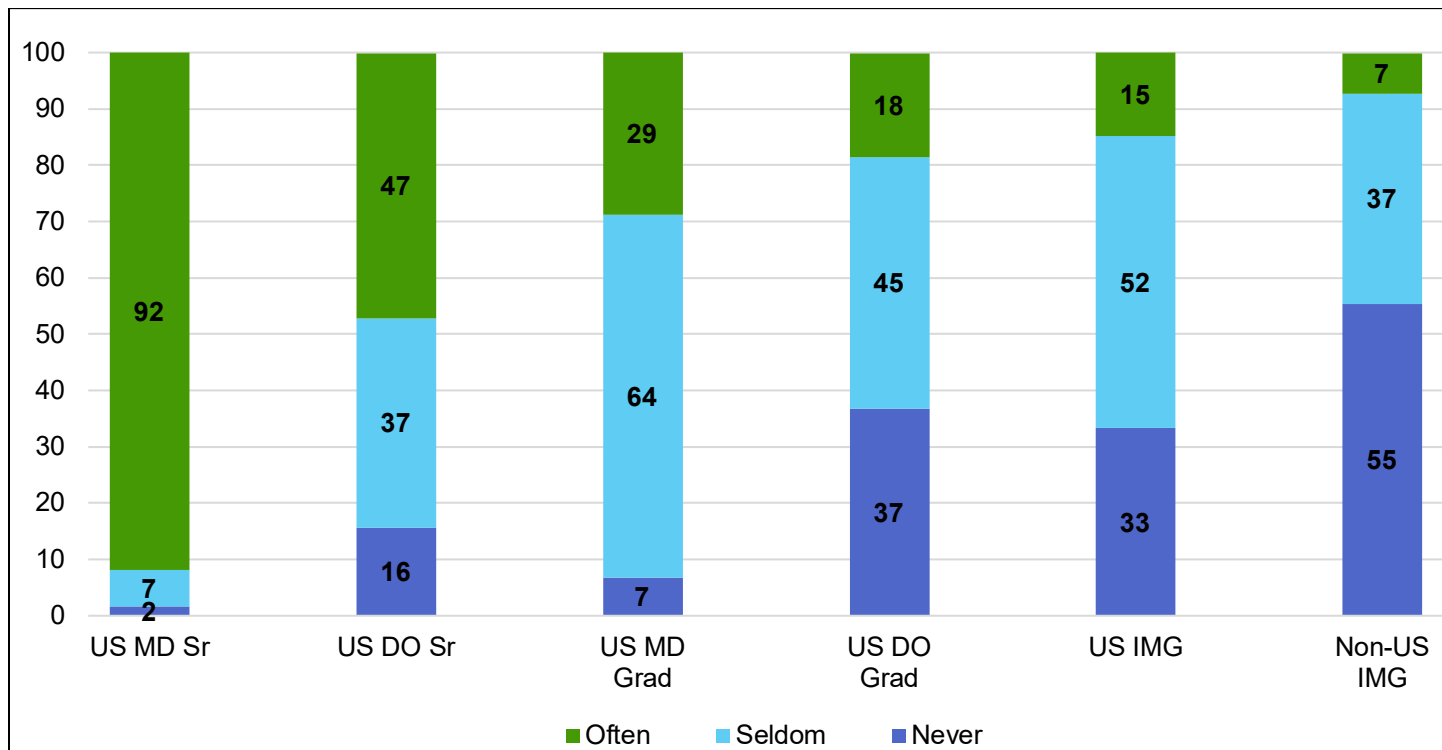
**Mean Numbers of Applications Received, Interview Invitations,
Interviews, and Applicants Ranked, 2021**
(Total n = 89)



**Average Percentages of Applications Rejected and Reviewed, 2021
(Total n = 87)**



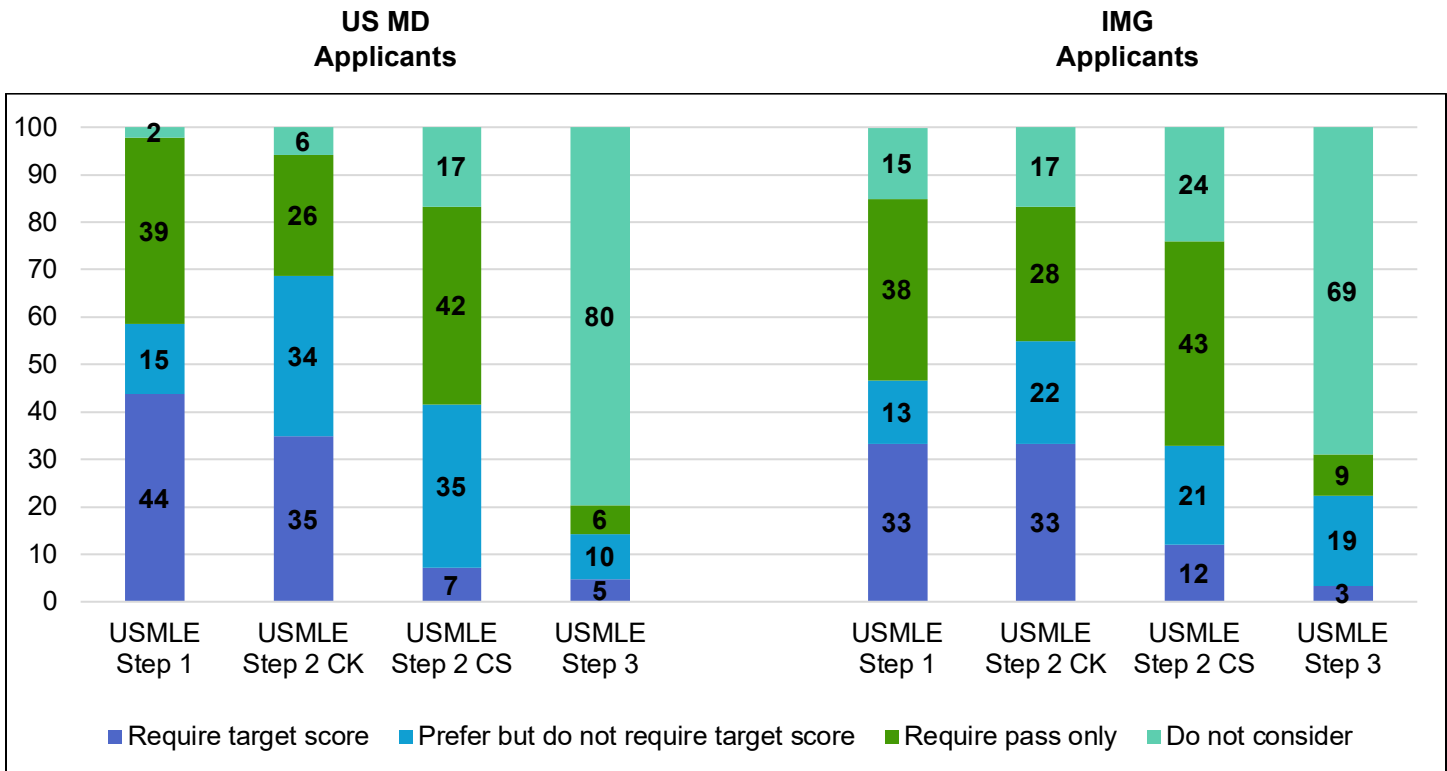
Percentages of Programs Interviewing Candidates by Applicant Type, 2021¹
(Total n = 81)



¹ Some percentages may not add to 100 because of rounding.

Use of Standardized Licensure Exams to Select Applicants for Interview

Percentages of Programs Using USMLE to Select US MD and IMG Applicants for Interview, 2021^{1,2}
(Total n = 87)

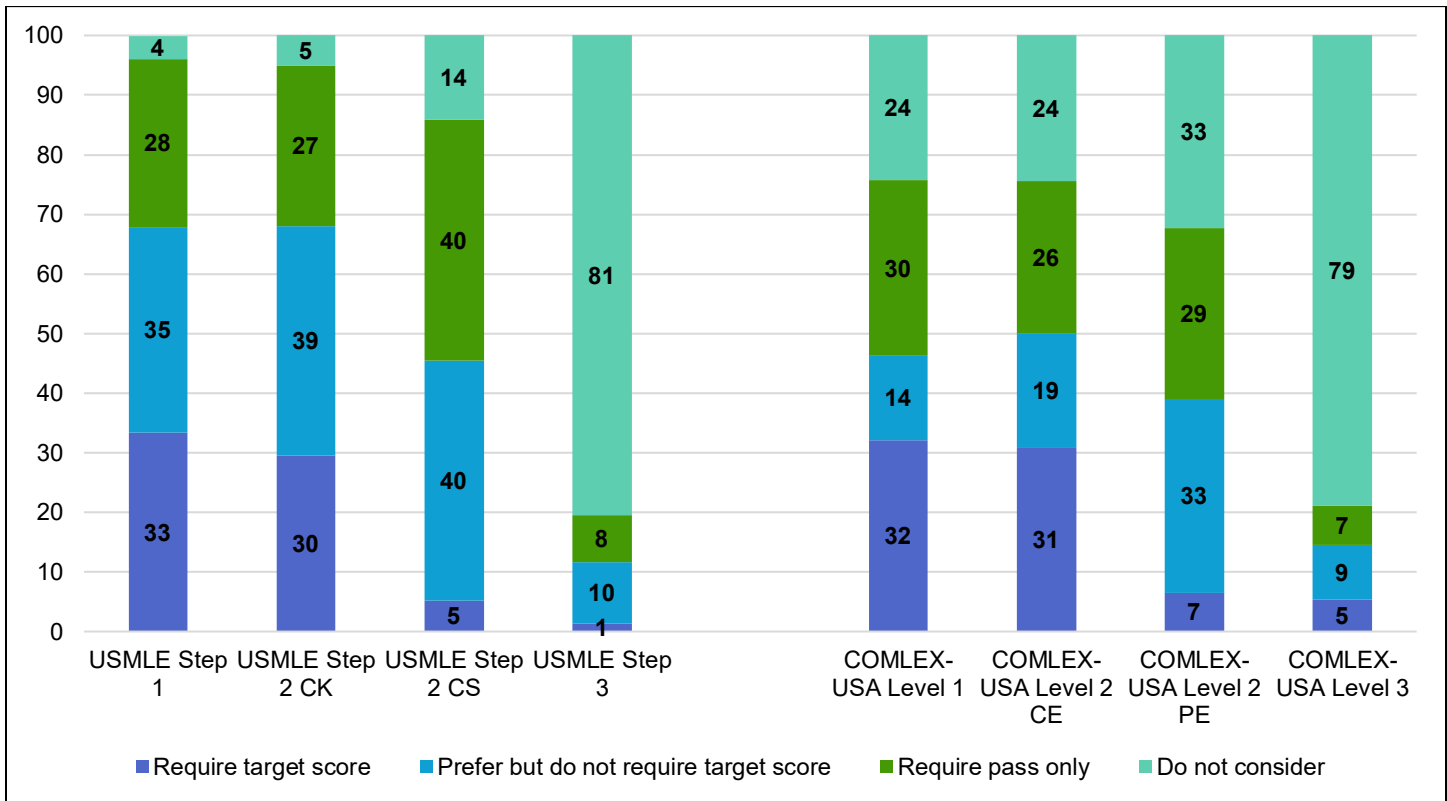


¹ Seniors and graduates are considered together.

² Some percentages may not add to 100 because of rounding.

Use of Standardized Licensure Exams to Select Applicants for Interview

Percentages of Programs Using Licensure Exams to Select DO Applicants for Interview, 2021¹
(Total n = 78)^{2,3}

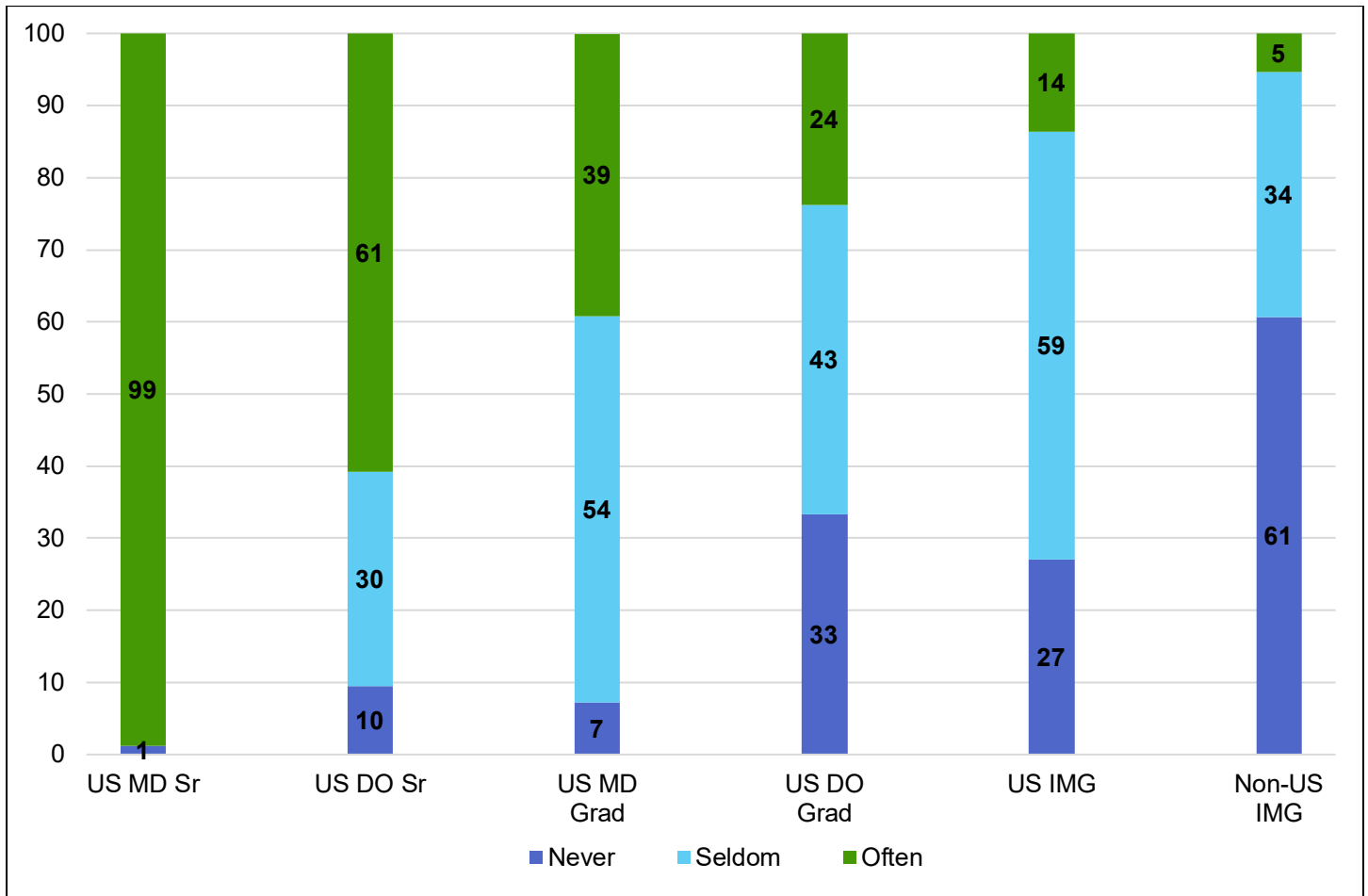


¹ DO seniors and DO graduates are considered together.

² Total number of respondents who indicated they “seldom” or “often” consider DO senior, DO graduate, or both types of applicants for interview.

³ Some percentages may not add to 100 because of rounding.

Percentages of Programs Ranking Candidates by Applicant Type, 2021¹
(Total n = 83)



¹Some percentages may not add to 100 because of rounding.

Figure PD_OG-11

Education and Academic Performance Characteristics Considered in Deciding Whom to Interview (%)

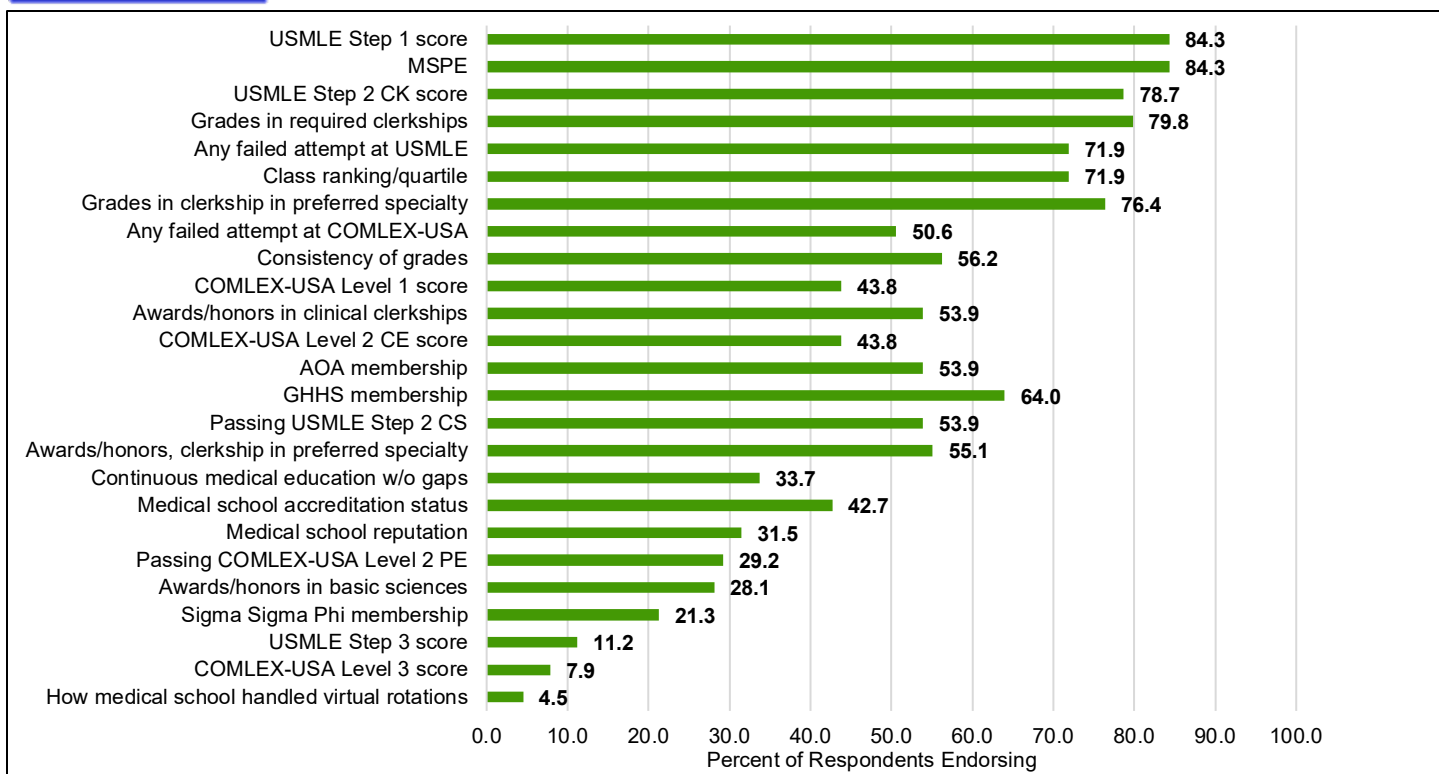
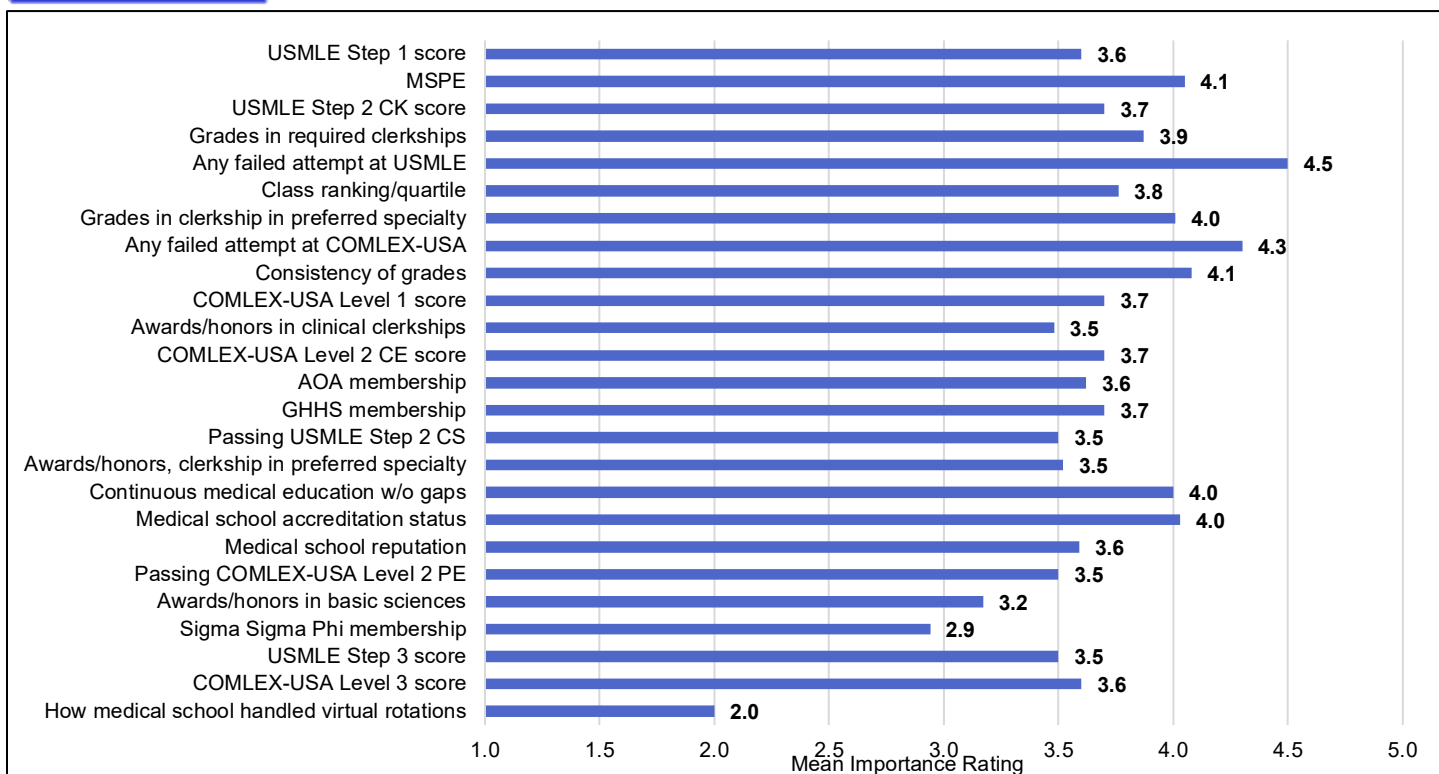


Figure PD_OG-12

Mean Importance of Education and Academic Performance Characteristics Considered in Deciding Whom to Interview¹



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

Figure PD_OG-13

Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Interview (%)

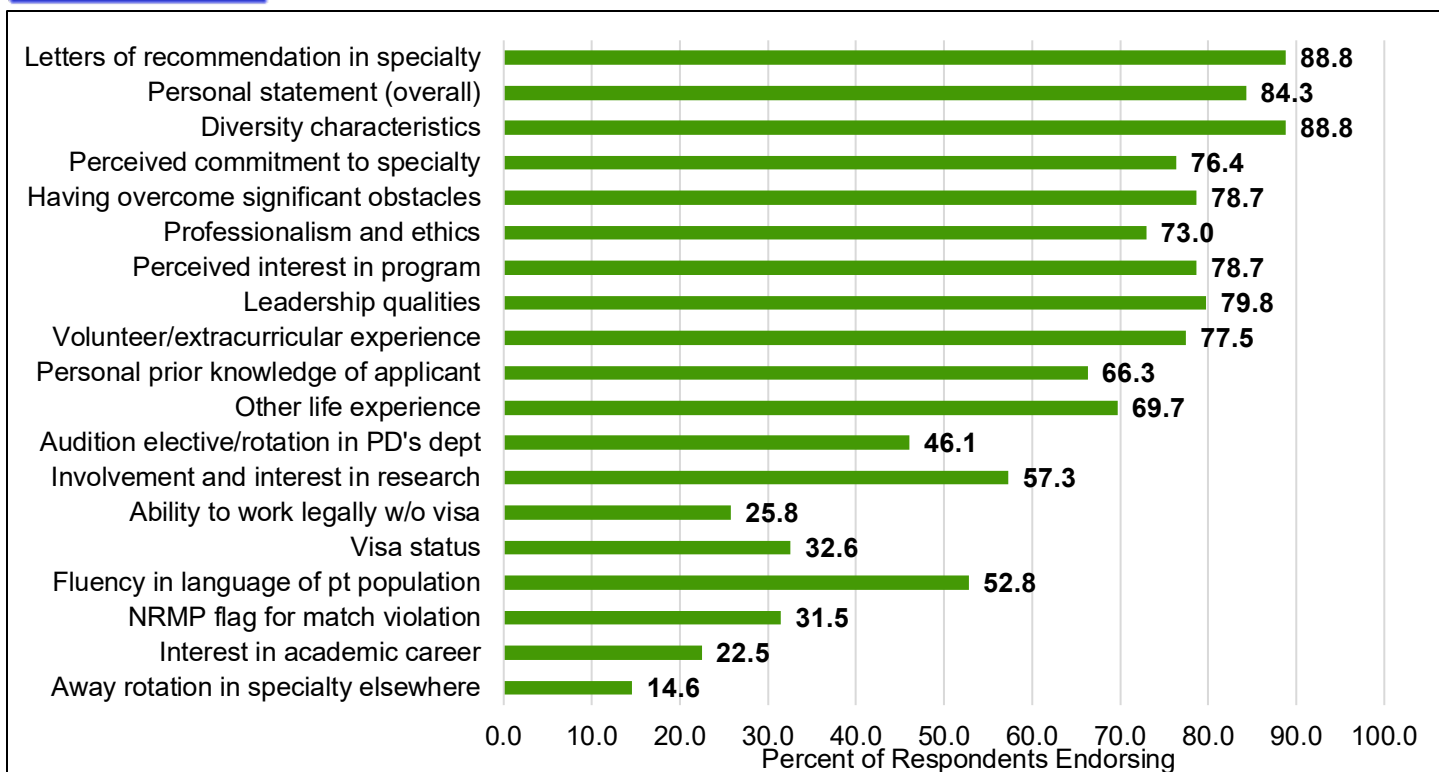
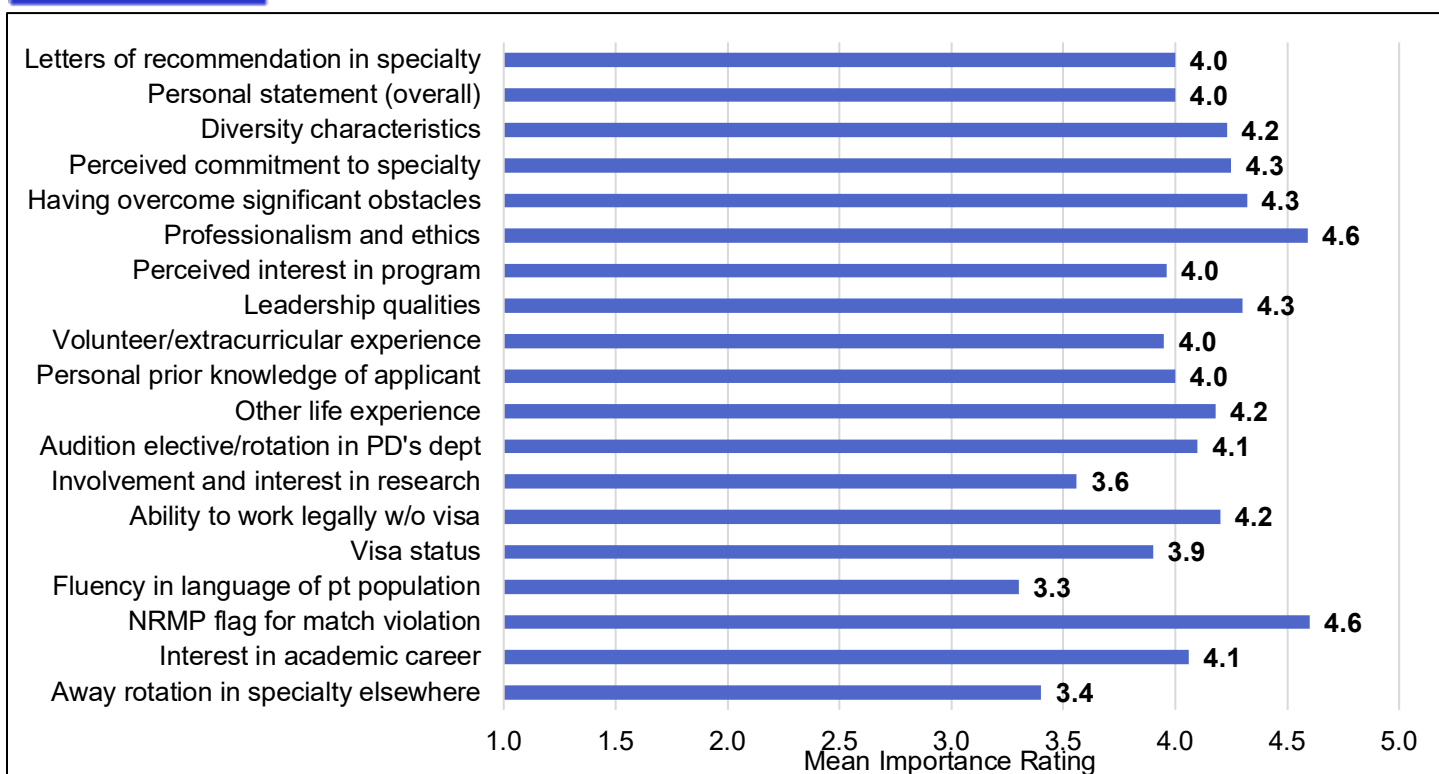


Figure PD_OG-14

Mean Importance of Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Interview¹



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

Figure PD_OG-R1

Education and Academic Performance Characteristics Considered in Deciding Whom to Rank (%)

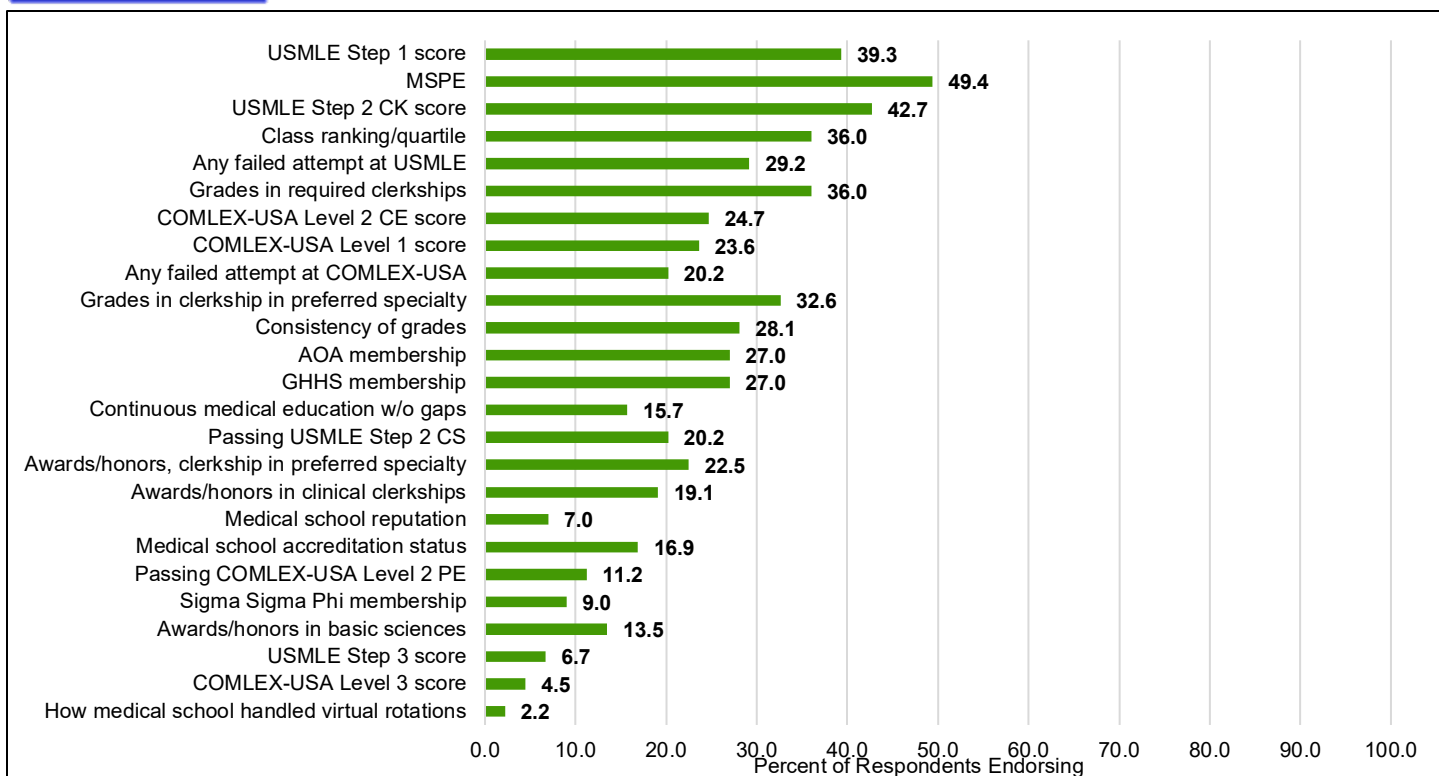
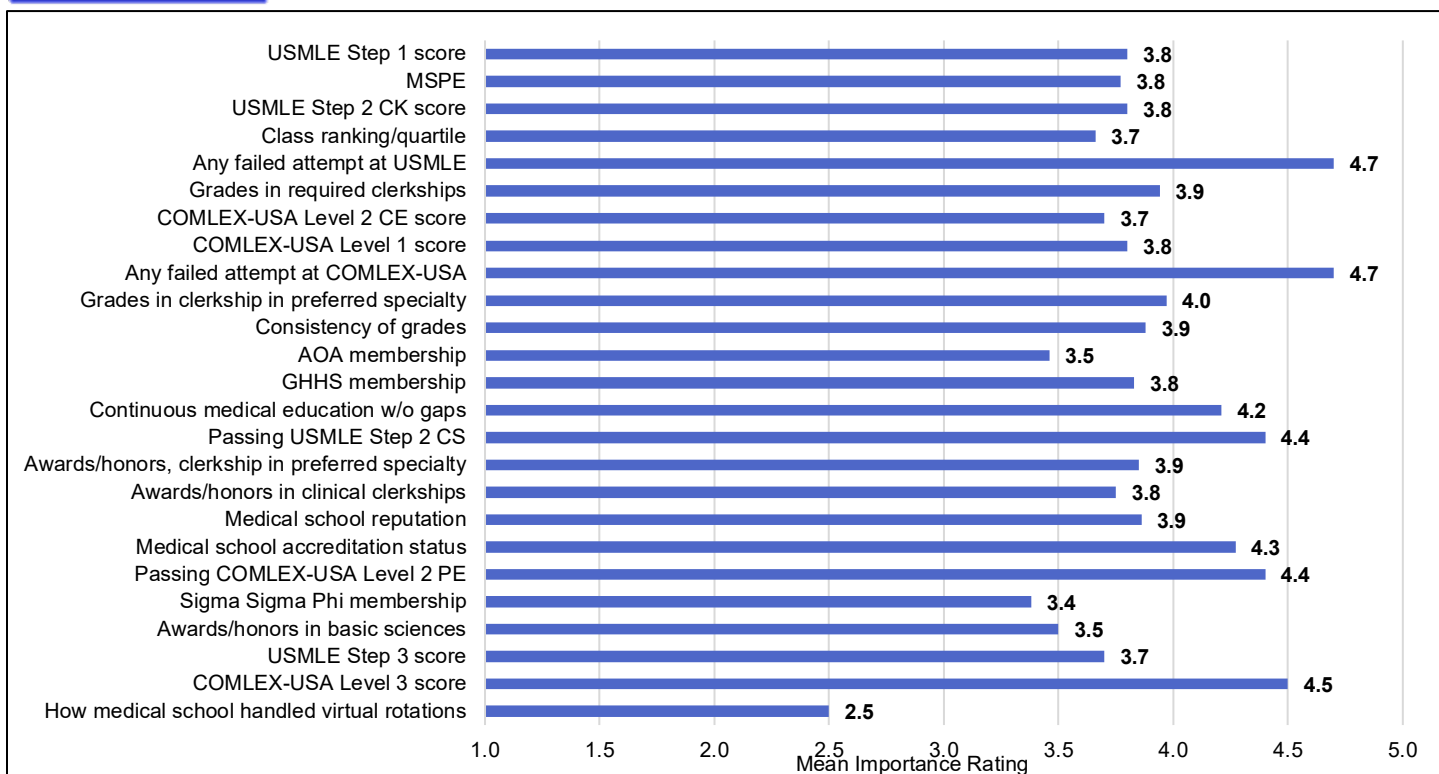


Figure PD_OG-R2

Mean Importance of Education and Academic Performance Characteristics Considered in Deciding Whom to Rank¹



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

Figure PD_OG-R3

Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Rank (%)

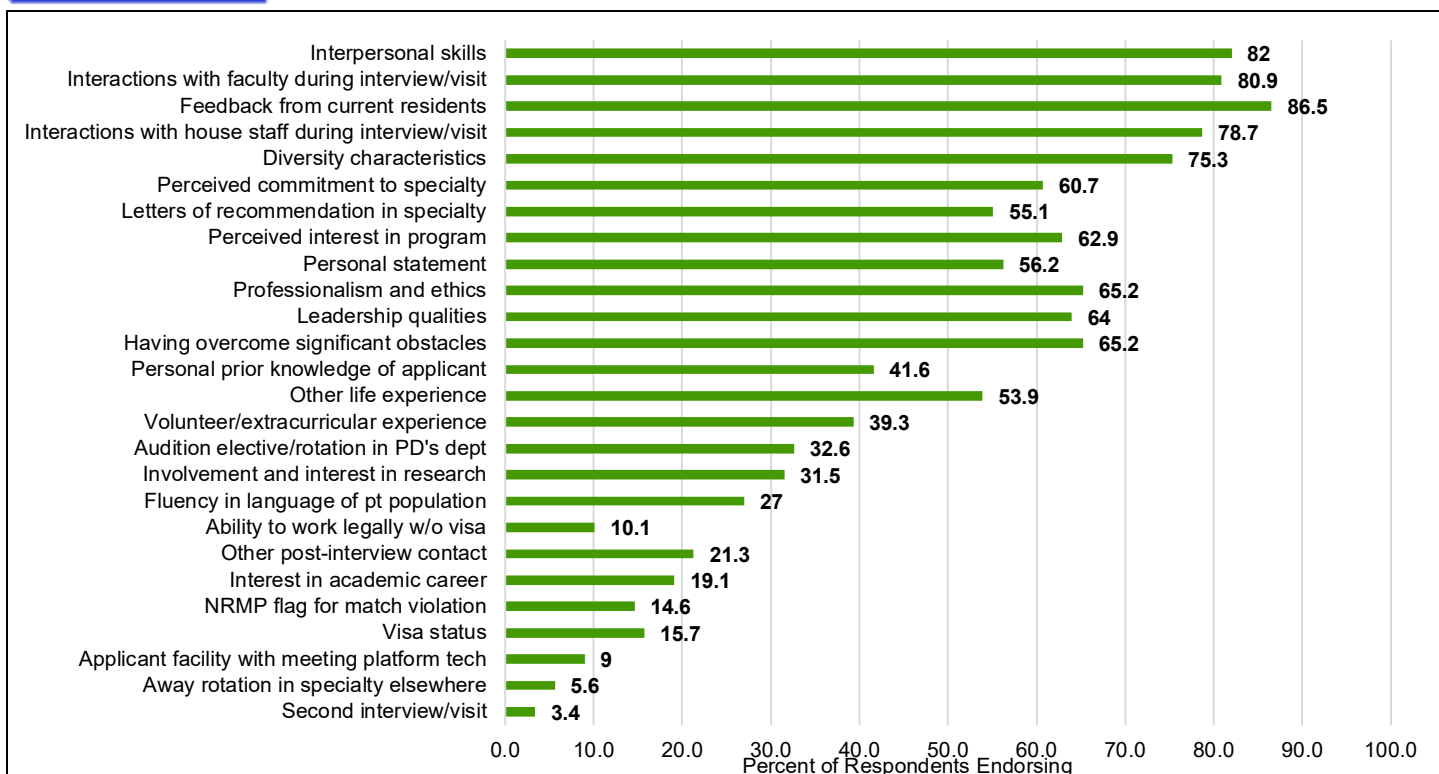
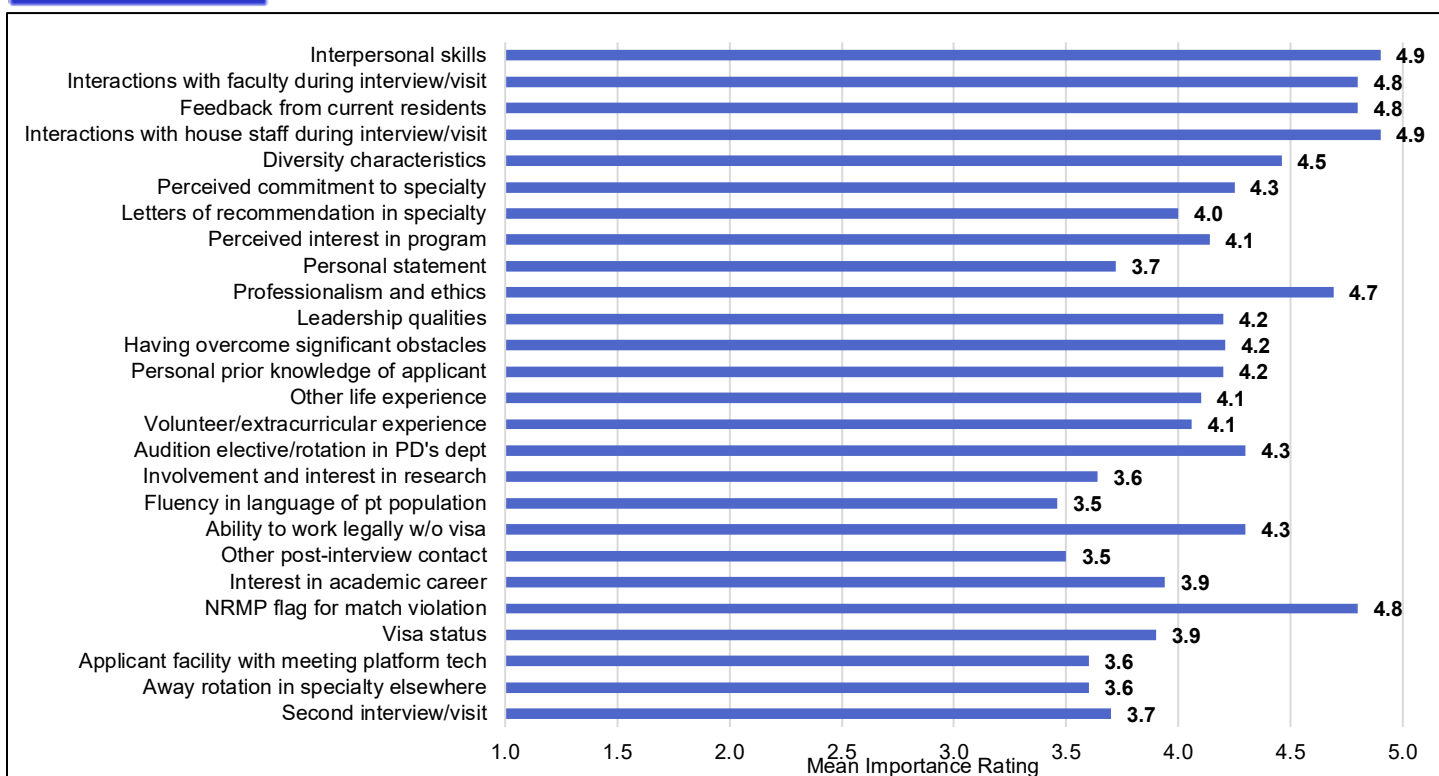



Figure PD_OG-R4

Mean Importance of Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Rank¹

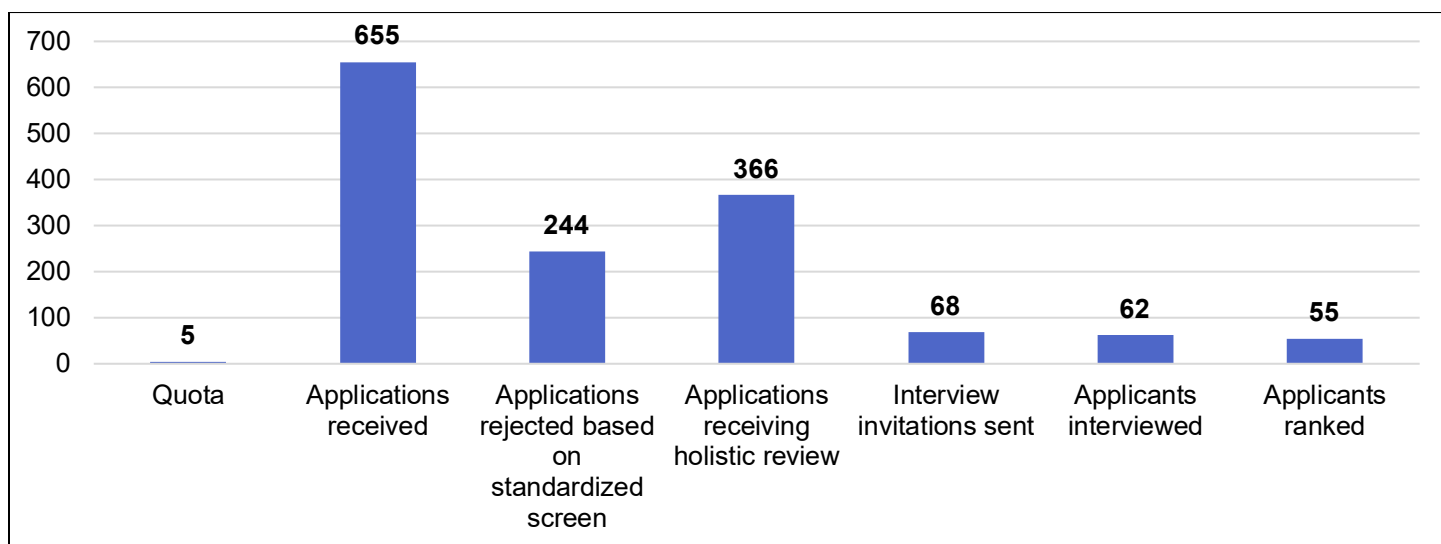


¹ Rated on a scale of 1 (not at all important) to 5 (very important)

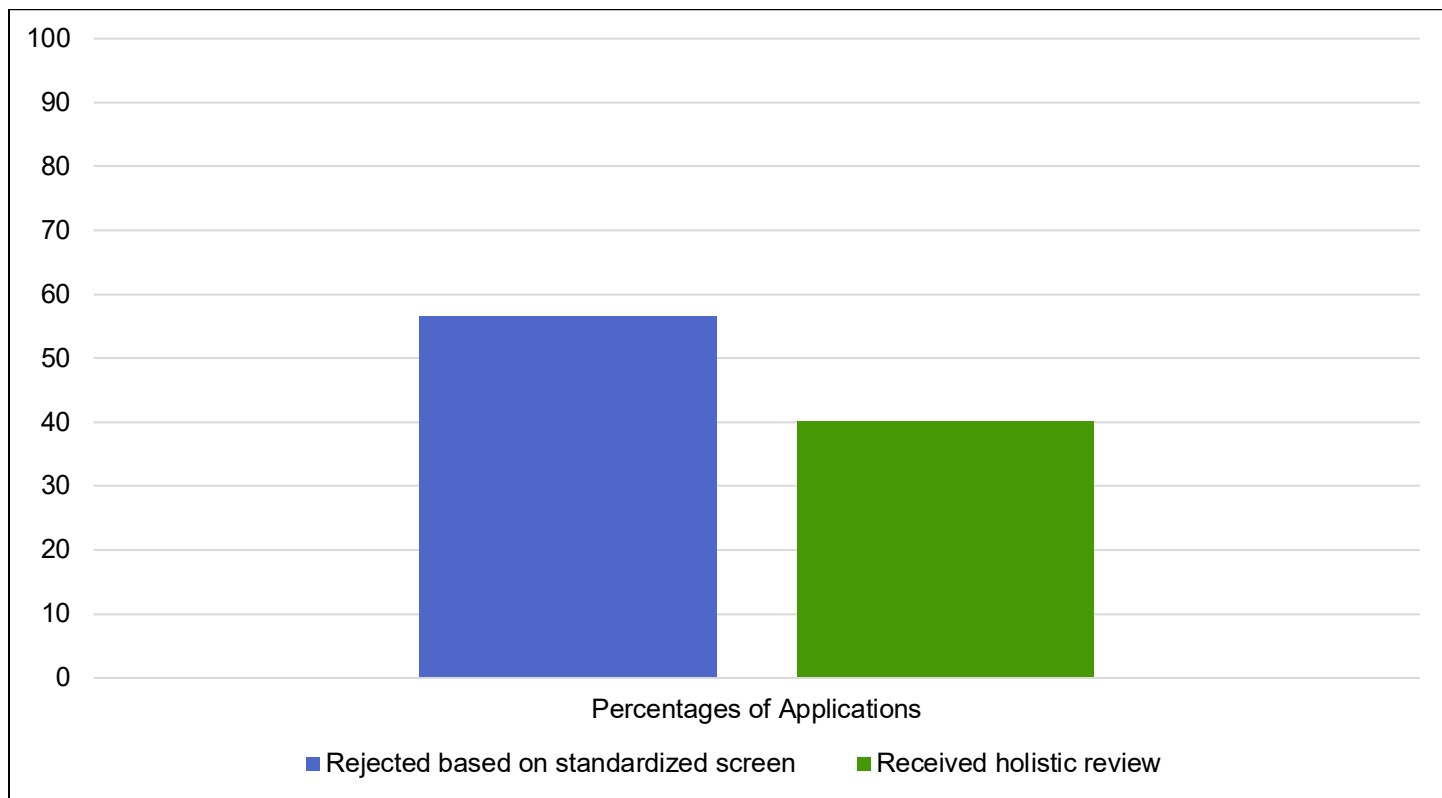


Orthopaedic Surgery, Total n = 36

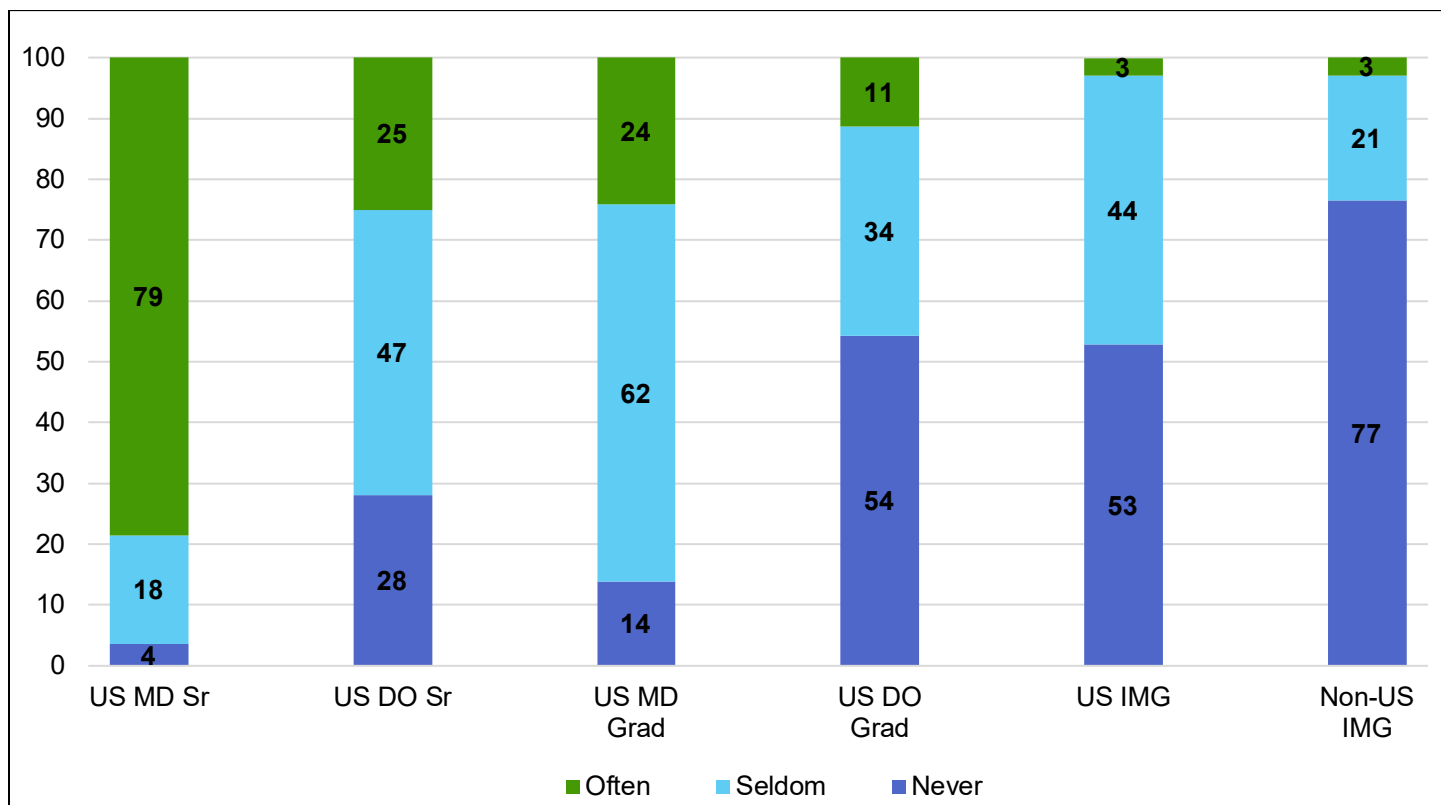
**Mean Numbers of Applications Received, Interview Invitations,
Interviews, and Applicants Ranked, 2021
(Total n = 35)**



**Average Percentages of Applications Rejected and Reviewed, 2021
(Total n = 34)**

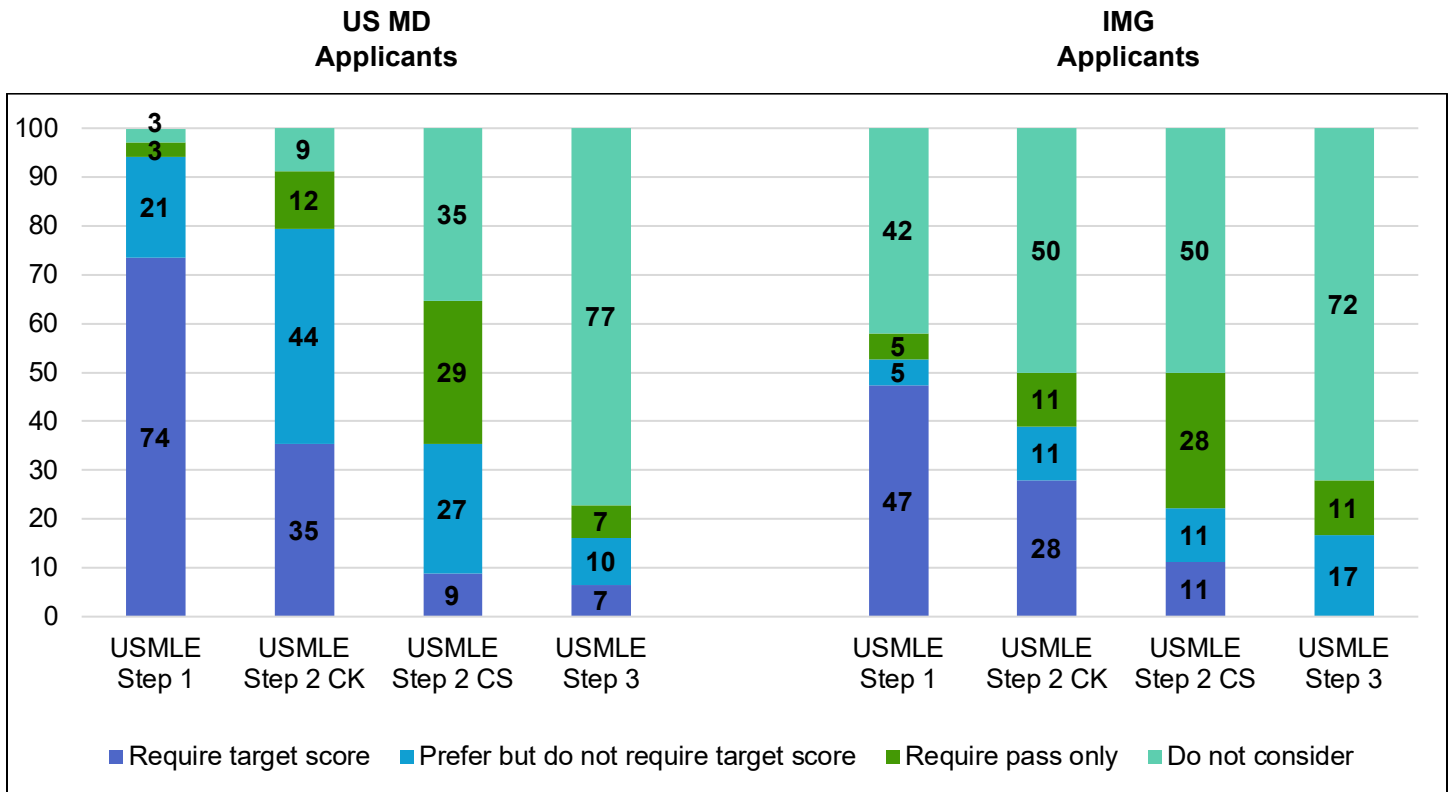


Percentages of Programs Interviewing Candidates by Applicant Type, 2021¹
(Total n = 35)



¹ Some percentages may not add to 100 because of rounding.

Percentages of Programs Using USMLE to Select US MD and IMG Applicants for Interview, 2021^{1,2}
(Total n = 34)

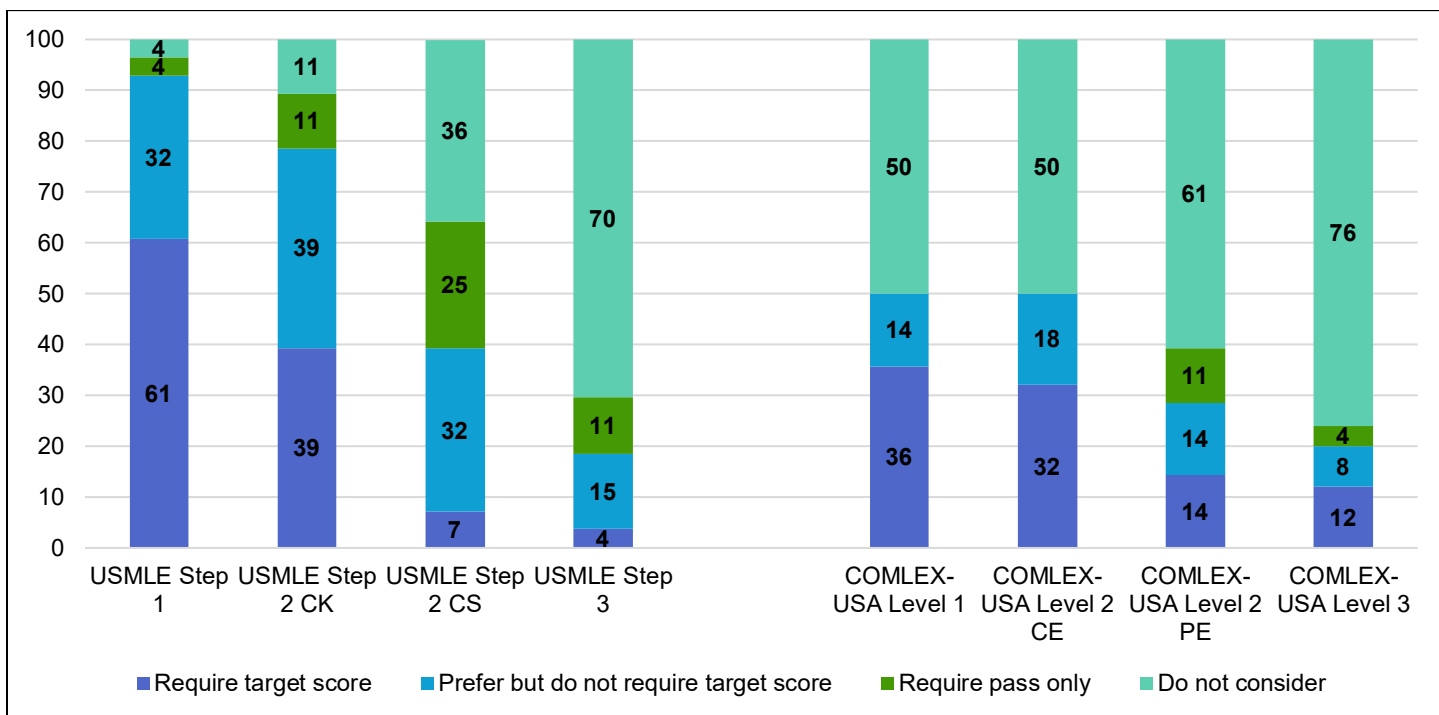


¹ Seniors and graduates are considered together.

² Some percentages may not add to 100 because of rounding.

Use of Standardized Licensure Exams to Select Applicants for Interview

Percentages of Programs Using Licensure Exams to Select DO Applicants for Interview, 2021¹
(Total n = 28)^{2,3}

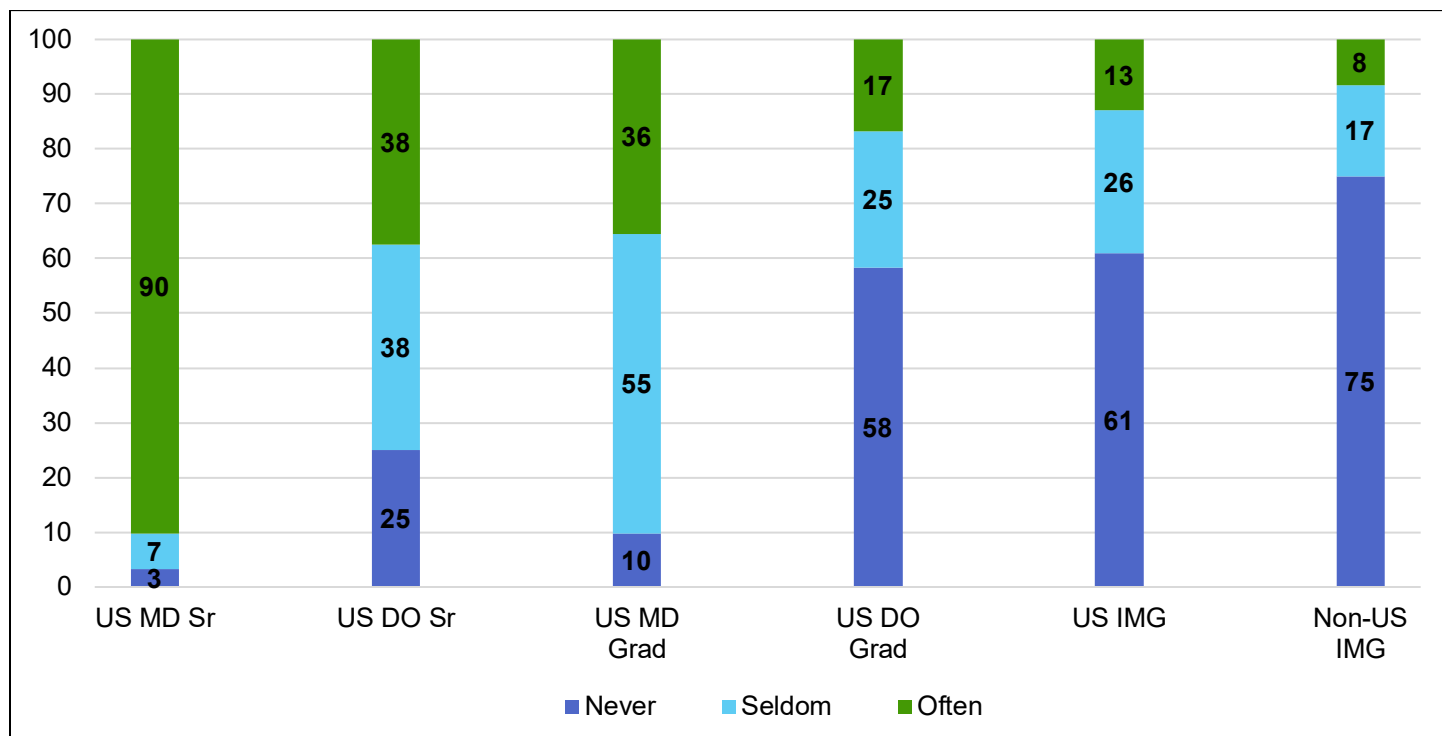


¹ DO seniors and DO graduates are considered together.

² Total number of respondents who indicated they "seldom" or "often" consider DO senior, DO graduate, or both types of applicants for interview.

³ Some percentages may not add to 100 because of rounding.

Percentages of Programs Ranking Candidates by Applicant Type, 2021¹
(Total n = 31)



¹Some percentages may not add to 100 because of rounding.

Figure PD_OS-11

Education and Academic Performance Characteristics Considered in Deciding Whom to Interview (%)

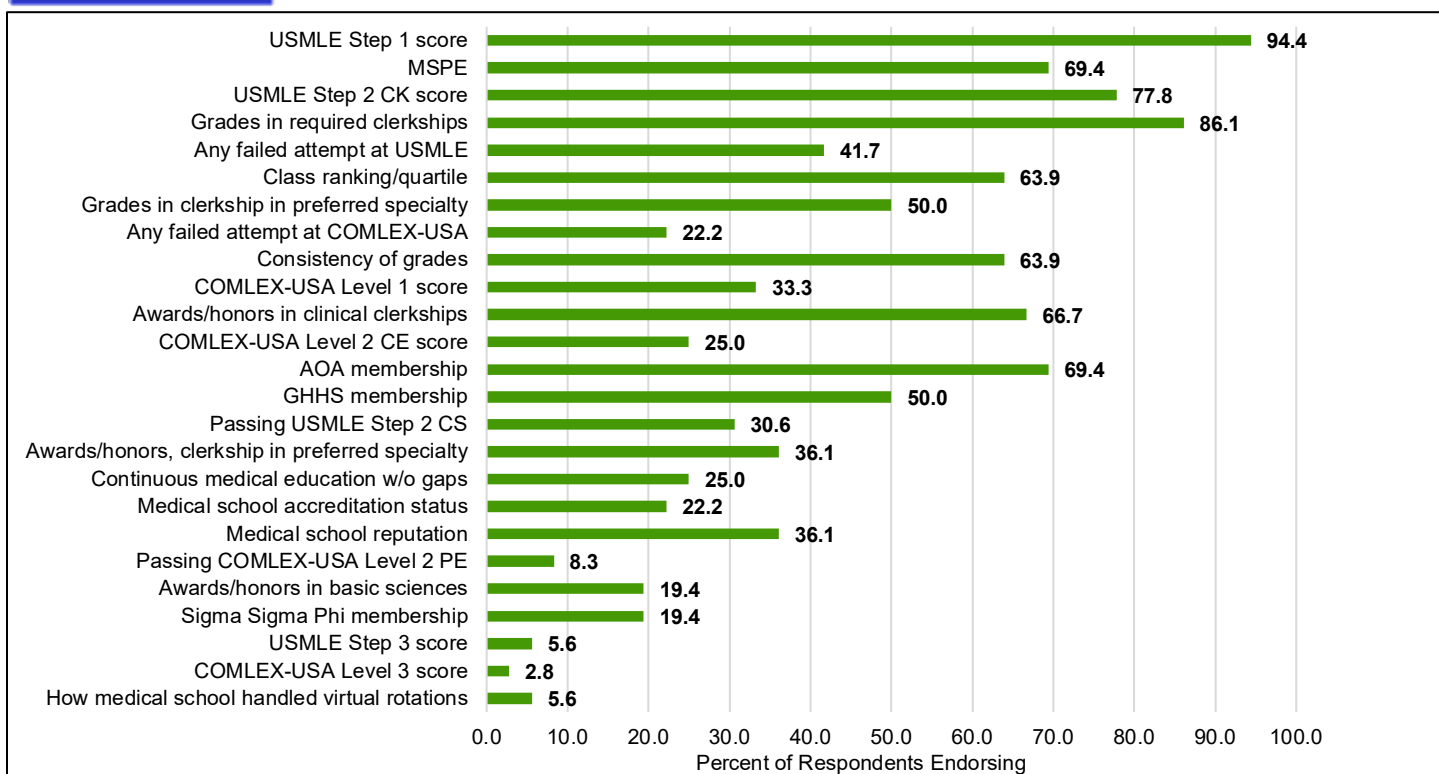
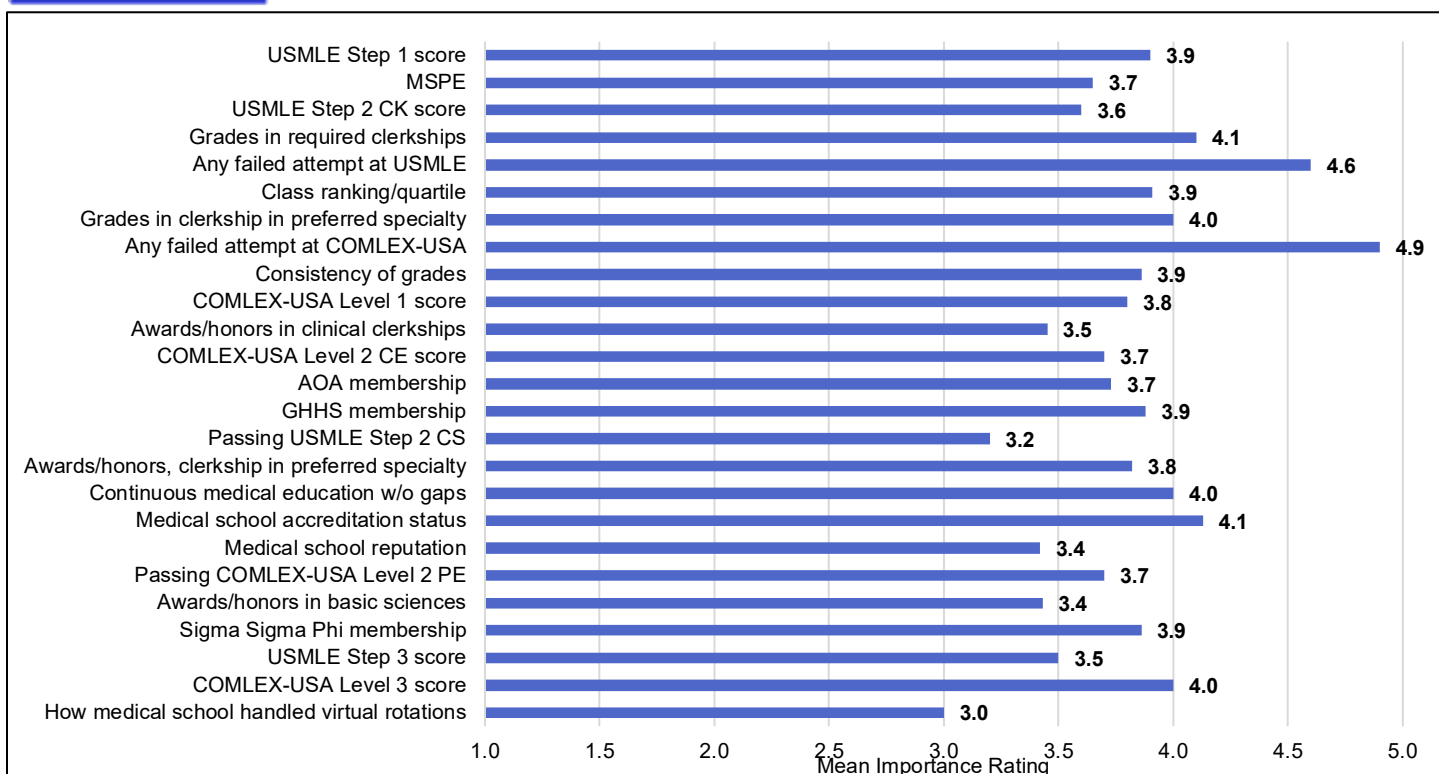


Figure PD_OS-12

Mean Importance of Education and Academic Performance Characteristics Considered in Deciding Whom to Interview¹



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

Figure PD_OS-13

Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Interview (%)

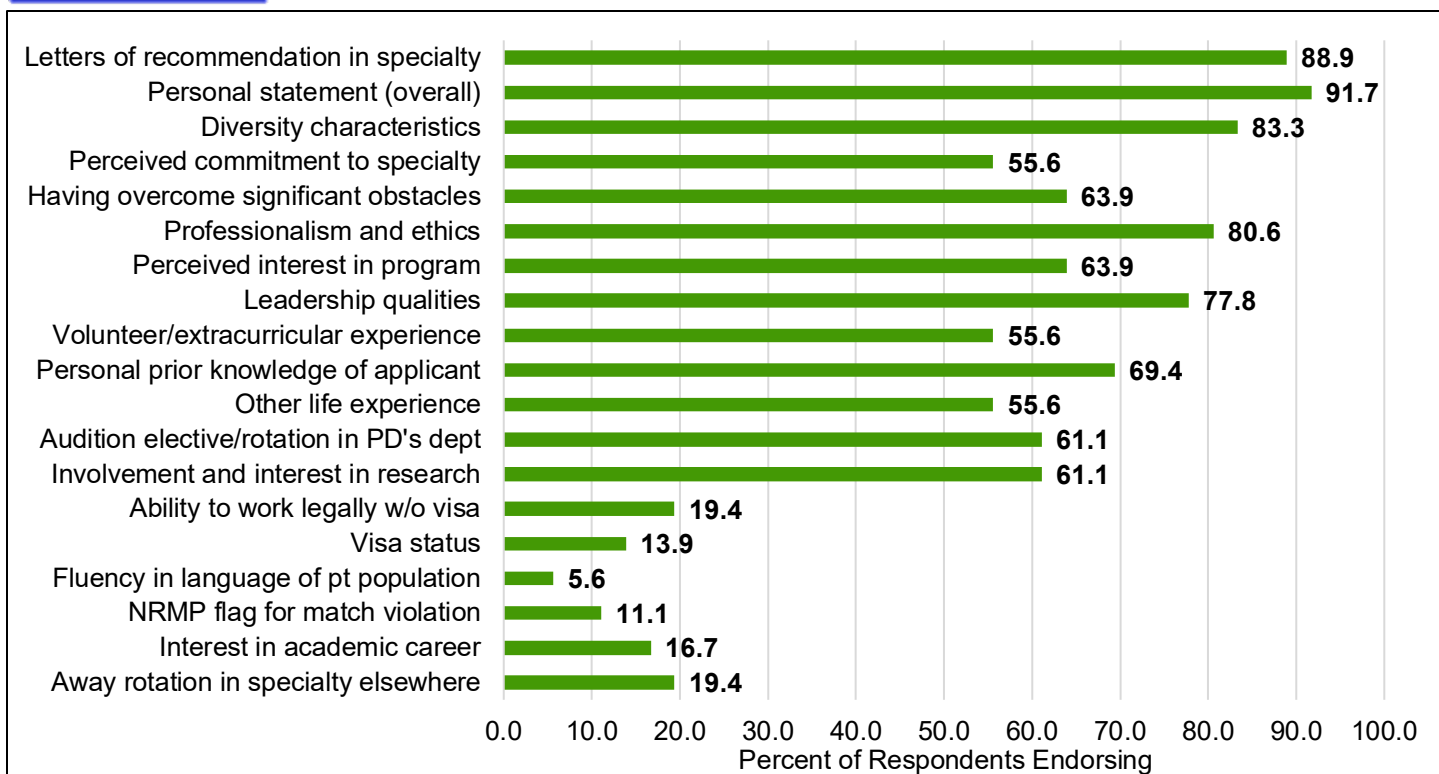
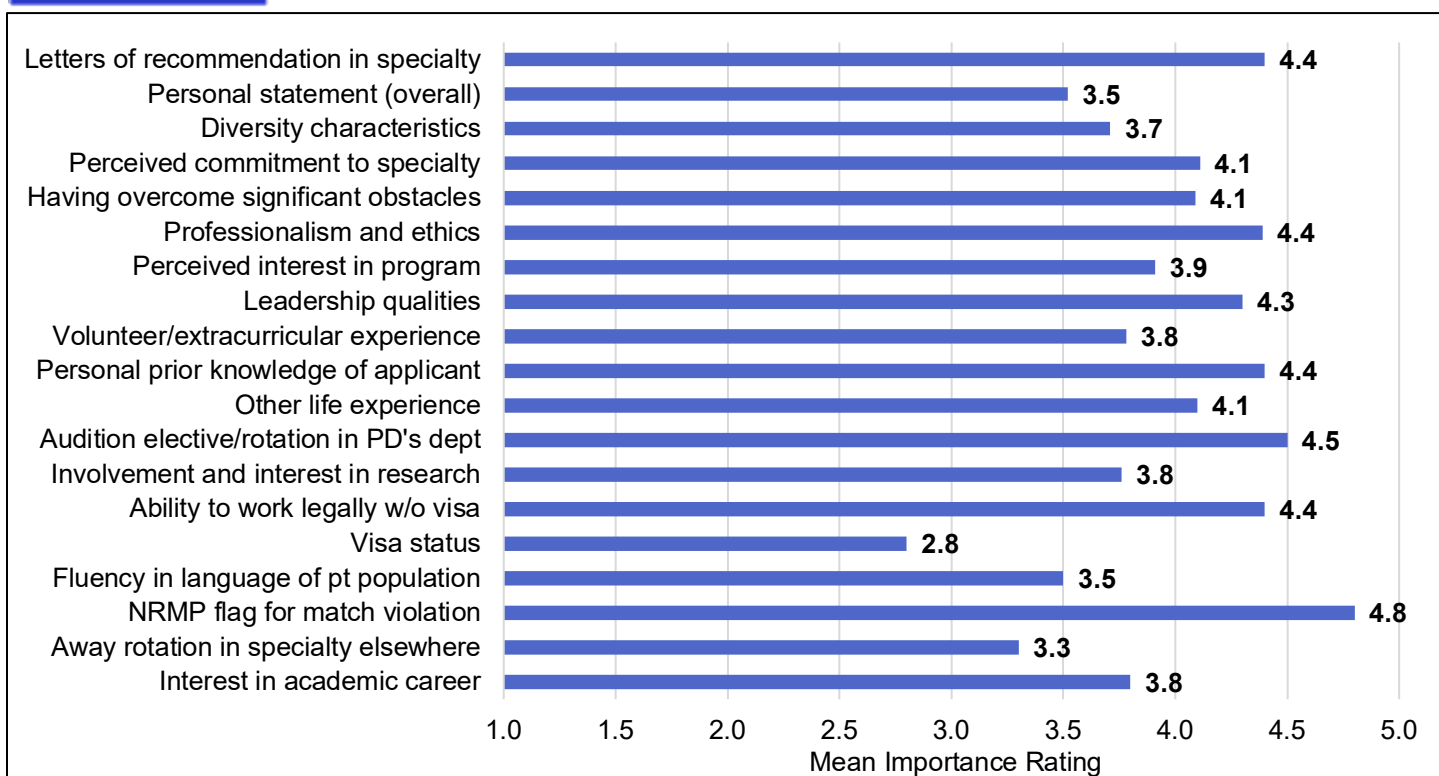


Figure PD_OS-14

Mean Importance of Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Interview¹



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

Figure PD_OS-R1

Education and Academic Performance Characteristics Considered in Deciding Whom to Rank (%)

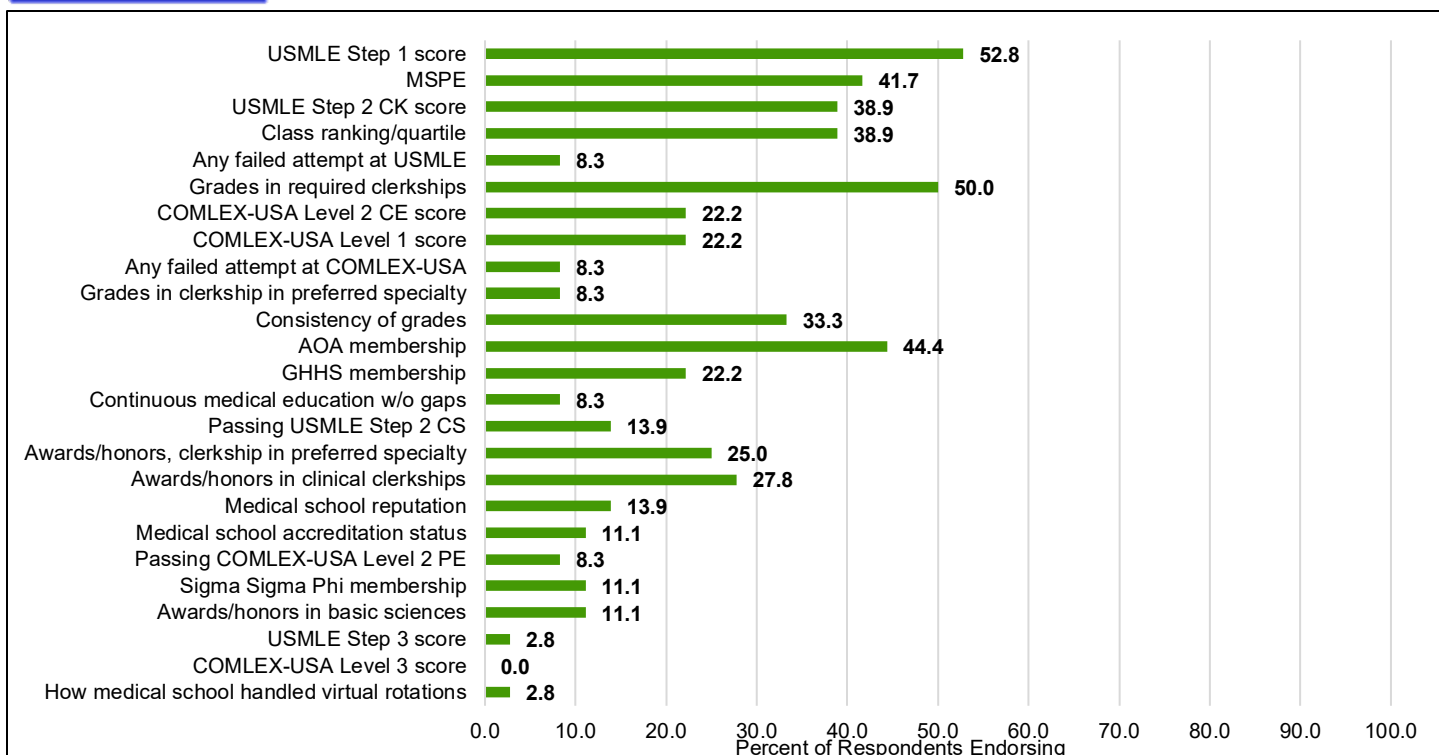
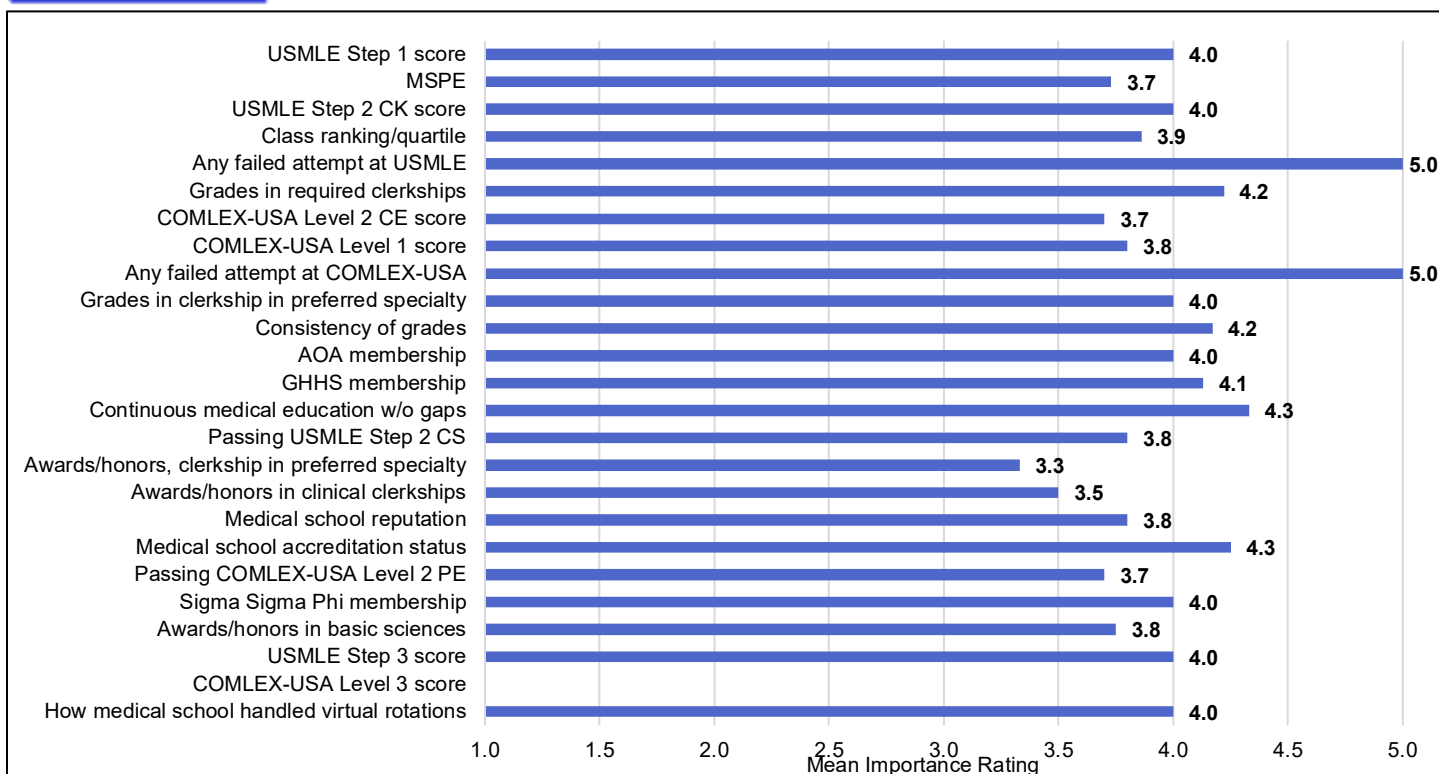


Figure PD_OS-R2

Mean Importance of Education and Academic Performance Characteristics Considered in Deciding Whom to Rank^{1,2}



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

² No respondent reported considering COMLEX-USA Level 3 score in deciding which applicants to rank.

Figure PD_OS-R3

Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Rank (%)

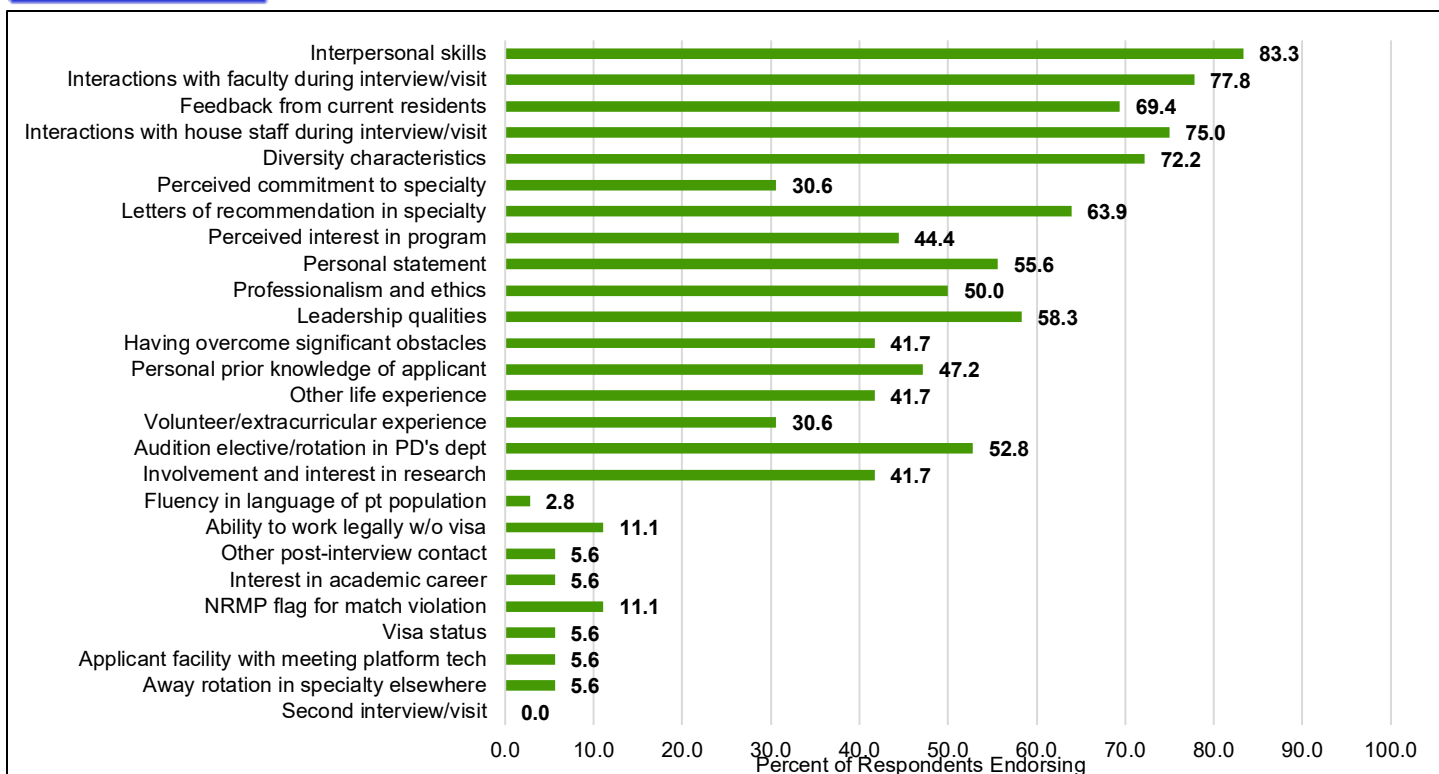
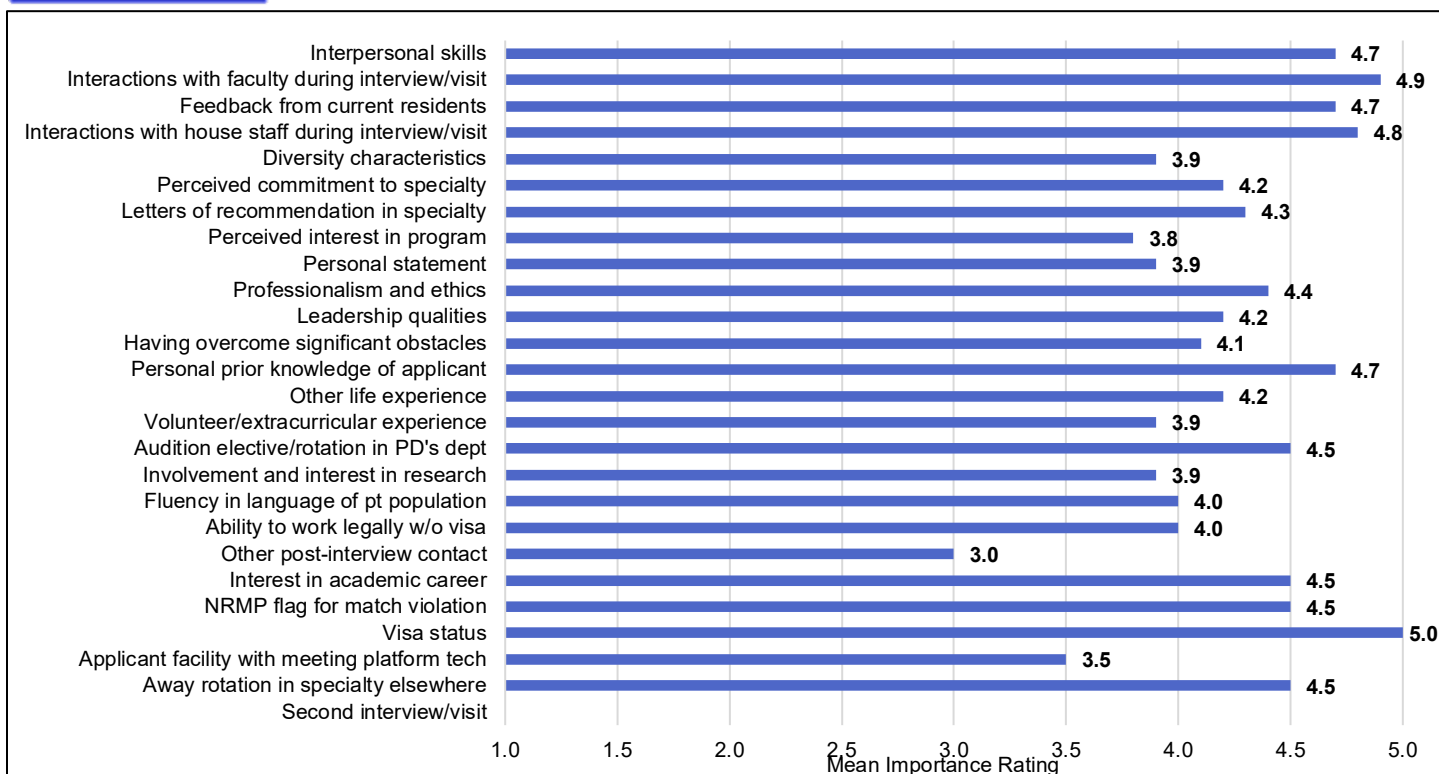



Figure PD_OS-R4

Mean Importance of Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Rank^{1,2}



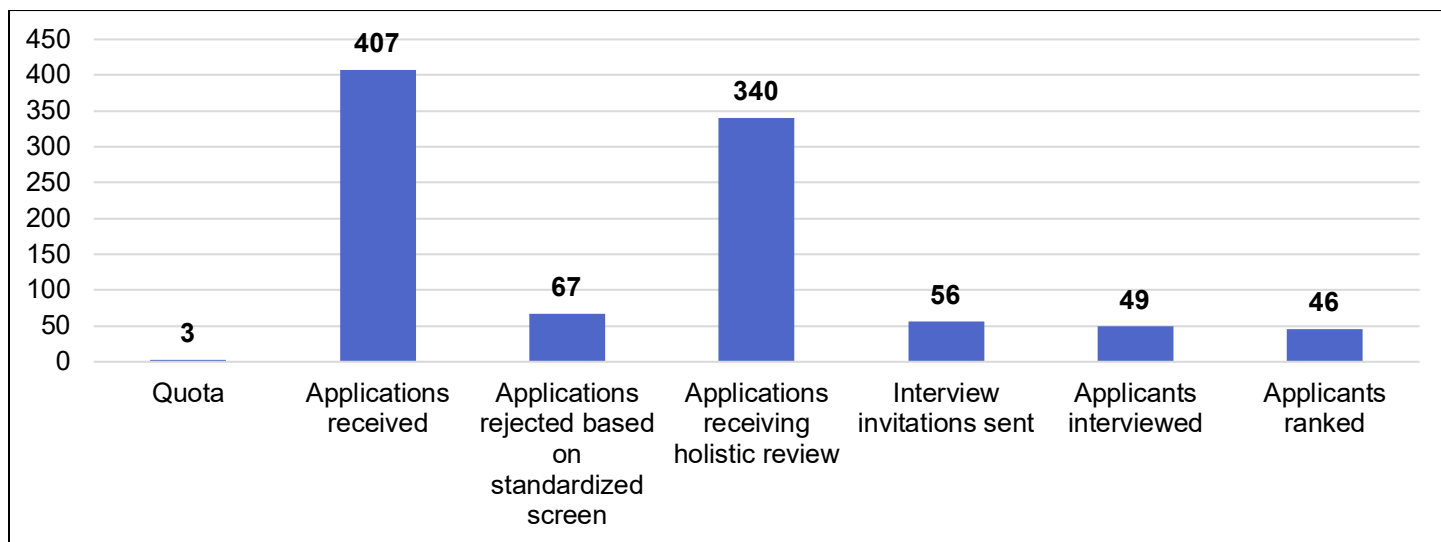
¹ Rated on a scale of 1 (not at all important) to 5 (very important)

² No respondent reported considering second interview/visit in deciding which applicants to rank.

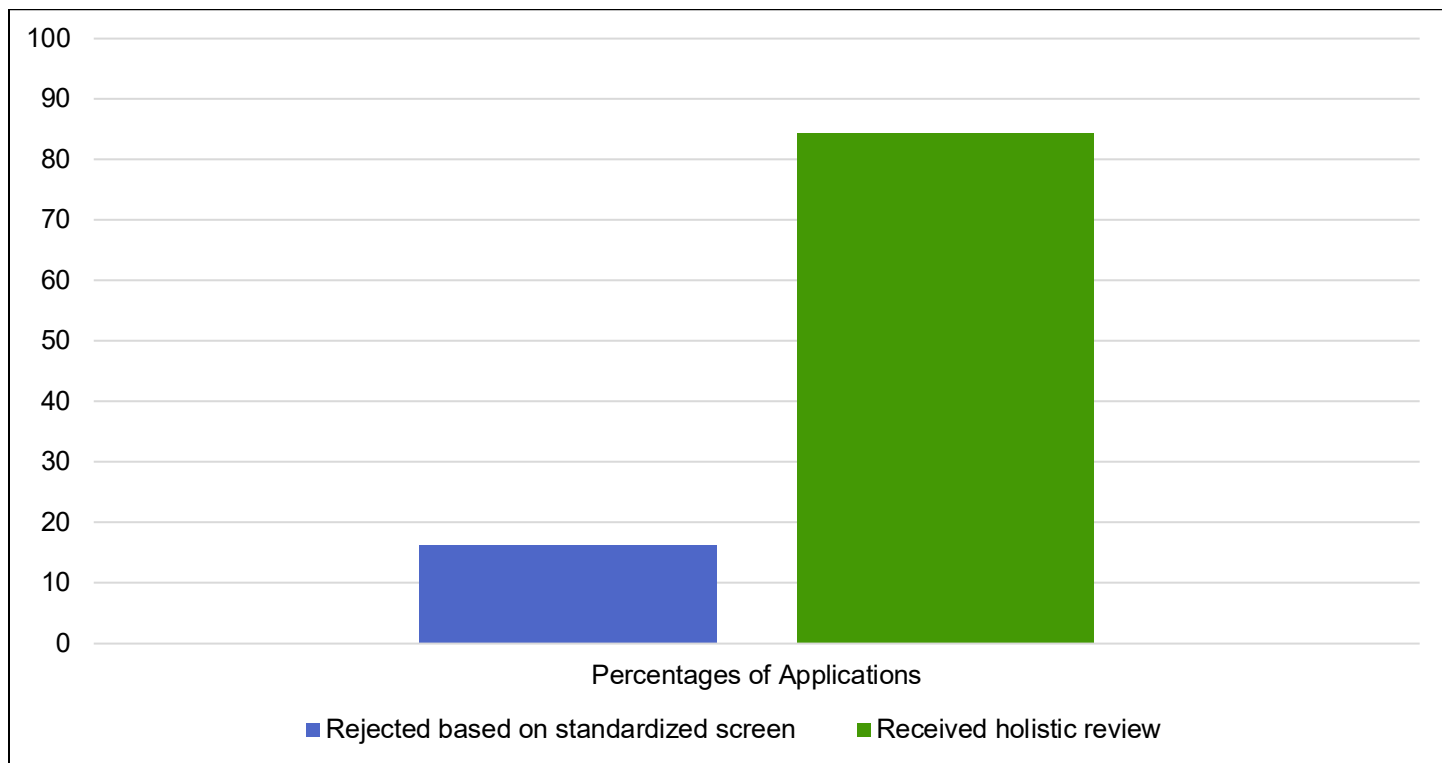


Otolaryngology, Total n = 28

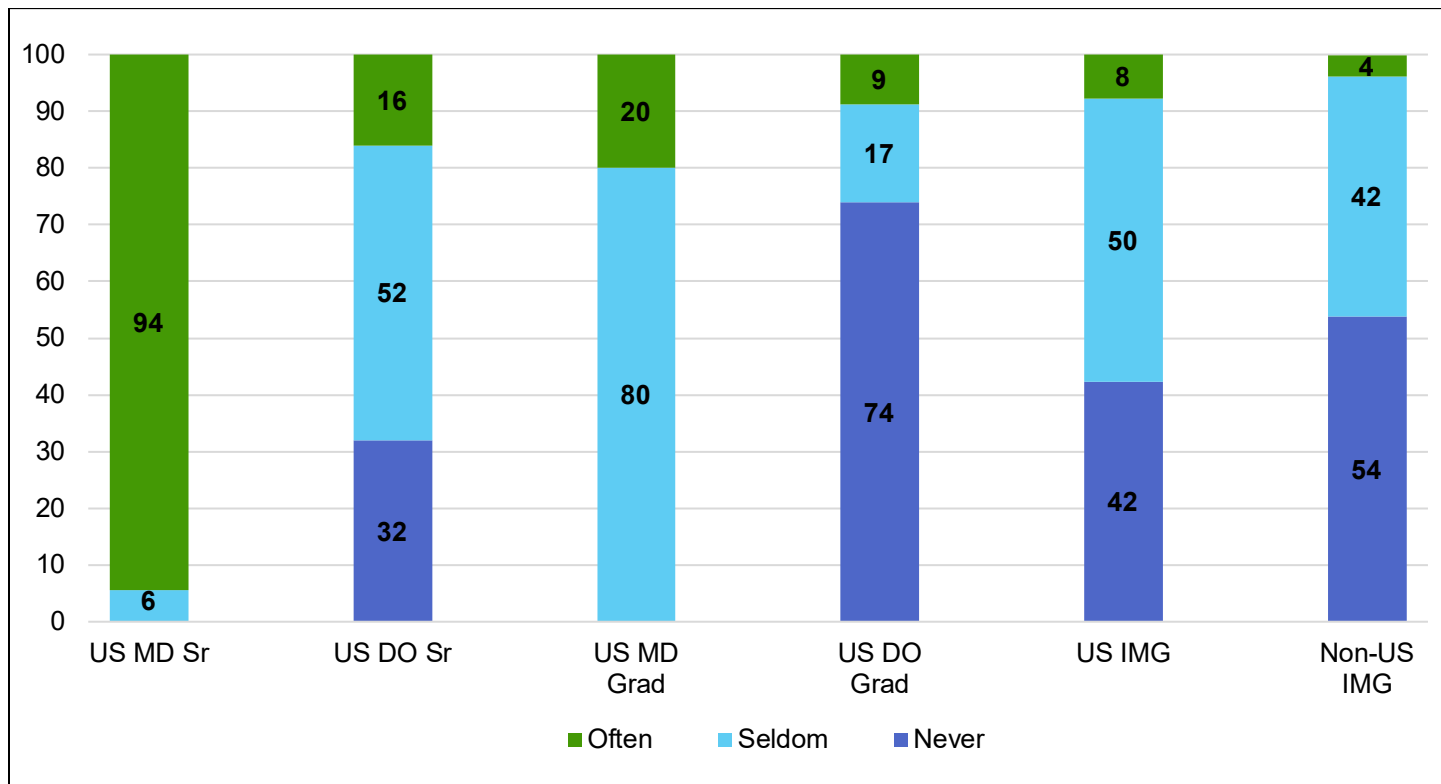
**Mean Numbers of Applications Received, Interview Invitations,
Interviews, and Applicants Ranked, 2021
(Total n = 28)**



**Average Percentages of Applications Rejected and Reviewed, 2021
(Total n = 28)**



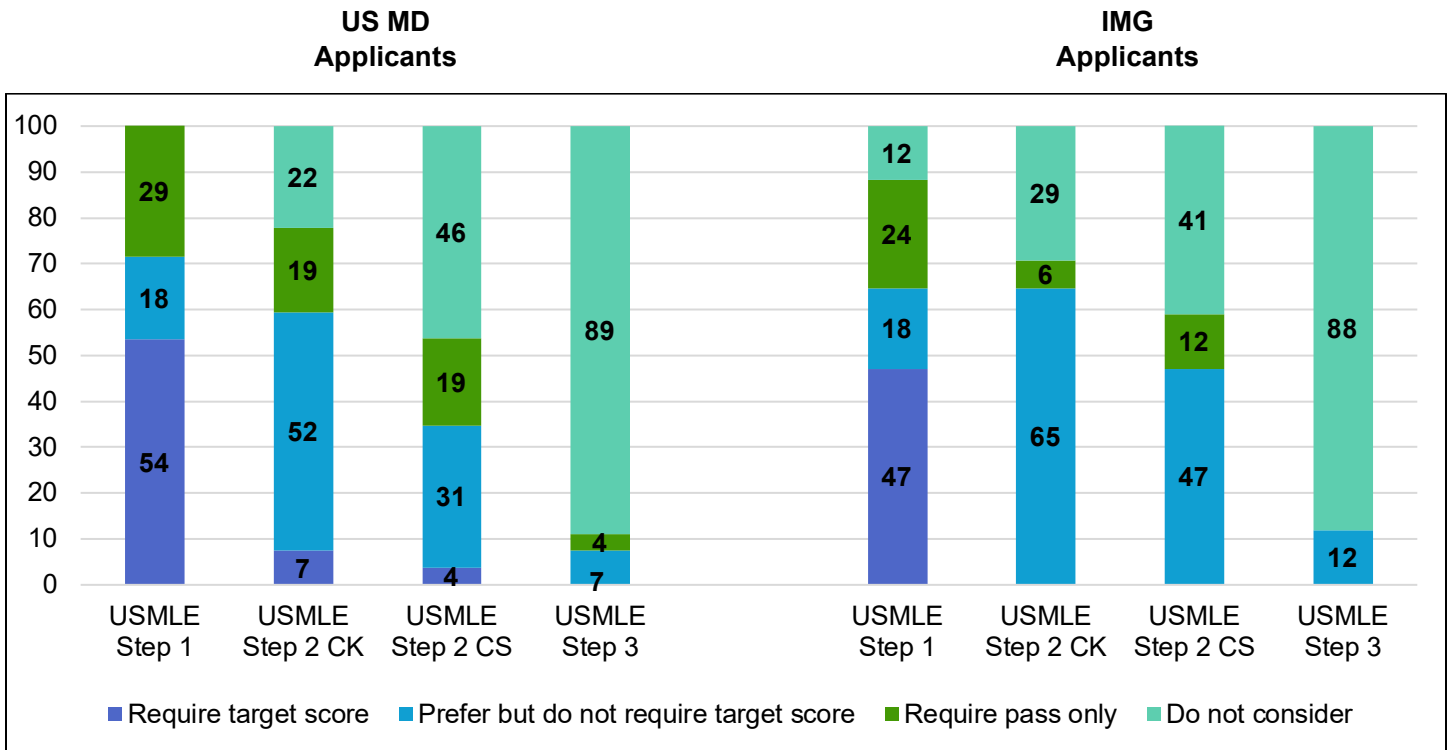
Percentages of Programs Interviewing Candidates by Applicant Type, 2021¹
(Total n = 26)



¹ Some percentages may not add to 100 because of rounding.

Use of Standardized Licensure Exams to Select Applicants for Interview

Percentages of Programs Using USMLE to Select US MD and IMG Applicants for Interview, 2021^{1,2}
(Total n = 28)

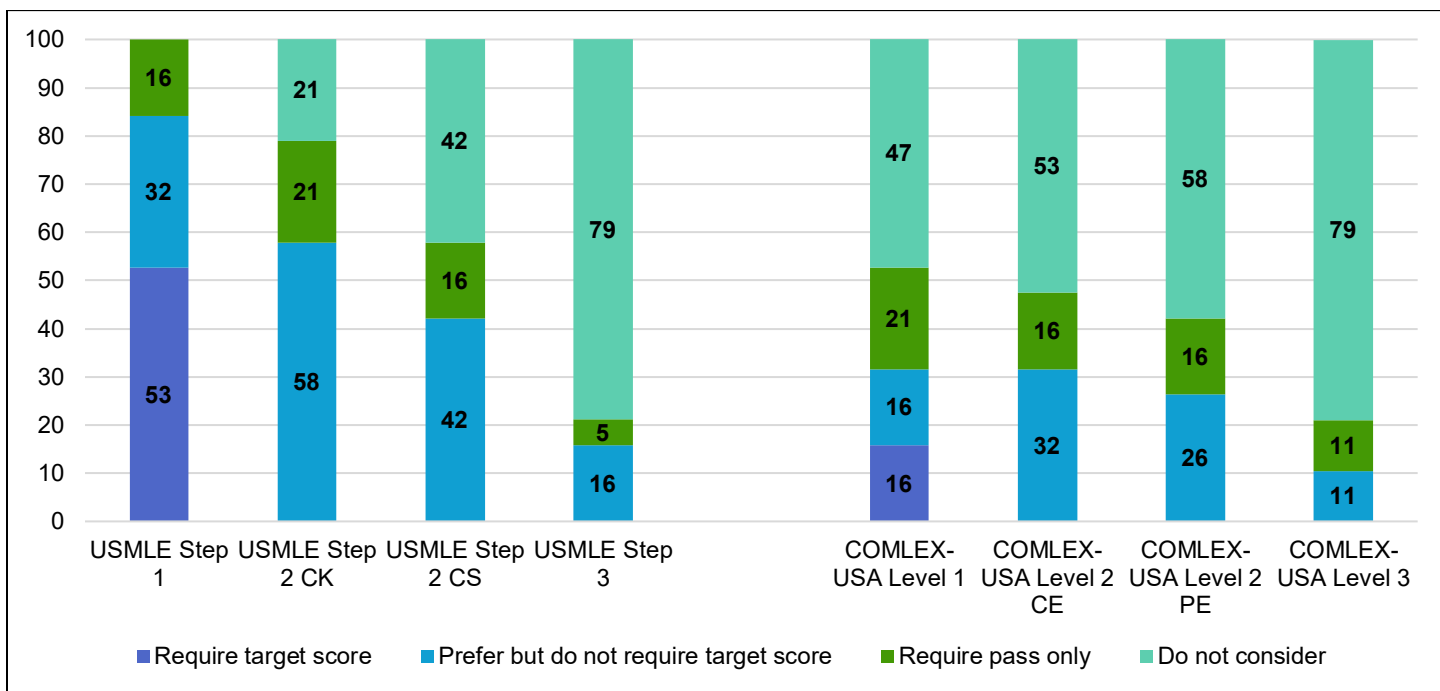


¹ Seniors and graduates are considered together.

² Some percentages may not add to 100 because of rounding.

Use of Standardized Licensure Exams to Select Applicants for Interview

Percentages of Programs Using Licensure Exams to Select DO Applicants for Interview, 2021¹
(Total n = 19)^{2,3}

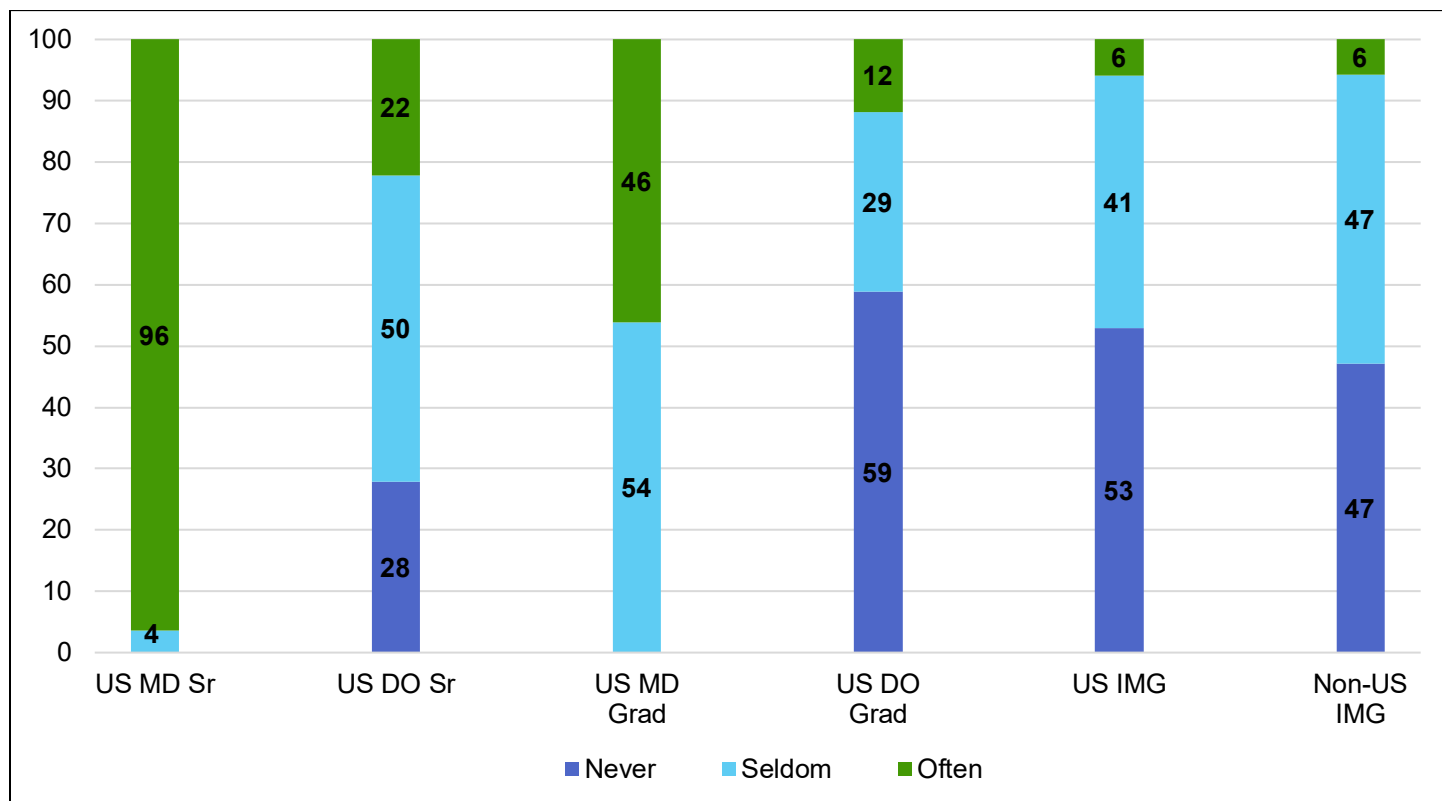


¹ DO seniors and DO graduates are considered together.

² Total number of respondents who indicated they "seldom" or "often" consider DO senior, DO graduate, or both types of applicants for interview.

³ Some percentages may not add to 100 because of rounding.

Percentages of Programs Ranking Candidates by Applicant Type, 2021¹
(Total n = 28)



¹Some percentages may not add to 100 because of rounding.

Figure PD_O-I1

Education and Academic Performance Characteristics Considered in Deciding Whom to Interview (%)

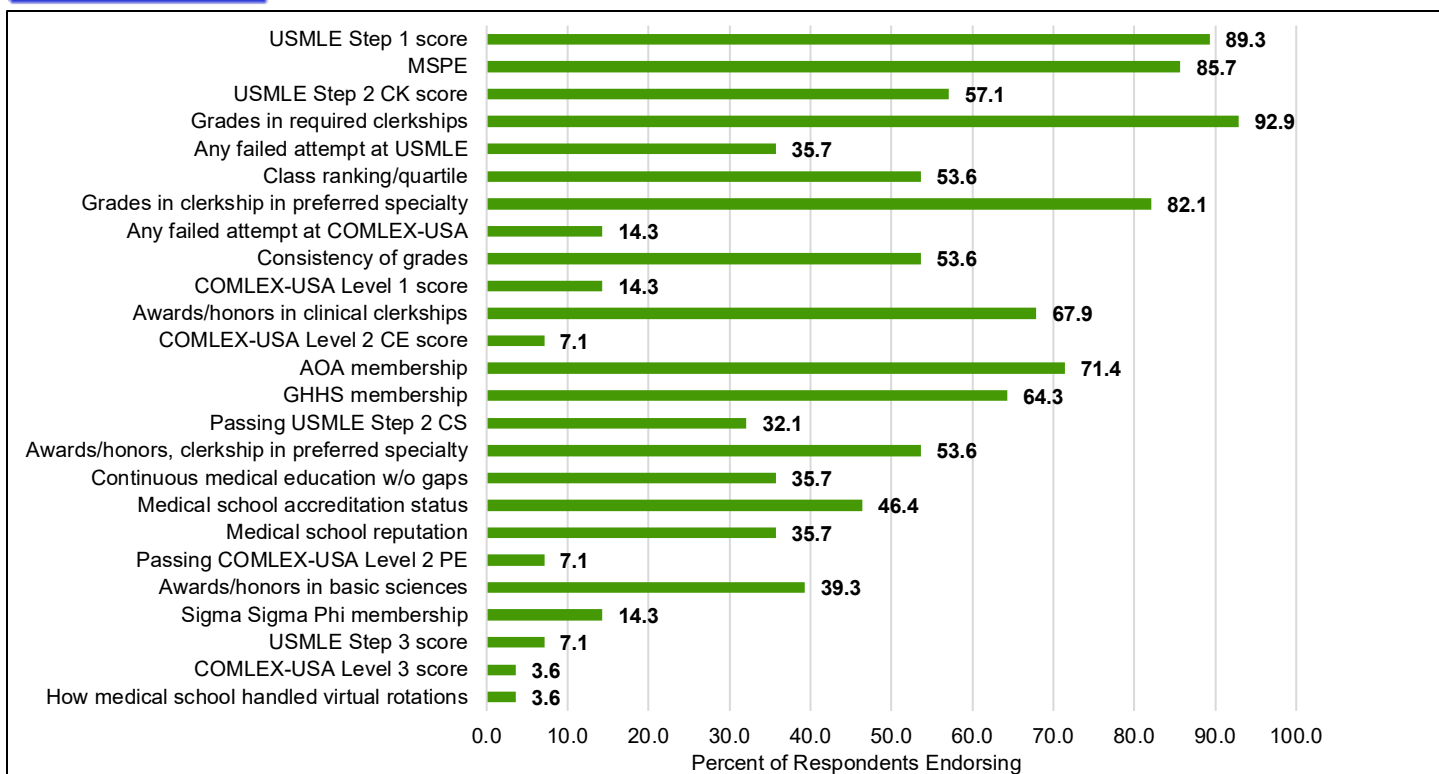
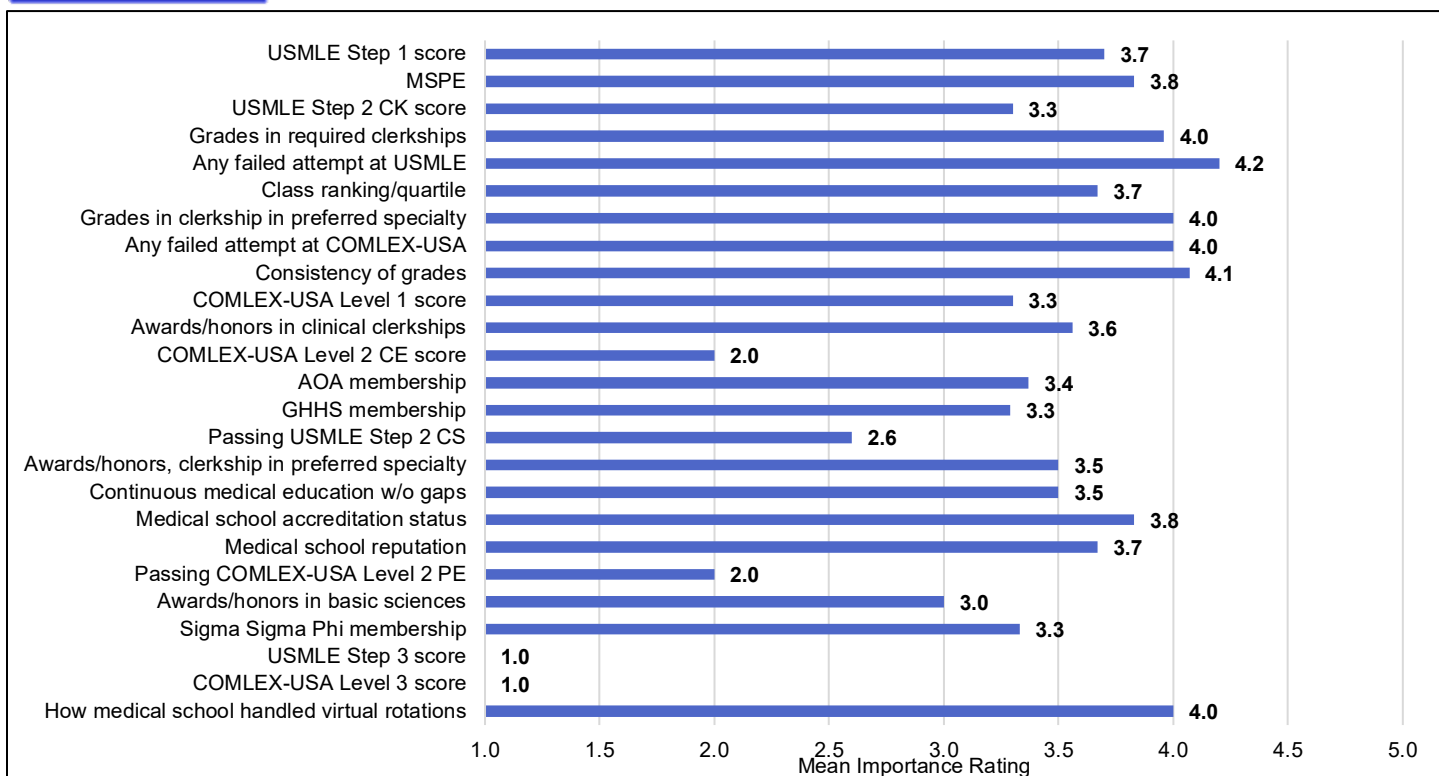


Figure PD_O-I2

Mean Importance of Education and Academic Performance Characteristics Considered in Deciding Whom to Interview¹



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

Figure PD_O-I3

Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Interview (%)

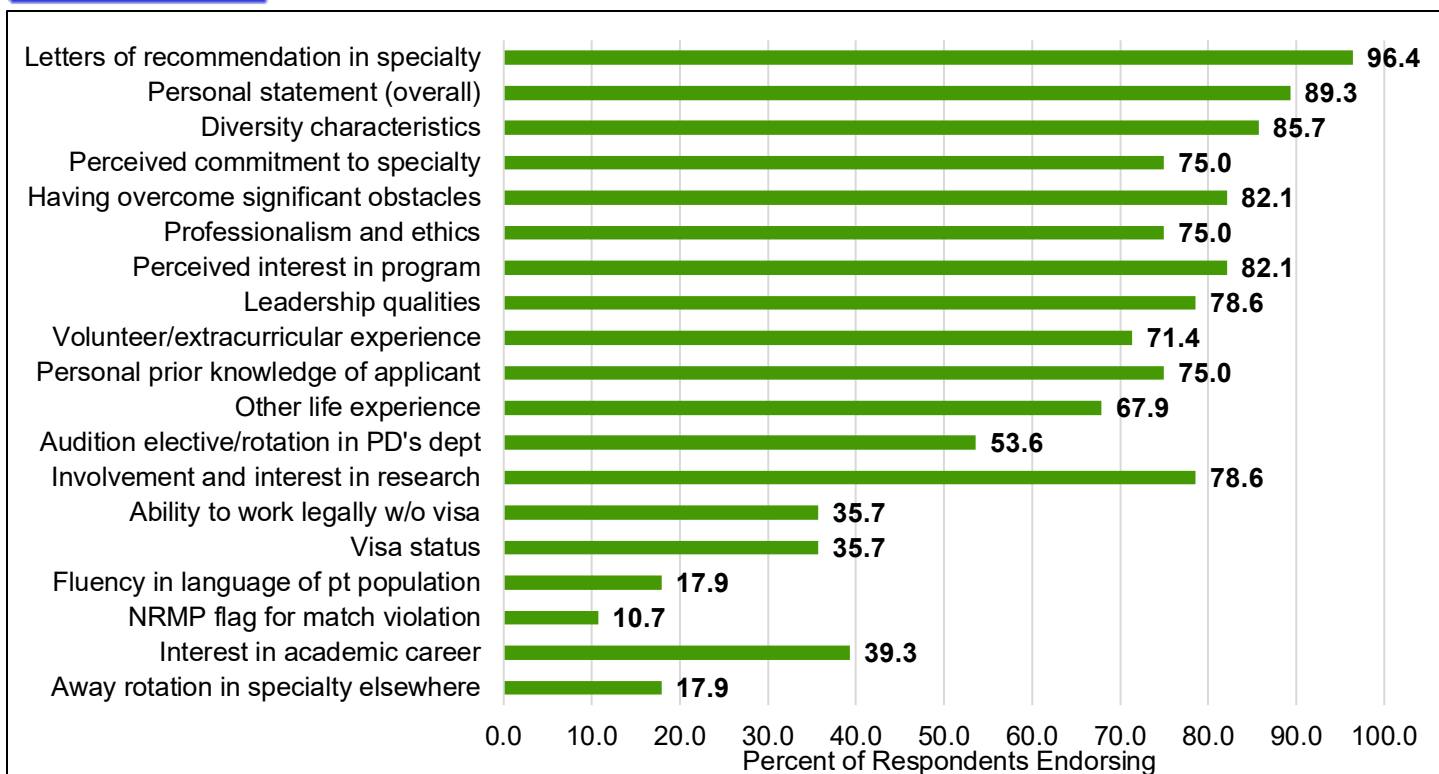
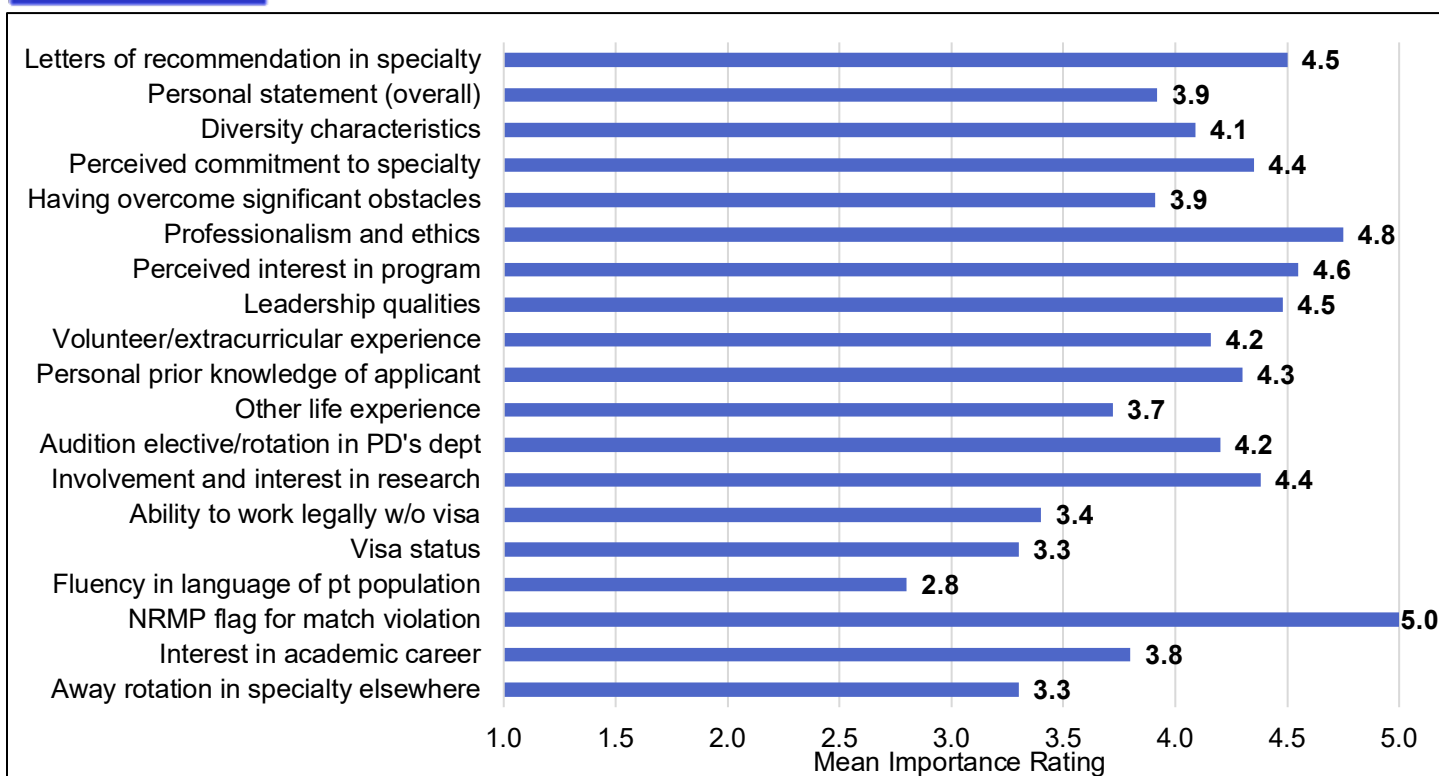


Figure PD_O-I4

Mean Importance of Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Interview¹



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

Figure PD_O-R1

Education and Academic Performance Characteristics Considered in Deciding Whom to Rank (%)

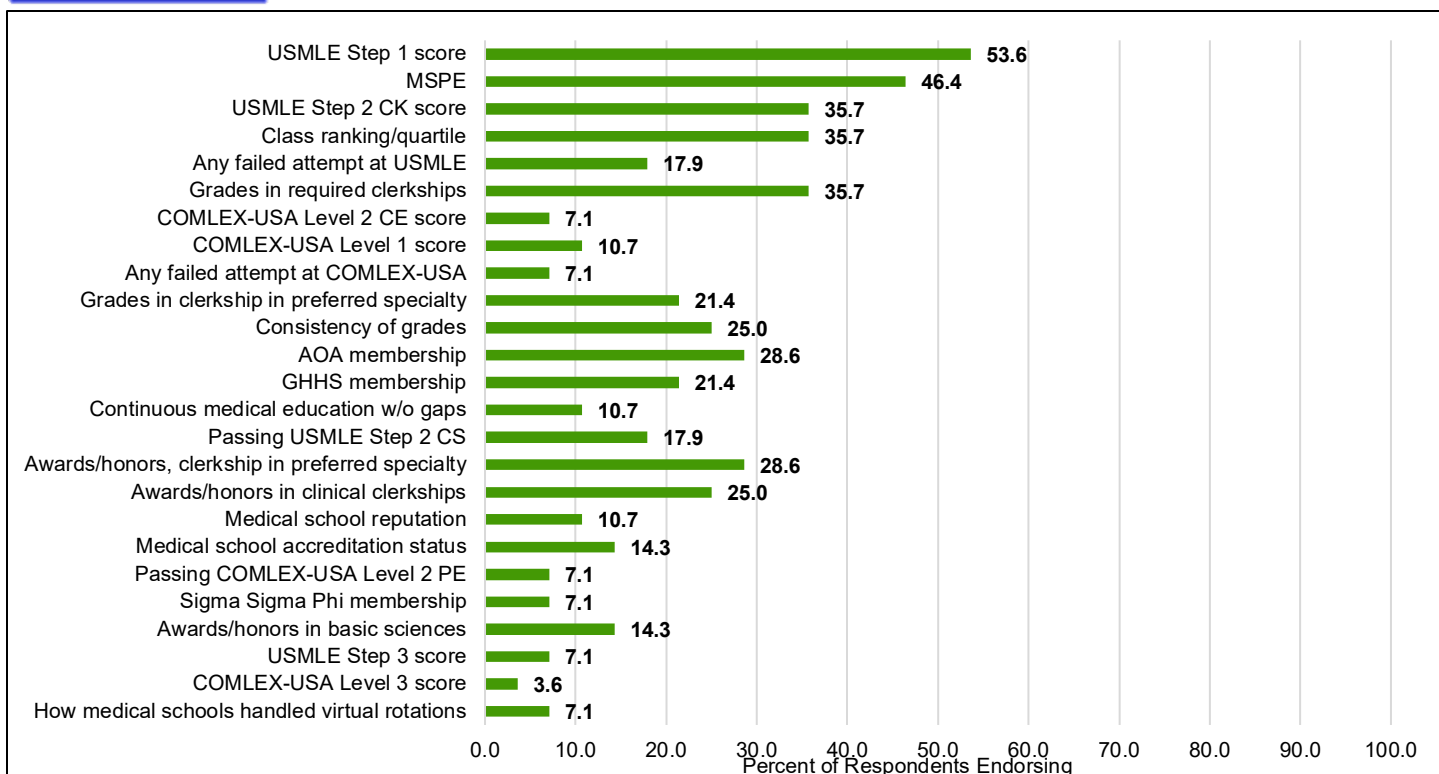
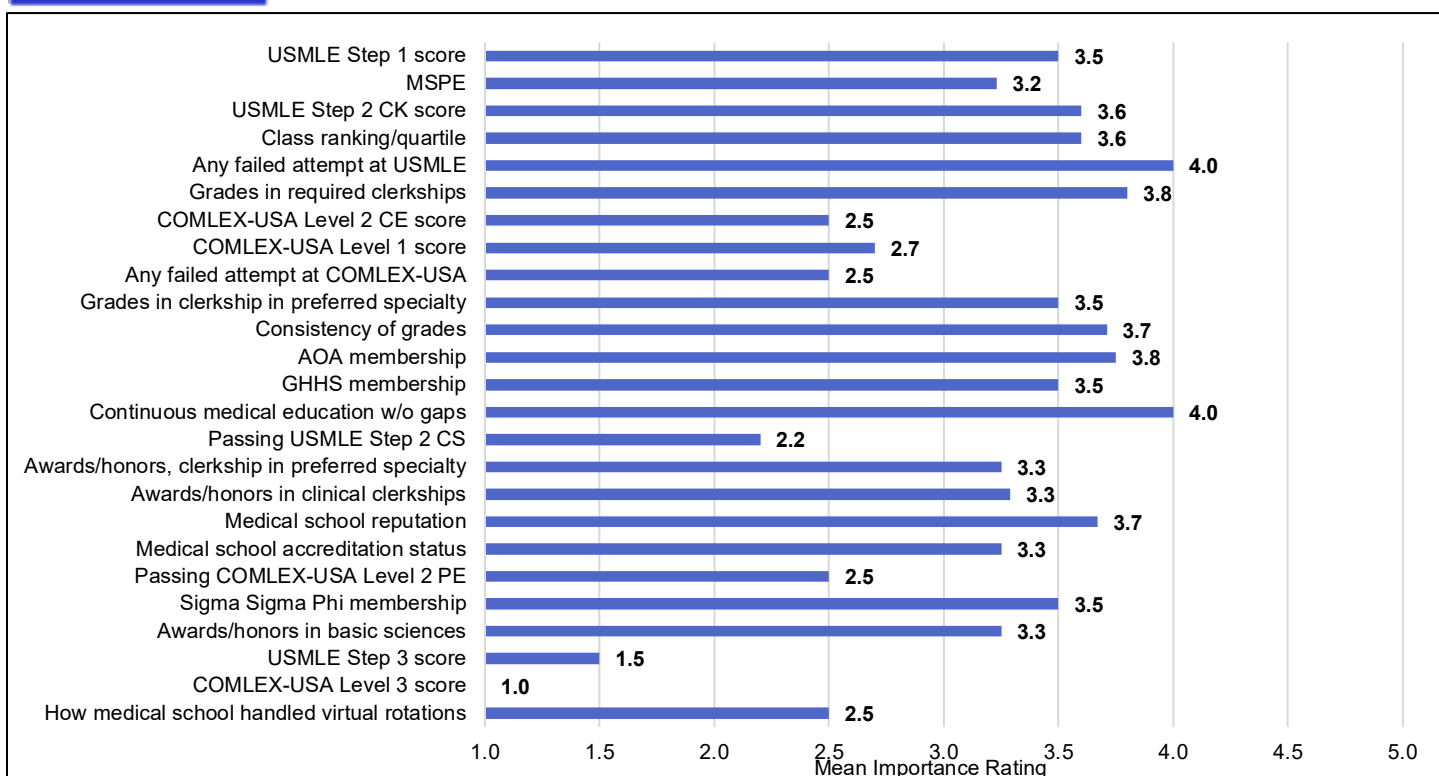


Figure PD_O-R2

Mean Importance of Education and Academic Performance Characteristics Considered in Deciding Whom to Rank¹



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

Figure PD_O-R3

Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Rank (%)

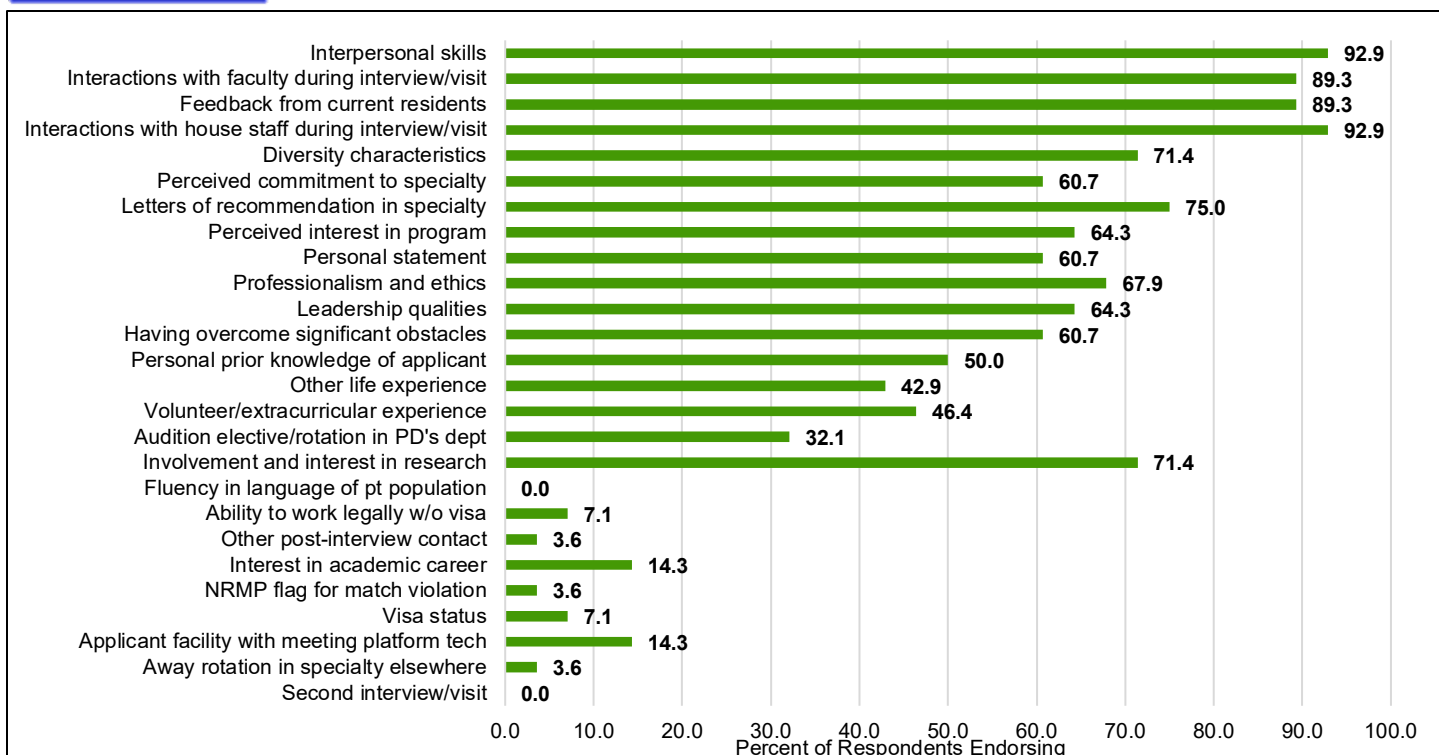
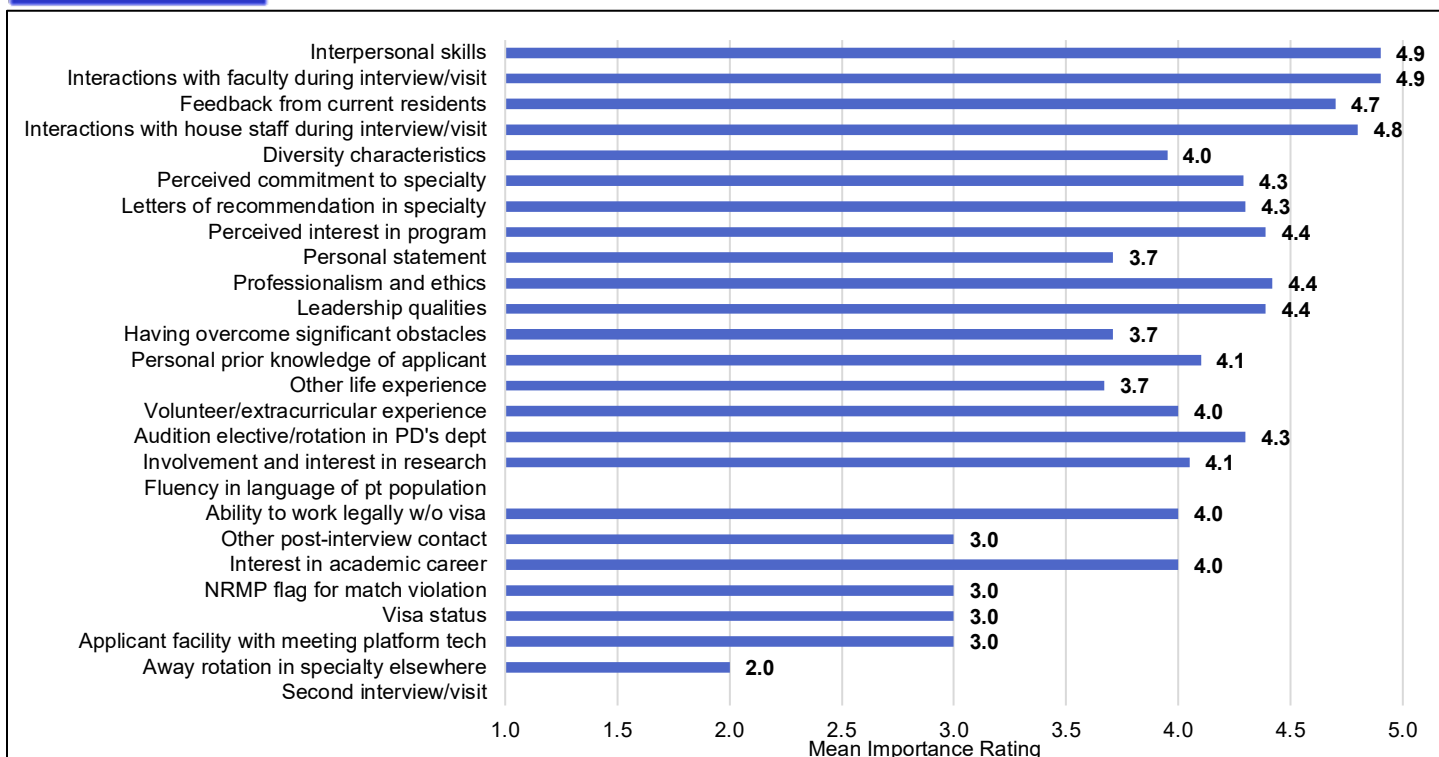


Figure PD_O-R4

Mean Importance of Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Rank^{1,2}



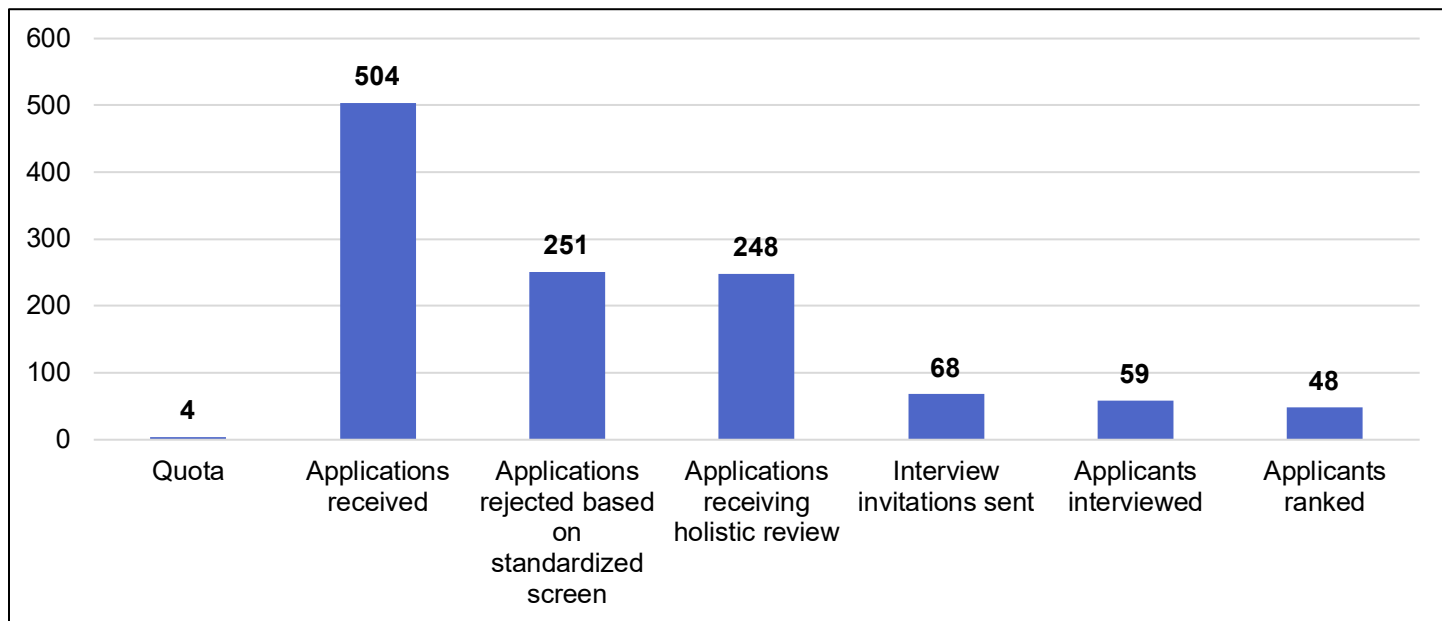
¹ Rated on a scale of 1 (not at all important) to 5 (very important)

² No respondent reported considering fluency in language spoken by patient population or second interview/visit in deciding which applicants to rank.

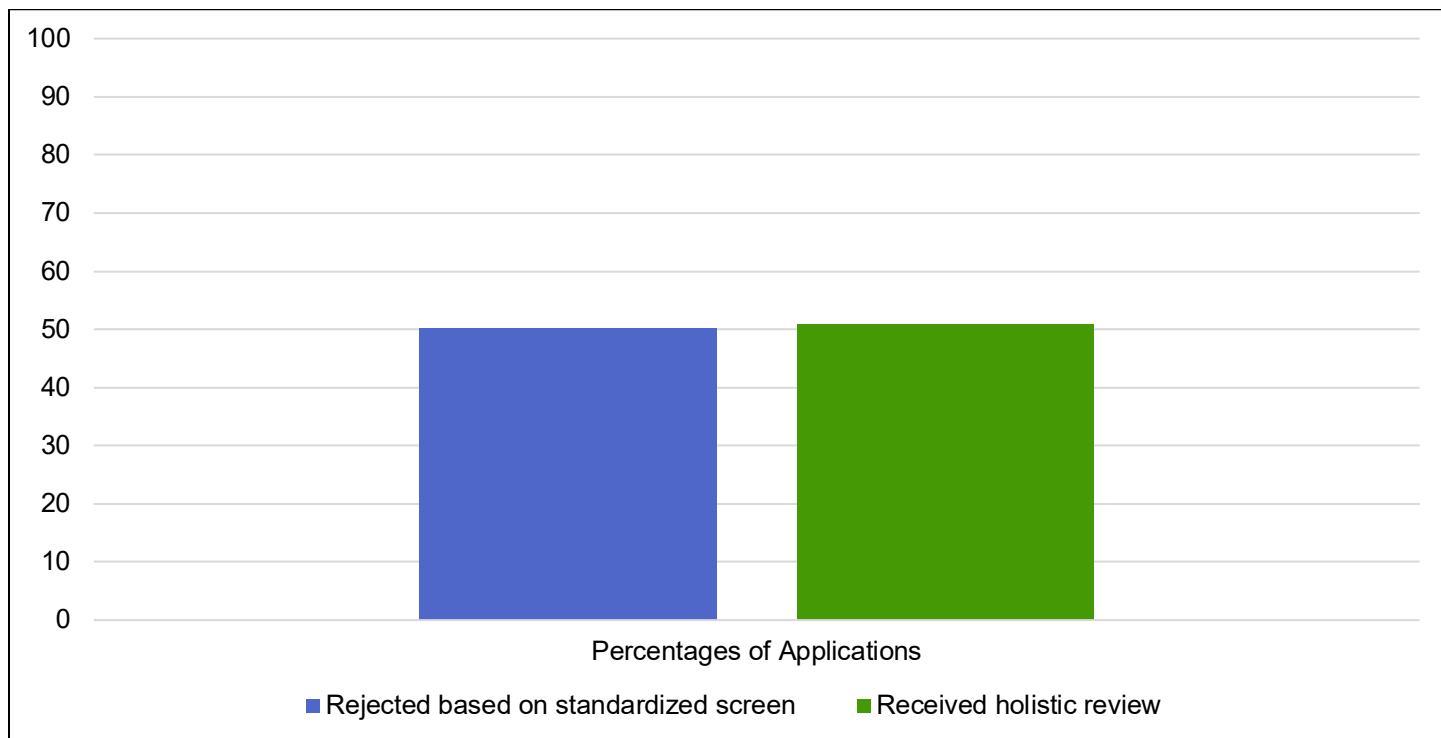


Pathology-Anatomic and Clinical, Total n = 33

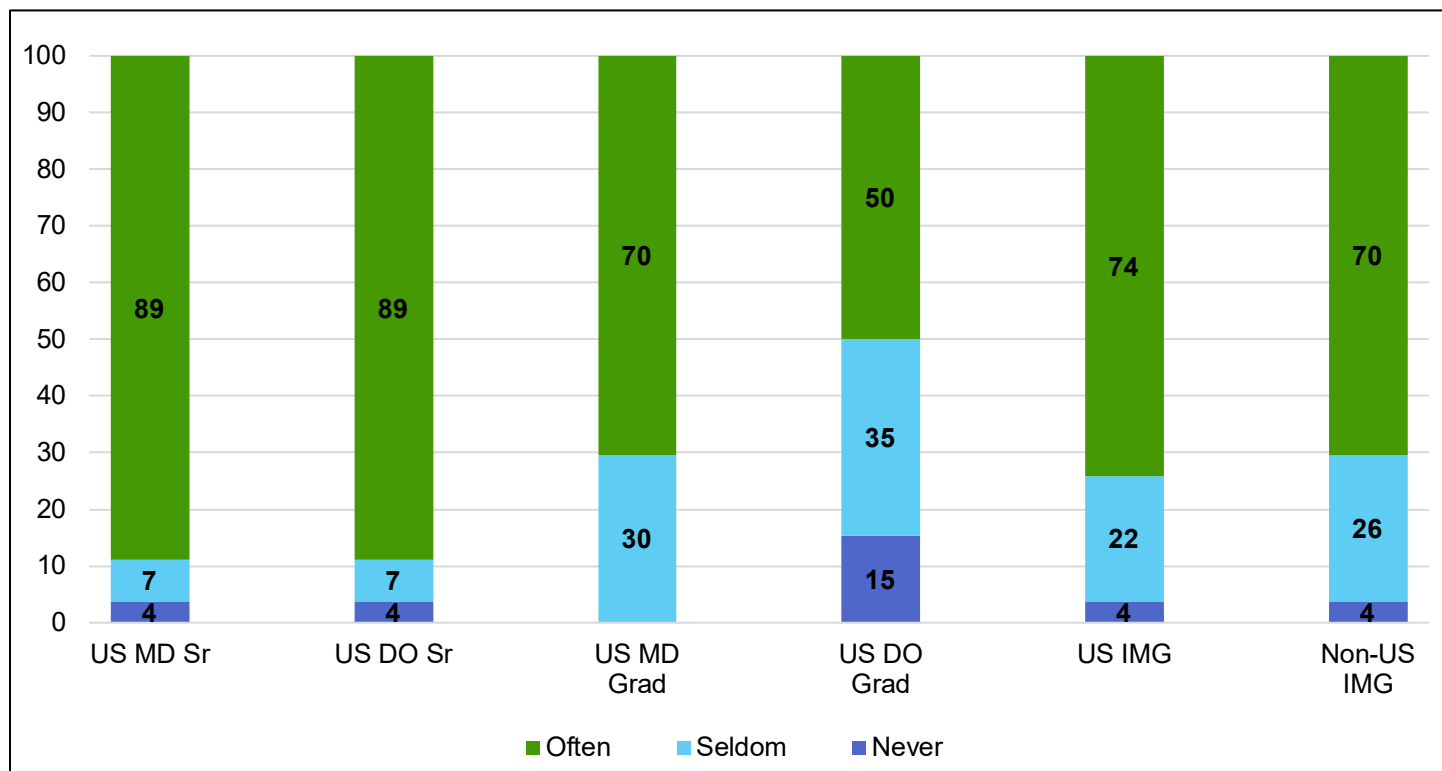
**Mean Numbers of Applications Received, Interview Invitations, Interviews, and Applicants
Ranked, 2021
(Total n = 33)**



**Average Percentages of Applications Rejected and Reviewed, 2021
(Total n = 30)**



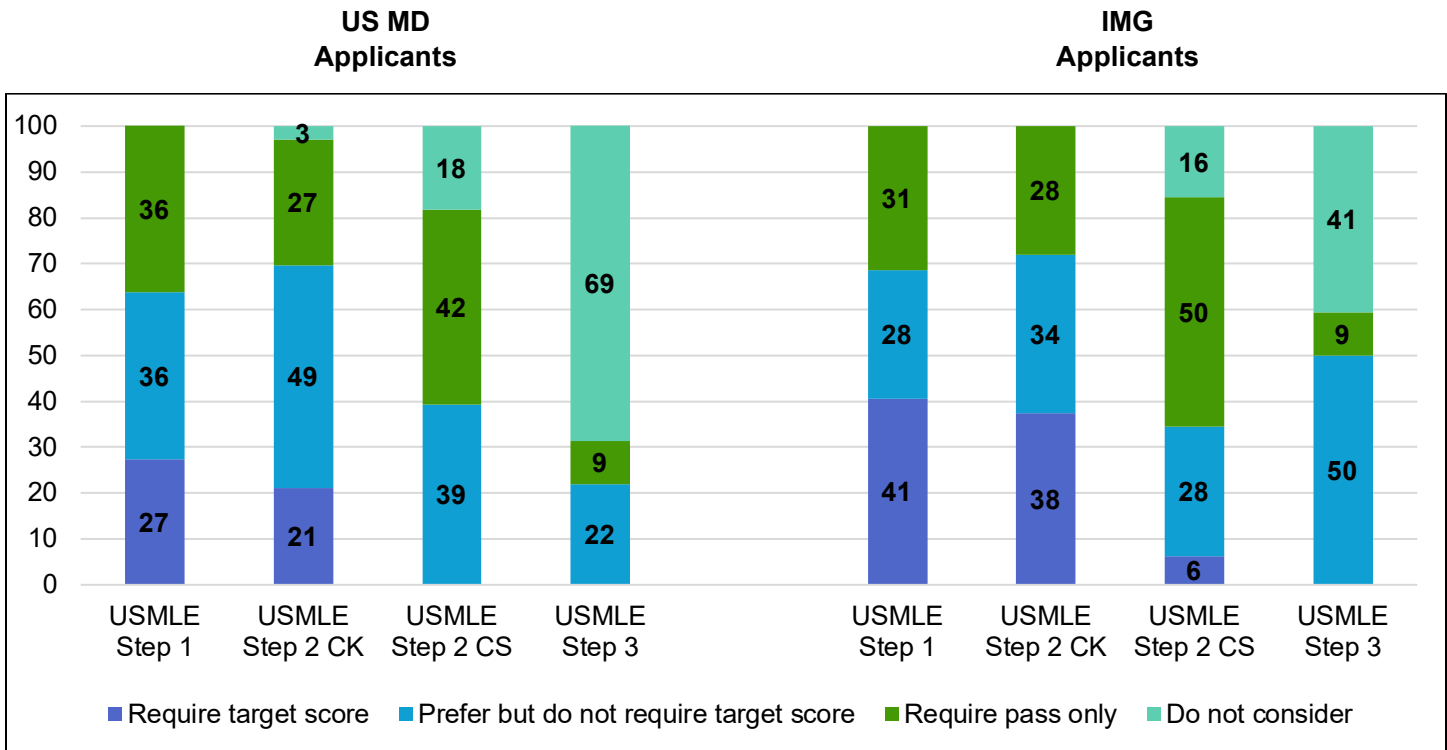
Percentages of Programs Interviewing Candidates by Applicant Type, 2021¹
(Total n = 27)



¹ Some percentages may not add to 100 because of rounding.

Use of Standardized Licensure Exams to Select Applicants for Interview

Percentages of Programs Using USMLE to Select US MD and IMG Applicants for Interview, 2021^{1,2}
(Total n = 33)

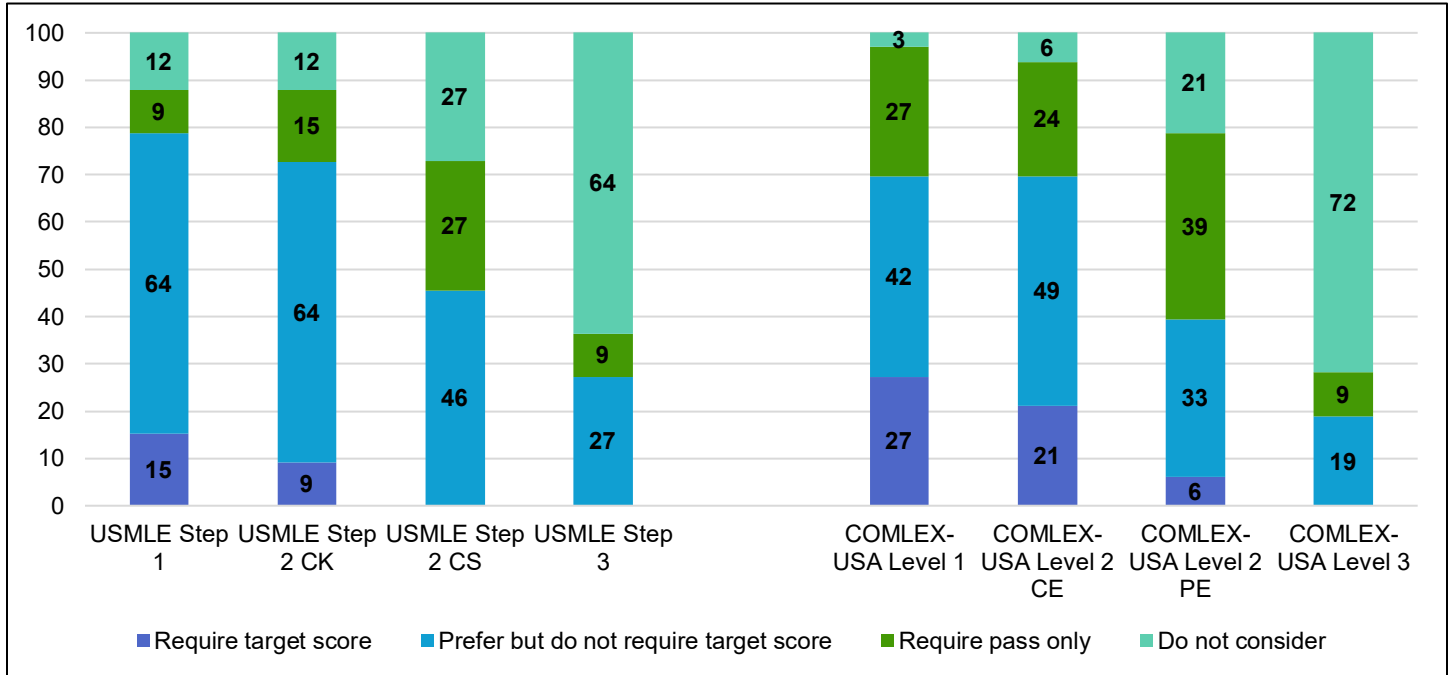


¹ Seniors and graduates are considered together.

² Some percentages may not add to 100 because of rounding.

Use of Standardized Licensure Exams to Select Applicants for Interview

Percentages of Programs Using Licensure Exams to Select DO Applicants for Interview, 2021¹
(Total n = 33)^{2,3}

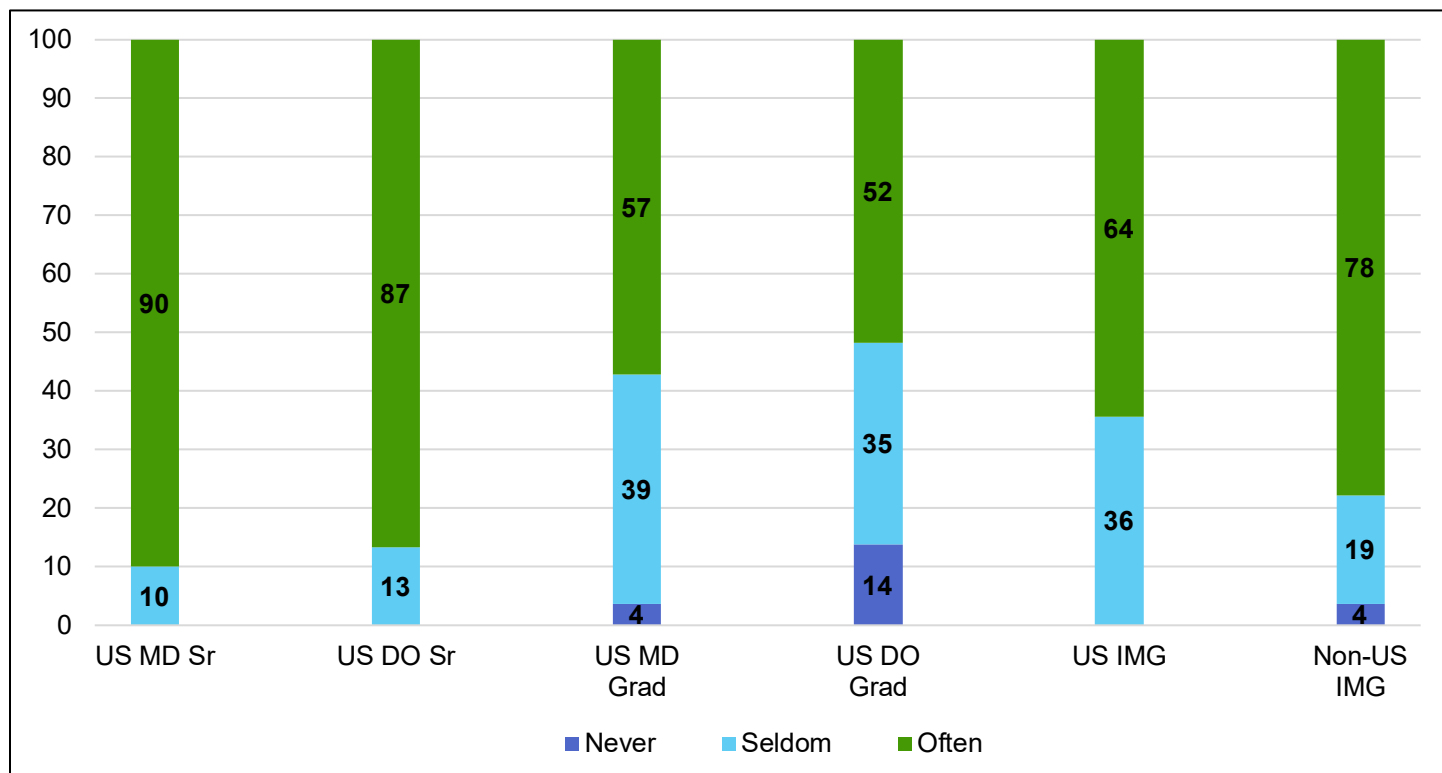


¹ DO seniors and DO graduates are considered together.

² Total number of respondents who indicated they “seldom” or “often” consider DO senior, DO graduate, or both types of applicants for interview.

³ Some percentages may not add to 100 because of rounding.

Percentages of Programs Ranking Candidates by Applicant Type, 2021¹
(Total n = 30)



¹Some percentages may not add to 100 because of rounding.

Figure PD_PA-I1

Education and Academic Performance Characteristics Considered in Deciding Whom to Interview (%)

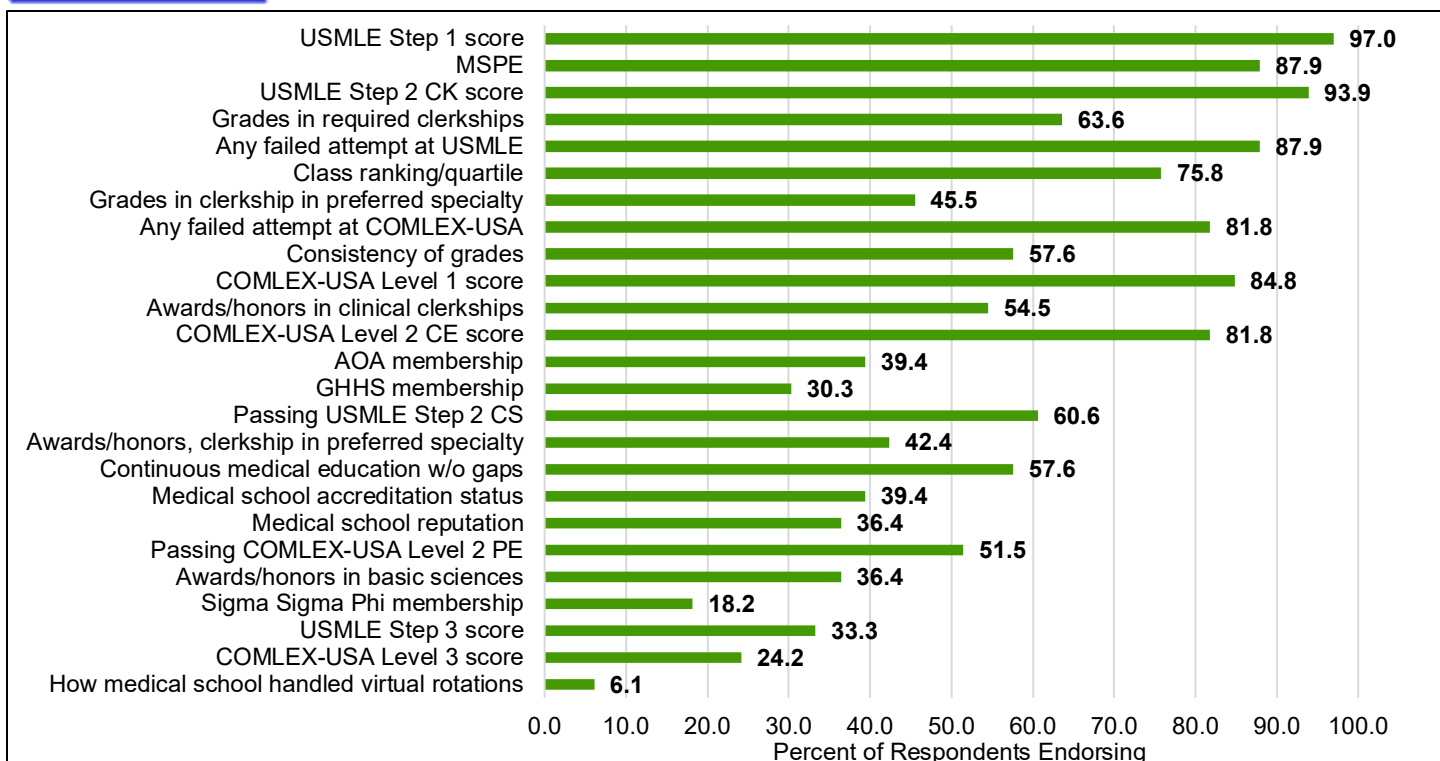
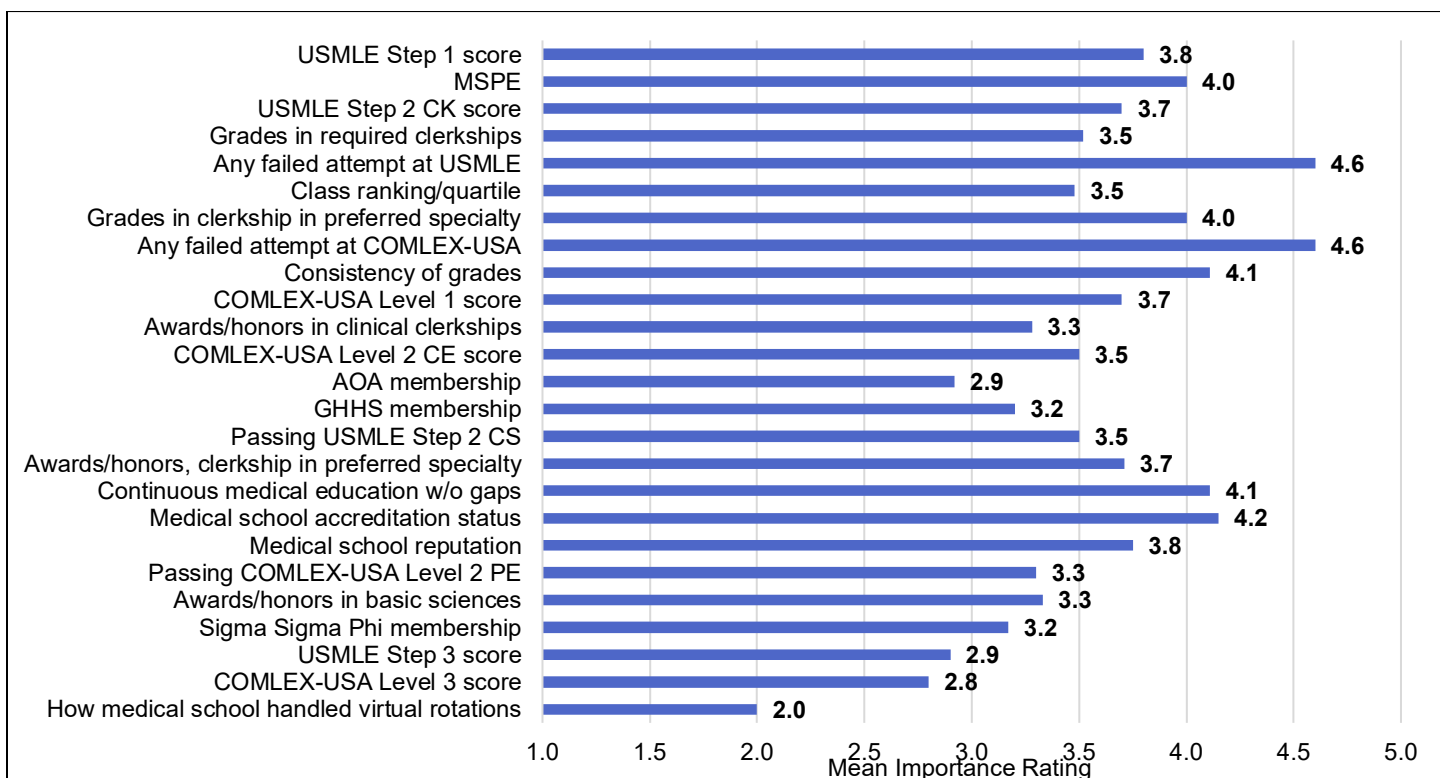


Figure PD_PA-I2

Mean Importance of Education and Academic Performance Characteristics Considered in Deciding Whom to Interview¹



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

Figure PD_PA-I3

Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Interview (%)

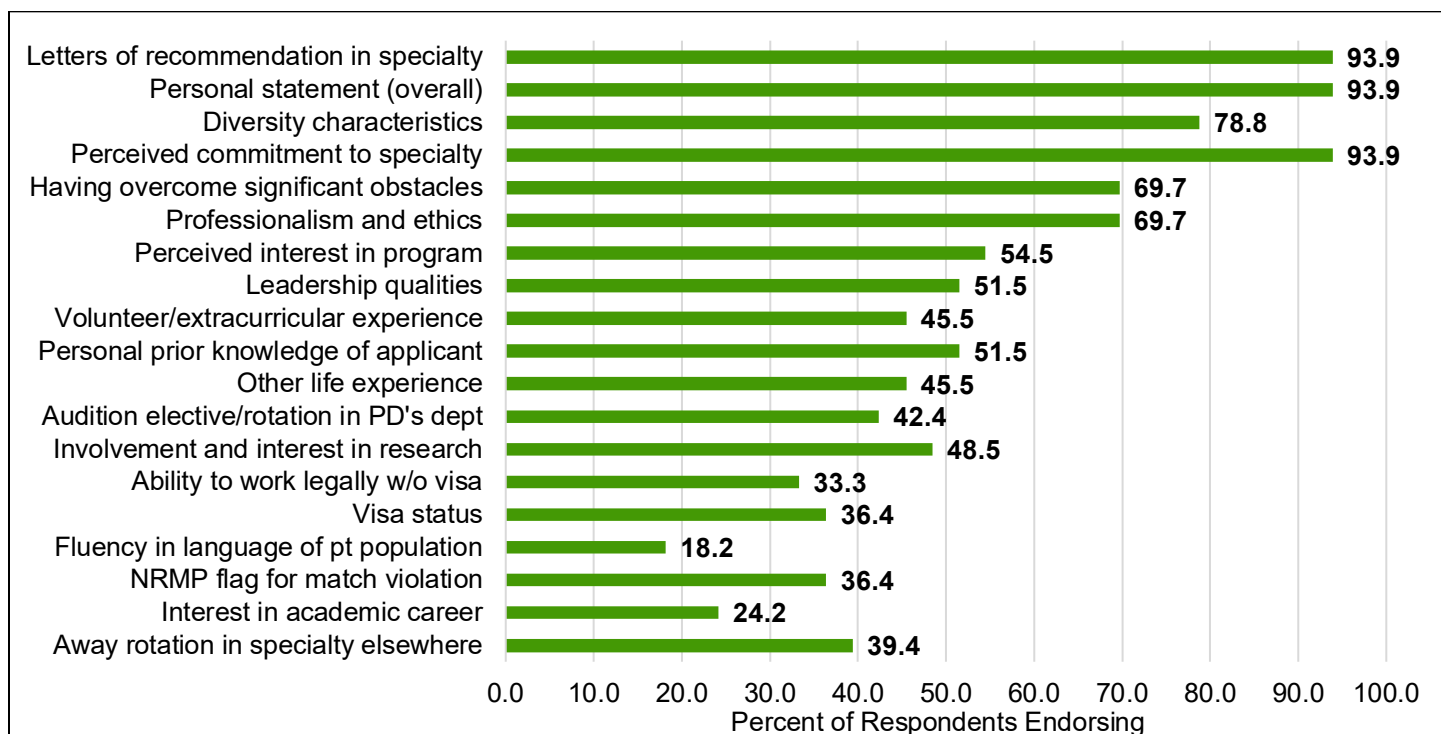
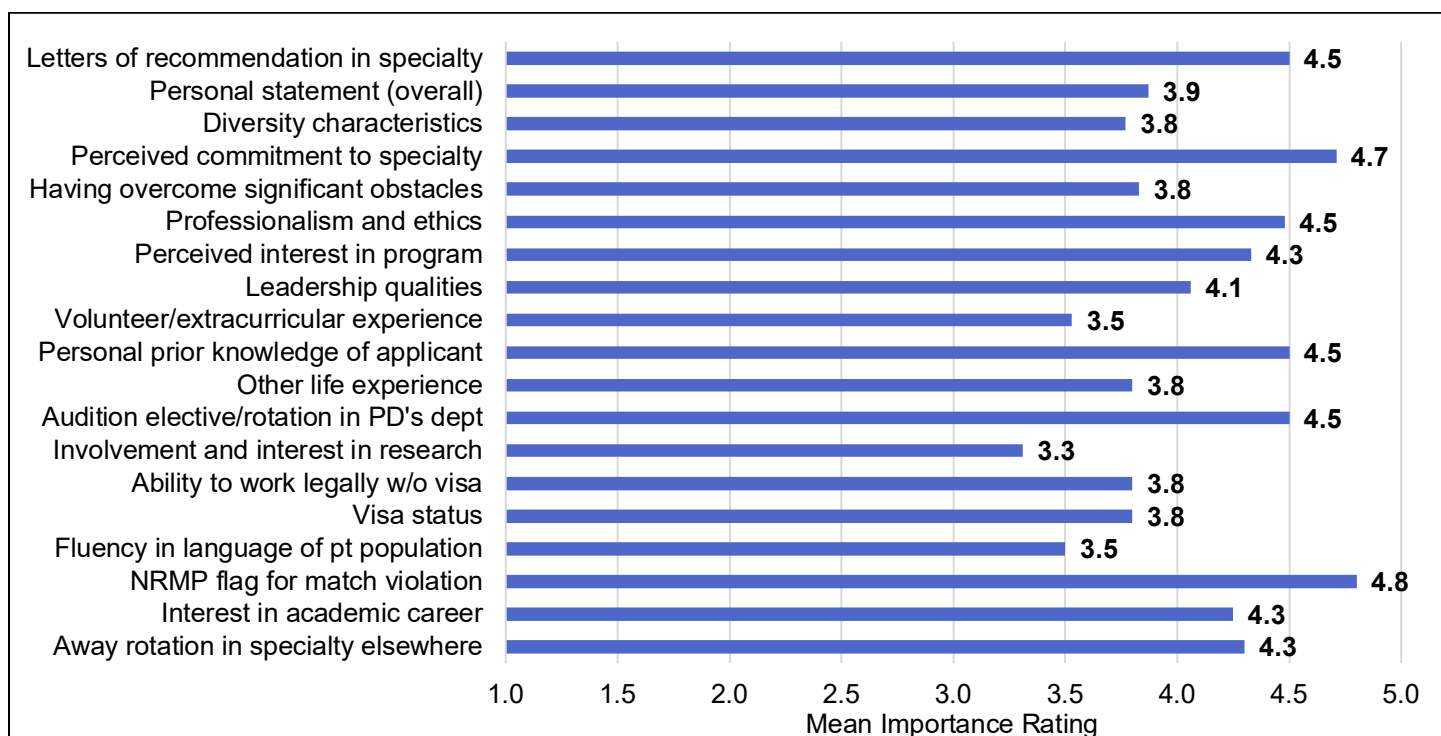


Figure PD_PA-I4

Mean Importance of Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Interview¹



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

Figure PD_PA-R1

Education and Academic Performance Characteristics Considered in Deciding Whom to Rank (%)

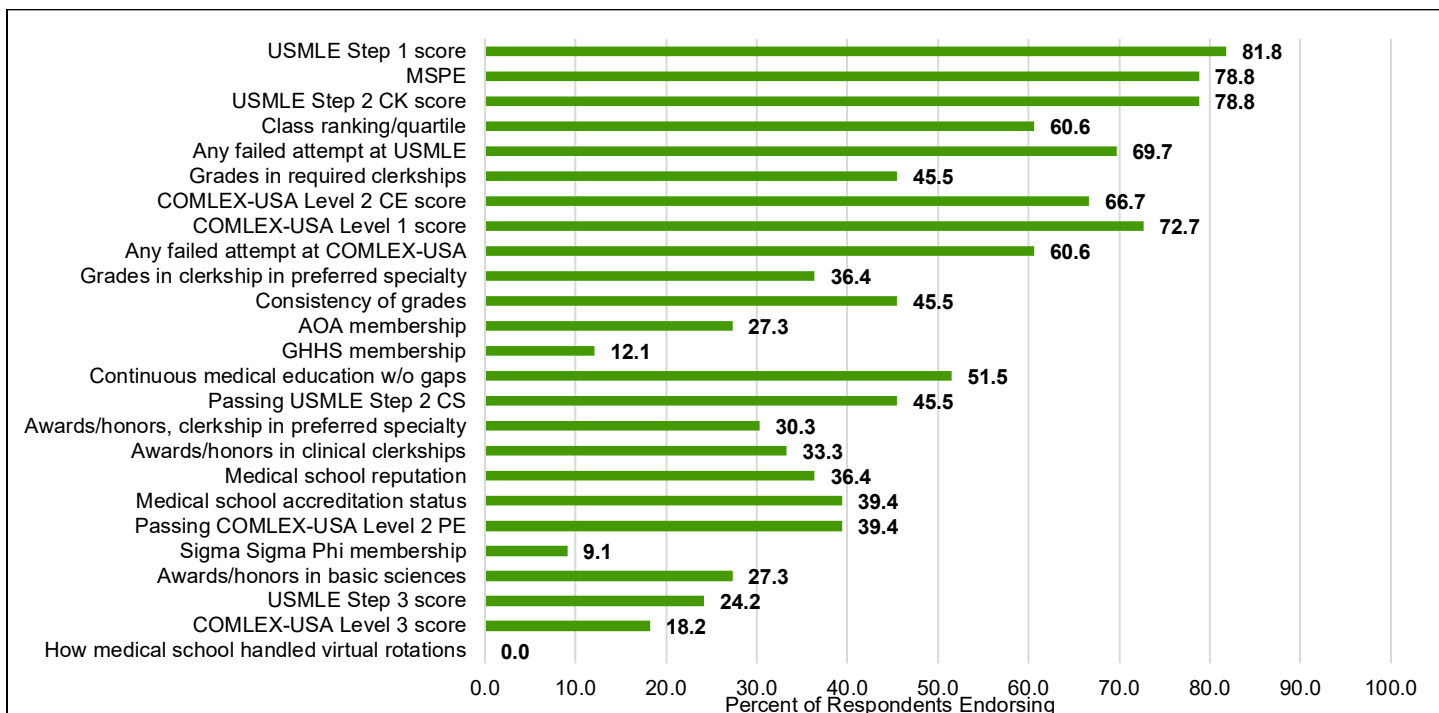
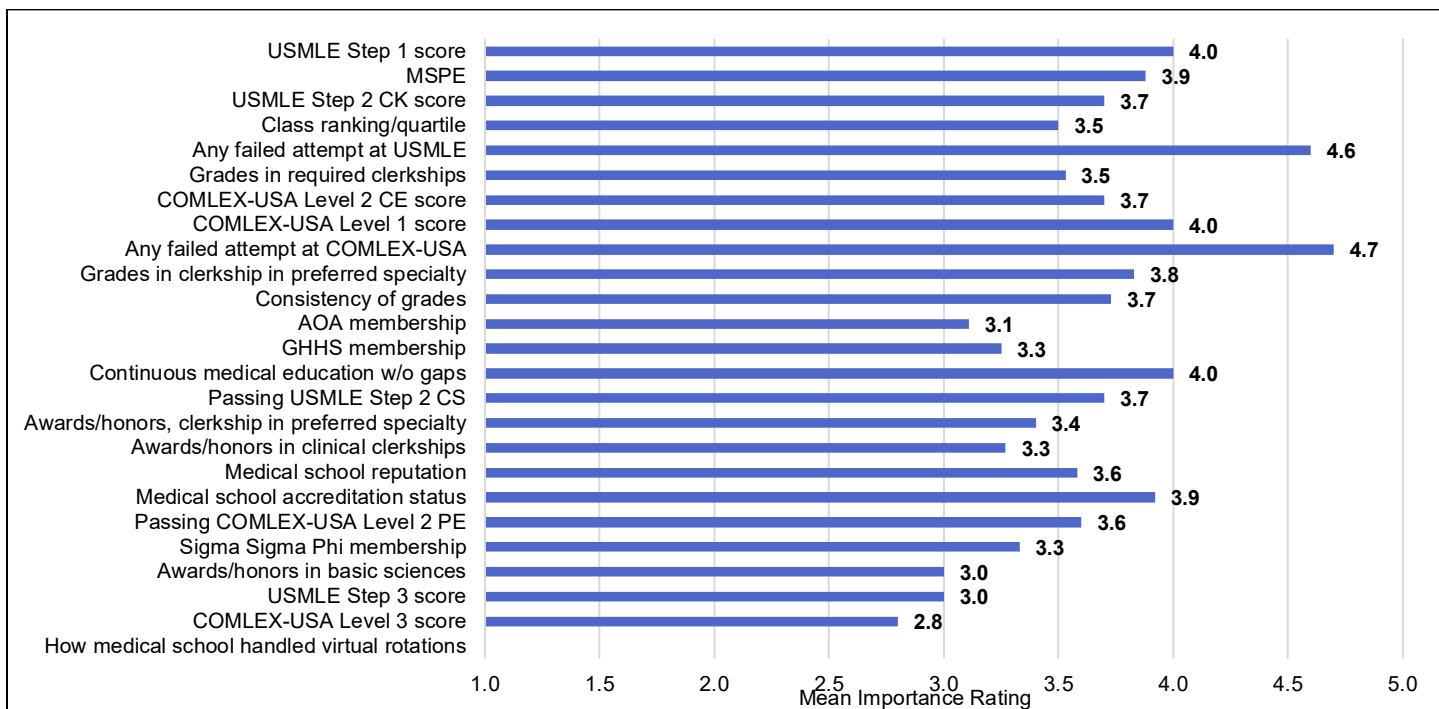


Figure PD_PA-R2

Mean Importance of Education and Academic Performance Characteristics Considered in Deciding Whom to Rank¹



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

² No respondent reported considering medical school handling of virtual rotations in deciding which applicants to rank.

Figure PD_PA-R3

Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Rank (%)

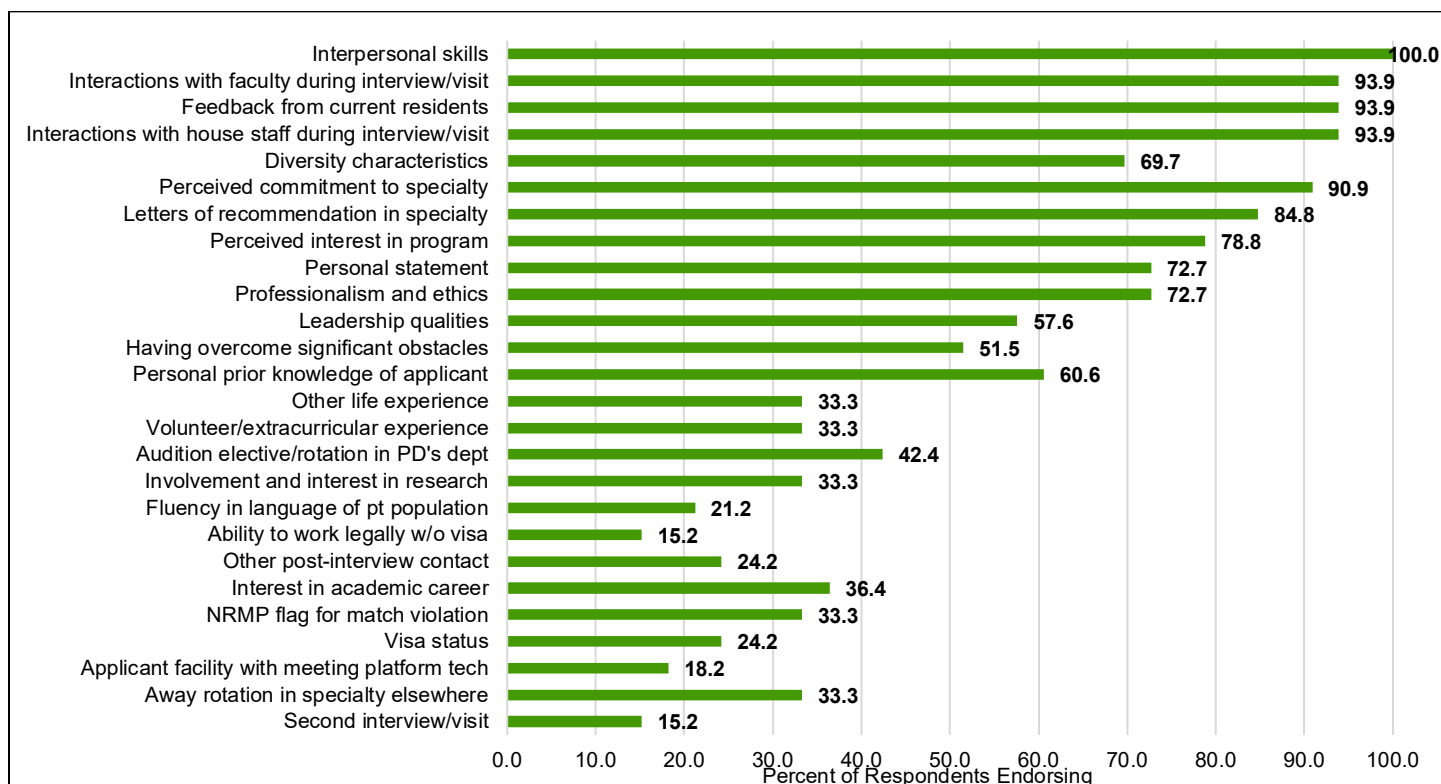
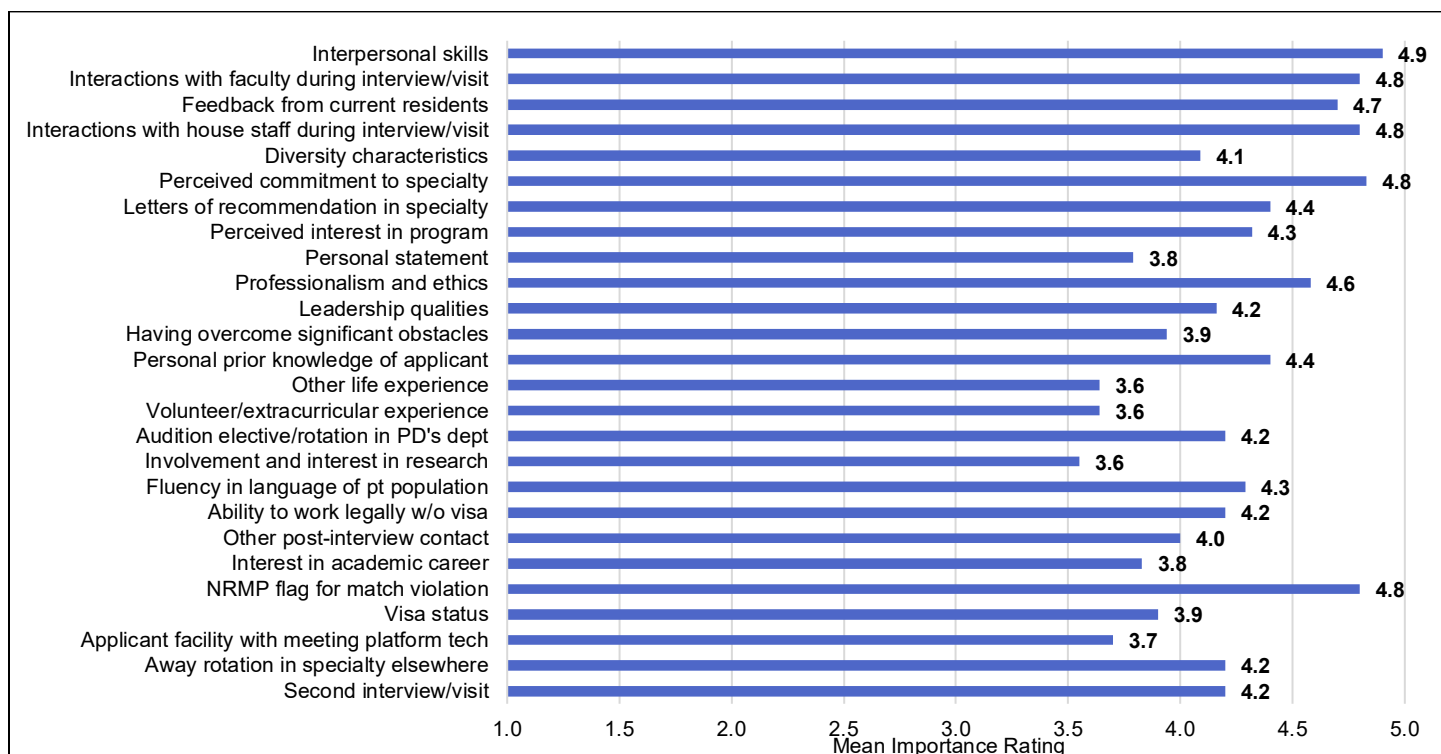


Figure PD_PA-R4

Mean Importance of Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Rank¹

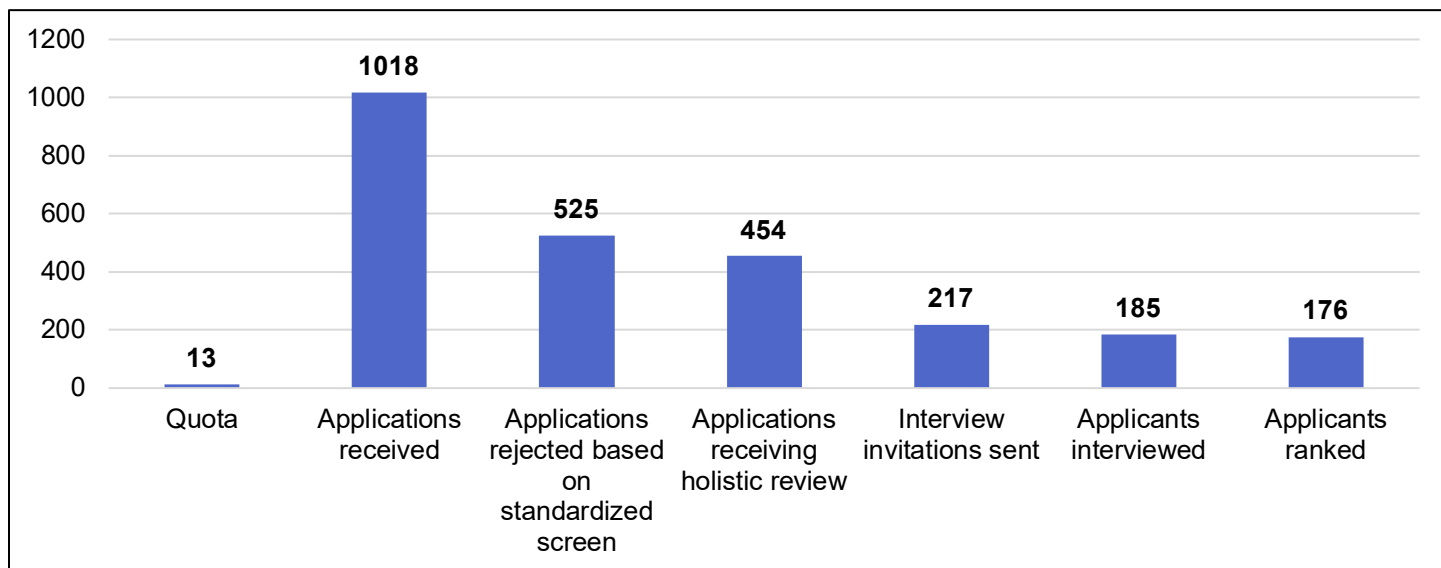


¹ Rated on a scale of 1 (not at all important) to 5 (very important)

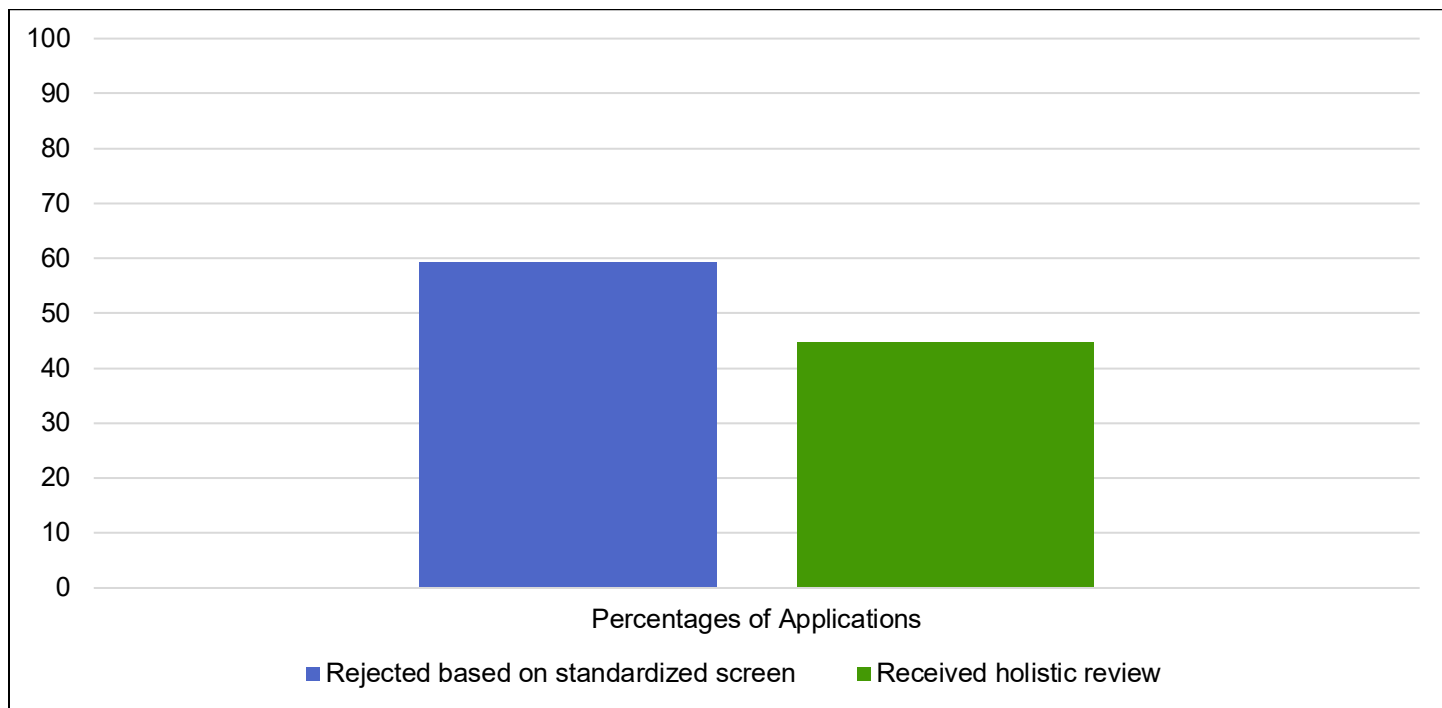


Pediatrics, Total n = 46

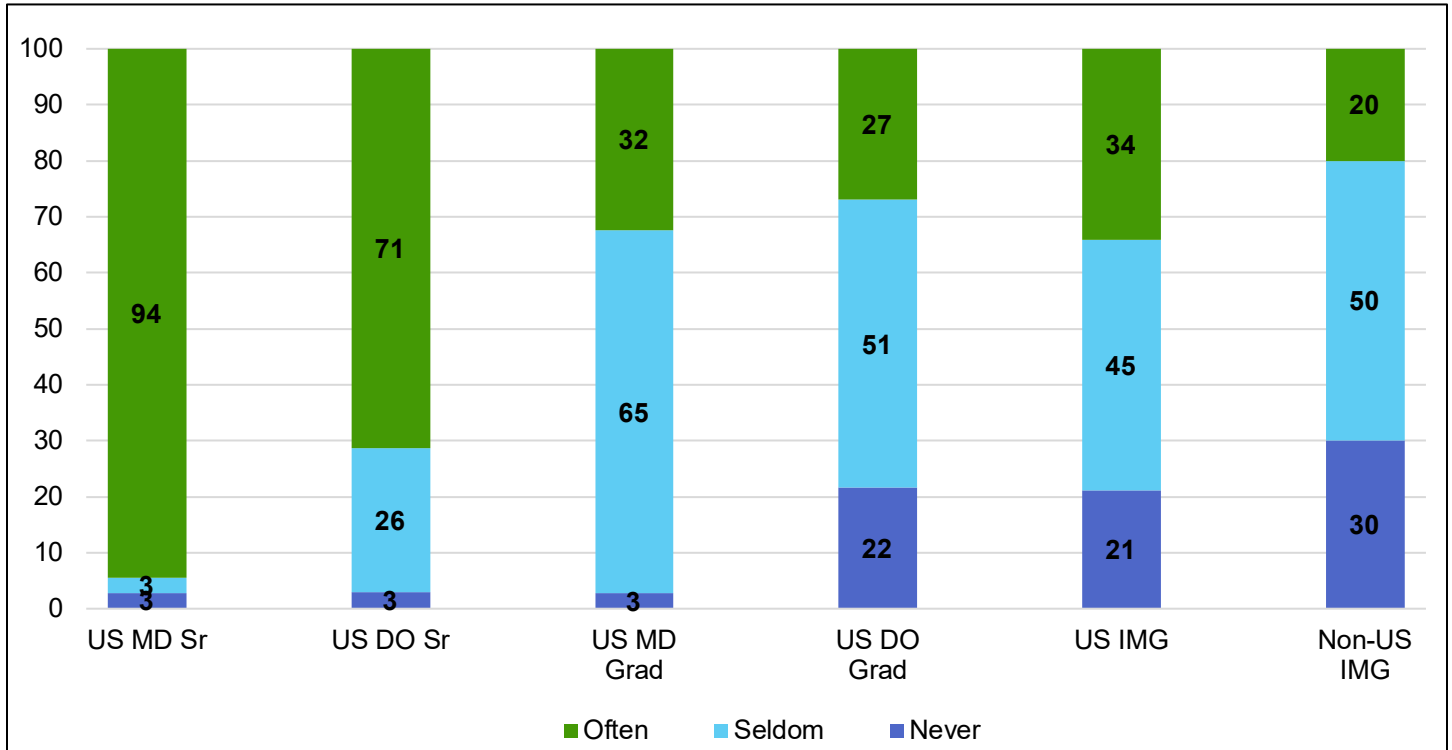
**Mean Numbers of Applications Received, Interview Invitations, Interviews, and Applicants
Ranked, 2021
(Total n = 46)**



**Average Percentages of Applications Rejected and Reviewed, 2021
(Total n = 45)**



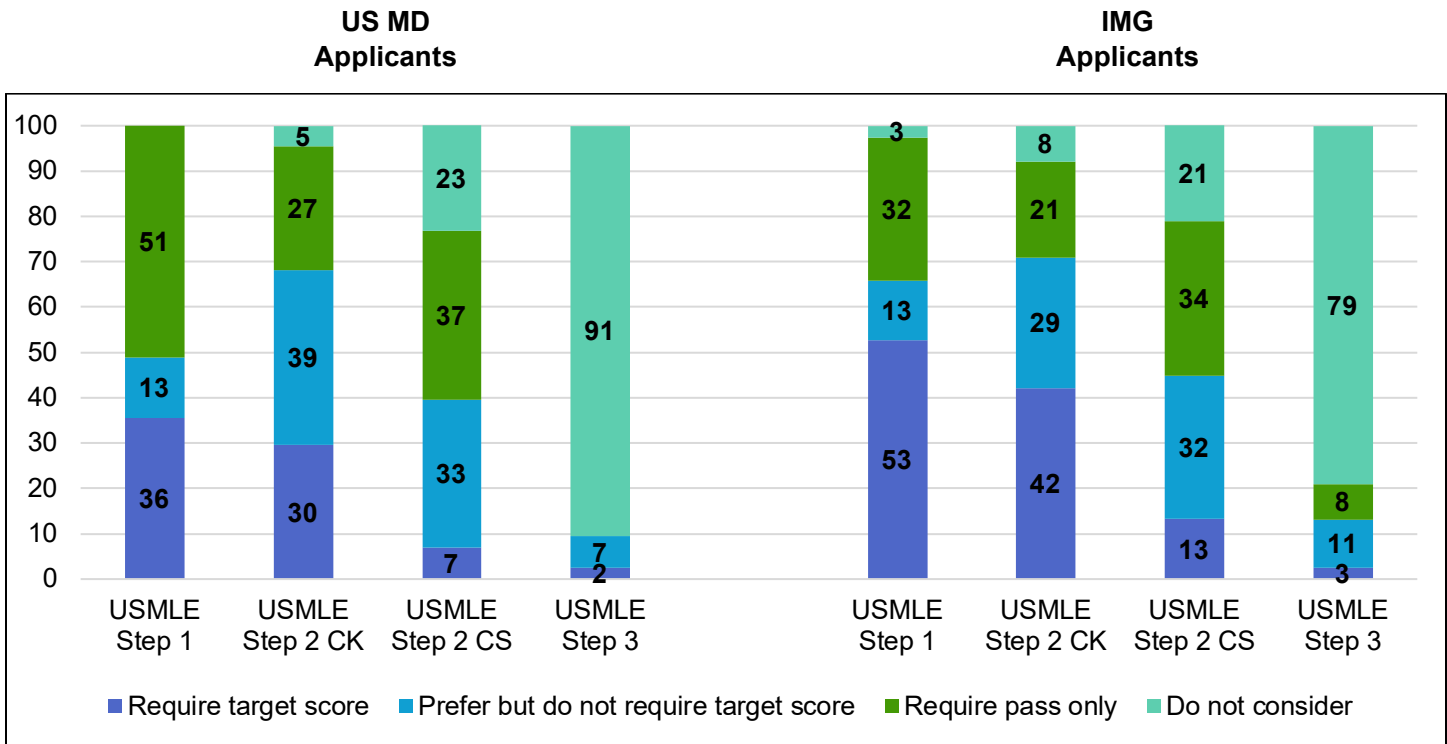
Percentages of Programs Interviewing Candidates by Applicant Type, 2021¹
 (Total n = 40)



¹ Some percentages may not add to 100 because of rounding.

Use of Standardized Licensure Exams to Select Applicants for Interview

Percentages of Programs Using USMLE to Select US MD and IMG Applicants for Interview, 2021^{1,2}
(Total n = 45)

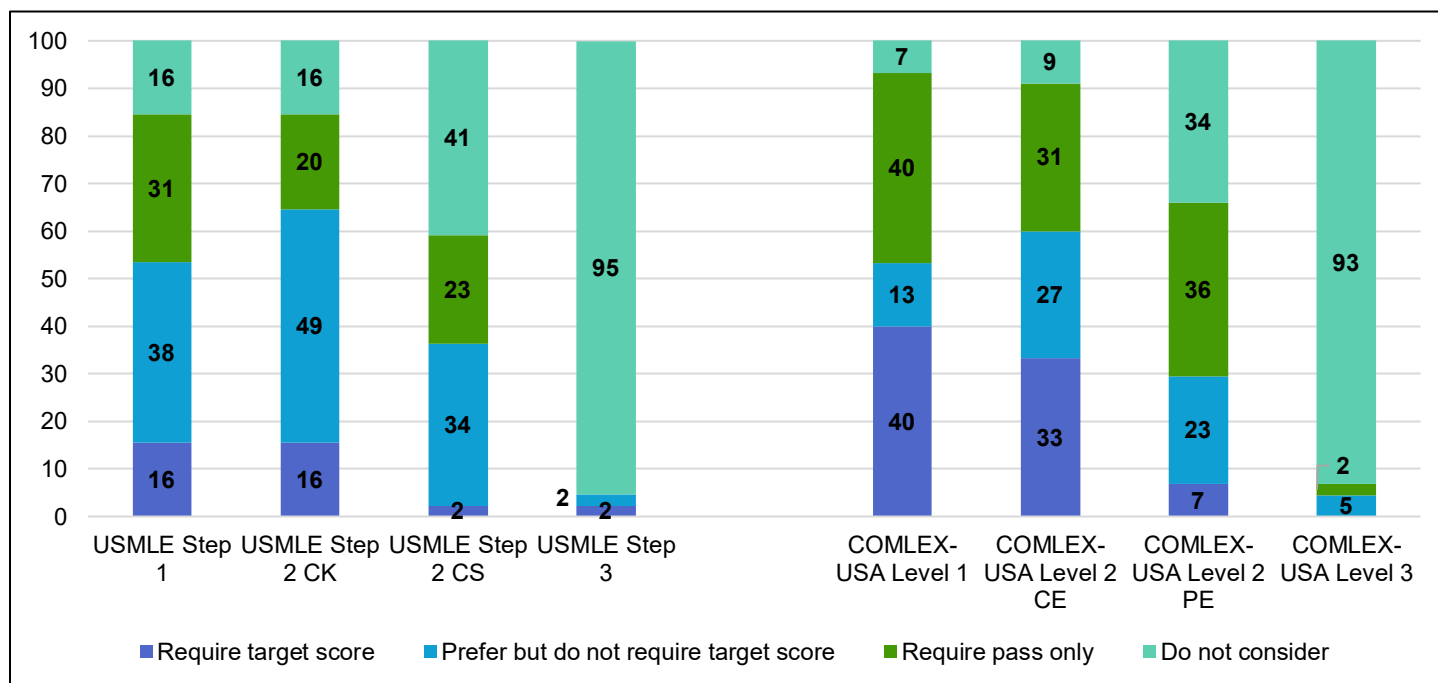


¹ Seniors and graduates are considered together.

² Some percentages may not add to 100 because of rounding.

Use of Standardized Licensure Exams to Select Applicants for Interview

Percentages of Programs Using Licensure Exams to Select DO Applicants for Interview, 2021¹
(Total n = 45)^{2,3}

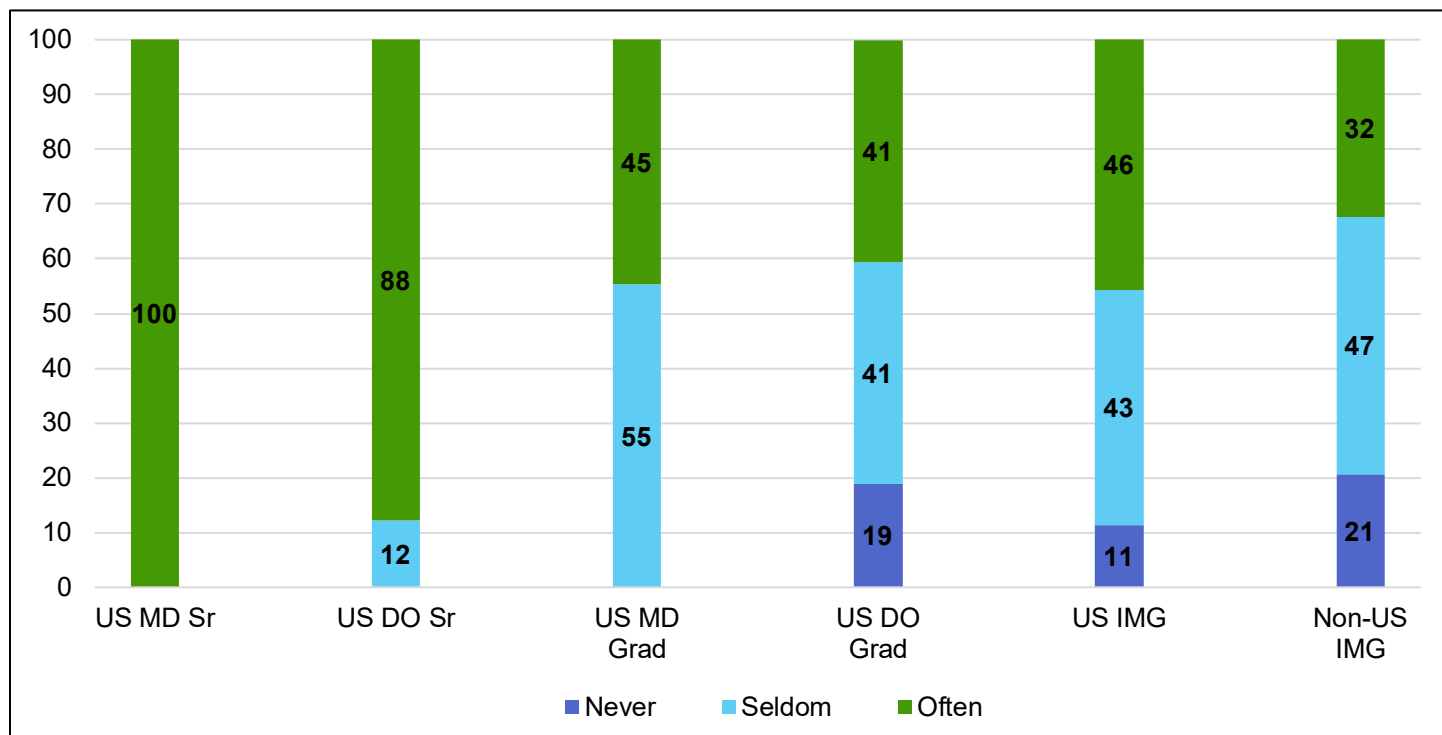


¹ DO seniors and DO graduates are considered together.

² Total number of respondents who indicated they "seldom" or "often" consider DO senior, DO graduate, or both types of applicants for interview.

³ Some percentages may not add to 100 because of rounding.

Percentages of Programs Ranking Candidates by Applicant Type, 2021¹
(Total n = 41)



¹Some percentages may not add to 100 because of rounding.

Figure PD_P-11

Education and Academic Performance Characteristics Considered in Deciding Whom to Interview (%)

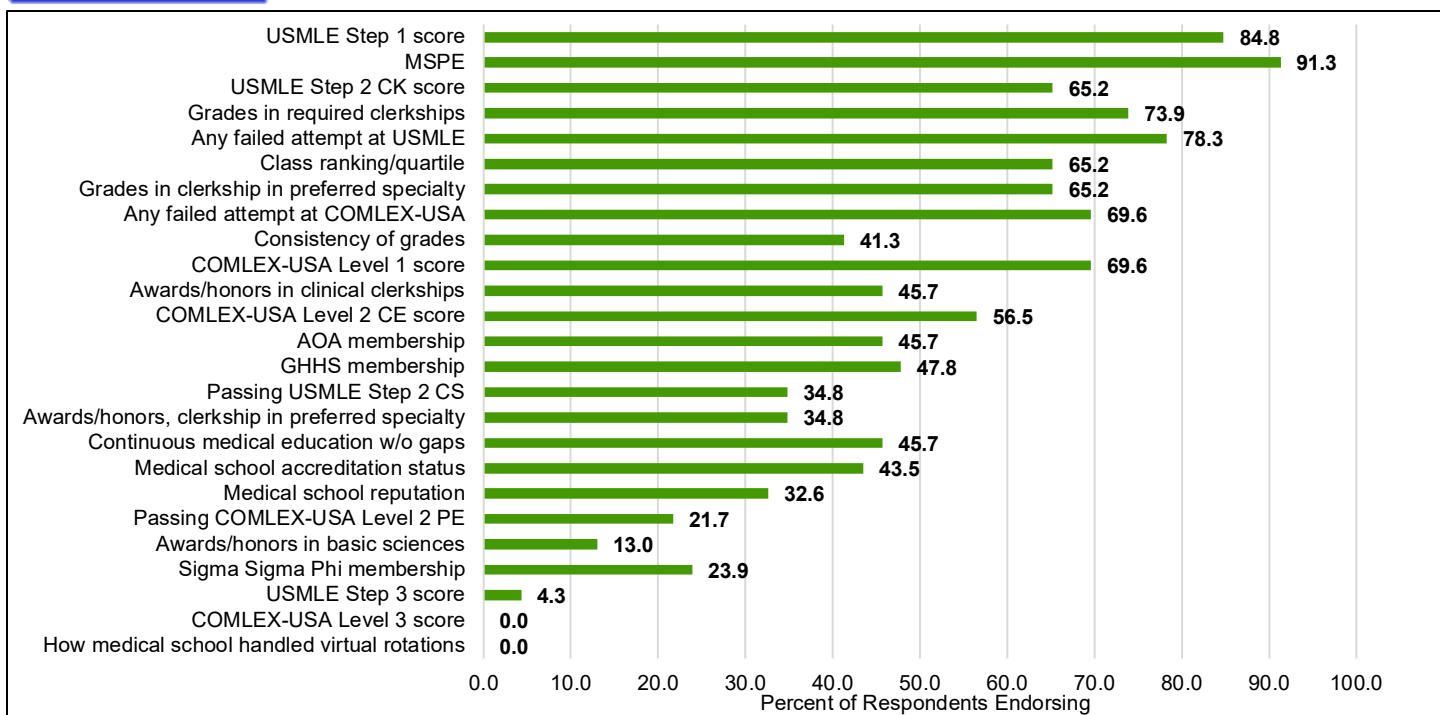
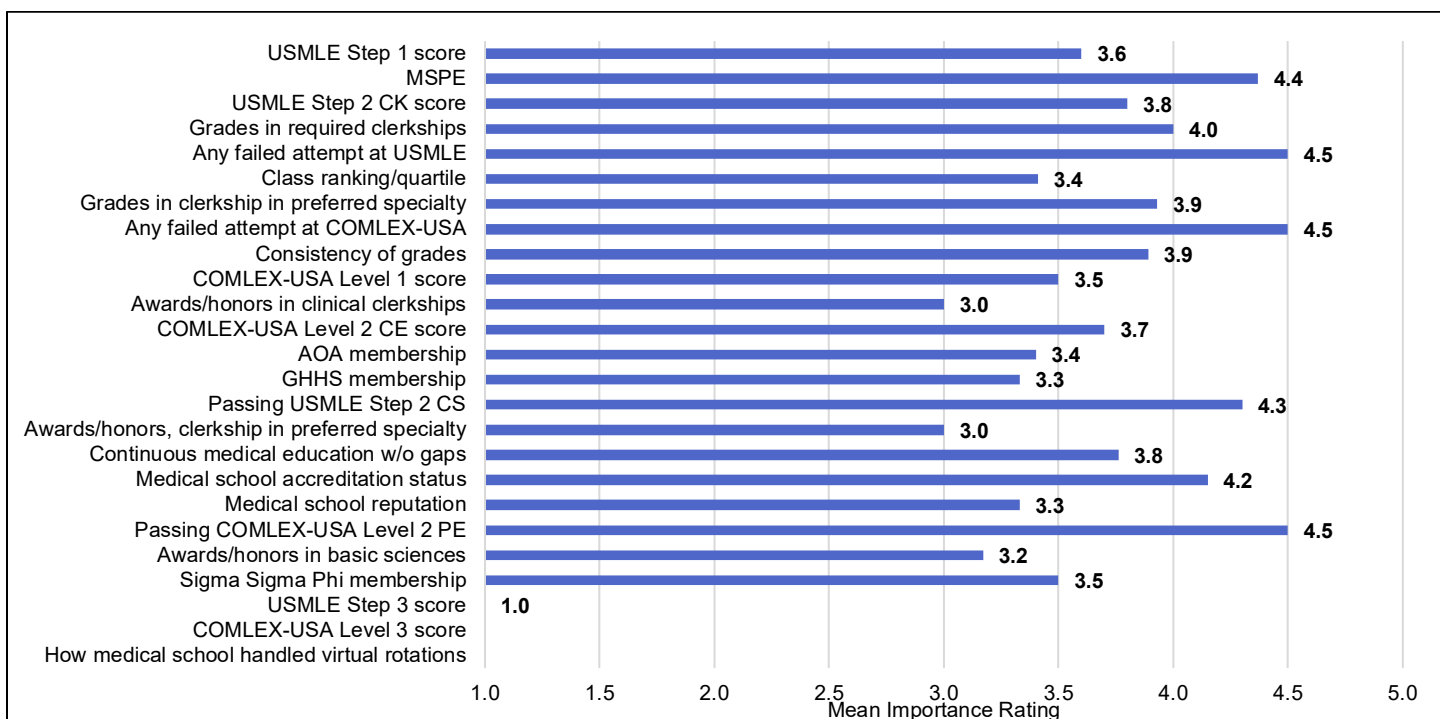


Figure PD_P-12

Mean Importance of Education and Academic Performance Characteristics Considered in Deciding Whom to Interview¹



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

² No respondent reported considering COMLEX-USA Level 3 score or medical school handling of virtual rotations in deciding which applicants to interview.

Figure PD_P-13

Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Interview (%)

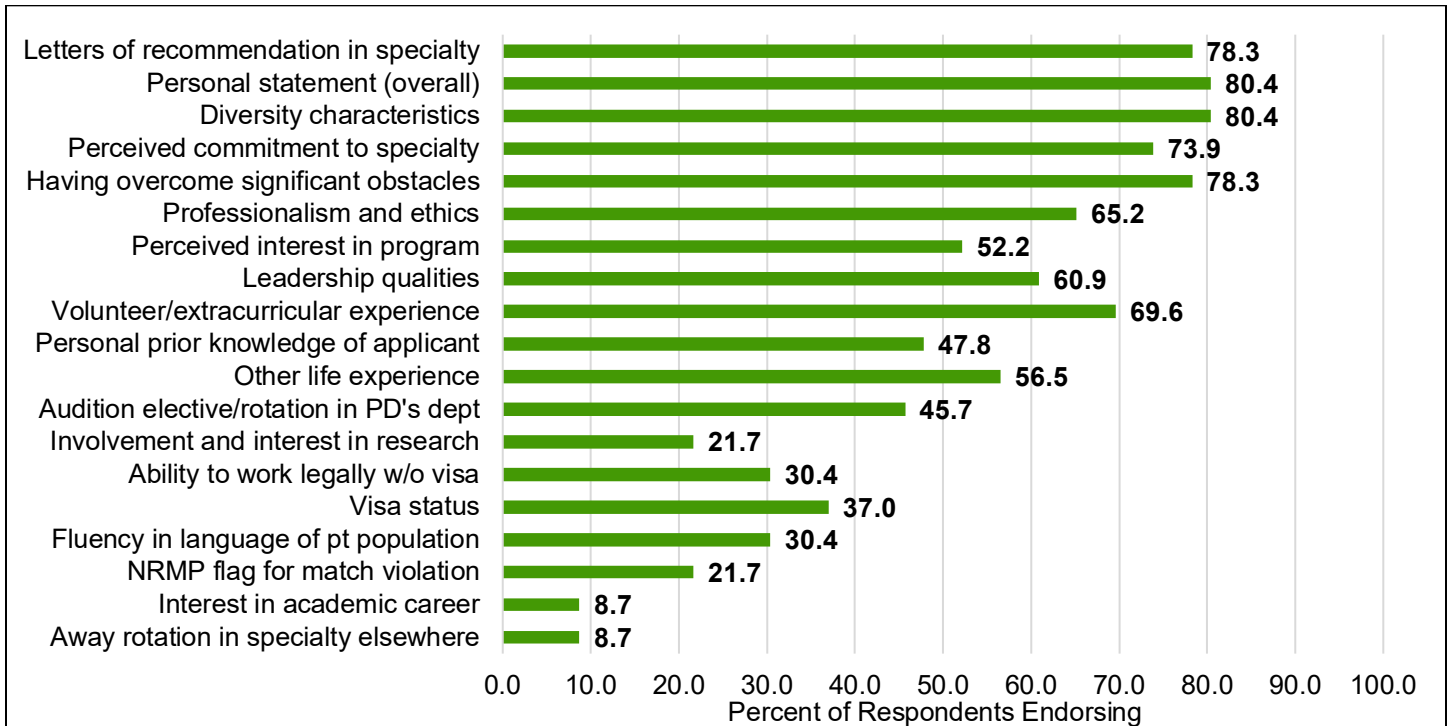
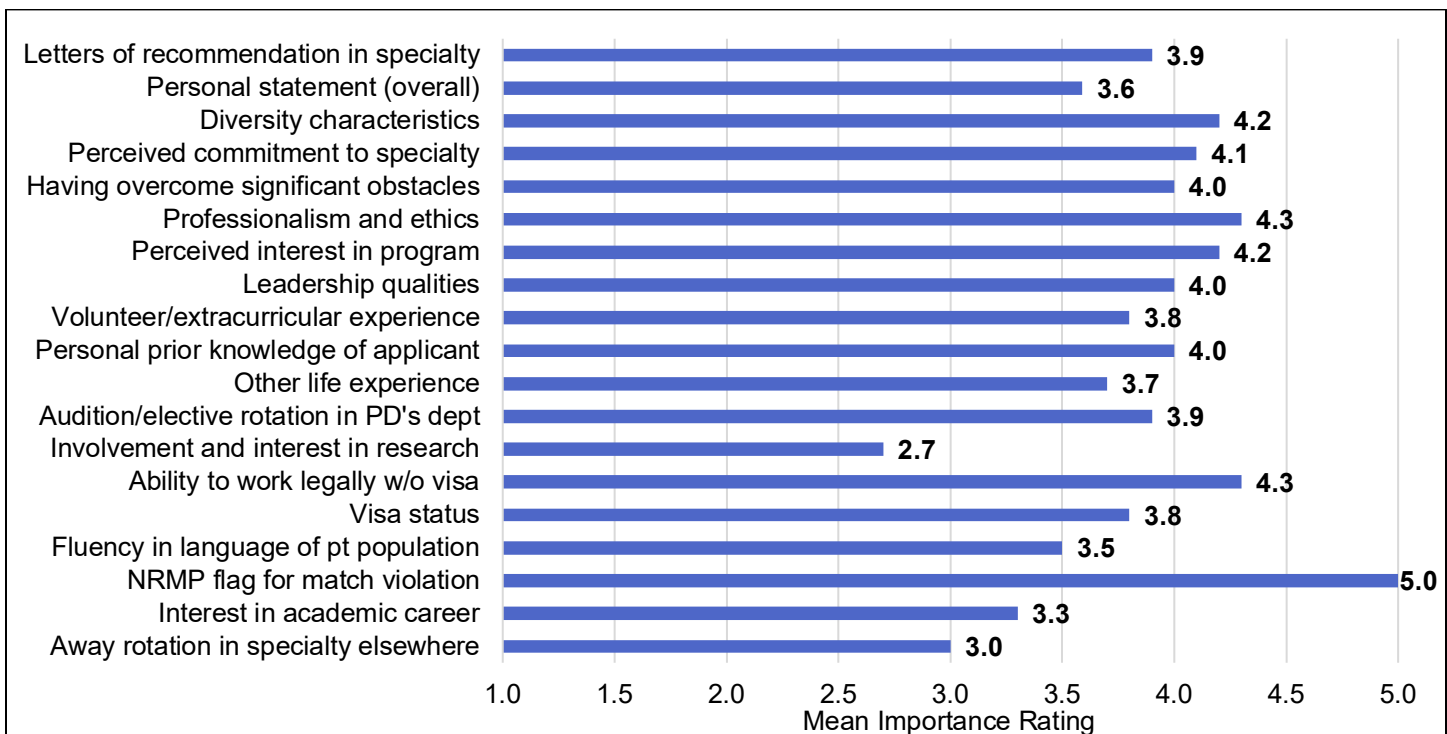


Figure PD_P-14

Mean Importance of Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Interview¹



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

Figure PD_P-R1

Education and Academic Performance Characteristics Considered in Deciding Whom to Rank (%)

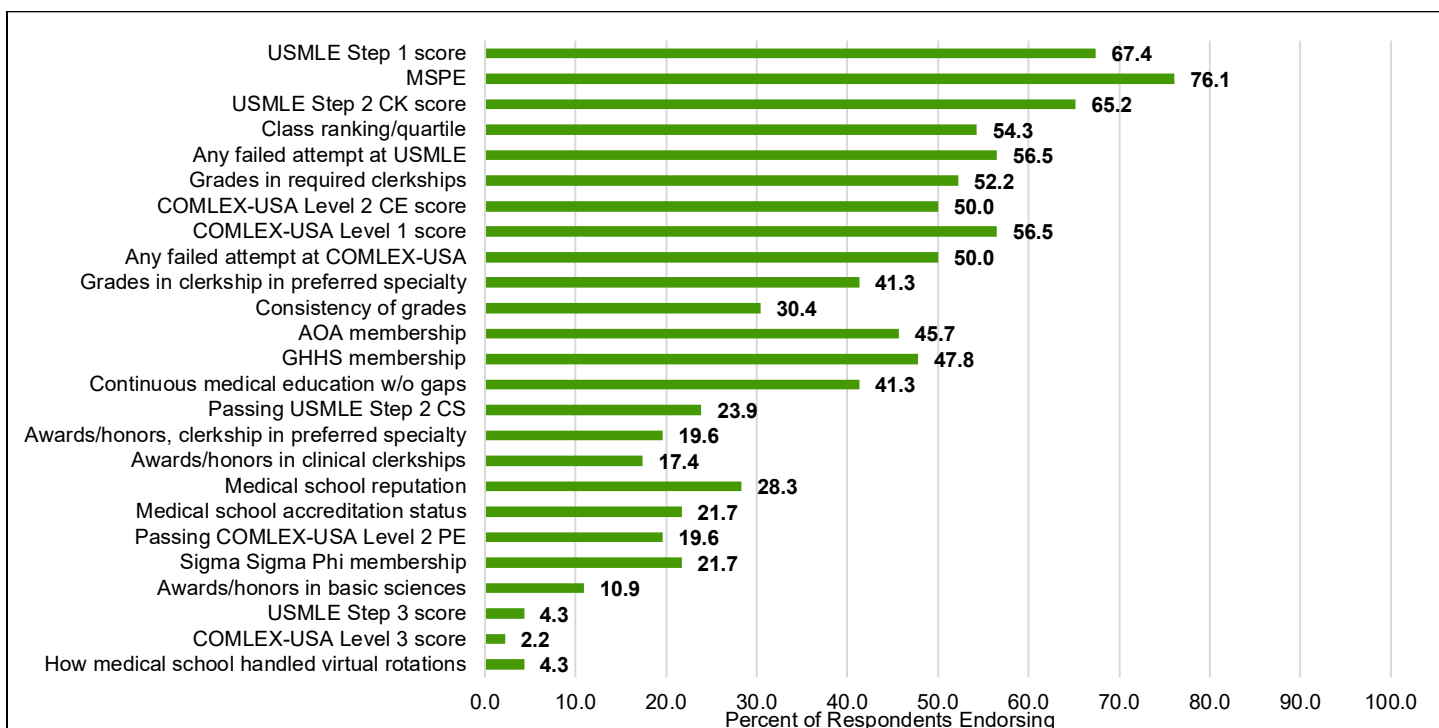
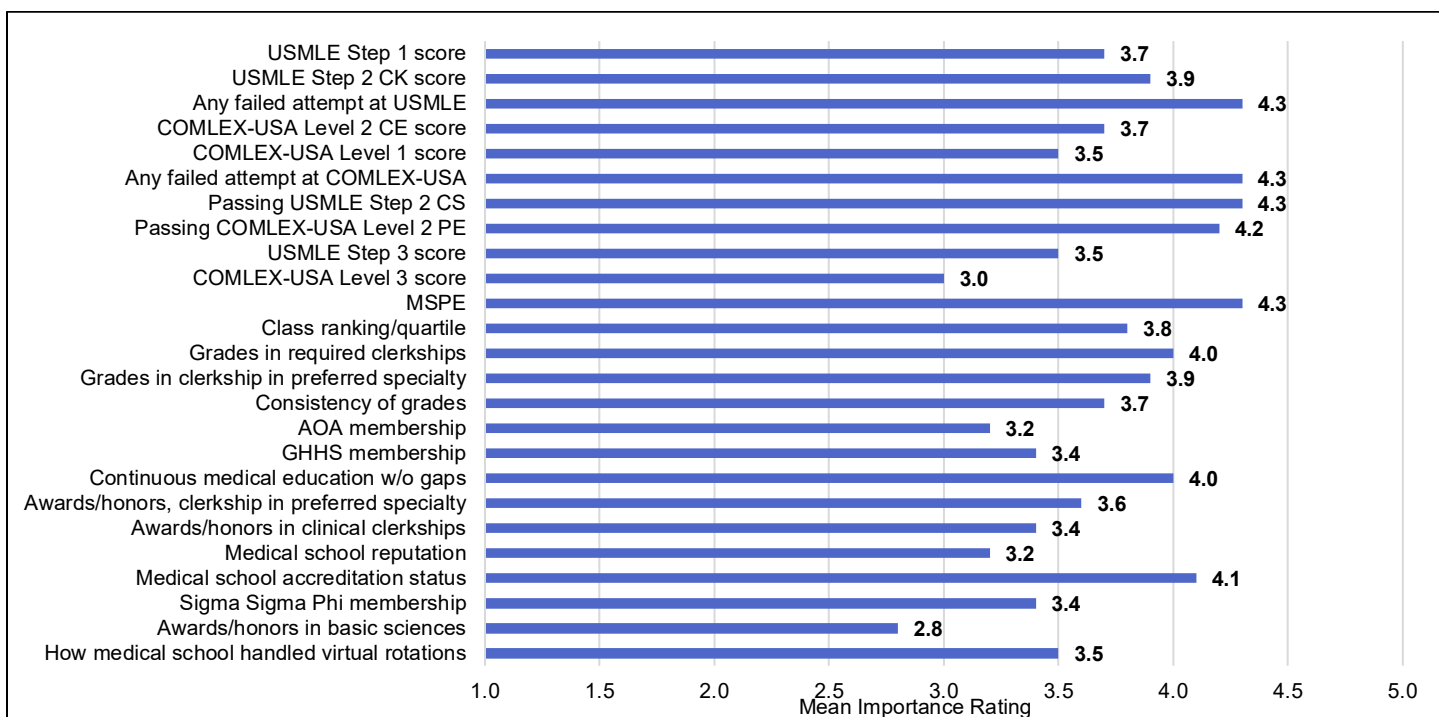


Figure PD_P-R2

Mean Importance of Education and Academic Performance Characteristics Considered in Deciding Whom to Rank¹



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

Figure PD_P-R3

Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Rank (%)

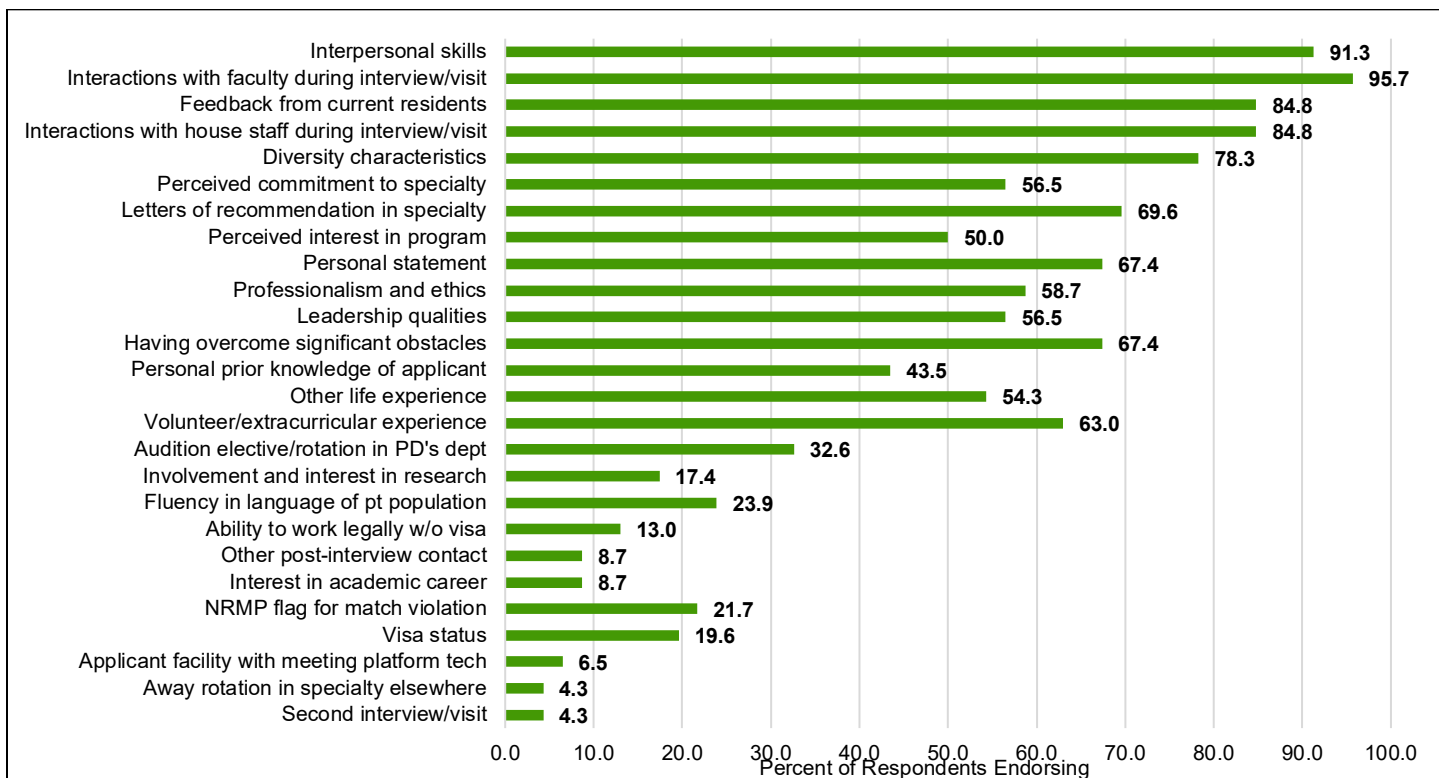
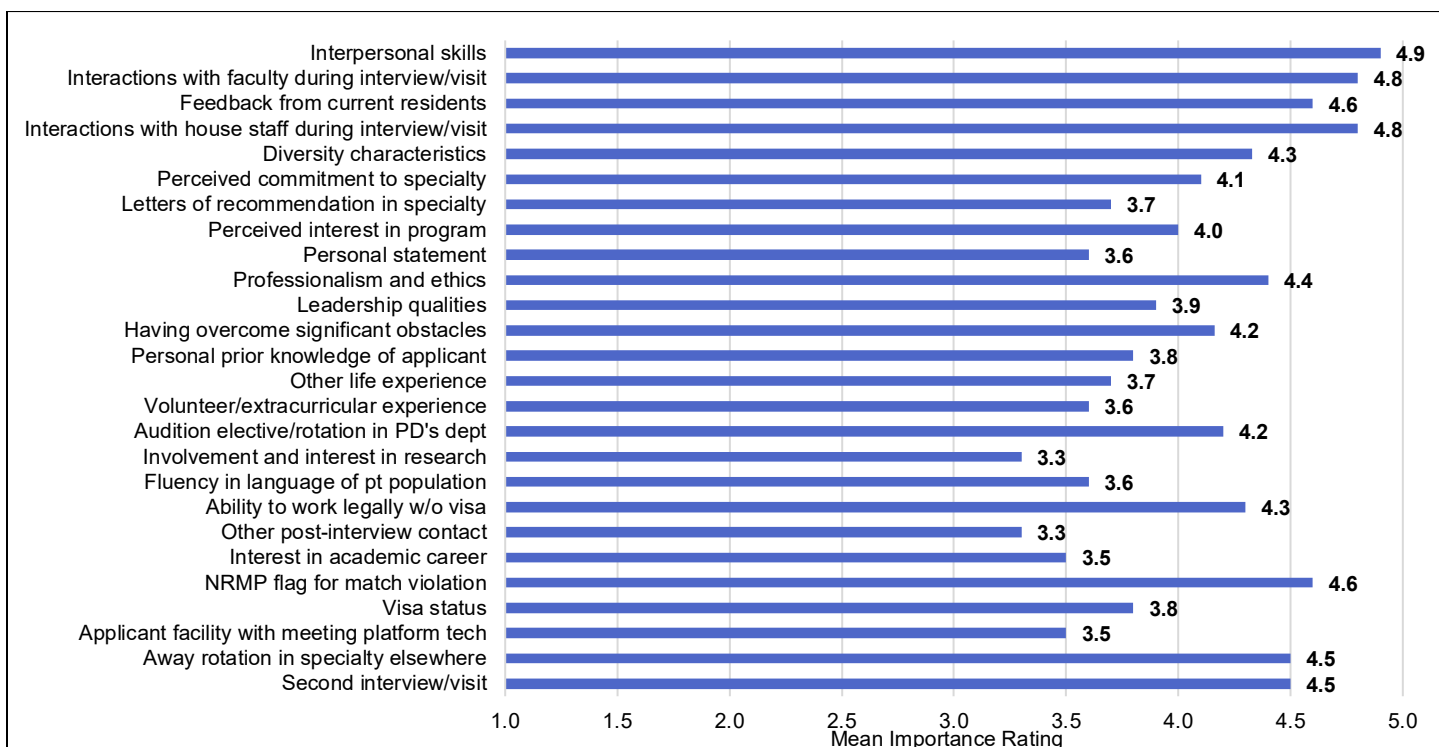


Figure PD_P-R4

Mean Importance of Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Rank¹

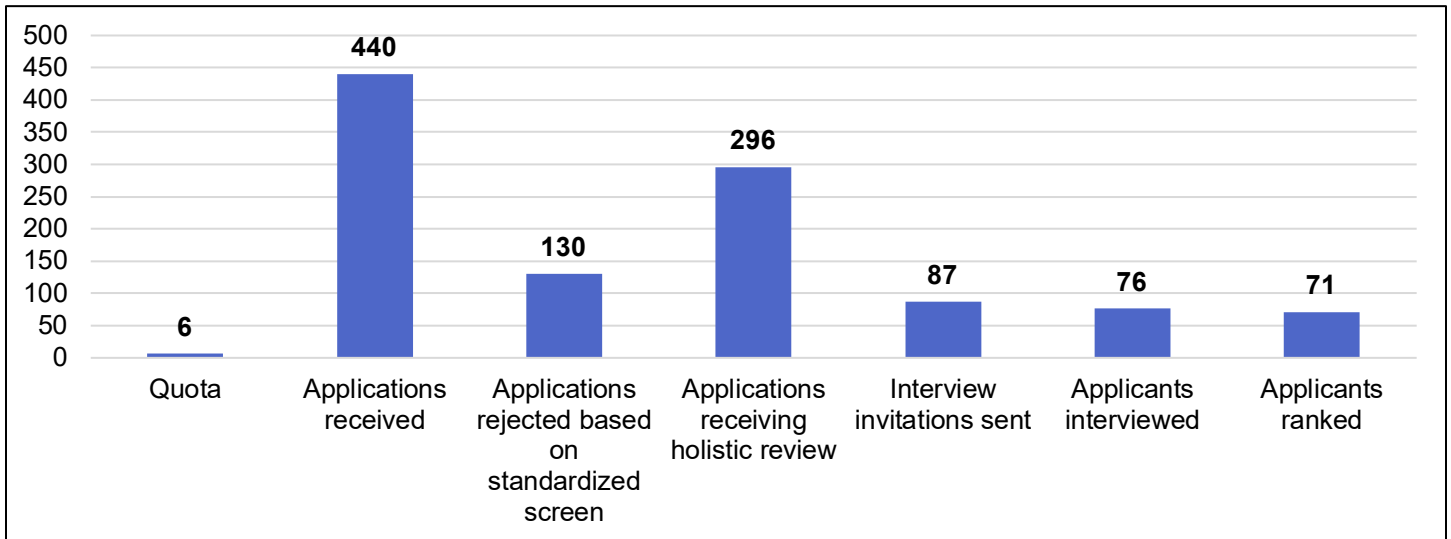


¹ Rated on a scale of 1 (not at all important) to 5 (very important)

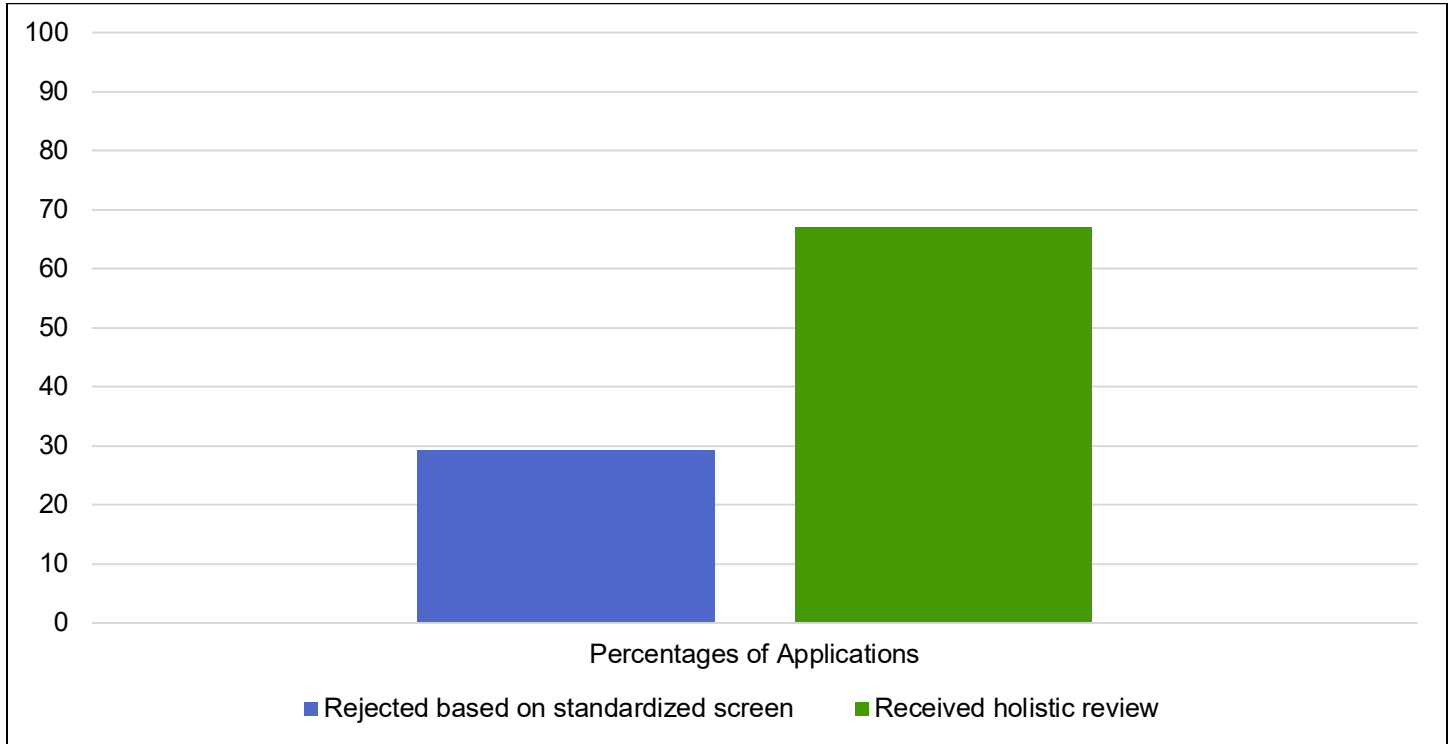


Physical Medicine and Rehabilitation, Total n = 29

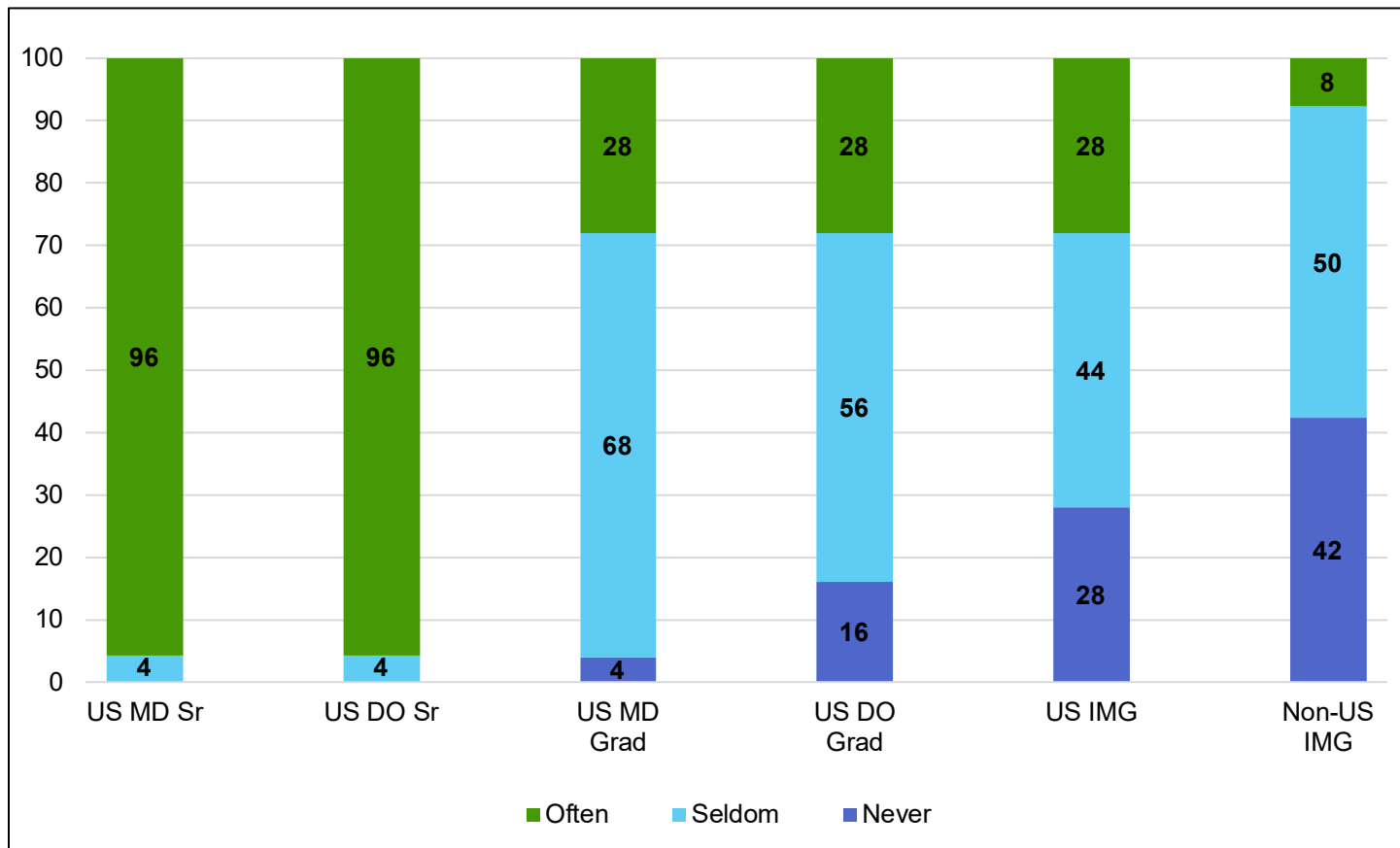
**Mean Numbers of Applications Received, Interview Invitations, Interviews, and Applicants
Ranked, 2021
(Total n = 28)**



**Average Percentages of Applications Rejected and Reviewed, 2021
(Total n = 28)**



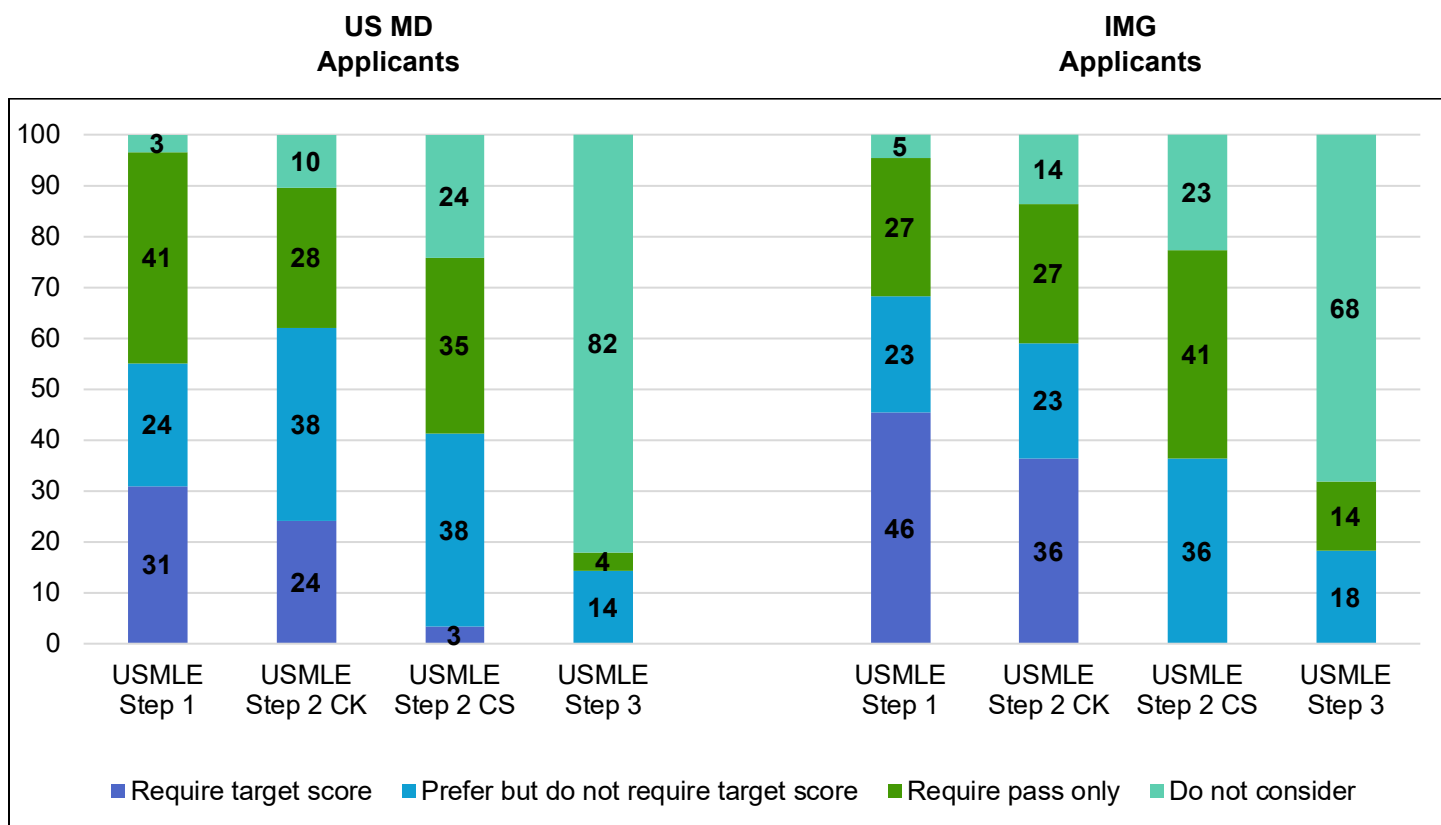
Percentages of Programs Interviewing Candidates by Applicant Type, 2021¹
(Total n = 25)



¹ Some percentages may not add to 100 because of rounding.

Use of Standardized Licensure Exams to Select Applicants for Interview

Percentages of Programs Using USMLE to Select US MD and IMG Applicants for Interview, 2021^{1,2}
(Total n = 29)

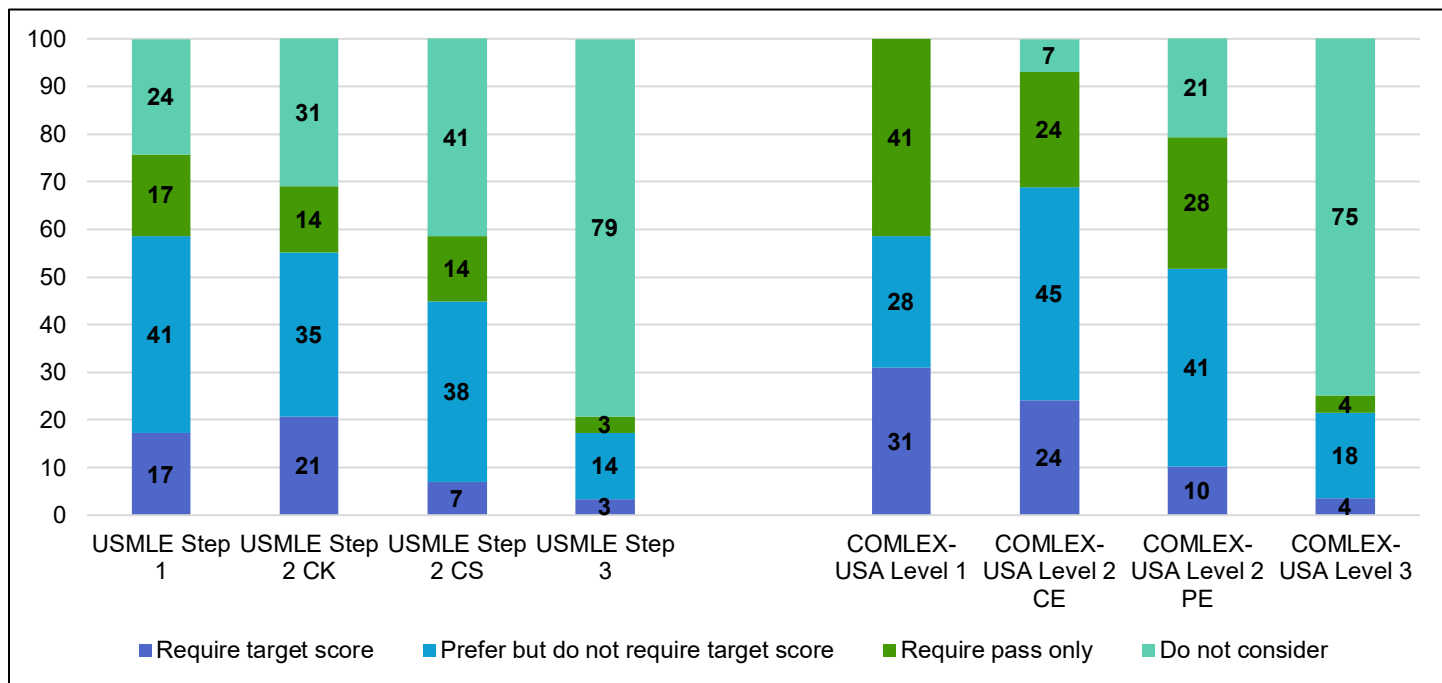


¹ Seniors and graduates are considered together.

² Some percentages may not add to 100 because of rounding.

Use of Standardized Licensure Exams to Select Applicants for Interview

Percentages of Programs Using Licensure Exams to Select DO Applicants for Interview, 2021¹
(Total n = 29)^{2,3}

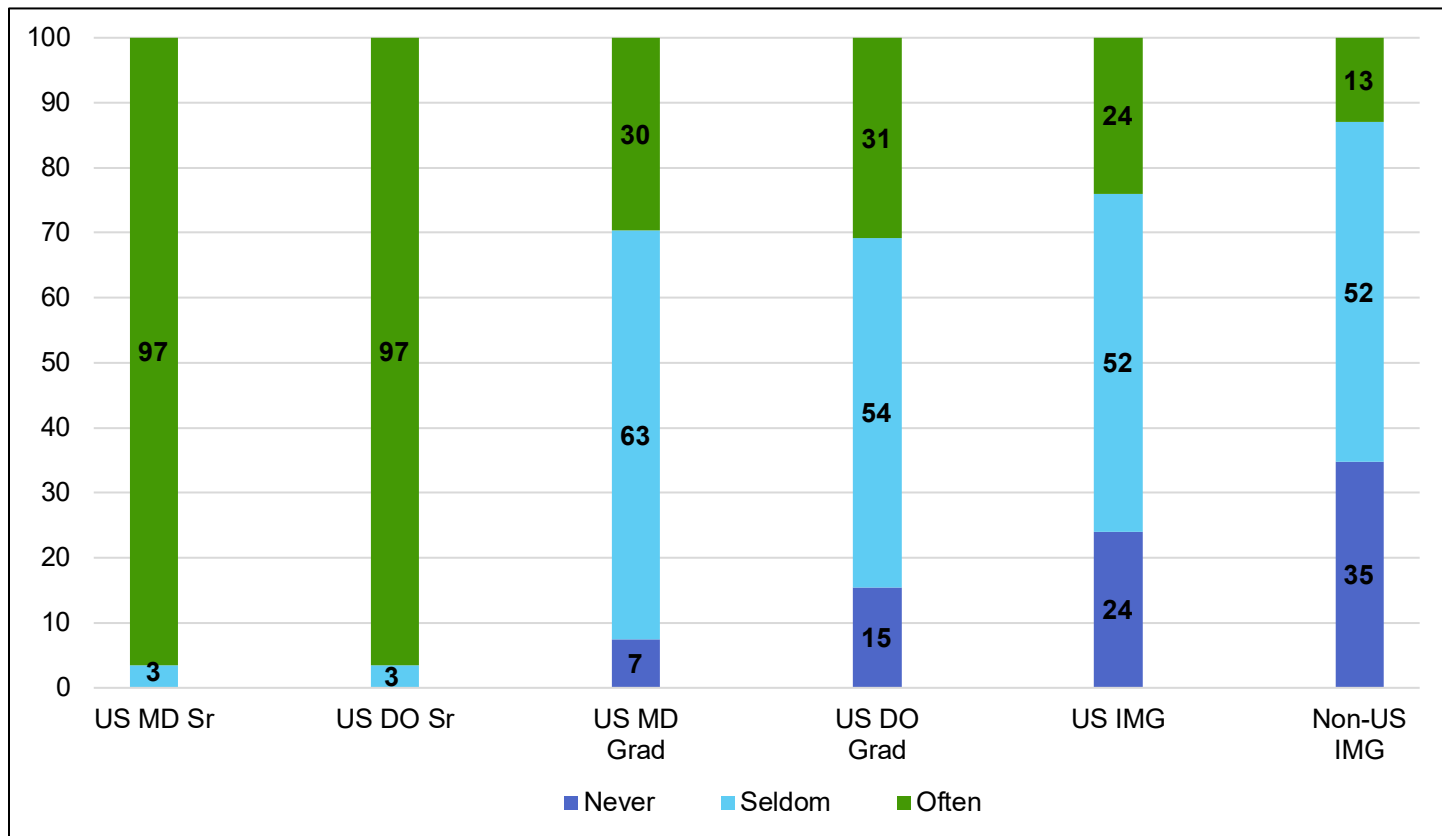


¹ DO seniors and DO graduates are considered together.

² Total number of respondents who indicated they “seldom” or “often” consider DO senior, DO graduate, or both types of applicants for interview.

³ Some percentages may not add to 100 because of rounding.

Percentages of Programs Ranking Candidates by Applicant Type, 2021¹
(Total n = 29)



¹Some percentages may not add to 100 because of rounding.

Figure PD_PMR-I1

Education and Academic Performance Characteristics Considered in Deciding Whom to Interview (%)

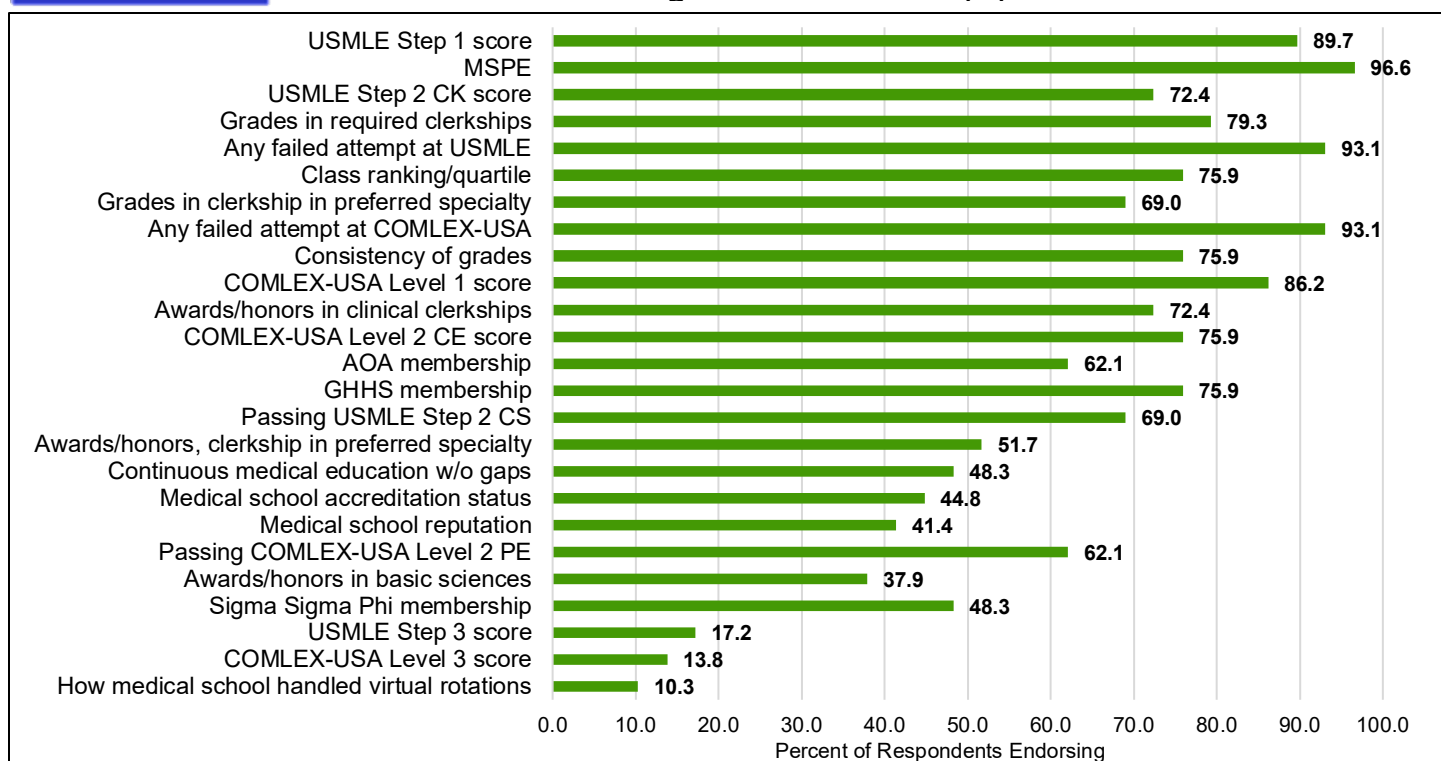
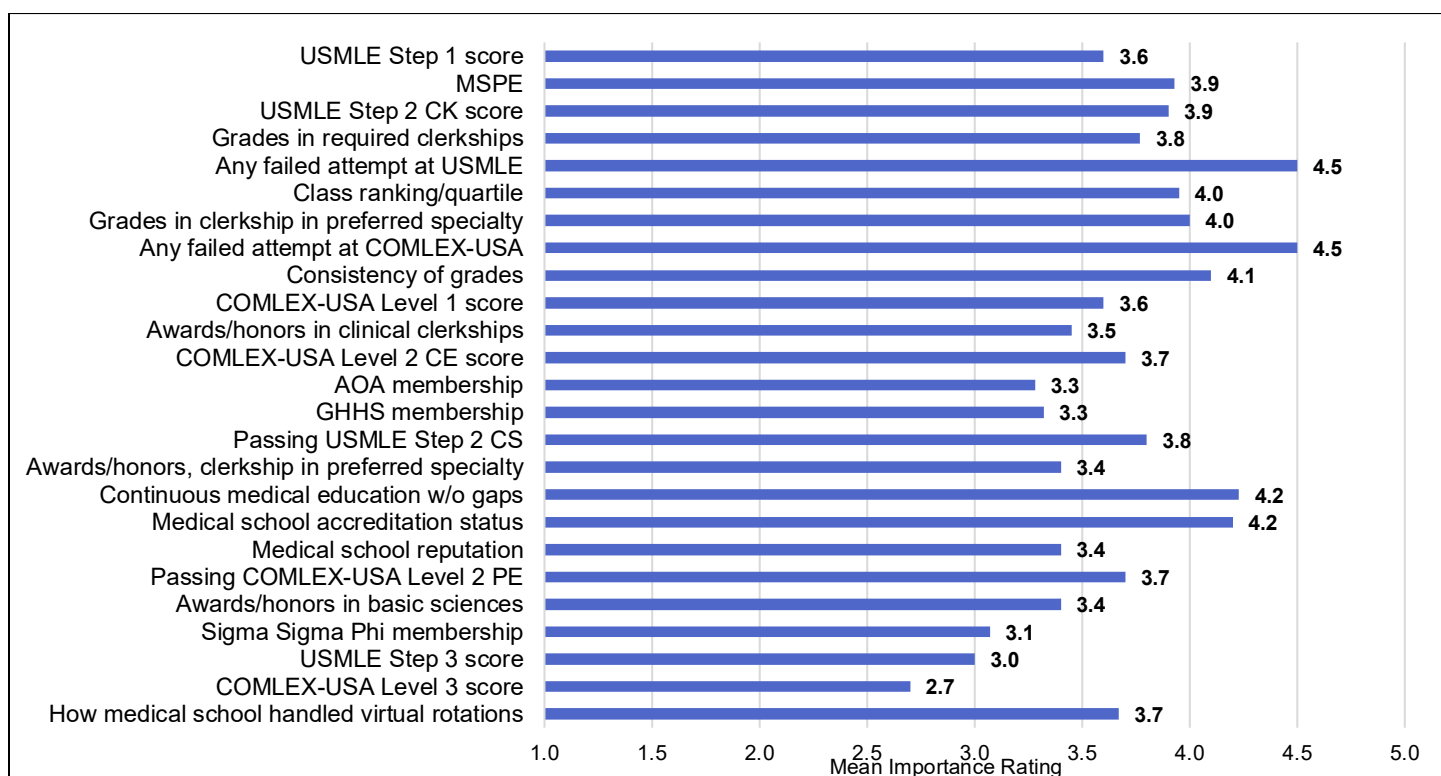


Figure PD_PMR-I2

Mean Importance of Education and Academic Performance Characteristics Considered in Deciding Whom to Interview¹



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

Figure PD_PMR-I3

Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Interview (%)

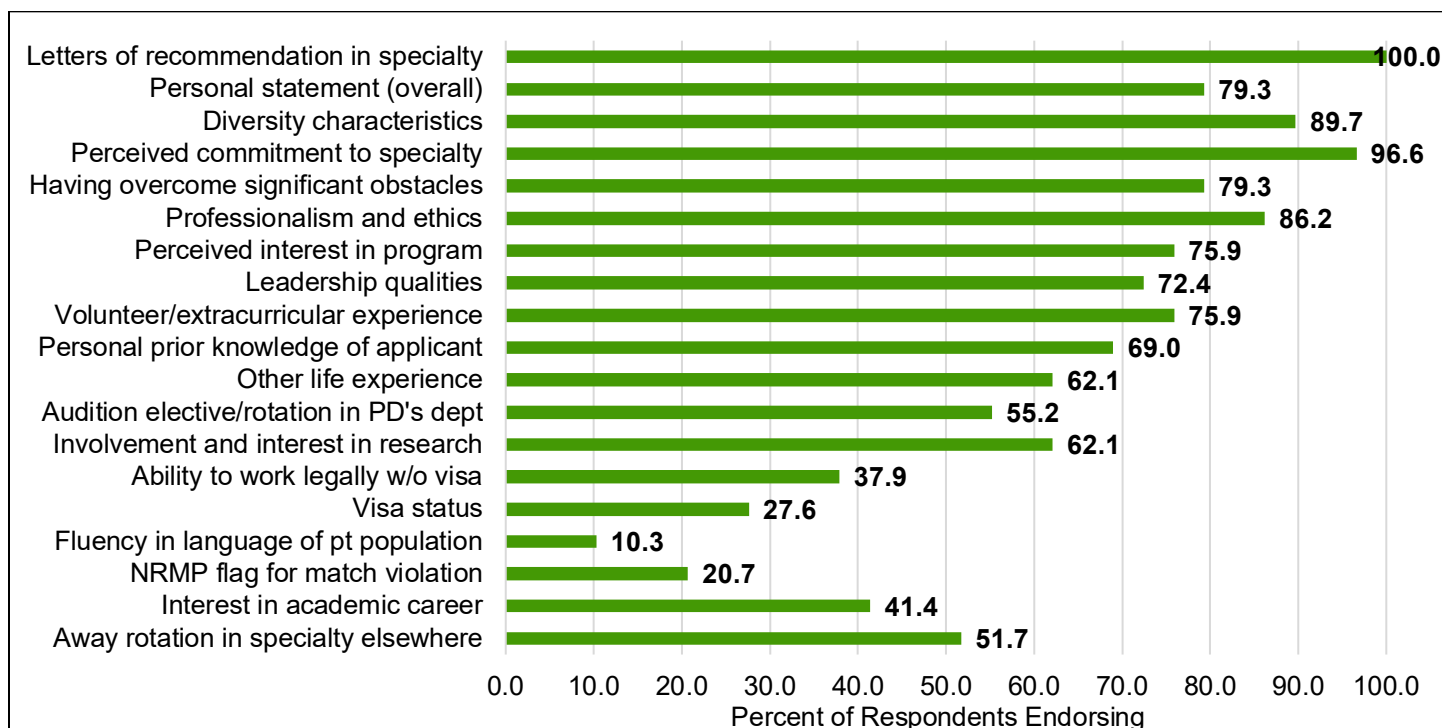
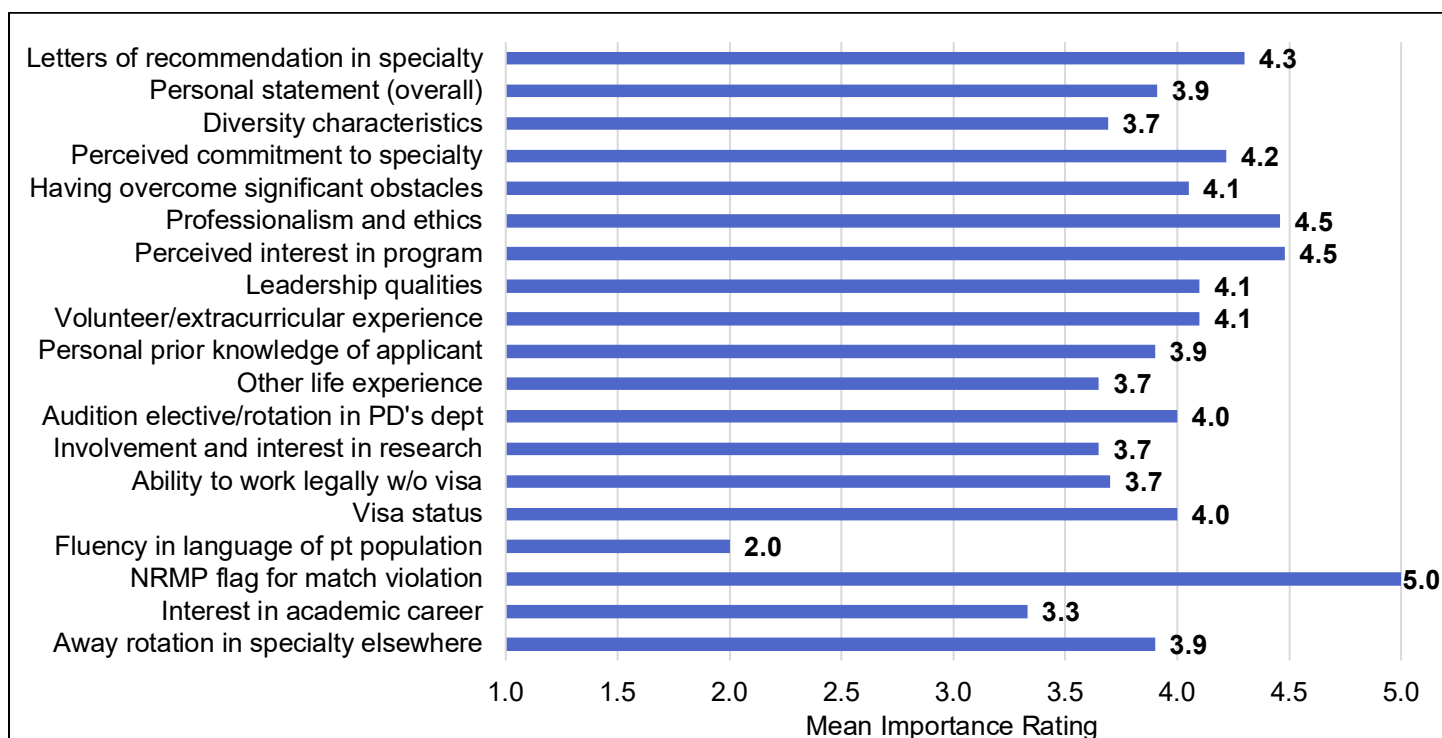


Figure PD_PMR-I4

Mean Importance of Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Interview¹



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

Figure PD_PMR-R1

Education and Academic Performance Characteristics Considered in Deciding Whom to Rank (%)

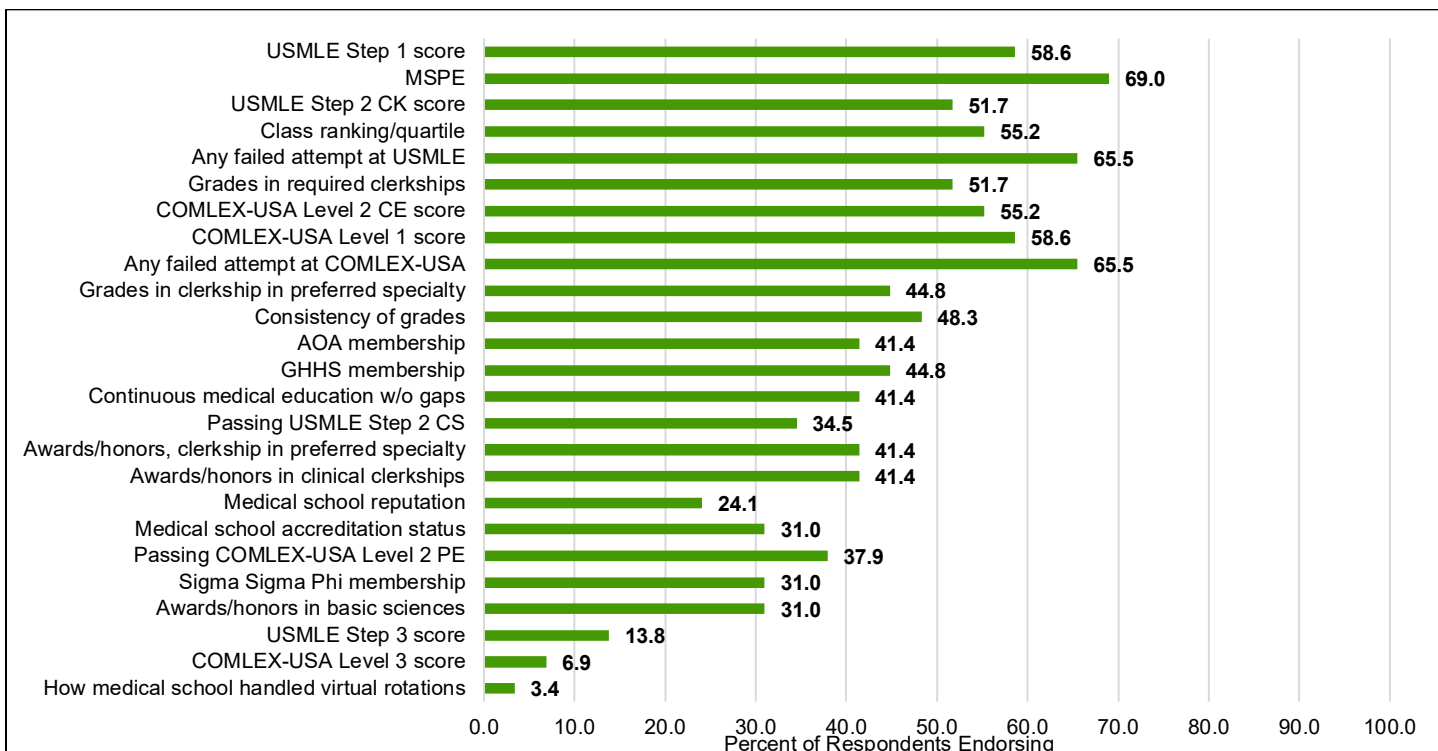
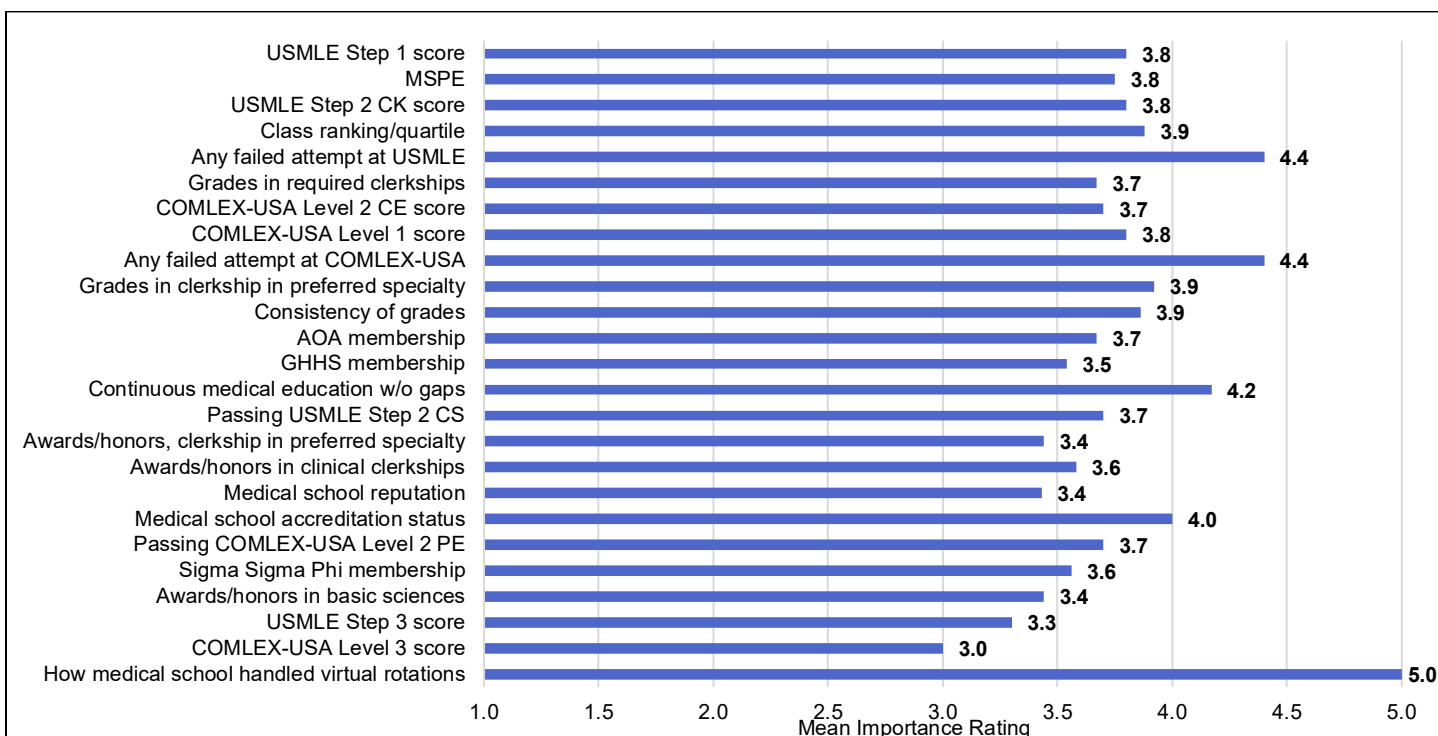


Figure PD_PMR-R2

Mean Importance of Education and Academic Performance Characteristics Considered in Deciding Whom to Rank¹



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

Figure PD_PMR-R3

Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Rank (%)

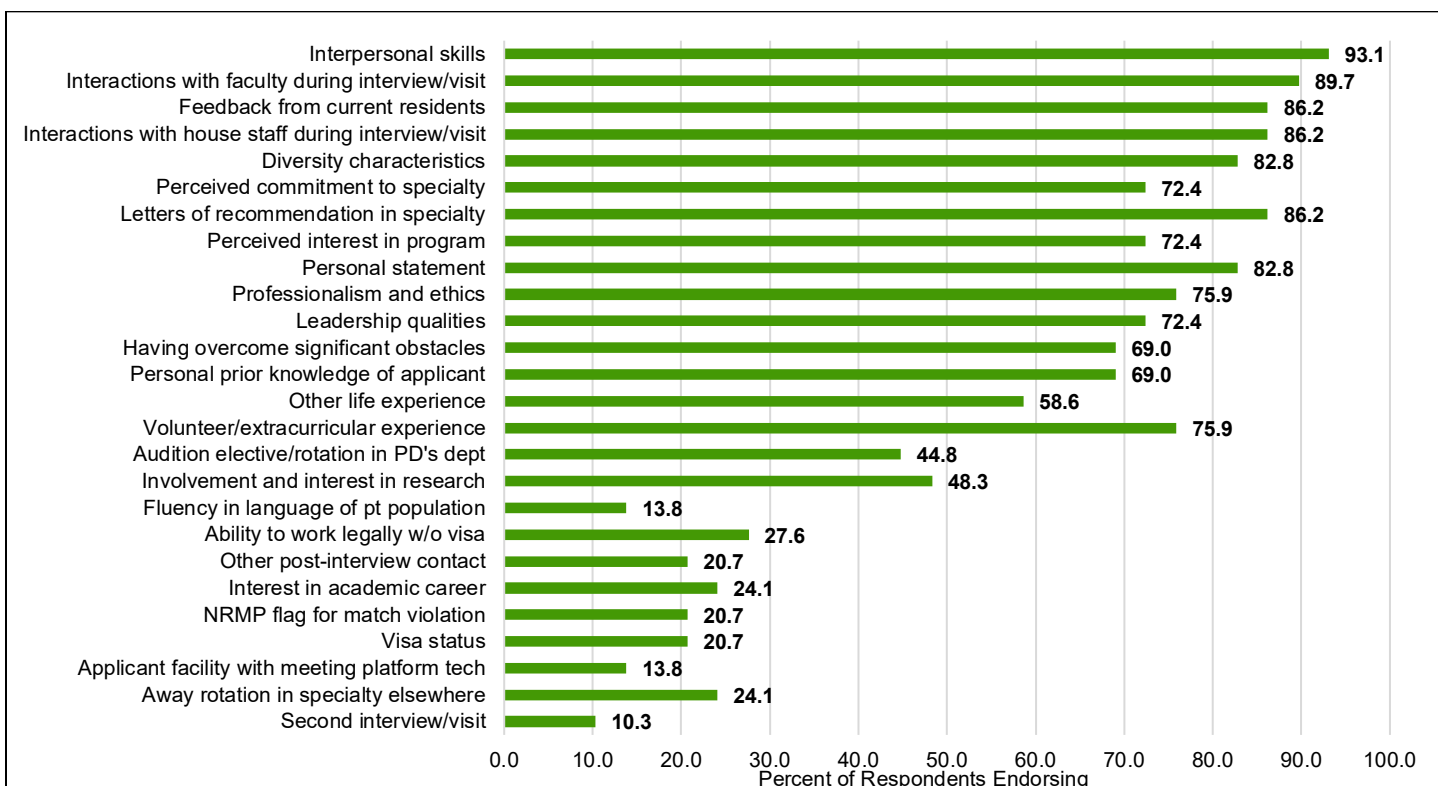
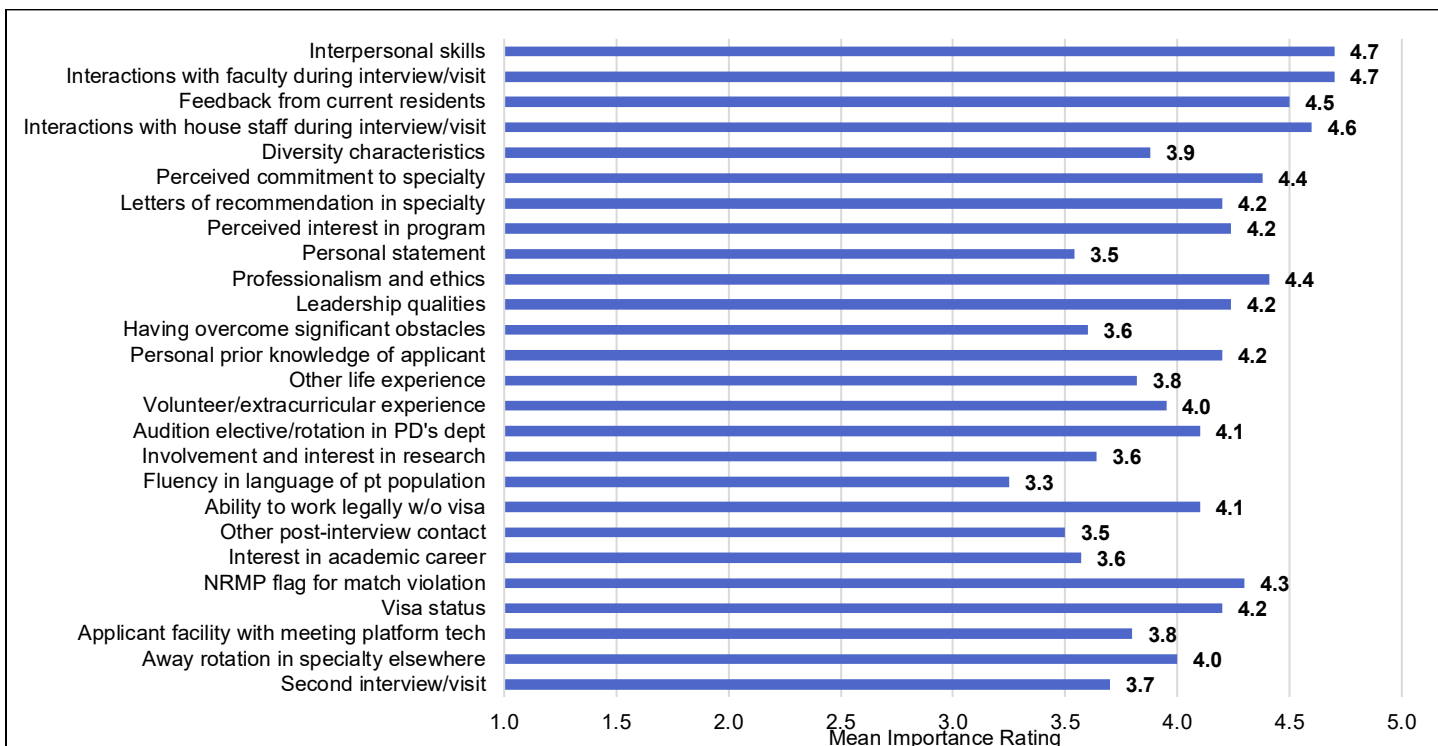


Figure PD_PMR-R4

Mean Importance of Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Rank¹

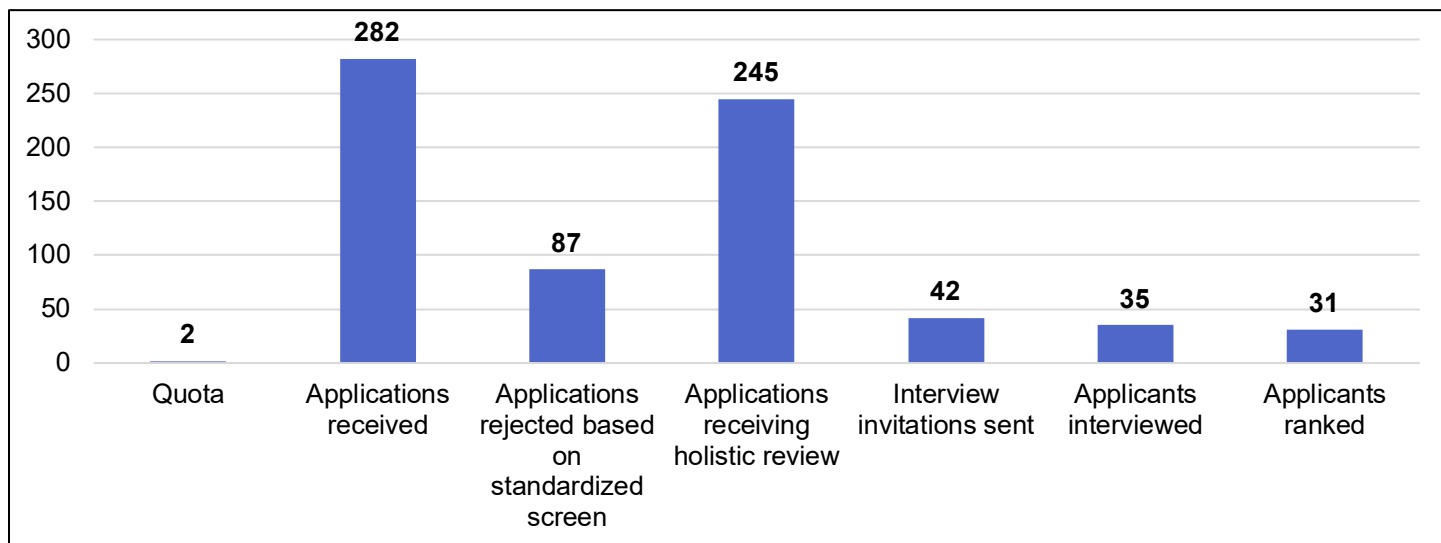


¹ Rated on a scale of 1 (not at all important) to 5 (very important)

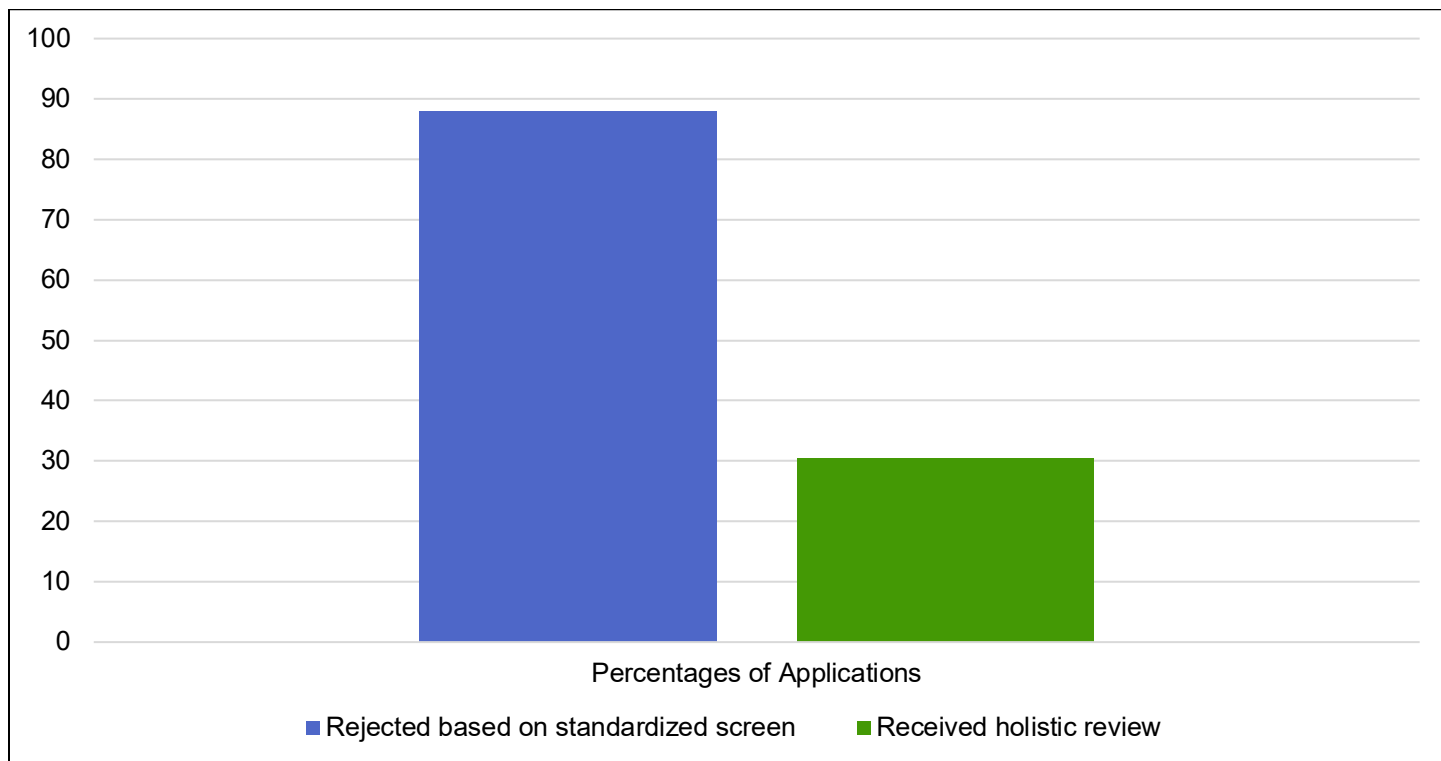


Plastic Surgery (Integrated), Total n = 15

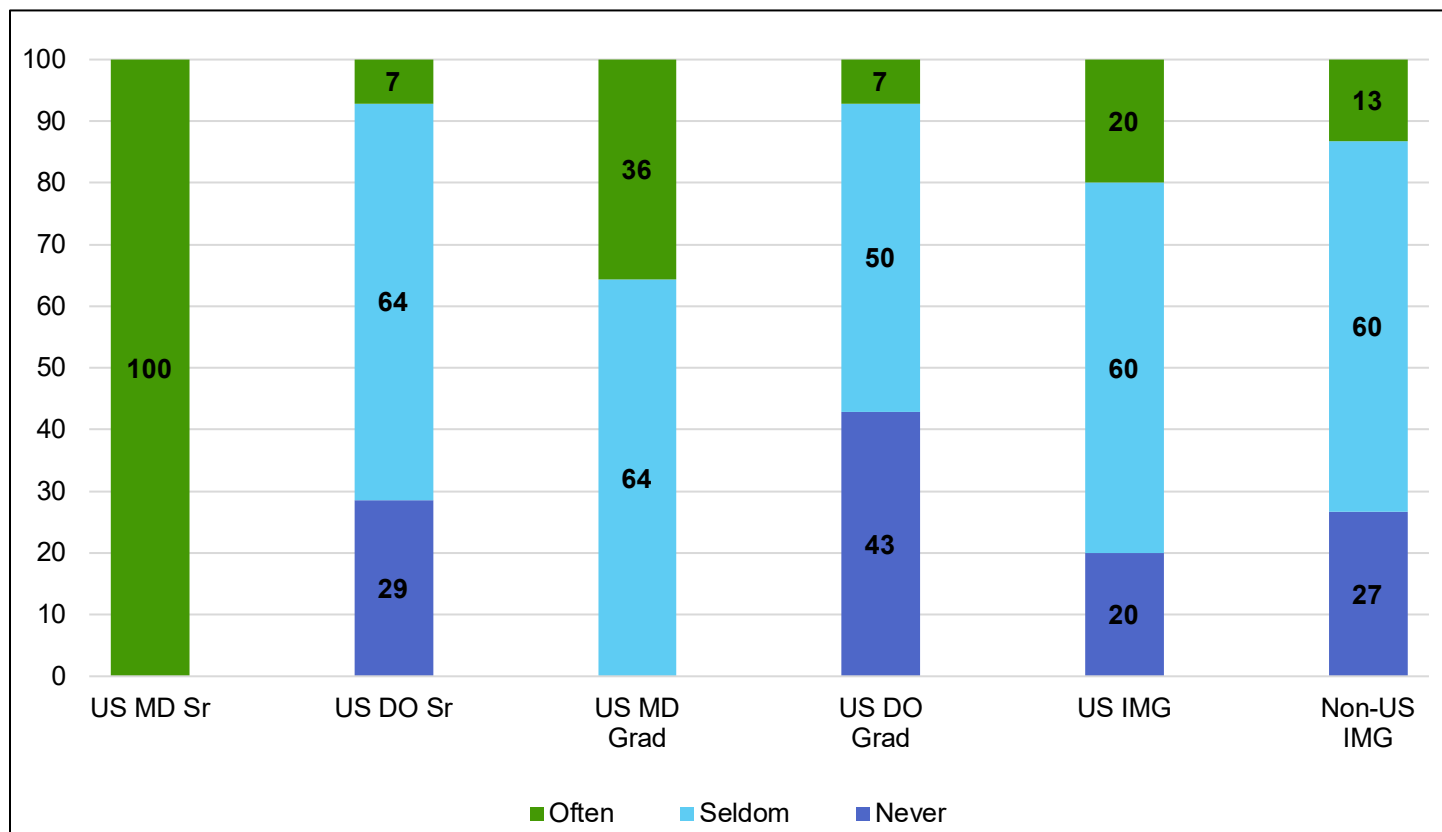
**Mean Numbers of Applications Received, Interview Invitations, Interviews, and Applicants
Ranked, 2021
(Total n = 15)**



**Average Percentages of Applications Rejected and Reviewed, 2021
(Total n = 15)**



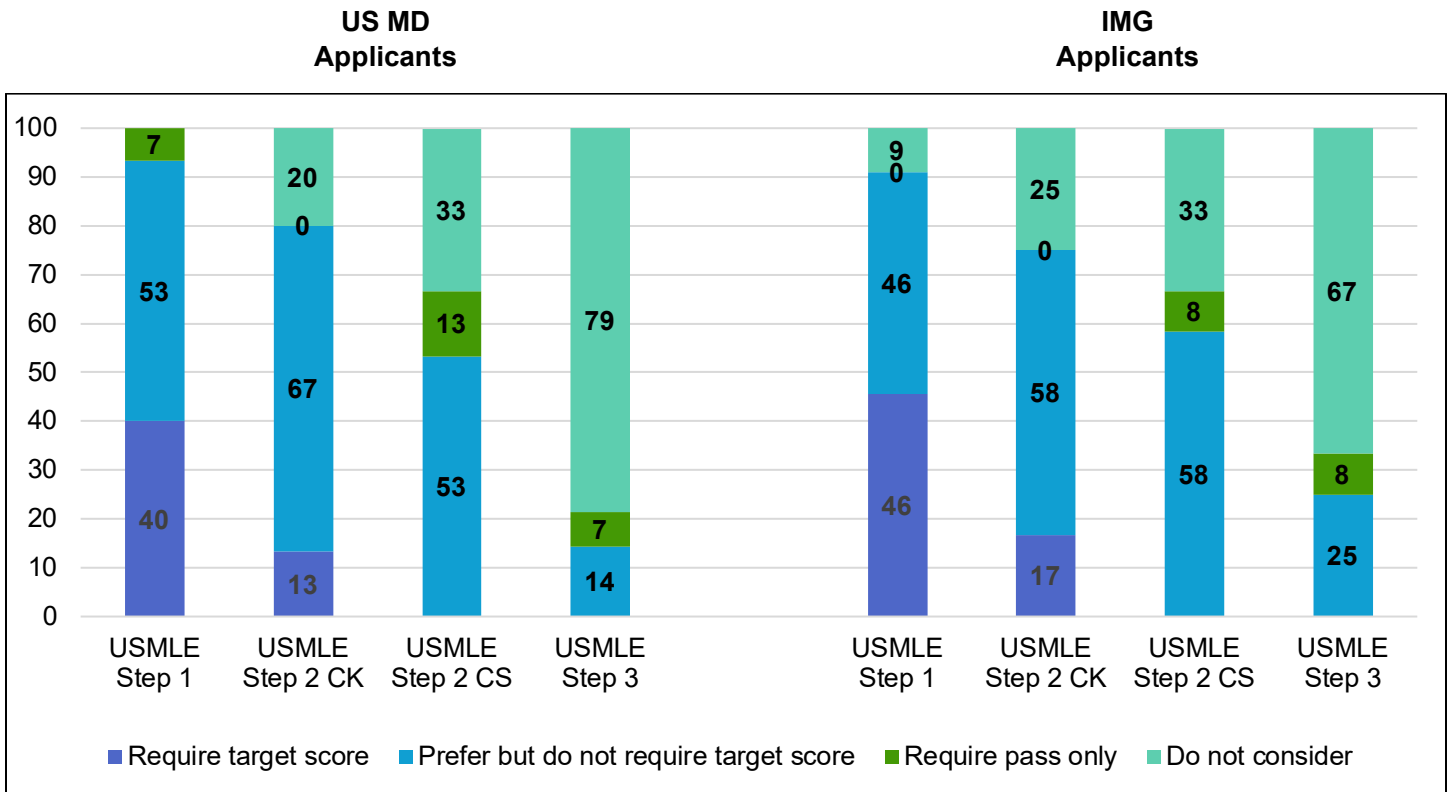
Percentages of Programs Interviewing Candidates by Applicant Type, 2021¹
(Total n = 15)



¹ Some percentages may not add to 100 because of rounding.

Use of Standardized Licensure Exams to Select Applicants for Interview

Percentages of Programs Using USMLE to Select US MD and IMG Applicants for Interview, 2021^{1,2}
(Total n = 15)

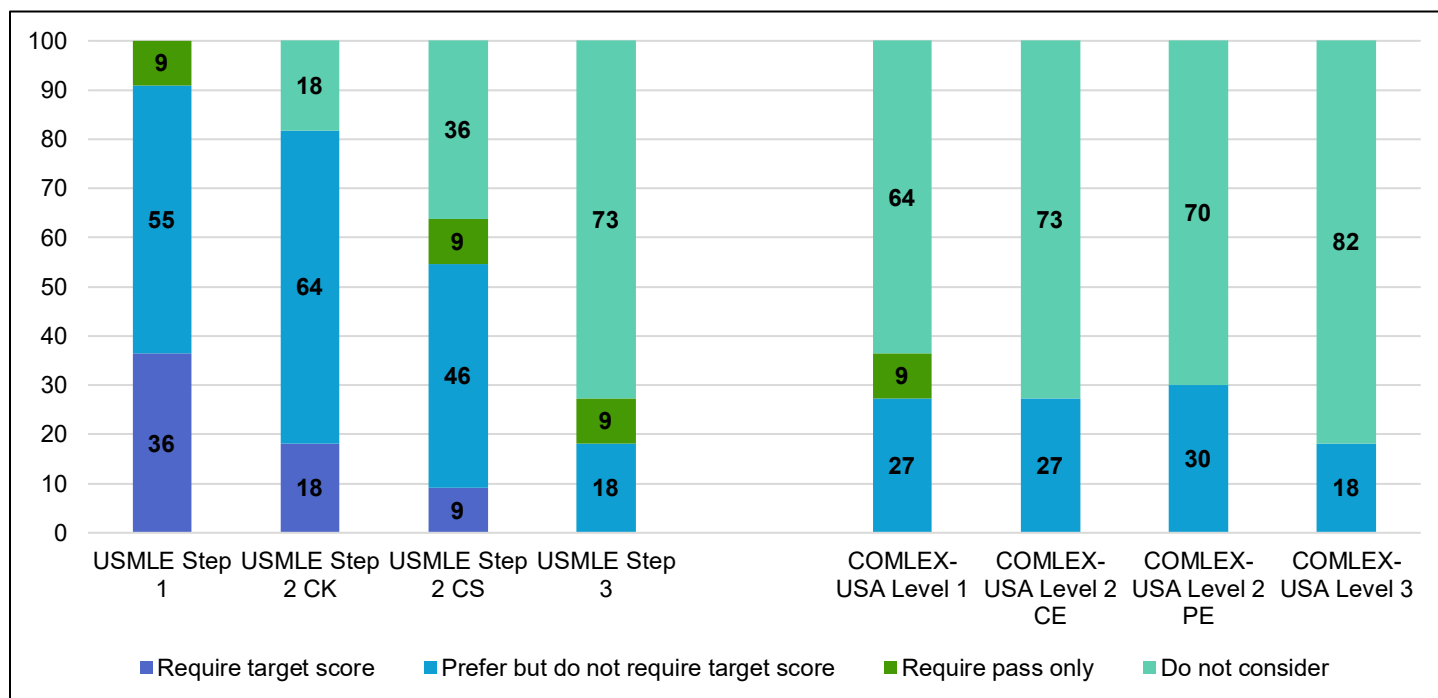


¹ Seniors and graduates are considered together.

² Some percentages may not add to 100 because of rounding.

Use of Standardized Licensure Exams to Select Applicants for Interview

Percentages of Programs Using Licensure Exams to Select DO Applicants for Interview, 2021¹
(Total n = 11)^{2,3}

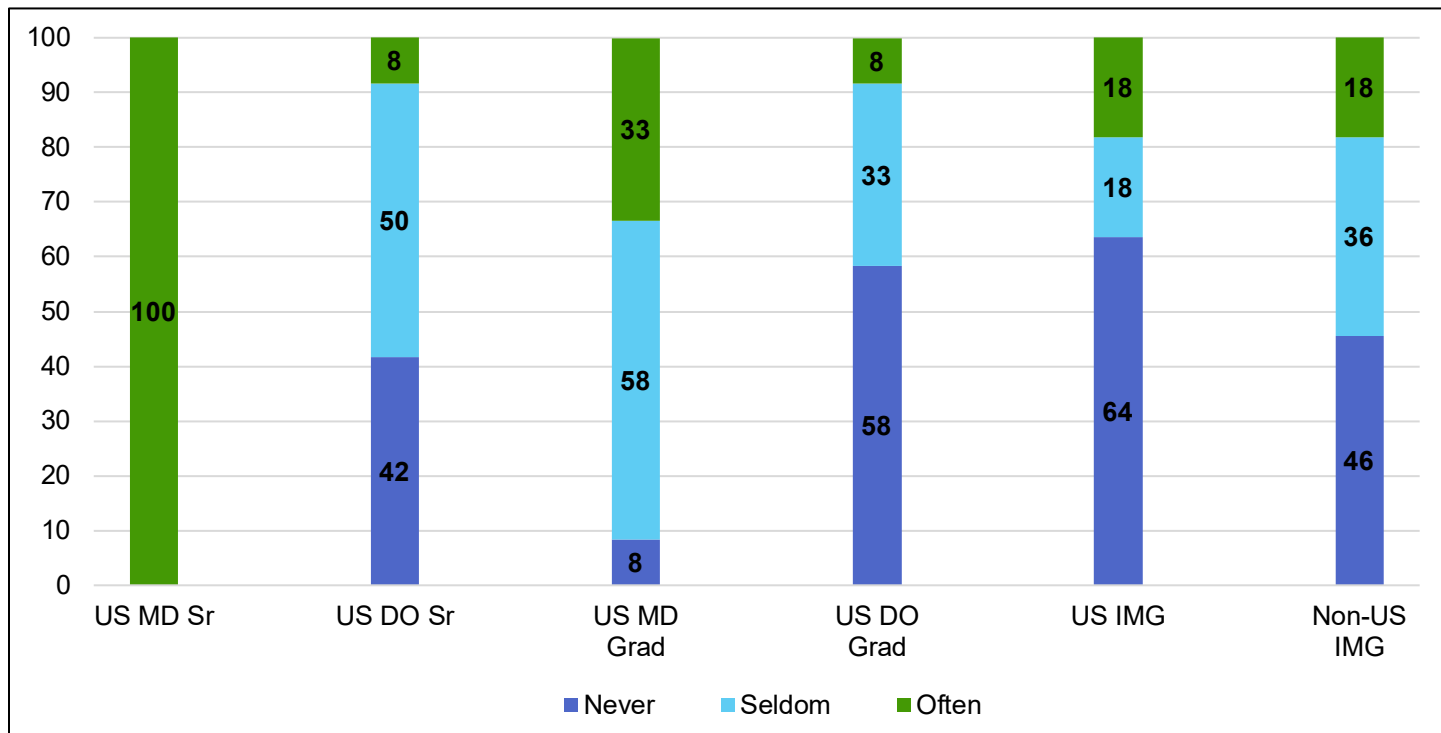


¹ DO seniors and DO graduates are considered together.

² Total number of respondents who indicated they "seldom" or "often" consider DO senior, DO graduate, or both types of applicants for interview.

³ Some percentages may not add to 100 because of rounding.

Percentages of Programs Ranking Candidates by Applicant Type, 2021¹
(Total n = 14)



¹Some percentages may not add to 100 because of rounding.

Figure PD_PS-I1

Education and Academic Performance Characteristics Considered in Deciding Whom to Interview (%)

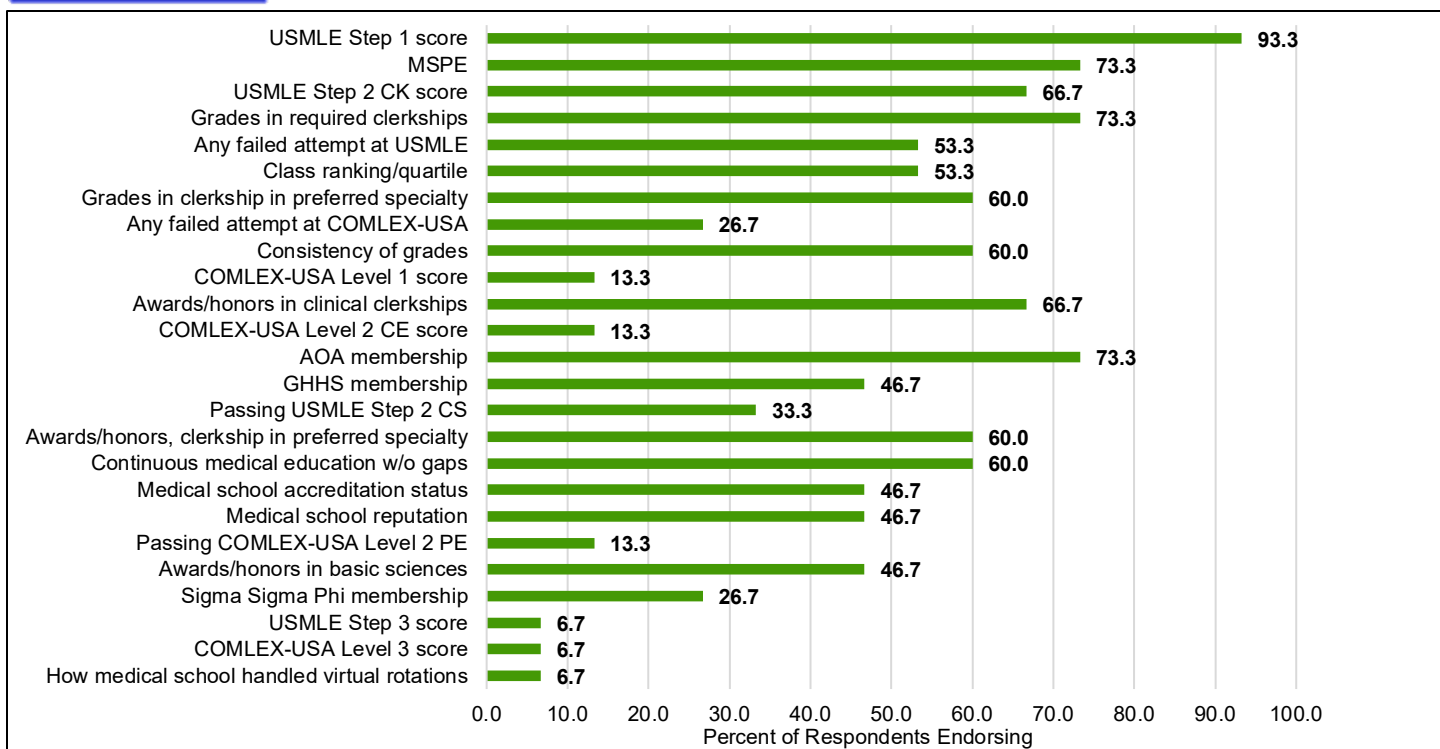
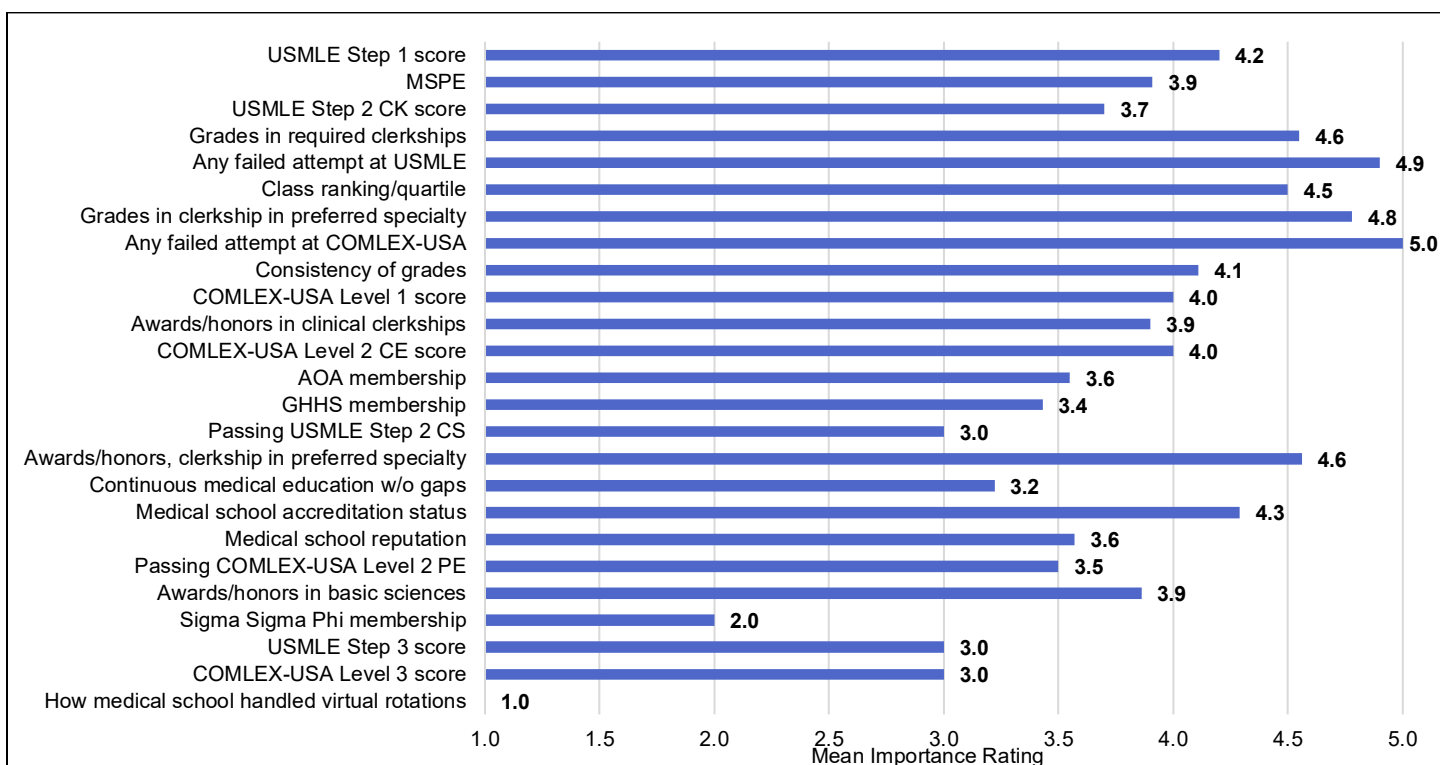


Figure PD_PS-I2

Mean Importance of Education and Academic Performance Characteristics Considered in Deciding Whom to Interview¹



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

Figure PD_PS-I3

Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Interview (%)

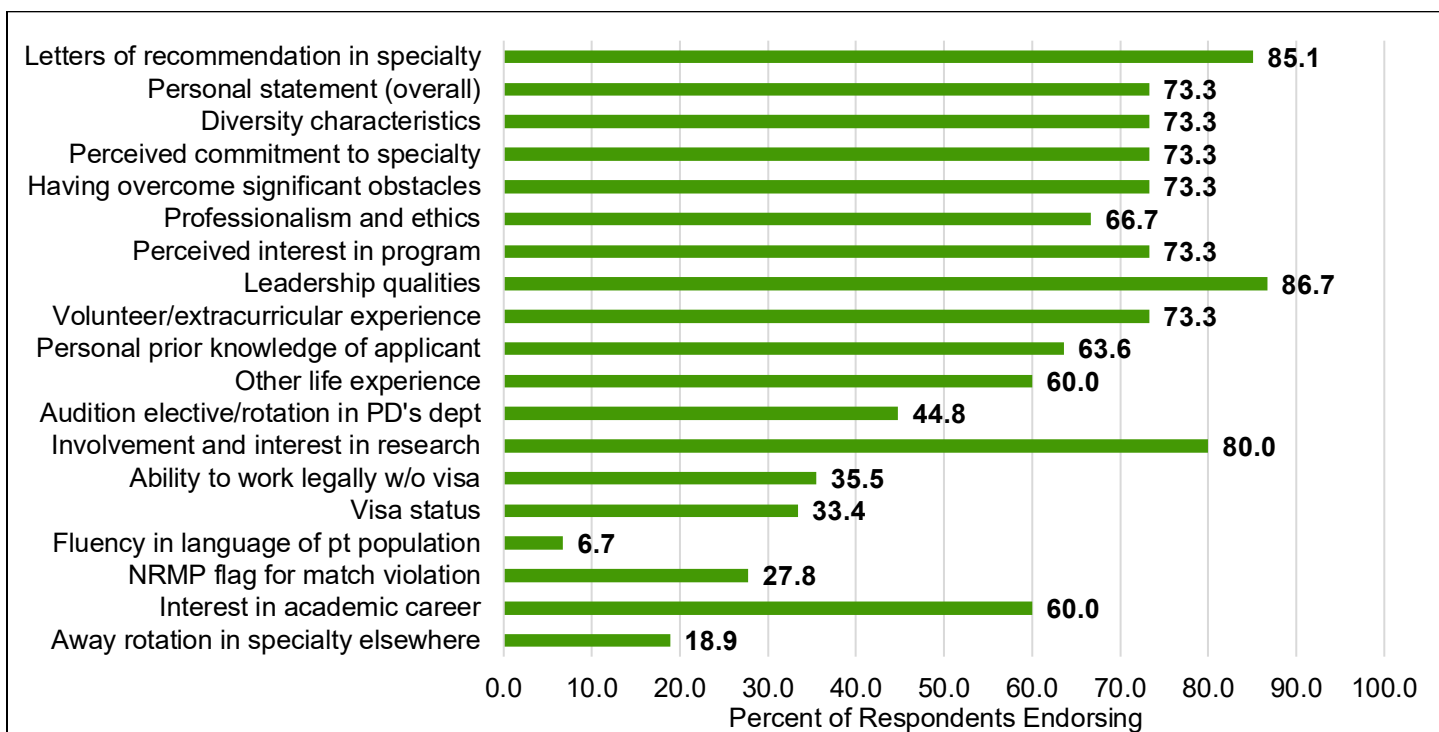
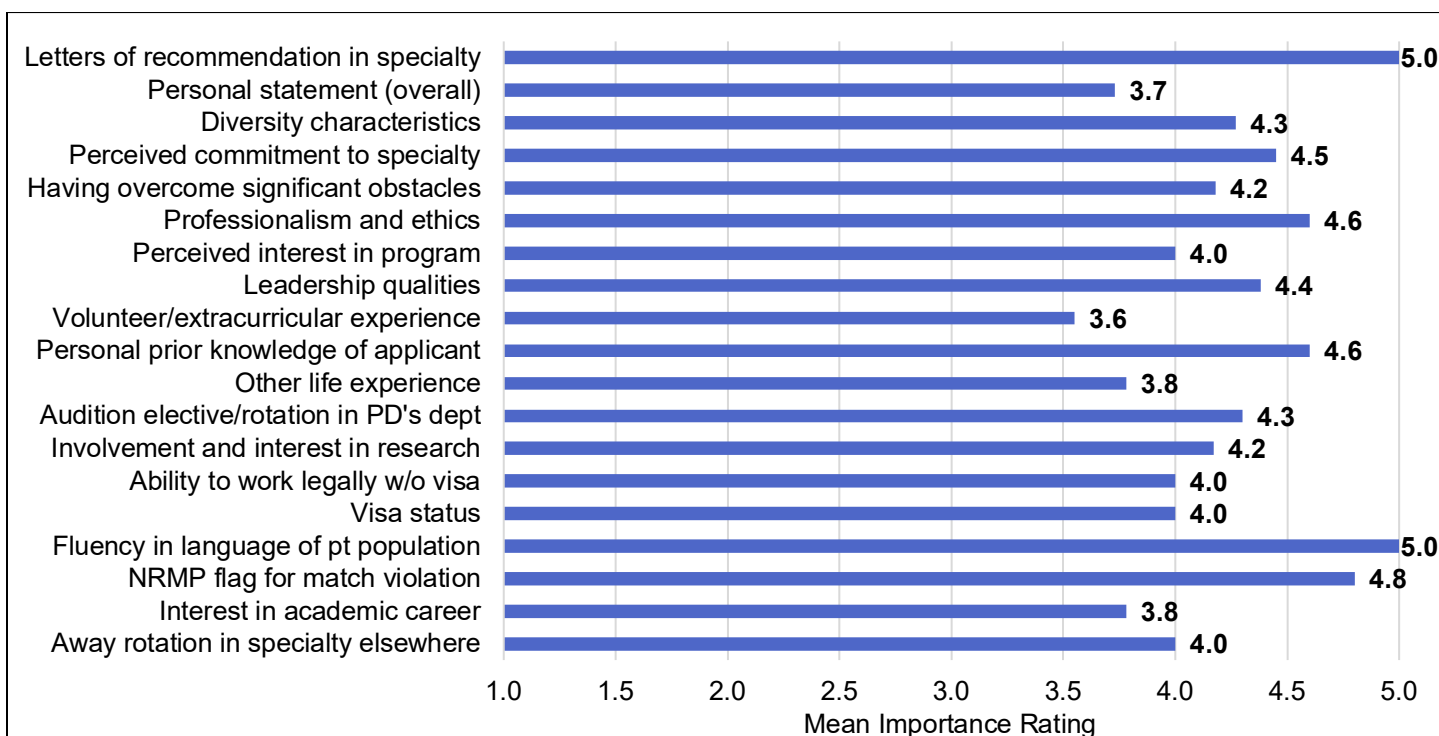


Figure PD_PS-I4

Mean Importance of Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Interview¹



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

Figure PD_PS-R1

Education and Academic Performance Characteristics Considered in Deciding Whom to Rank (%)

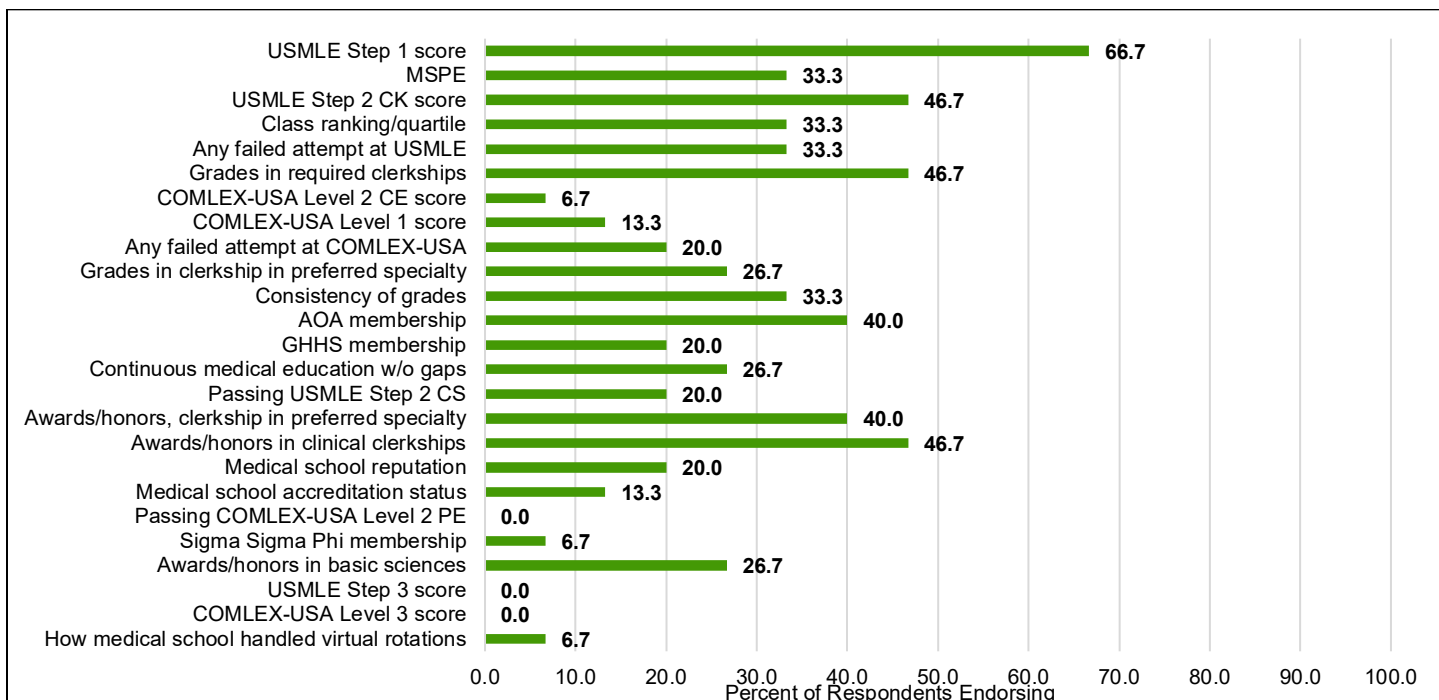
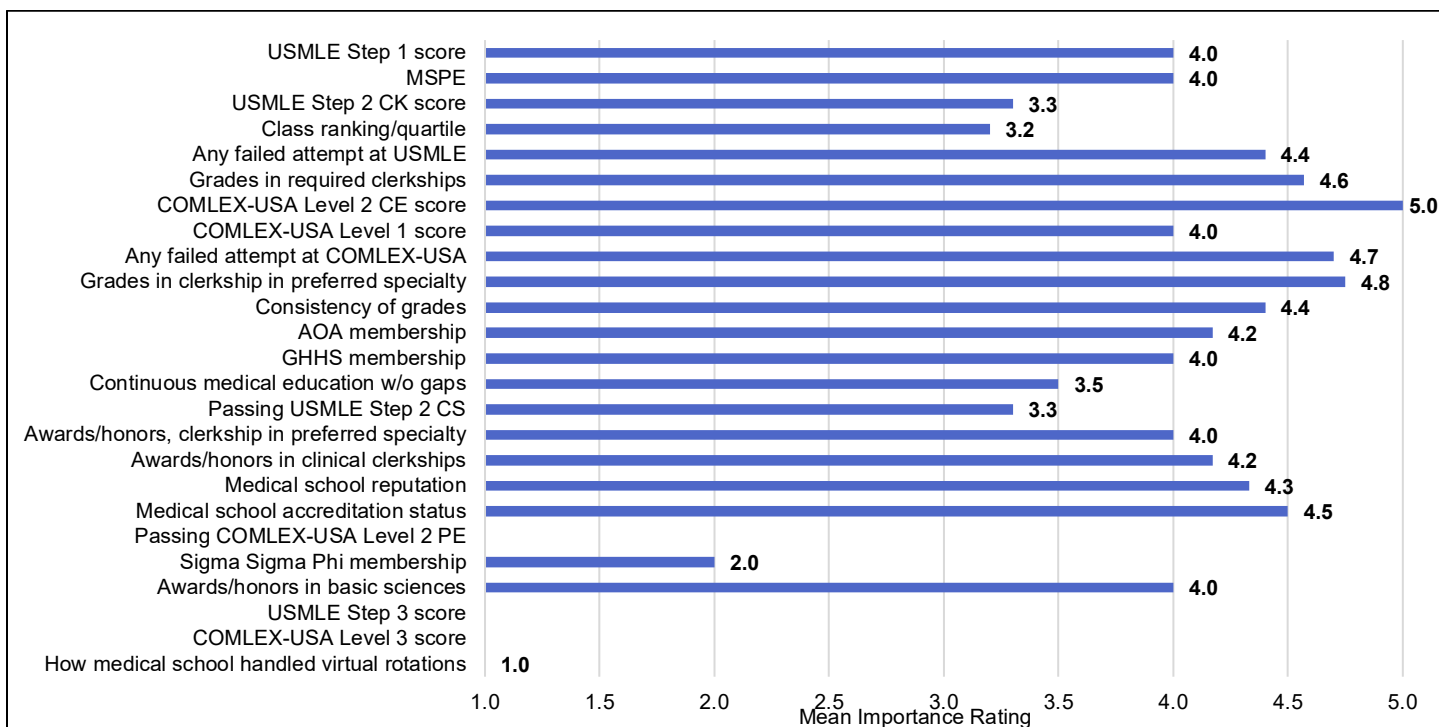


Figure PD_PS-R2

Mean Importance of Education and Academic Performance Characteristics Considered in Deciding Whom to Rank^{1,2}



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

² No respondent reported considering USMLE Step 3, or COMLEX-USA Level 2 PE or Level 3, scores in deciding which applicants to rank.

Figure PD_PS-R3

Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Rank (%)

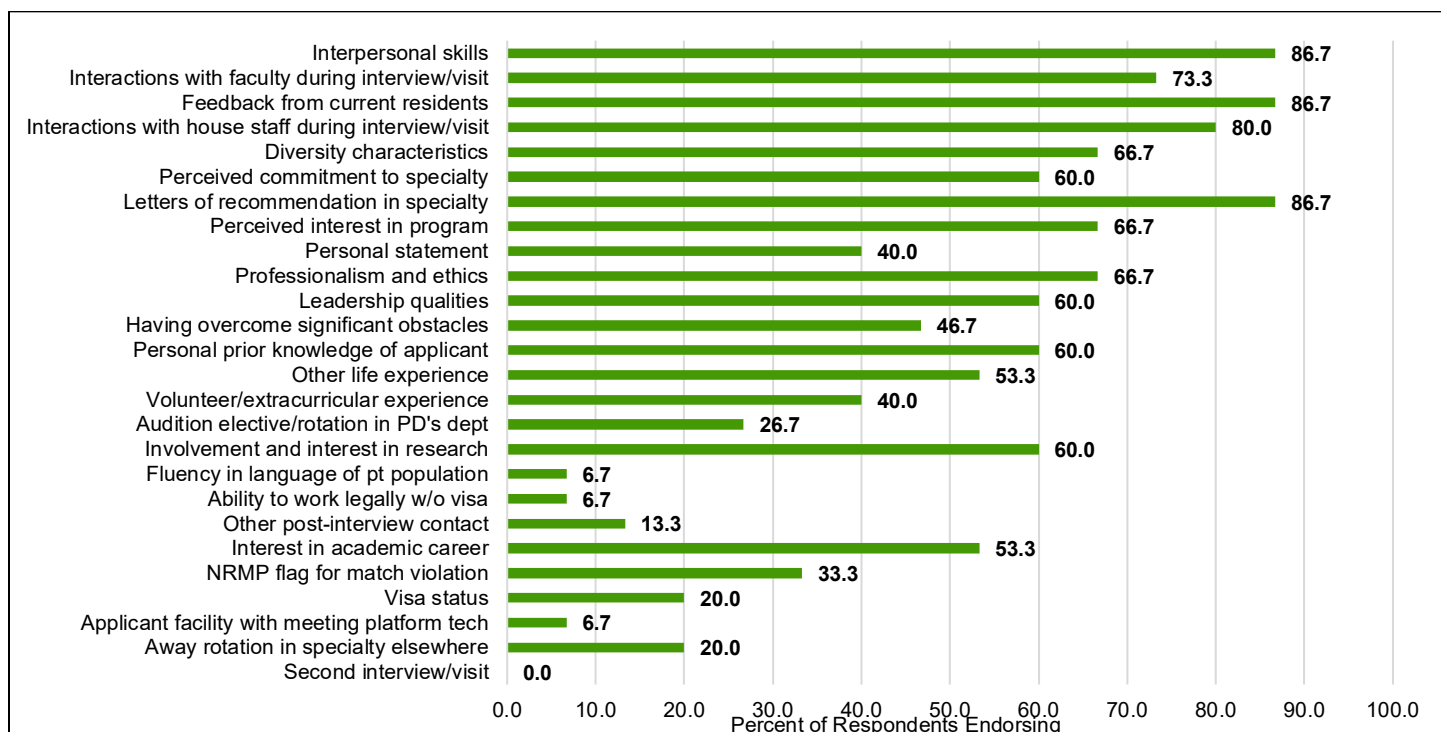
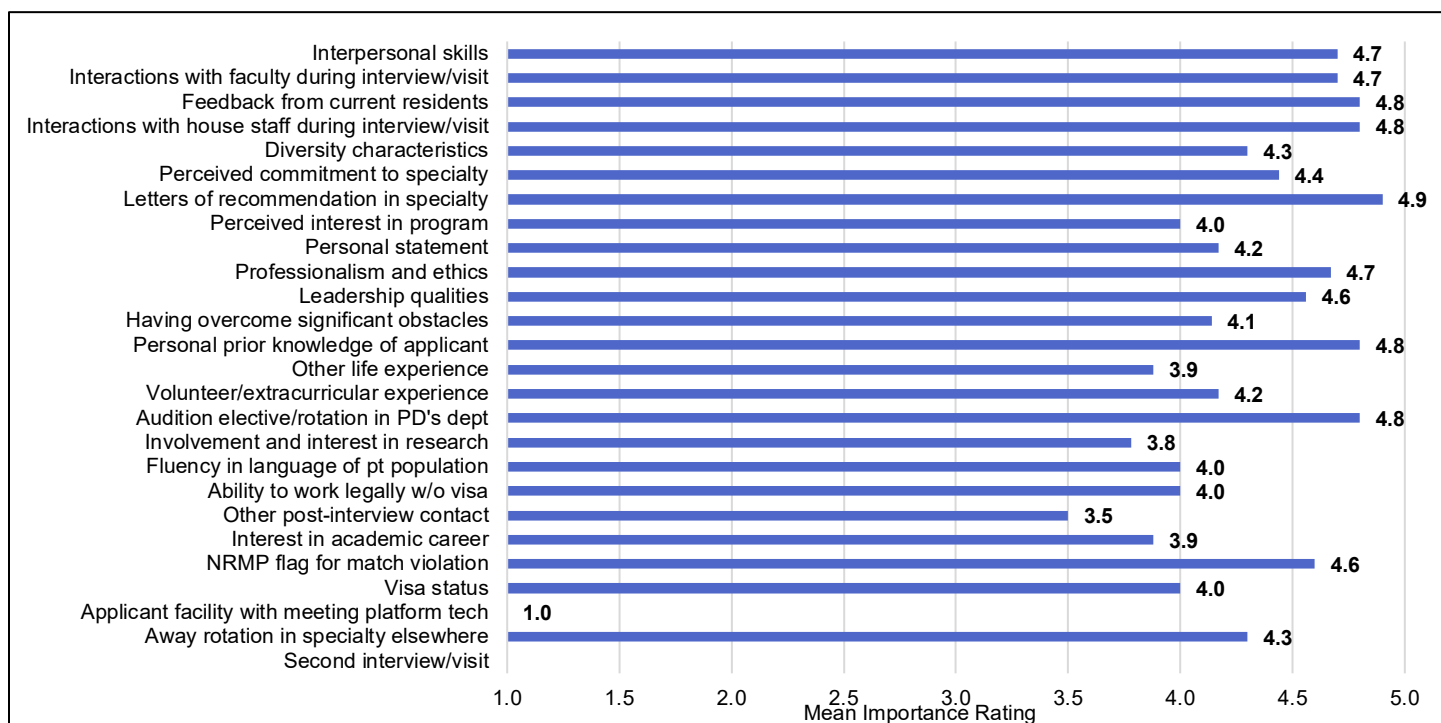


Figure PD_PS-R4

Mean Importance of Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Rank¹



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

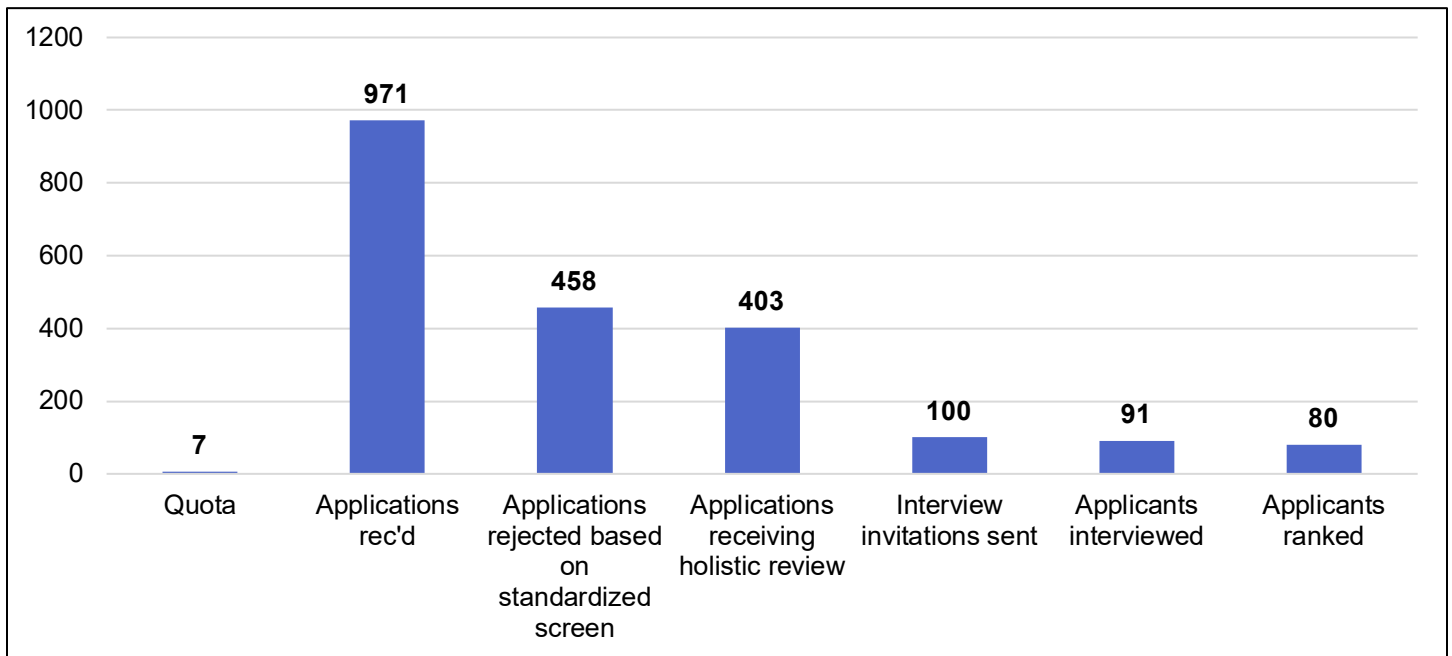
² No respondent reported considering second interview/visit in deciding which applicants to rank.



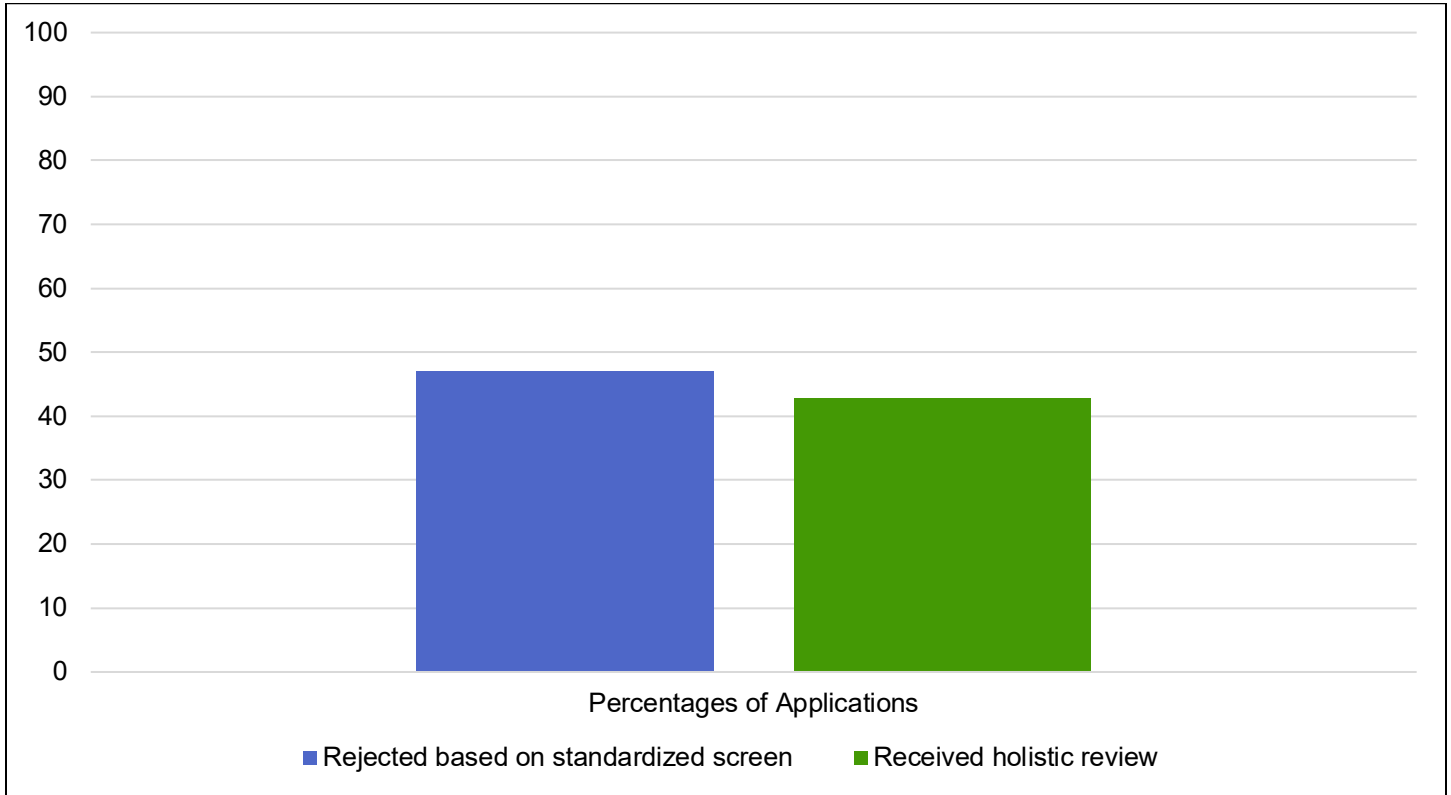
Psychiatry, Total n = 61



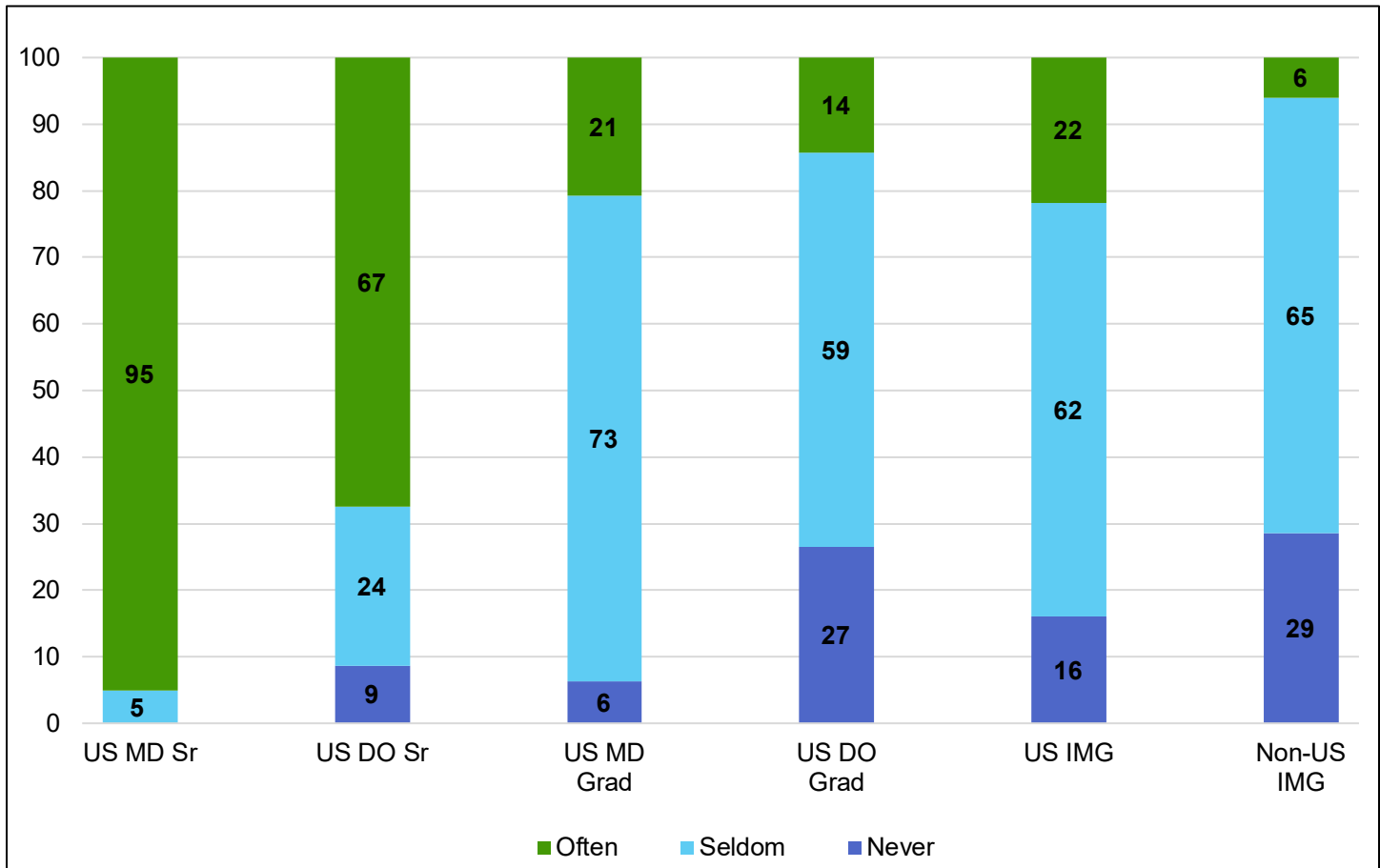
**Mean Numbers of Applications Received, Interview Invitations, Interviews, and Applicants
Ranked, 2021
(Total n = 61)**



**Average Percentages of Applications Rejected and Reviewed, 2021
(Total n = 61)**



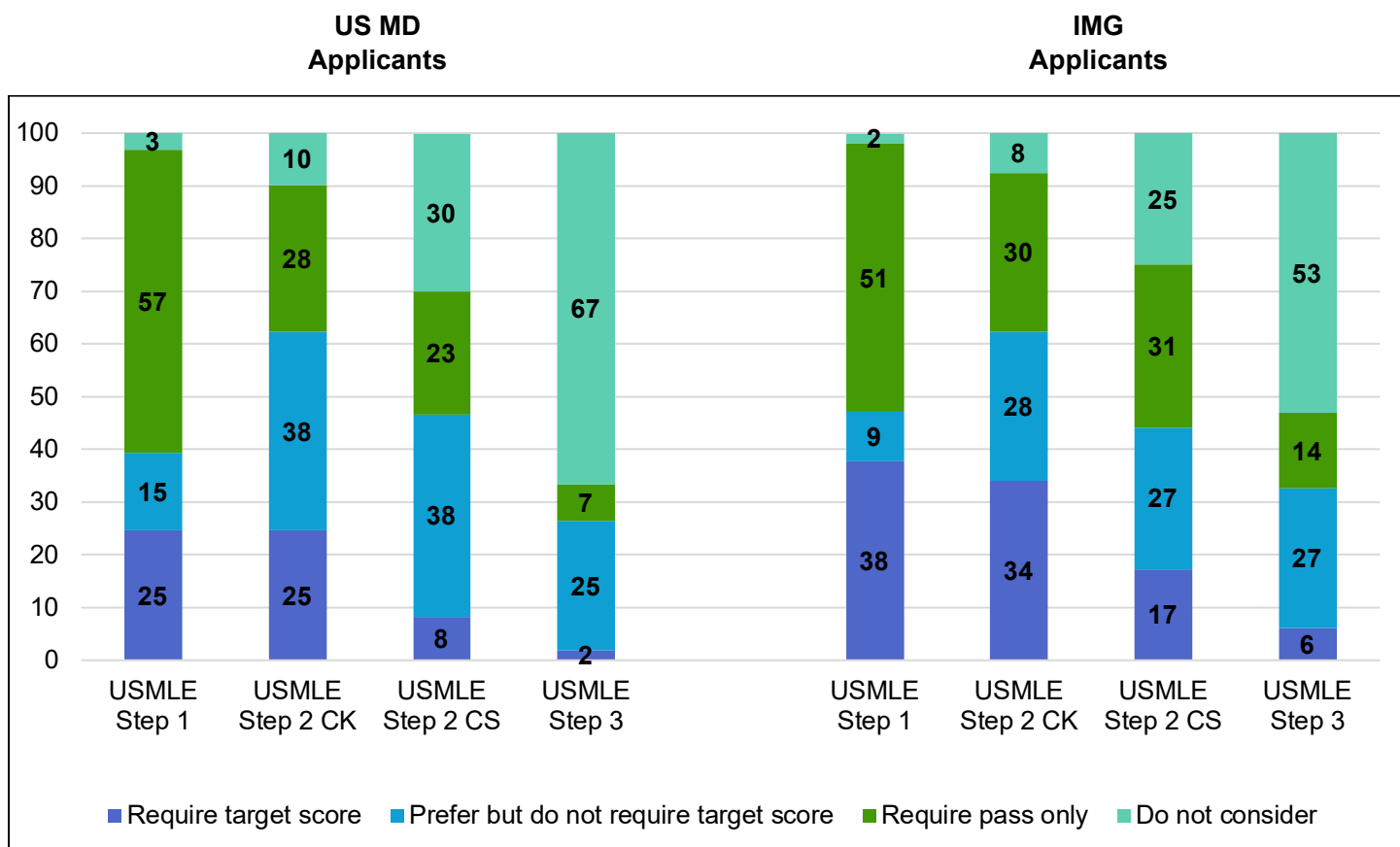
Percentages of Programs Interviewing Candidates by Applicant Type, 2021¹
 (Total n = 50)



¹ Some percentages may not add to 100 because of rounding.

Use of Standardized Licensure Exams to Select Applicants for Interview

Percentages of Programs Using USMLE to Select US MD and IMG Applicants for Interview, 2021^{1,2}
(Total n = 61)

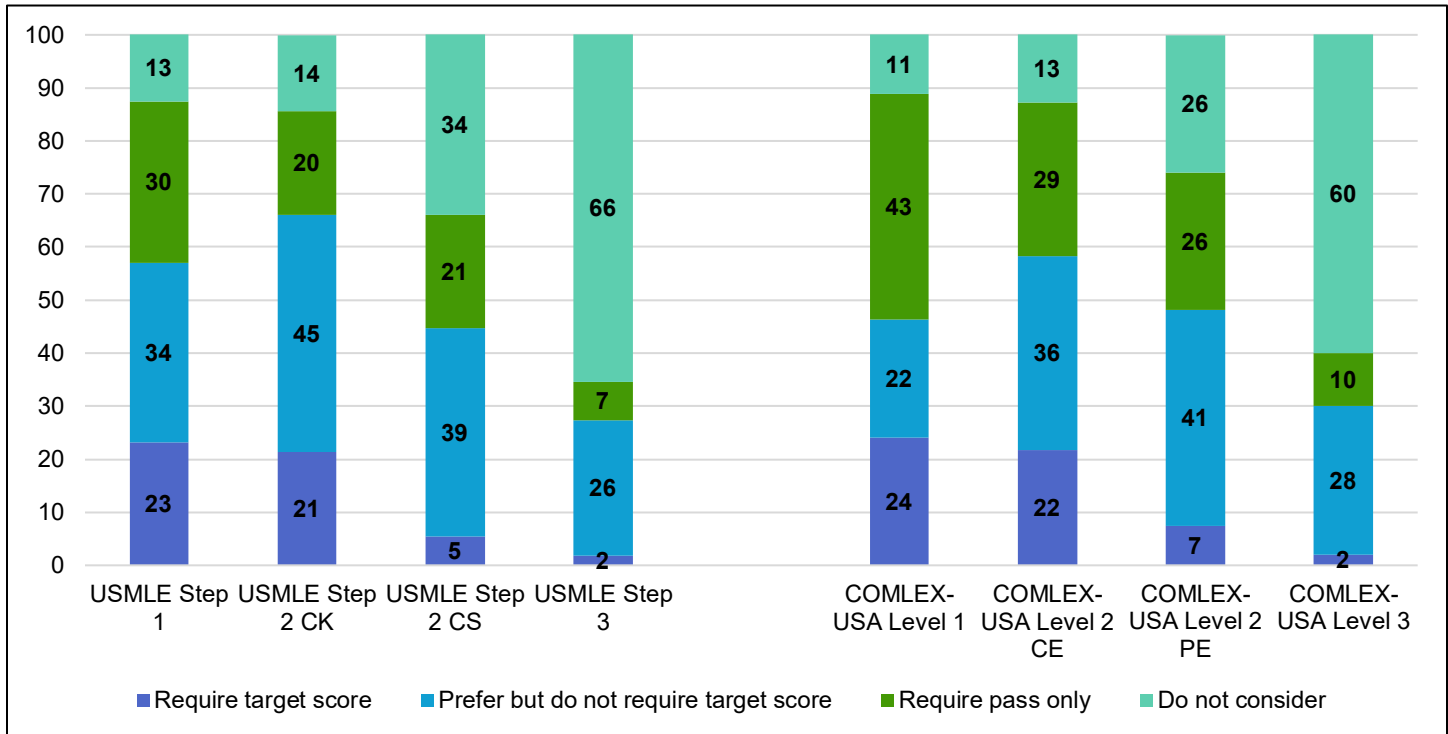


¹ Seniors and graduates are considered together.

² Some percentages may not add to 100 because of rounding.

Use of Standardized Licensure Exams to Select Applicants for Interview

Percentages of Programs Using Licensure Exams to Select DO Applicants for Interview, 2021¹
(Total n = 56)^{2,3}

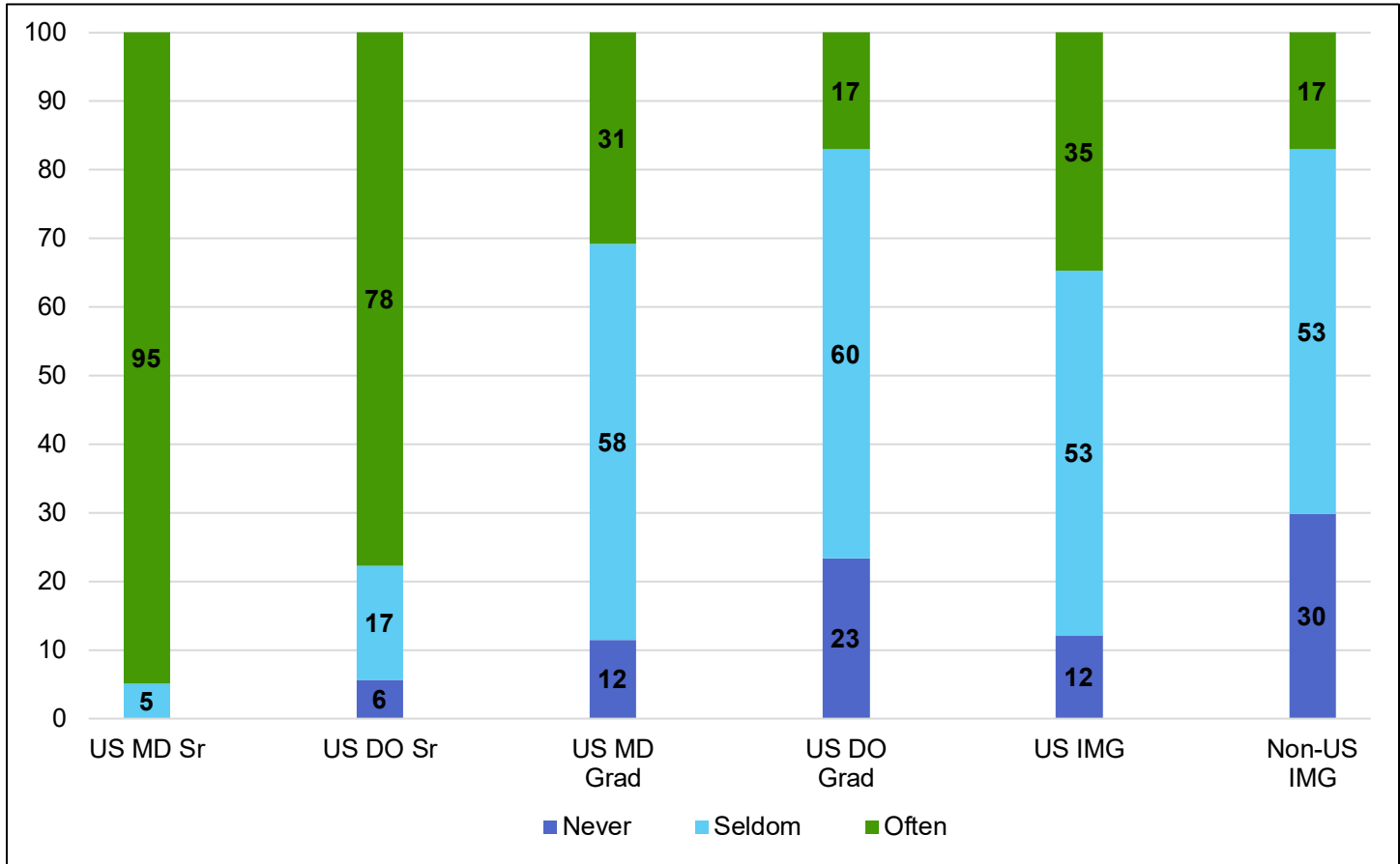


¹ DO seniors and DO graduates are considered together.

² Total number of respondents who indicated they “seldom” or “often” consider DO senior, DO graduate, or both types of applicants for interview.

³ Some percentages may not add to 100 because of rounding.

Percentages of Programs Ranking Candidates by Applicant Type, 2021¹
(Total n = 59)



¹Some percentages may not add to 100 because of rounding.

Figure PD_Psy-I1

Education and Academic Performance Characteristics Considered in Deciding Whom to Interview (%)

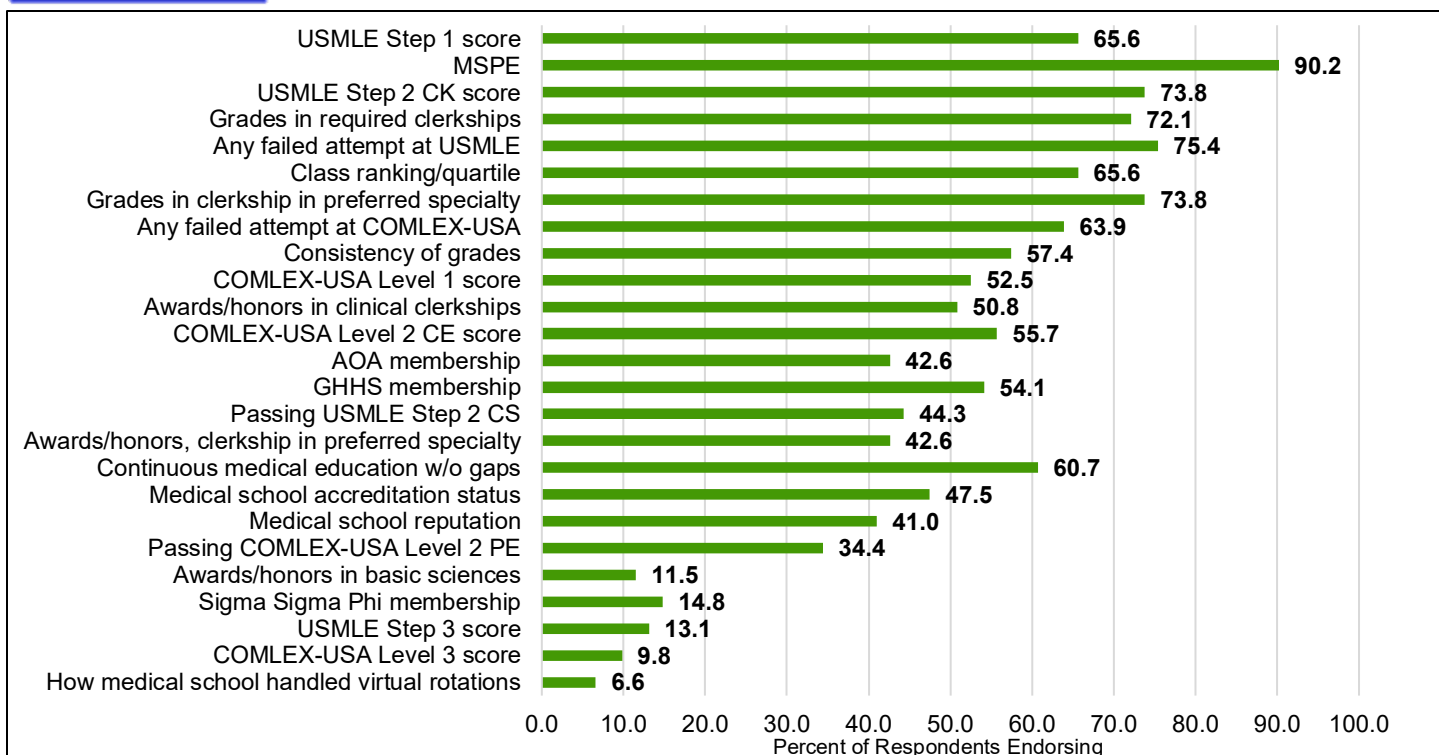
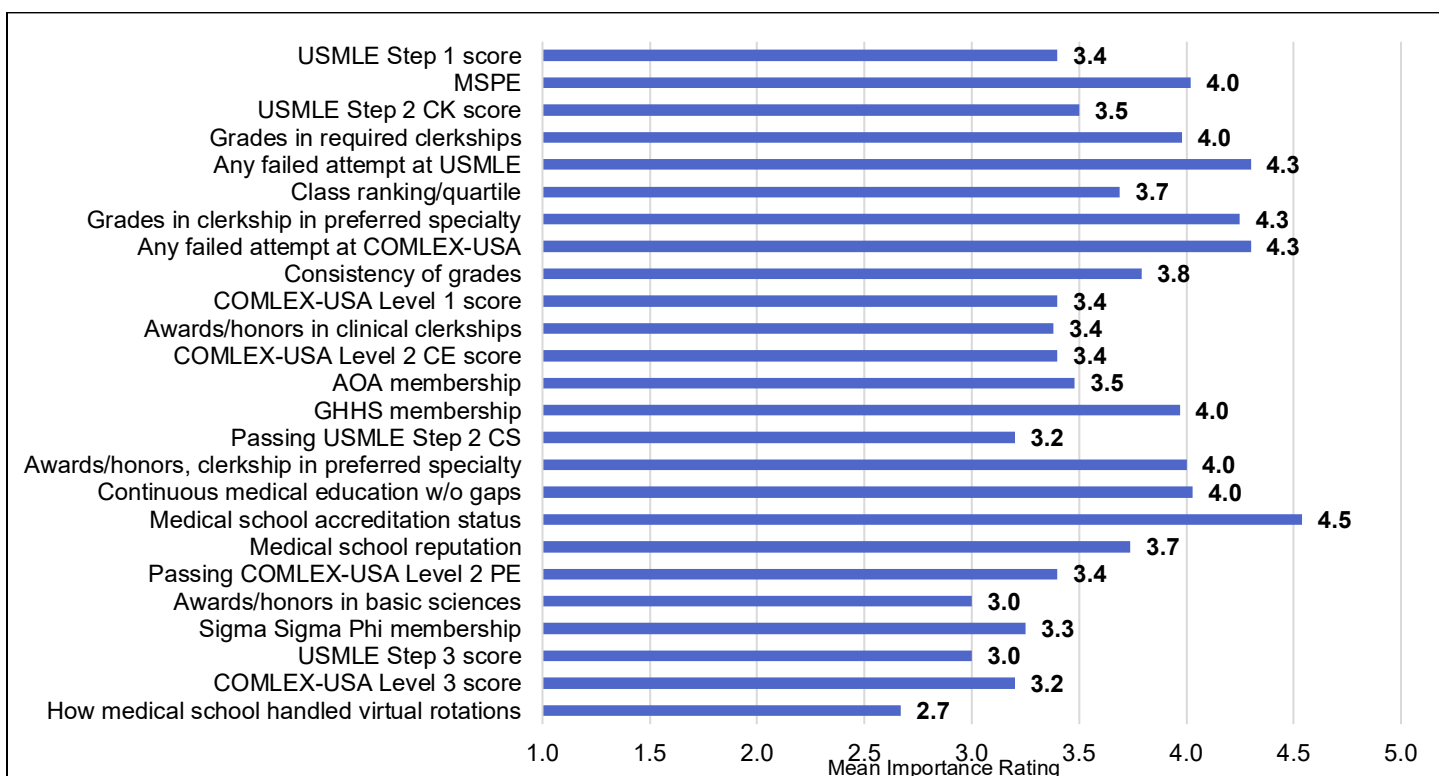


Figure PD_Psy-I2

Mean Importance of Education and Academic Performance Characteristics Considered in Deciding Whom to Interview¹



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

Figure PD_Psy-I3

Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Interview (%)

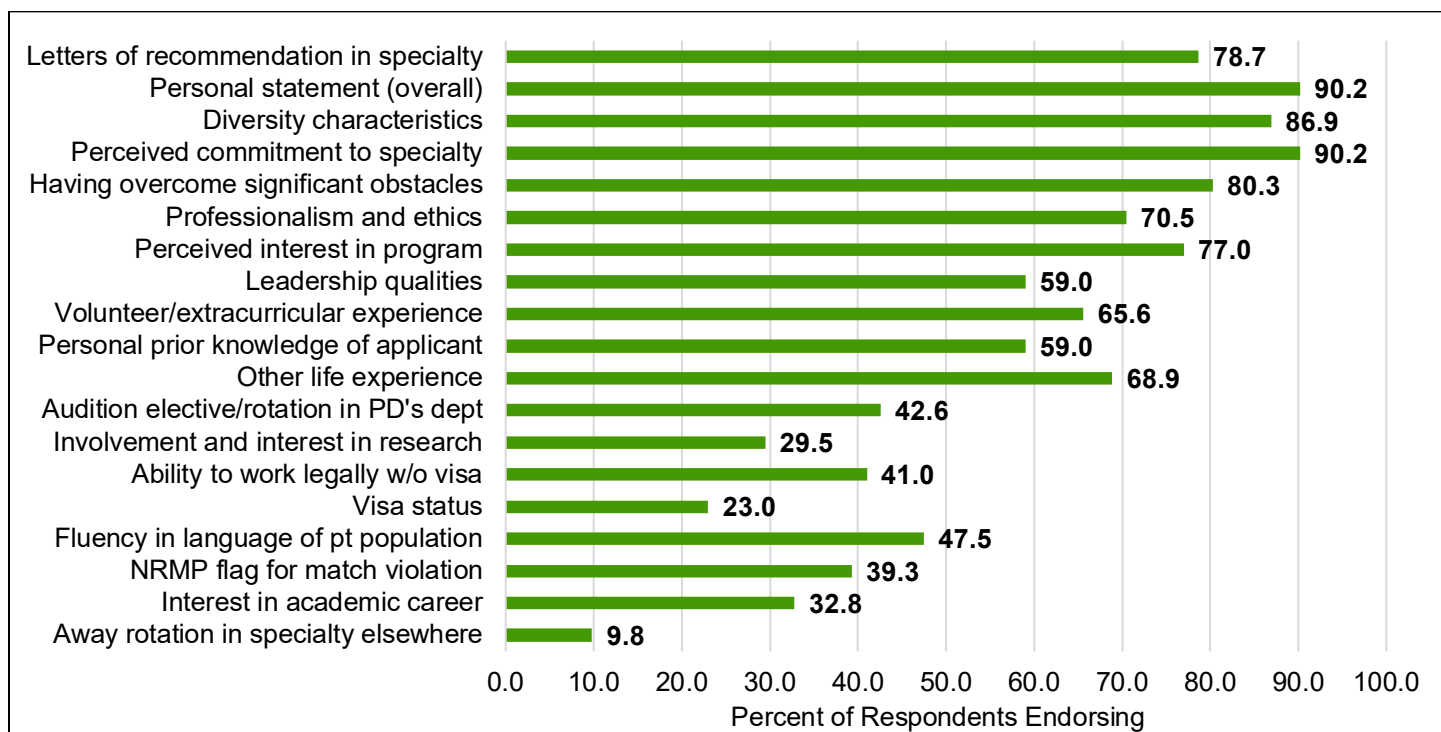
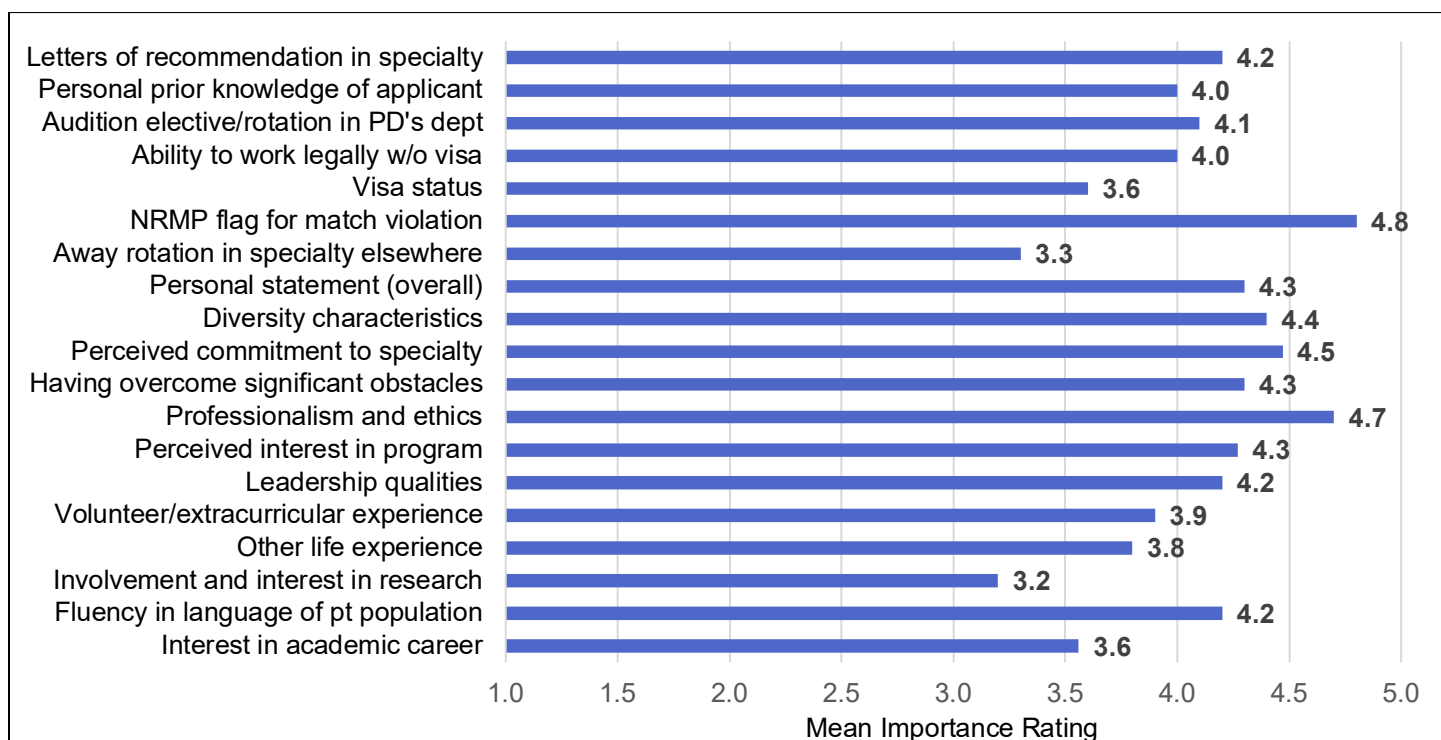


Figure PD_Psy-I4

Mean Importance of Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Interview¹



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

Figure PD_Psy-R1

Education and Academic Performance Characteristics Considered in Deciding Whom to Rank (%)

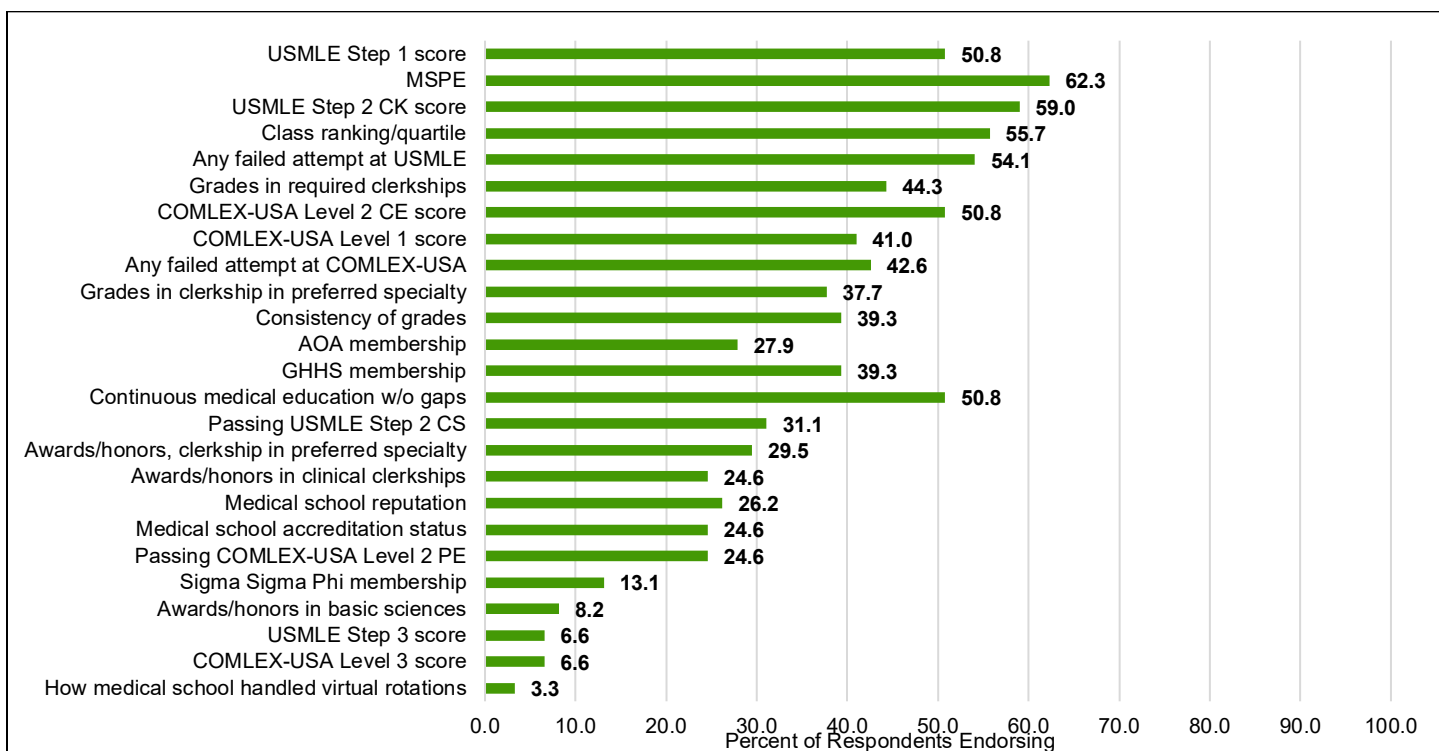
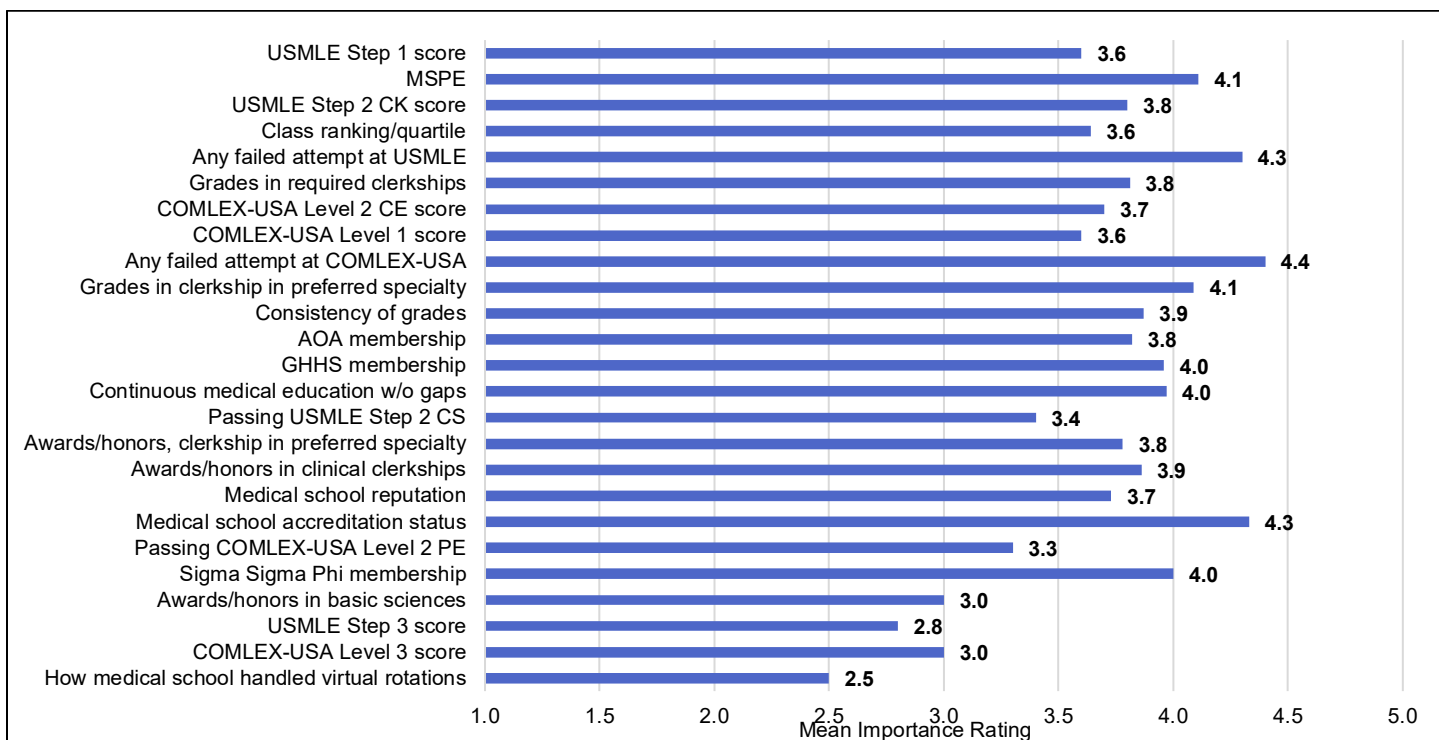


Figure PD_Psy-R2

Mean Importance of Education and Academic Performance Characteristics Considered in Deciding Whom to Rank¹



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

Figure PD_Psy-R3

Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Rank (%)

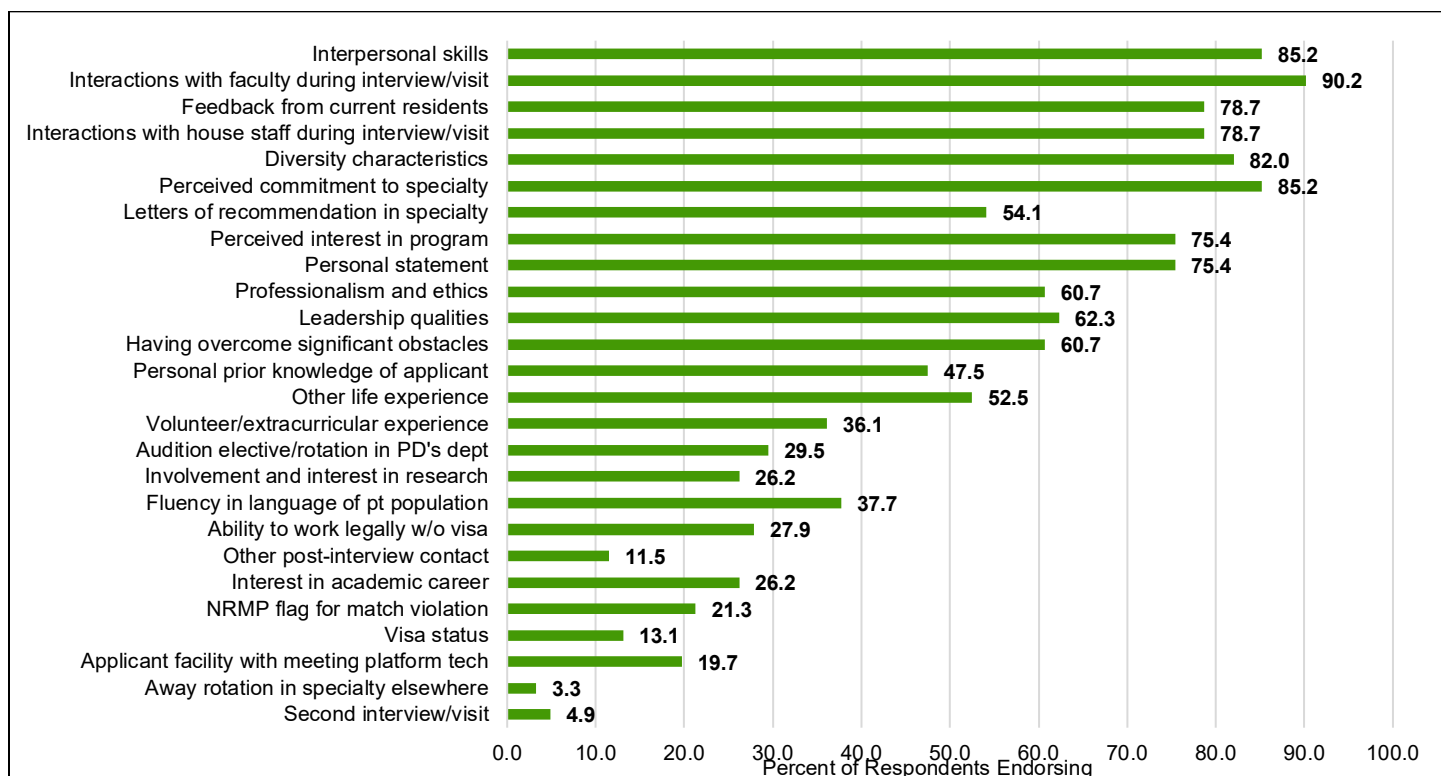
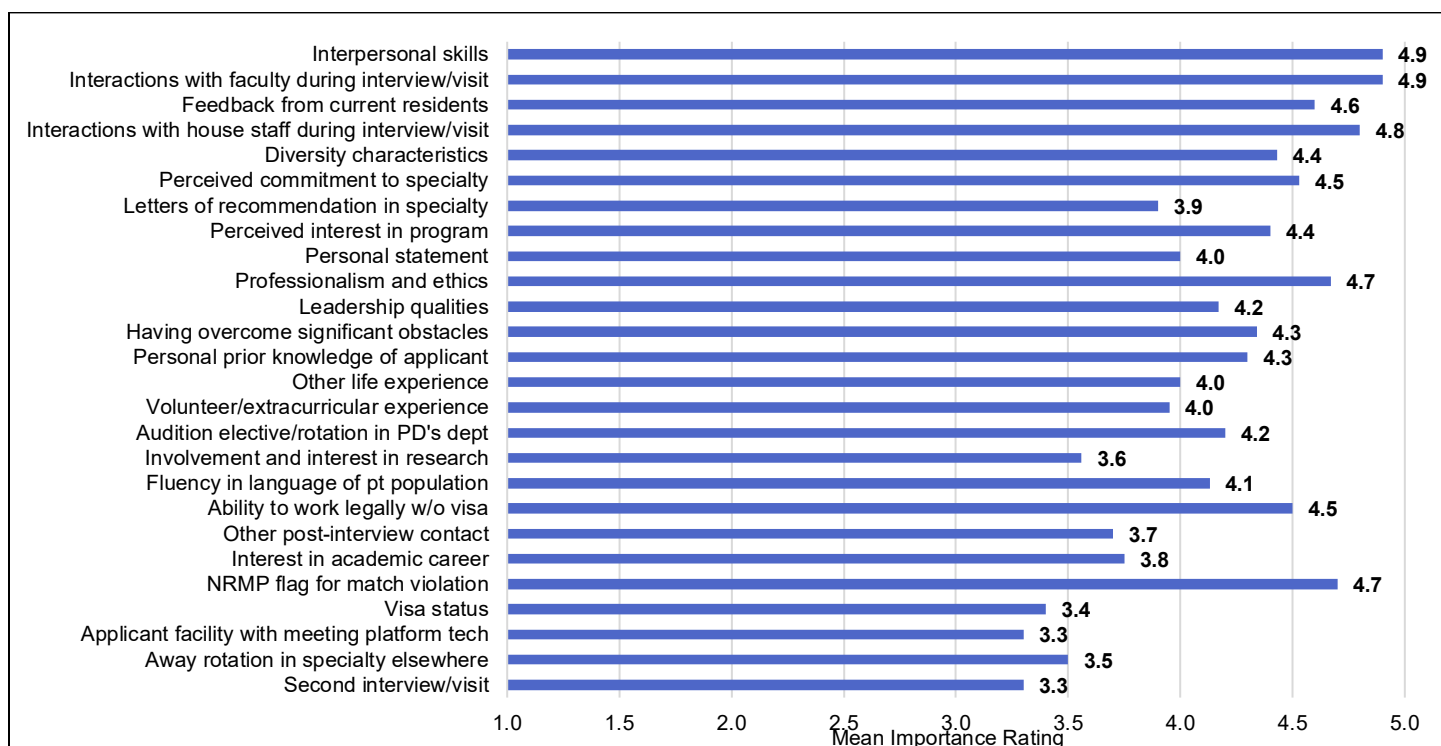


Figure PD_Psy-R4

Mean Importance of Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Rank¹

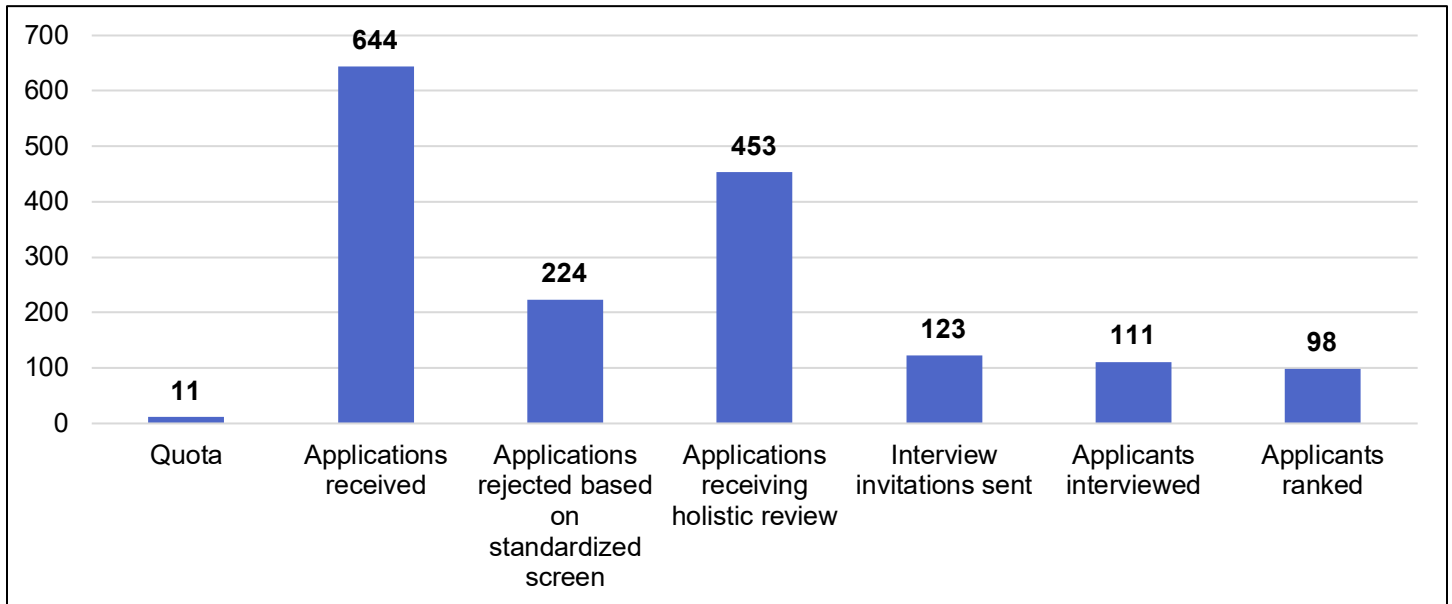


¹ Rated on a scale of 1 (not at all important) to 5 (very important)

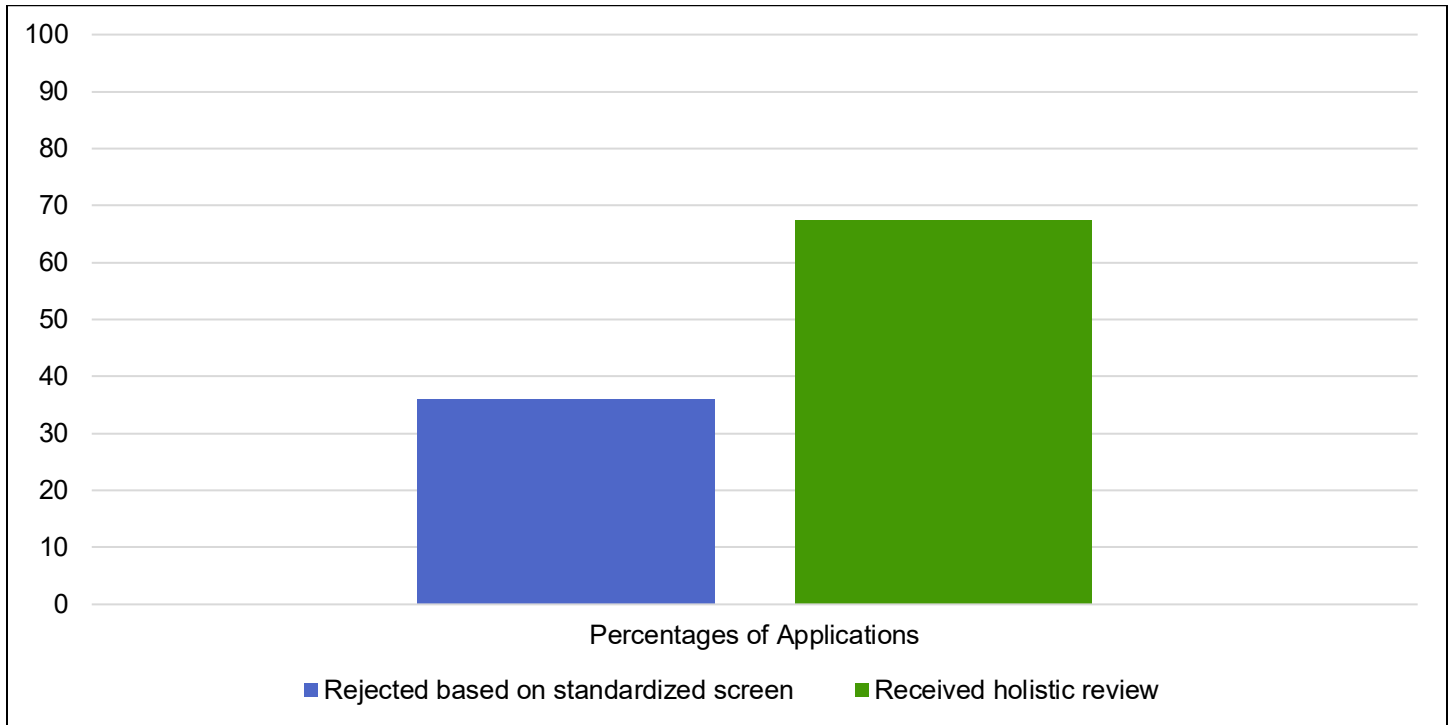


Radiology-Diagnostic, Total n = 34

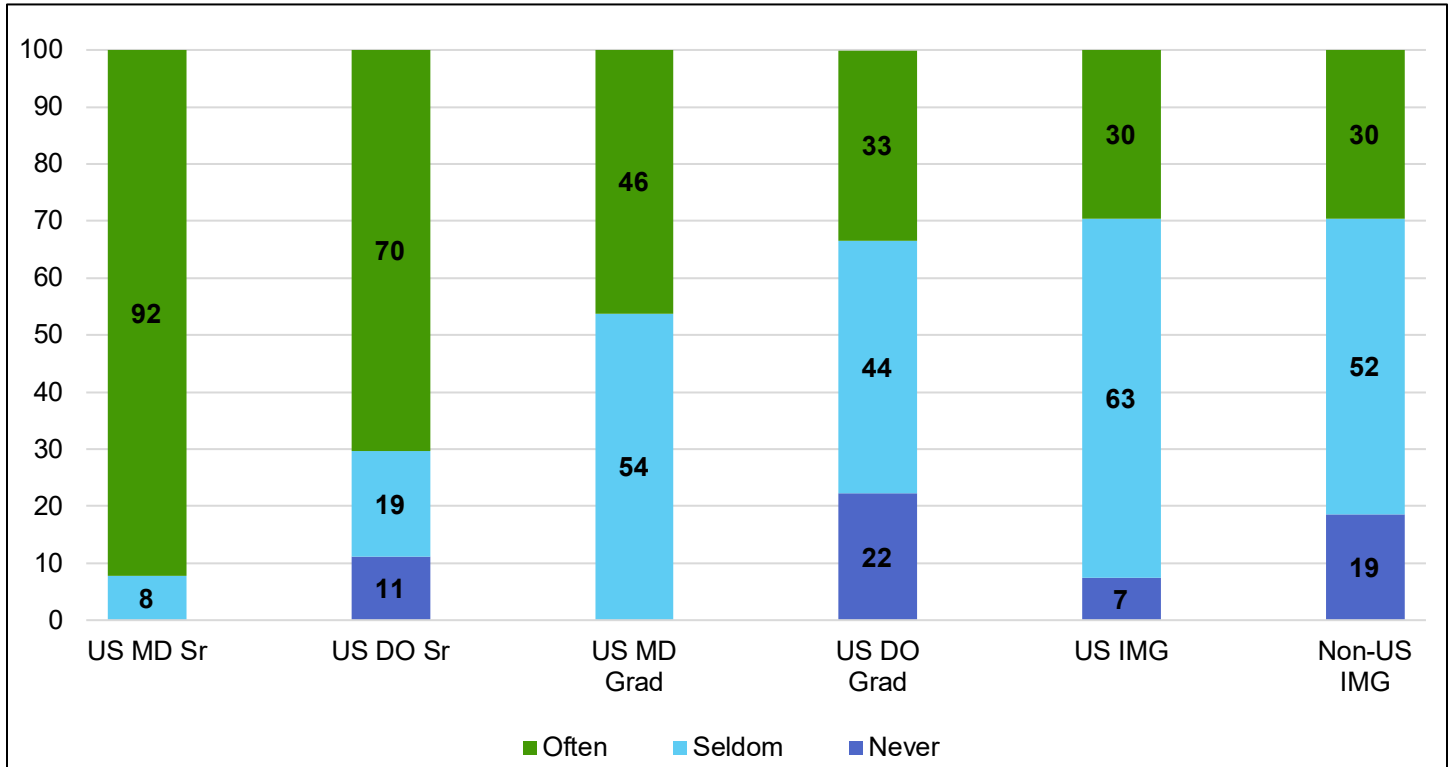
**Mean Numbers of Applications Received, Interview Invitations, Interviews, and Applicants
Ranked, 2021
(Total n = 34)**



**Average Percentages of Applications Rejected and Reviewed, 2021
(Total n = 34)**



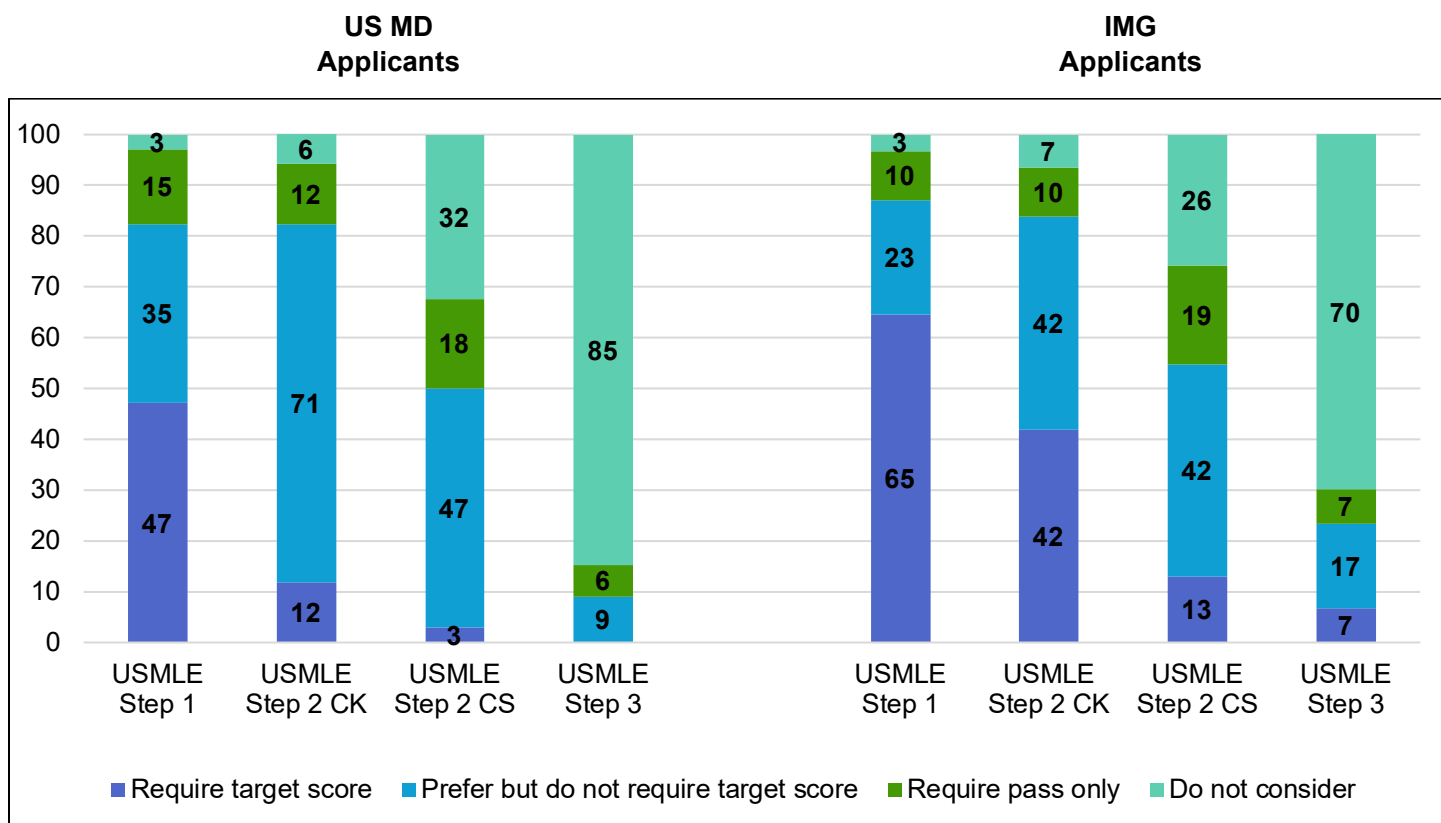
Percentages of Programs Interviewing Candidates by Applicant Type, 2021¹
 (Total n = 27)



¹ Some percentages may not add to 100 because of rounding.

Use of Standardized Licensure Exams to Select Applicants for Interview

Percentages of Programs Using USMLE to Select US MD and IMG Applicants for Interview, 2021^{1,2}
(Total n = 34)

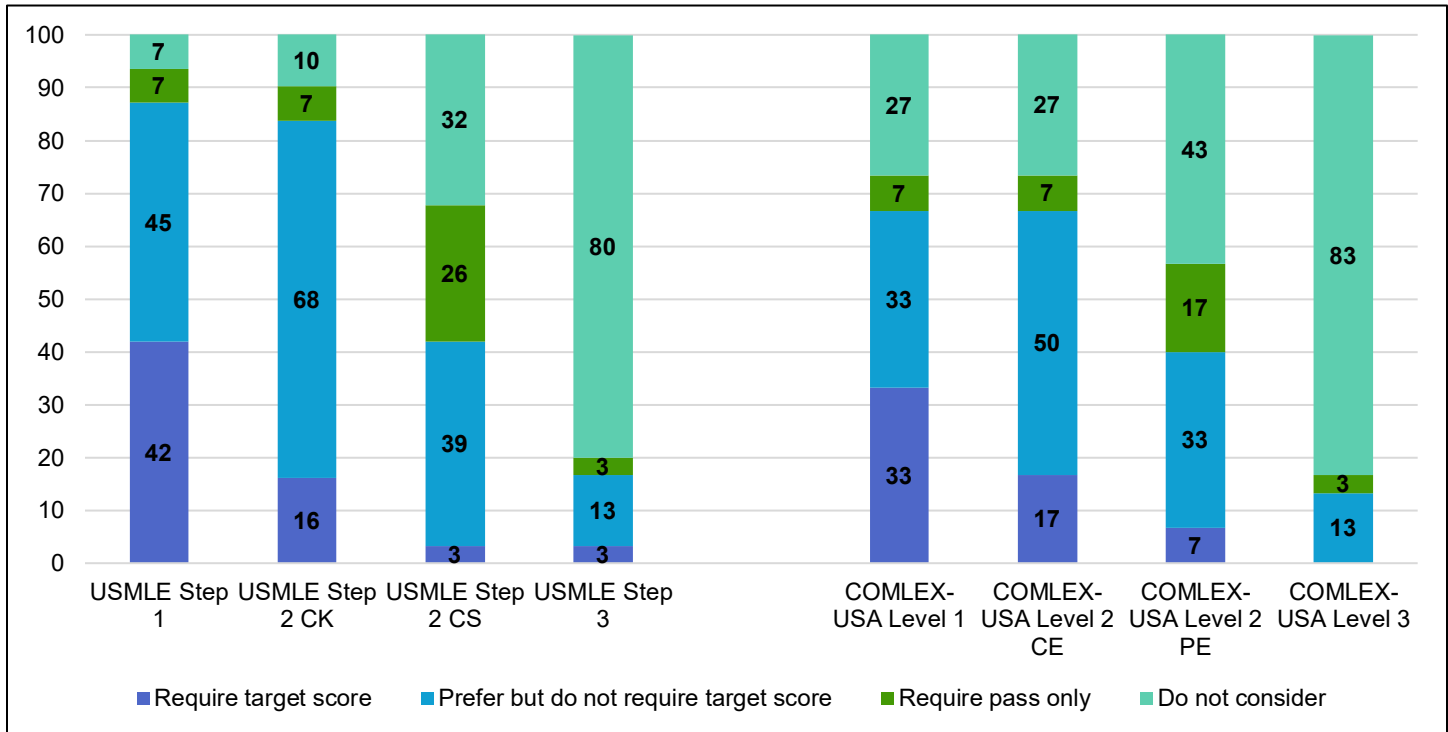


¹ Seniors and graduates are considered together.

² Some percentages may not add to 100 because of rounding.

Use of Standardized Licensure Exams to Select Applicants for Interview

Percentages of Programs Using Licensure Exams to Select DO Applicants for Interview, 2021¹
(Total n = 31)^{2,3}

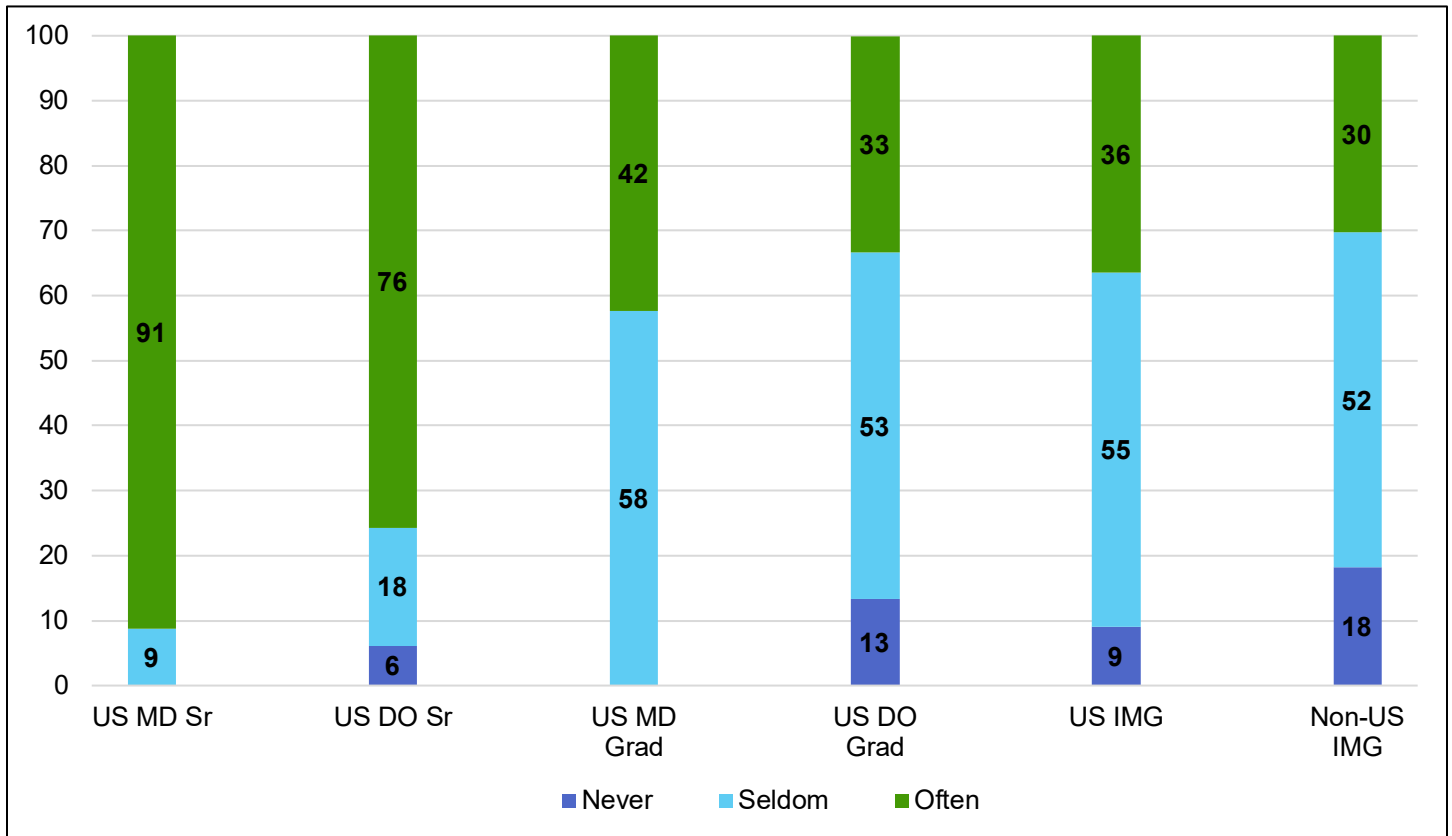


¹ DO seniors and DO graduates are considered together.

² Total number of respondents who indicated they “seldom” or “often” consider DO senior, DO graduate, or both types of applicants for interview.

³ Some percentages may not add to 100 because of rounding.

Percentages of Programs Ranking Candidates by Applicant Type, 2021¹
(Total n = 34)



¹Some percentages may not add to 100 because of rounding.

Figure PD_RD-11

Education and Academic Performance Characteristics Considered in Deciding Whom to Interview (%)

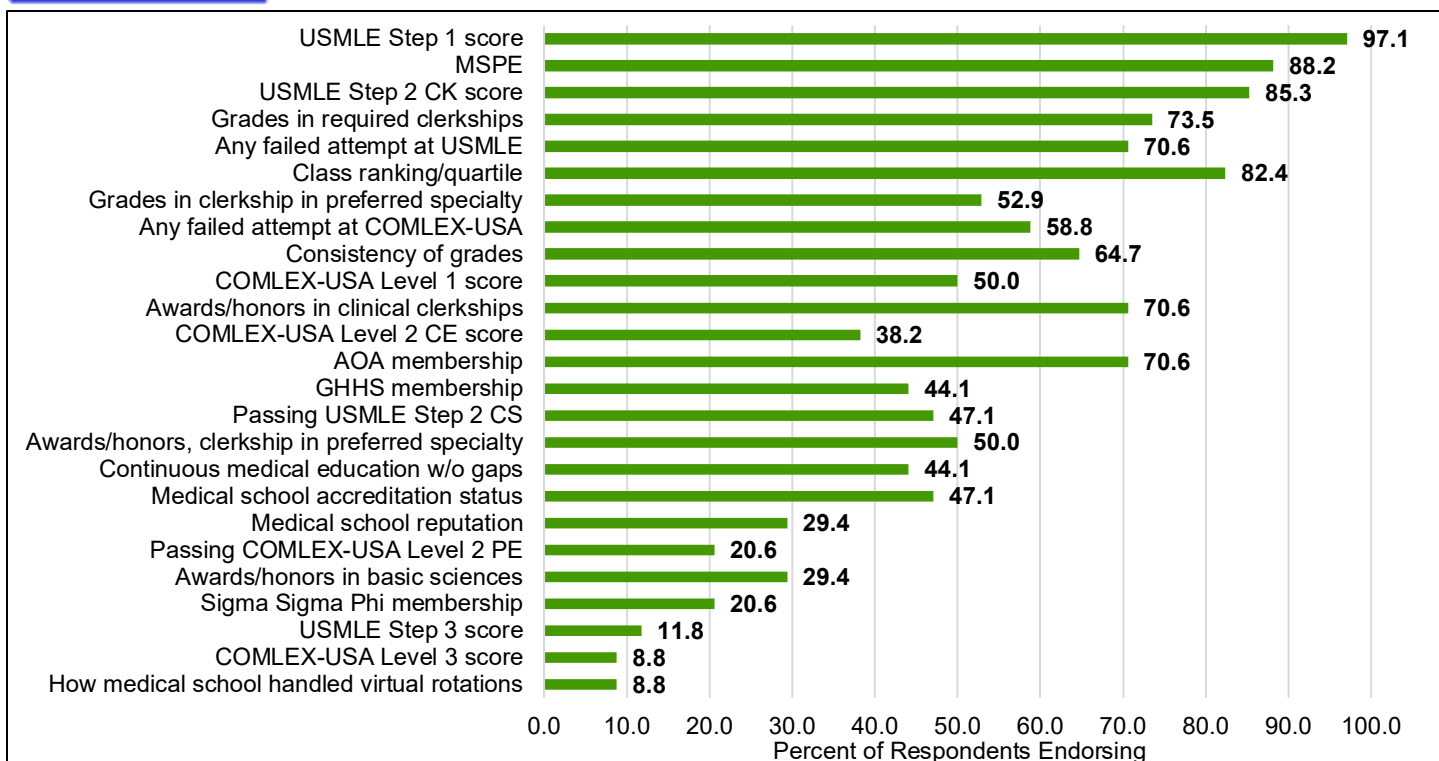
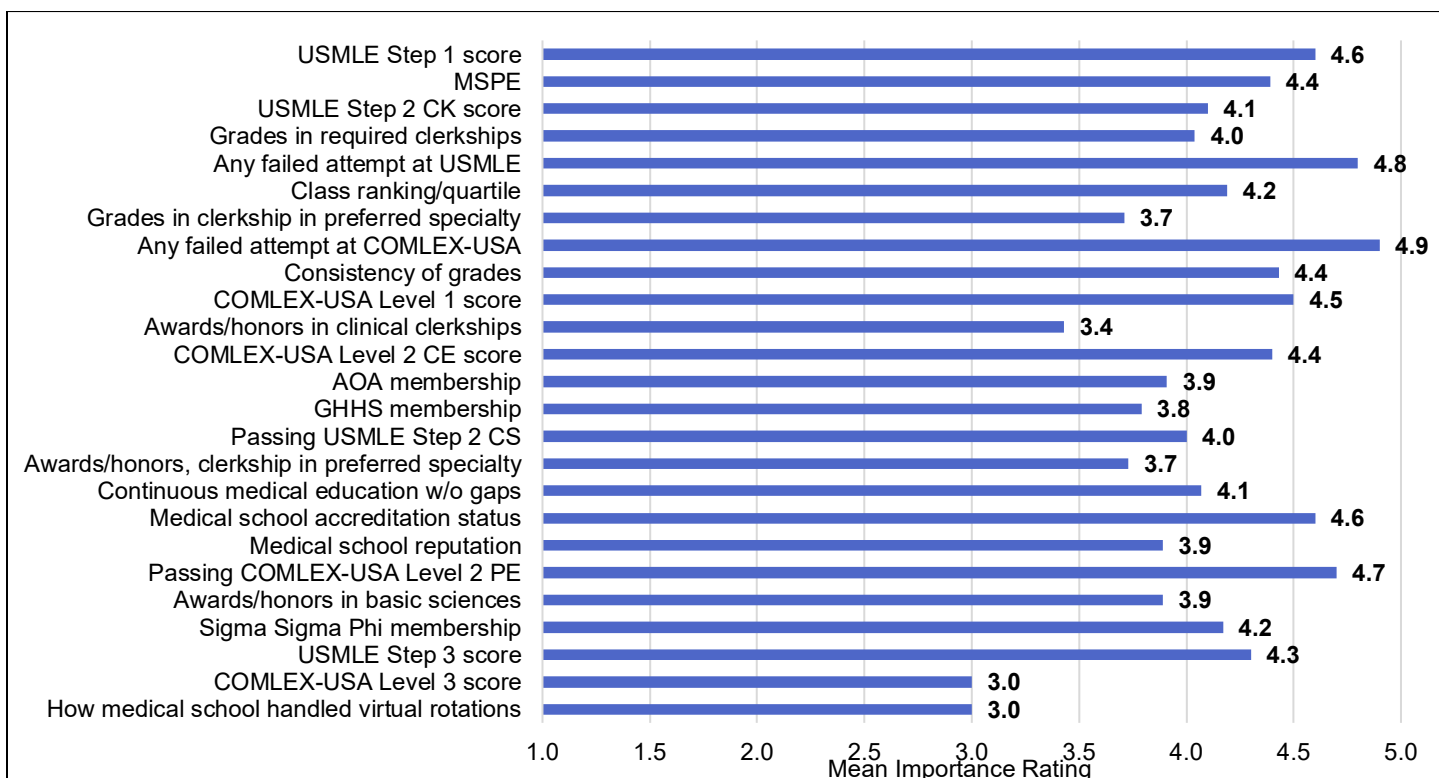


Figure PD_RD-12

Mean Importance of Education and Academic Performance Characteristics Considered in Deciding Whom to Interview¹



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

Figure PD_RD-I3

Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Interview (%)

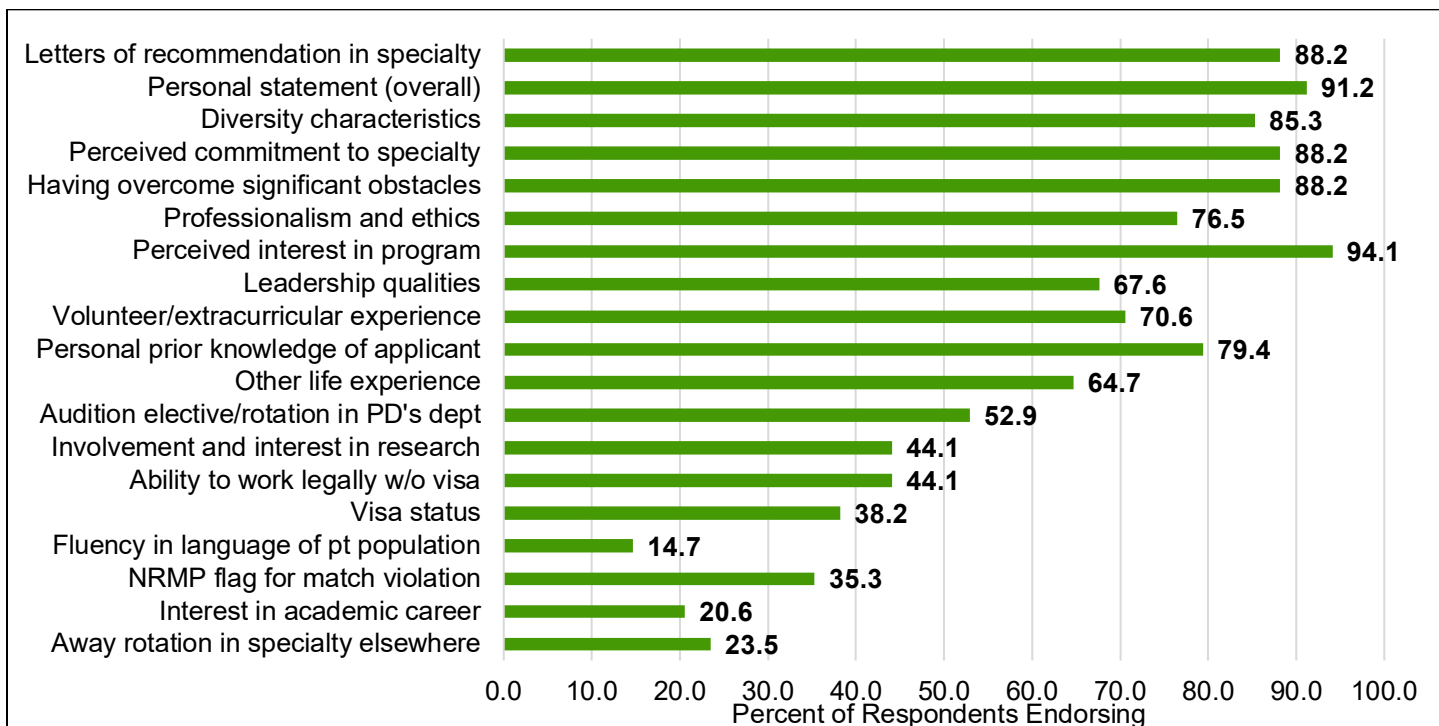
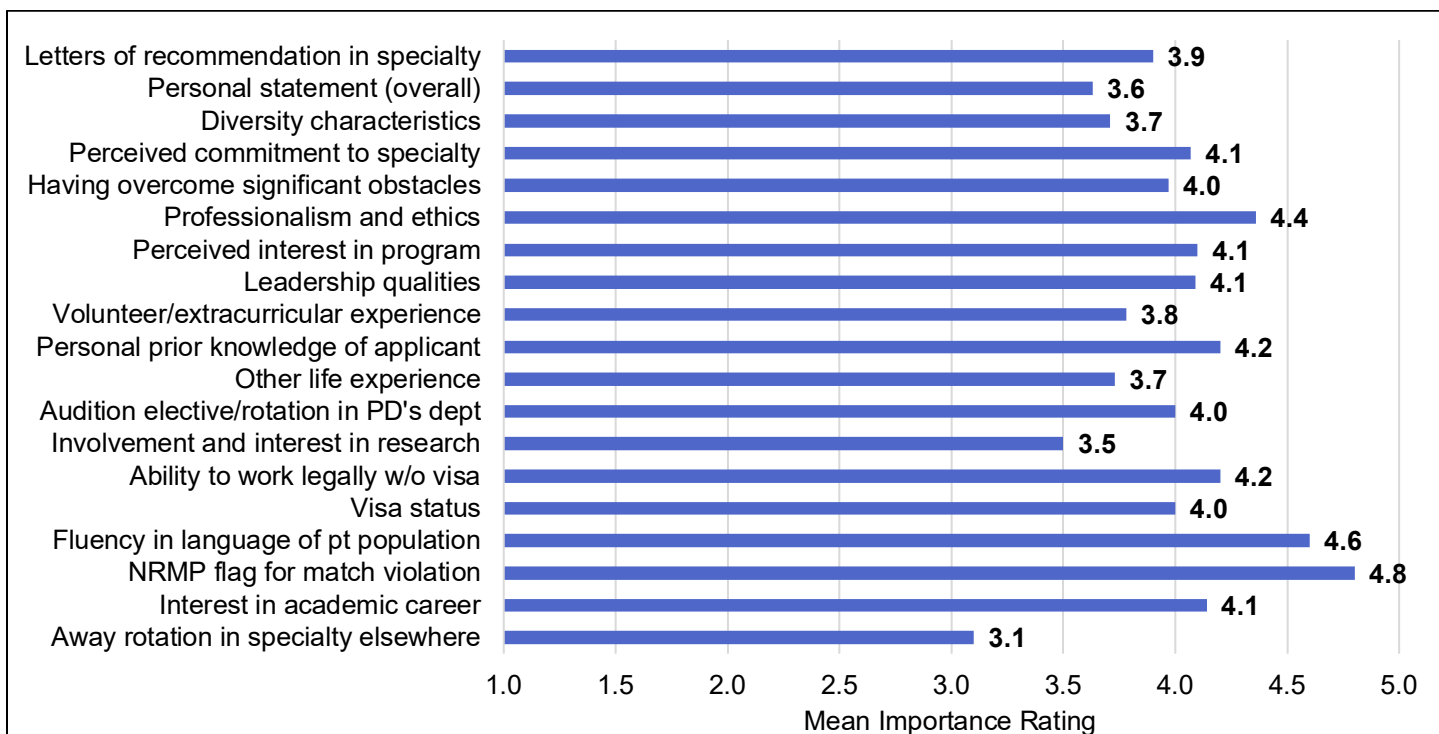


Figure PD_RD-I4

Mean Importance of Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Interview¹



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

Figure PD_RD-R1

Education and Academic Performance Characteristics Considered in Deciding Whom to Rank (%)

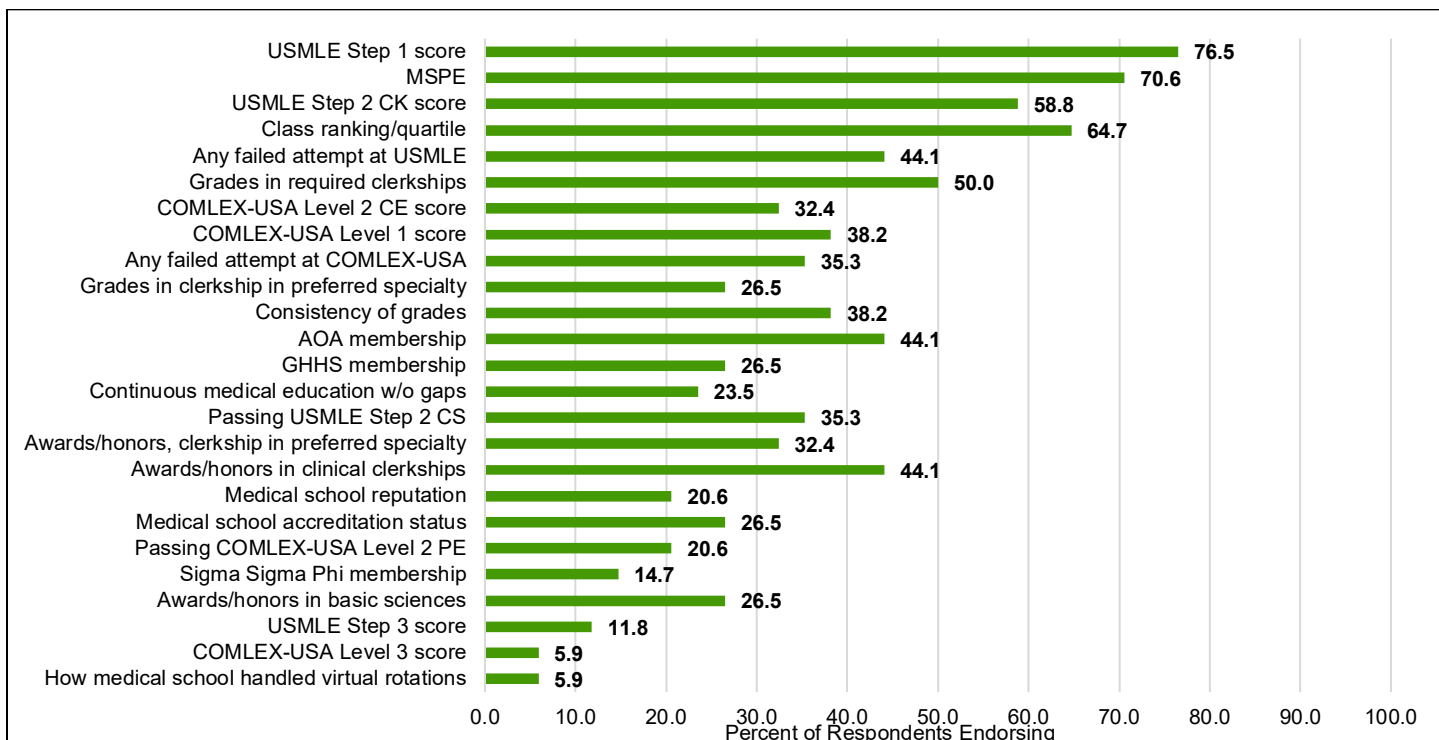
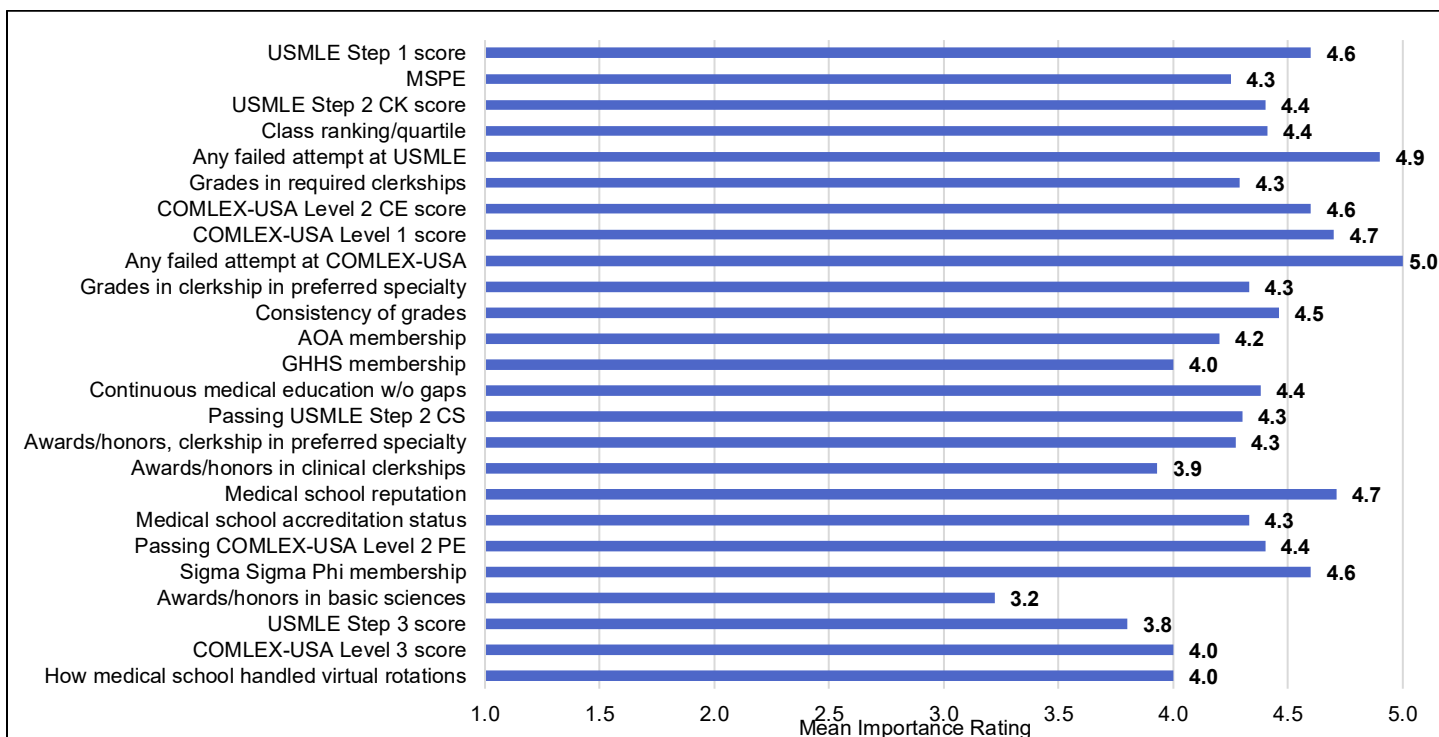


Figure PD_RD-R2

Mean Importance of Education and Academic Performance Characteristics Considered in Deciding Whom to Rank¹



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

Figure PD_RD-R3

Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Rank (%)

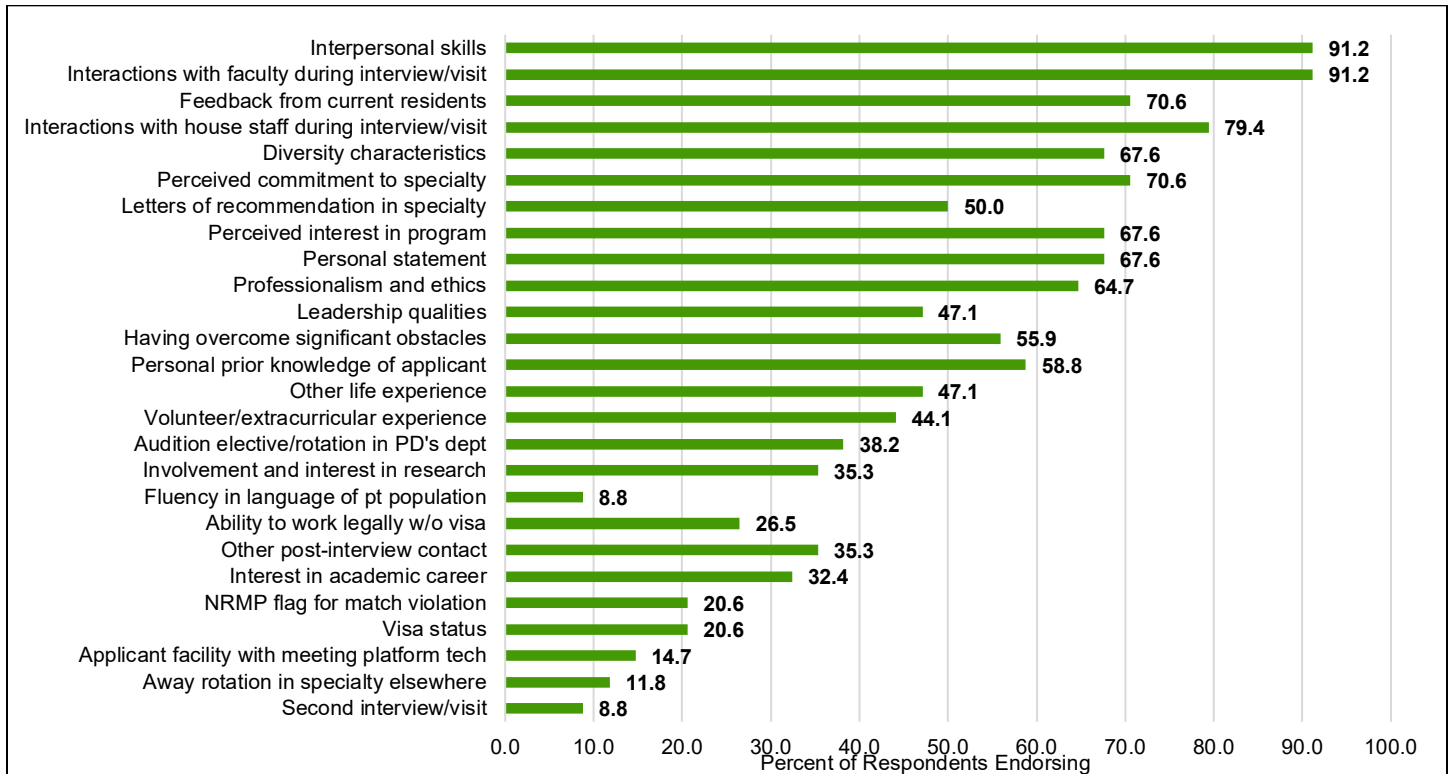
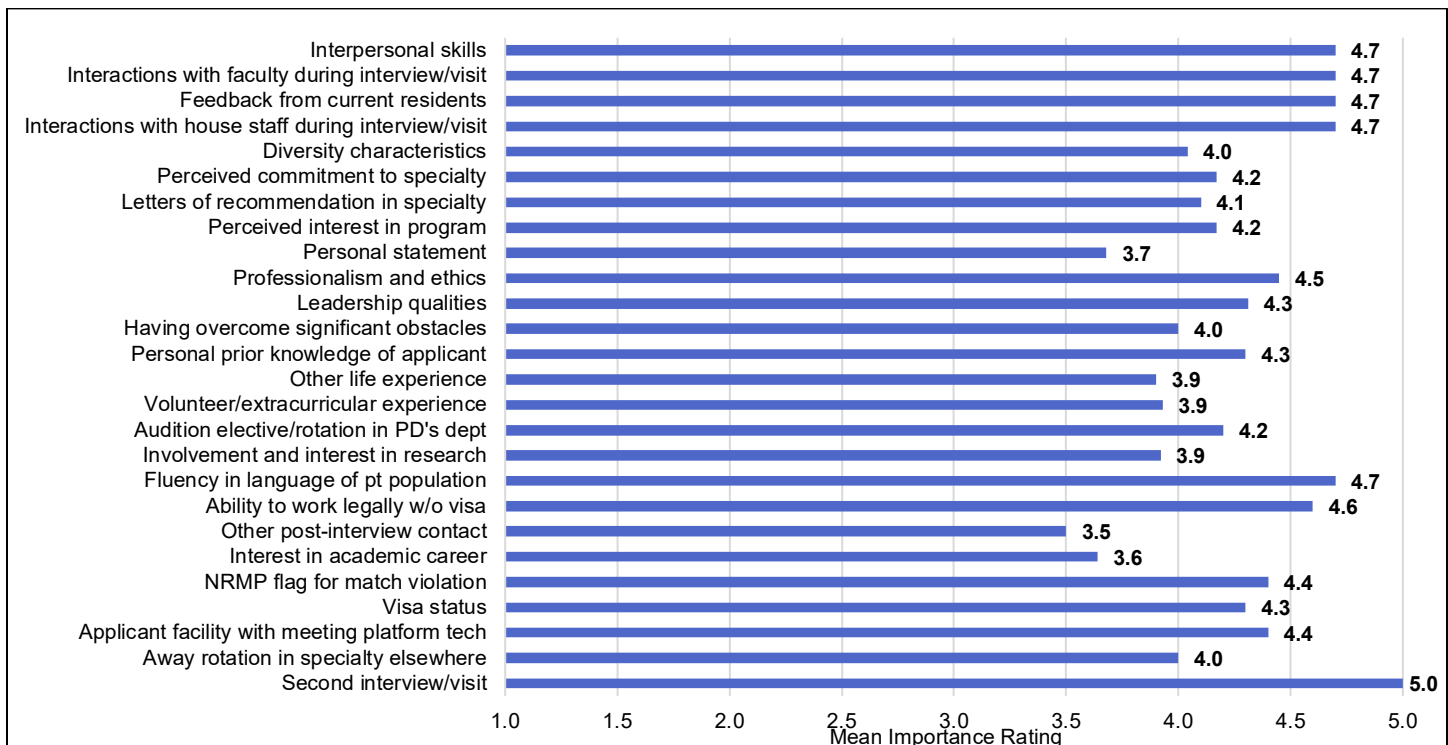


Figure PD_RD-R4

Mean Importance of Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Rank¹

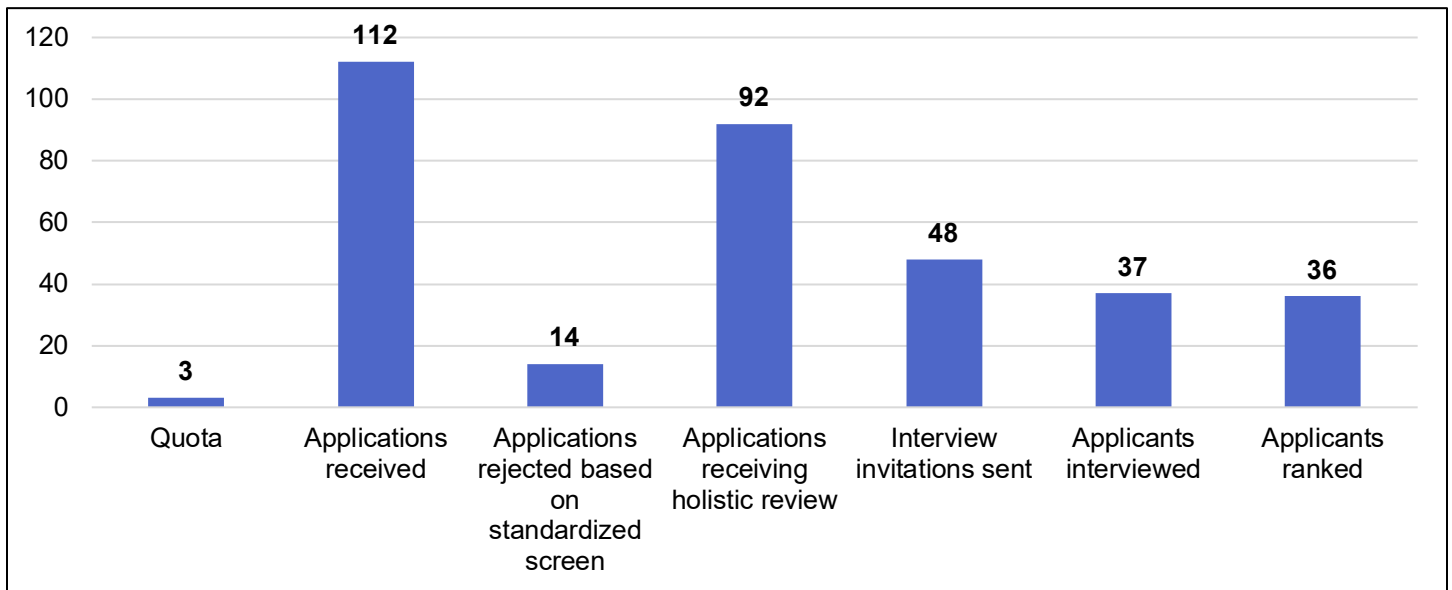


¹ Rated on a scale of 1 (not at all important) to 5 (very important)

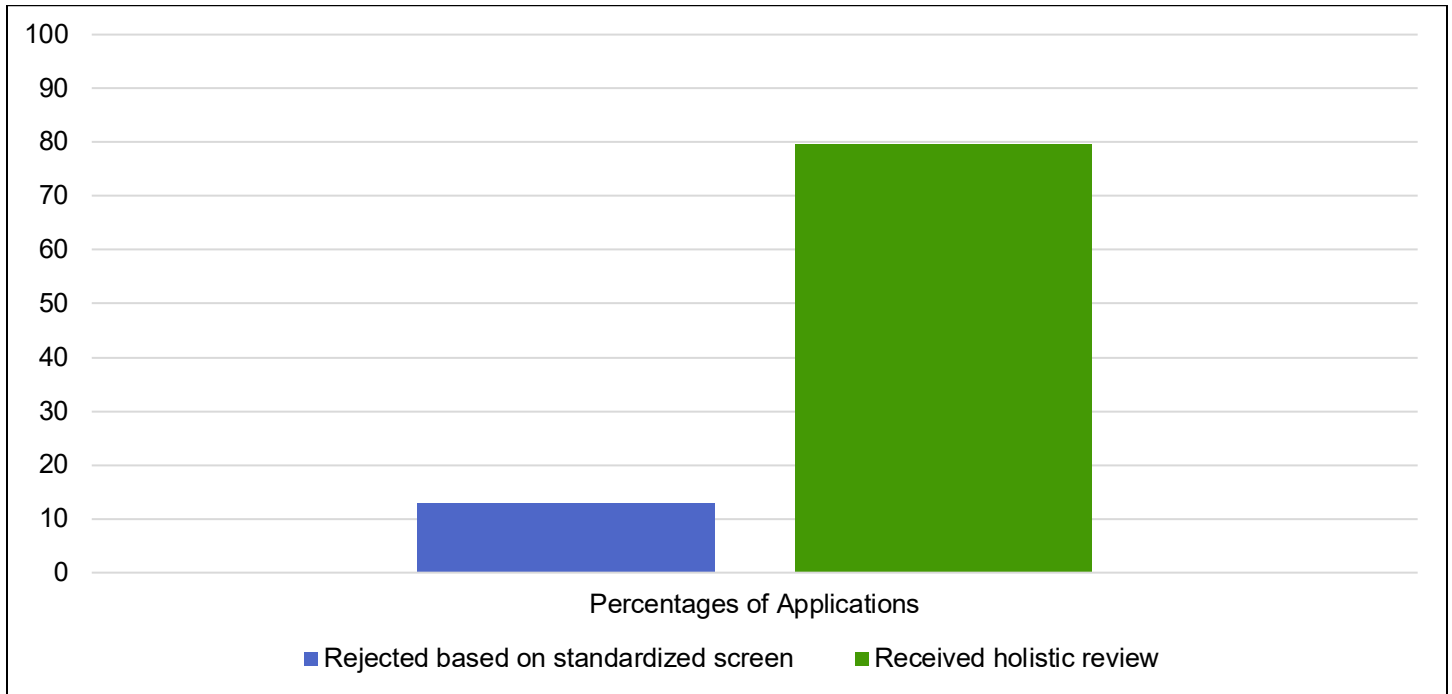


Radiology Oncology, Total n = 13

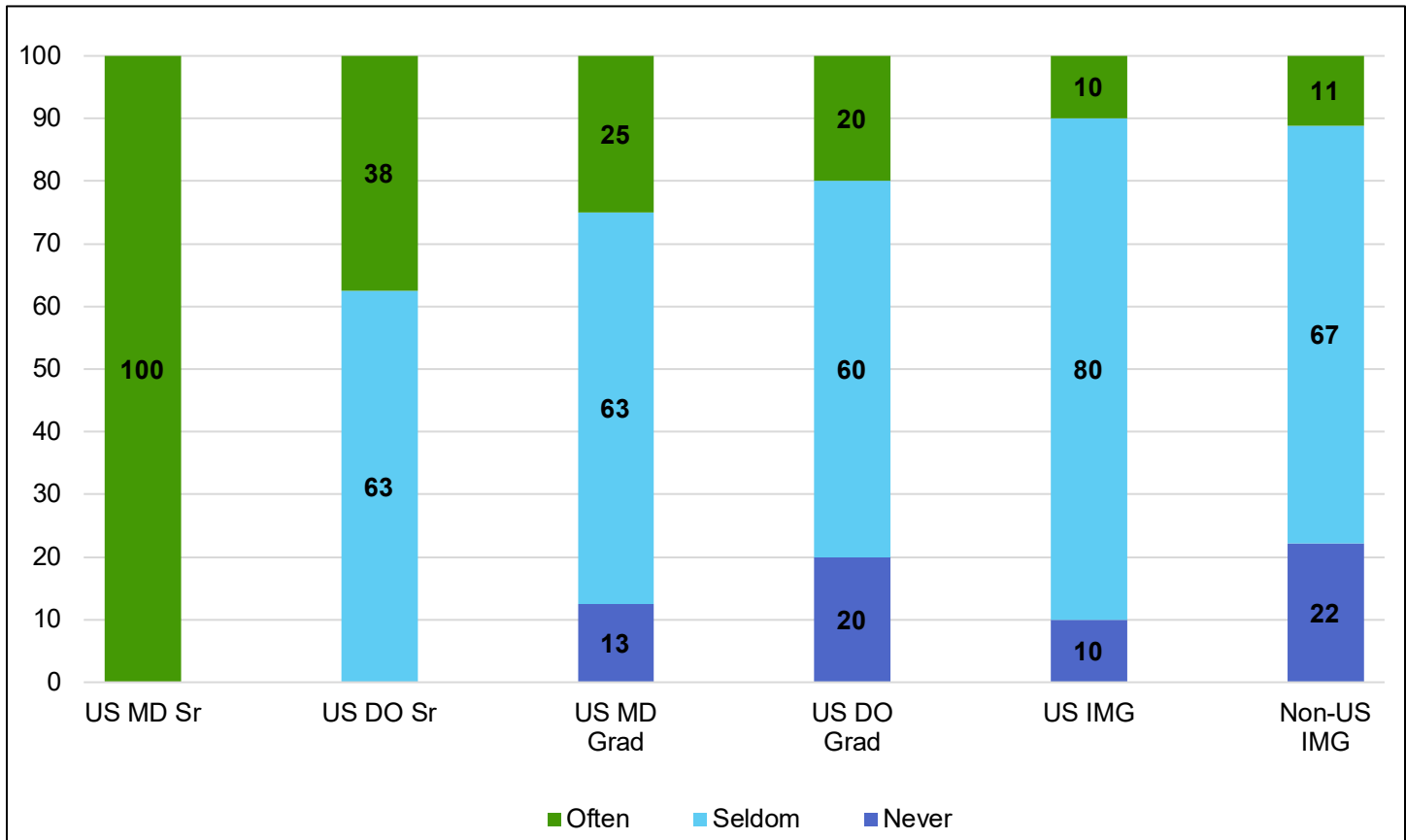
**Mean Numbers of Applications Received, Interview Invitations, Interviews, and Applicants
Ranked, 2021
(Total n = 13)**



**Average Percentages of Applications Rejected and Reviewed, 2021
(Total n = 13)**



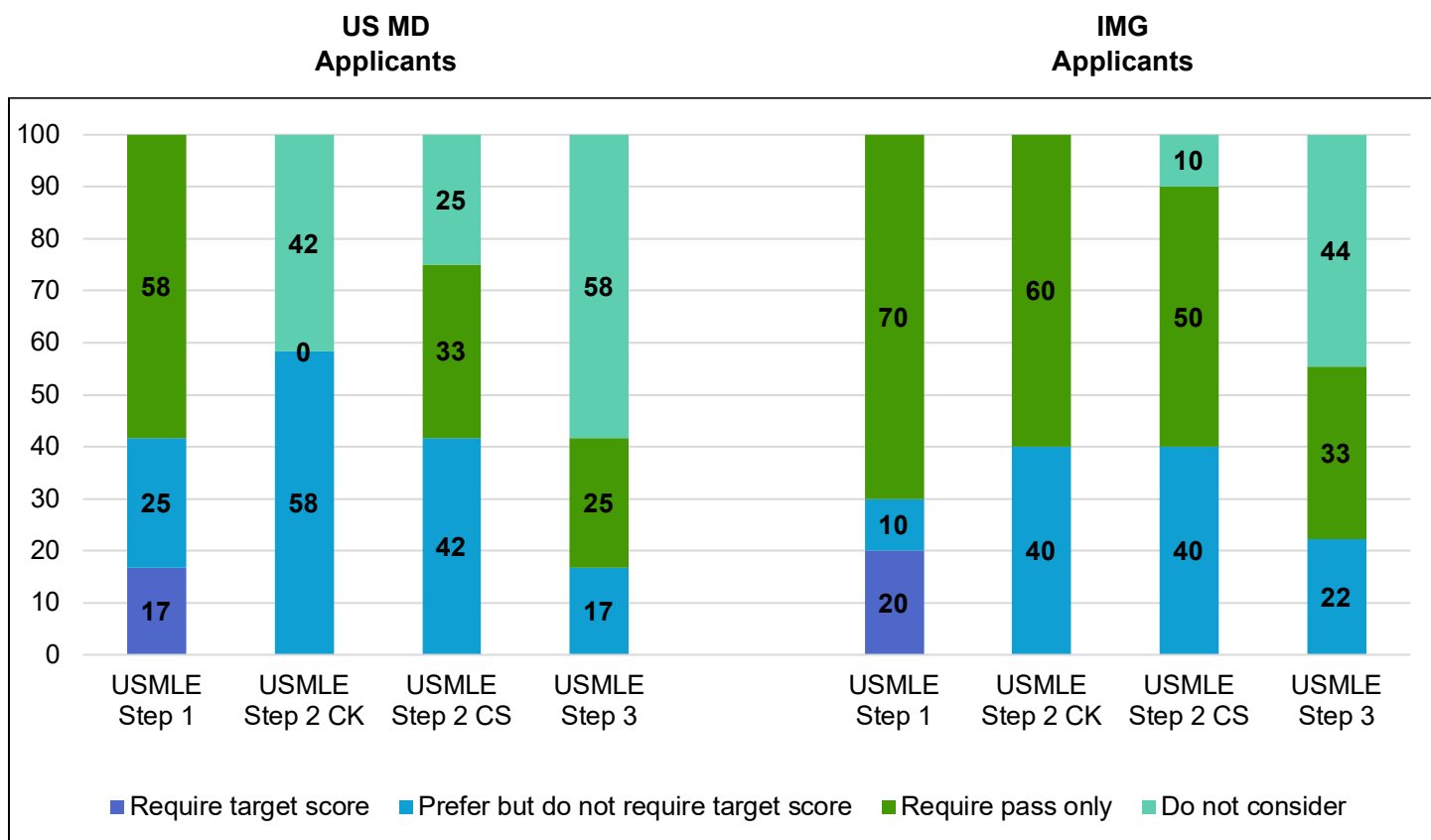
Percentages of Programs Interviewing Candidates by Applicant Type, 2021¹
(Total n = 10)



¹ Some percentages may not add to 100 because of rounding.

Use of Standardized Licensure Exams to Select Applicants for Interview

Percentages of Programs Using USMLE to Select US MD and IMG Applicants for Interview, 2021^{1,2}
(Total n = 12)

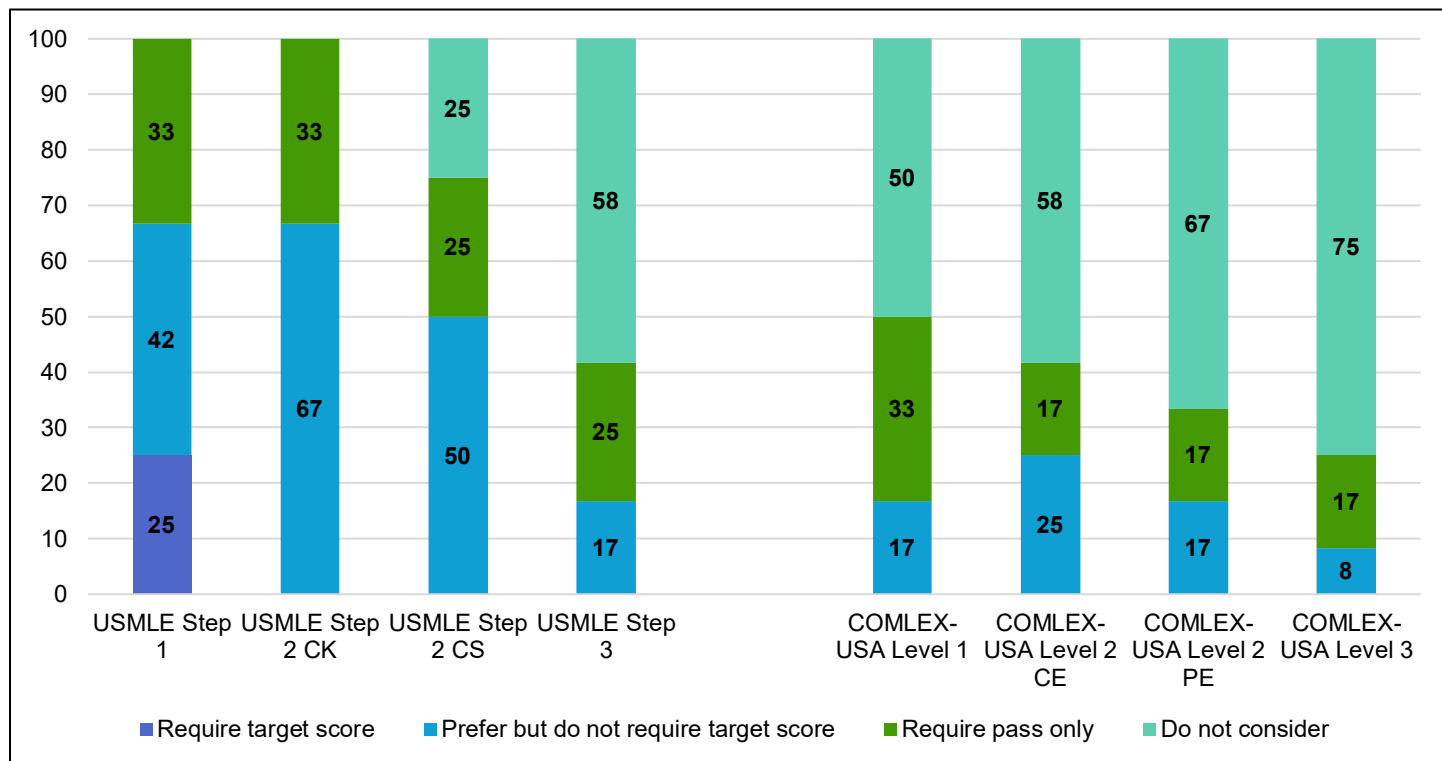


¹ Seniors and graduates are considered together.

² Some percentages may not add to 100 because of rounding.

Use of Standardized Licensure Exams to Select Applicants for Interview

Percentages of Programs Using Licensure Exams to Select DO Applicants for Interview, 2021¹
(Total n = 12)^{2,3}

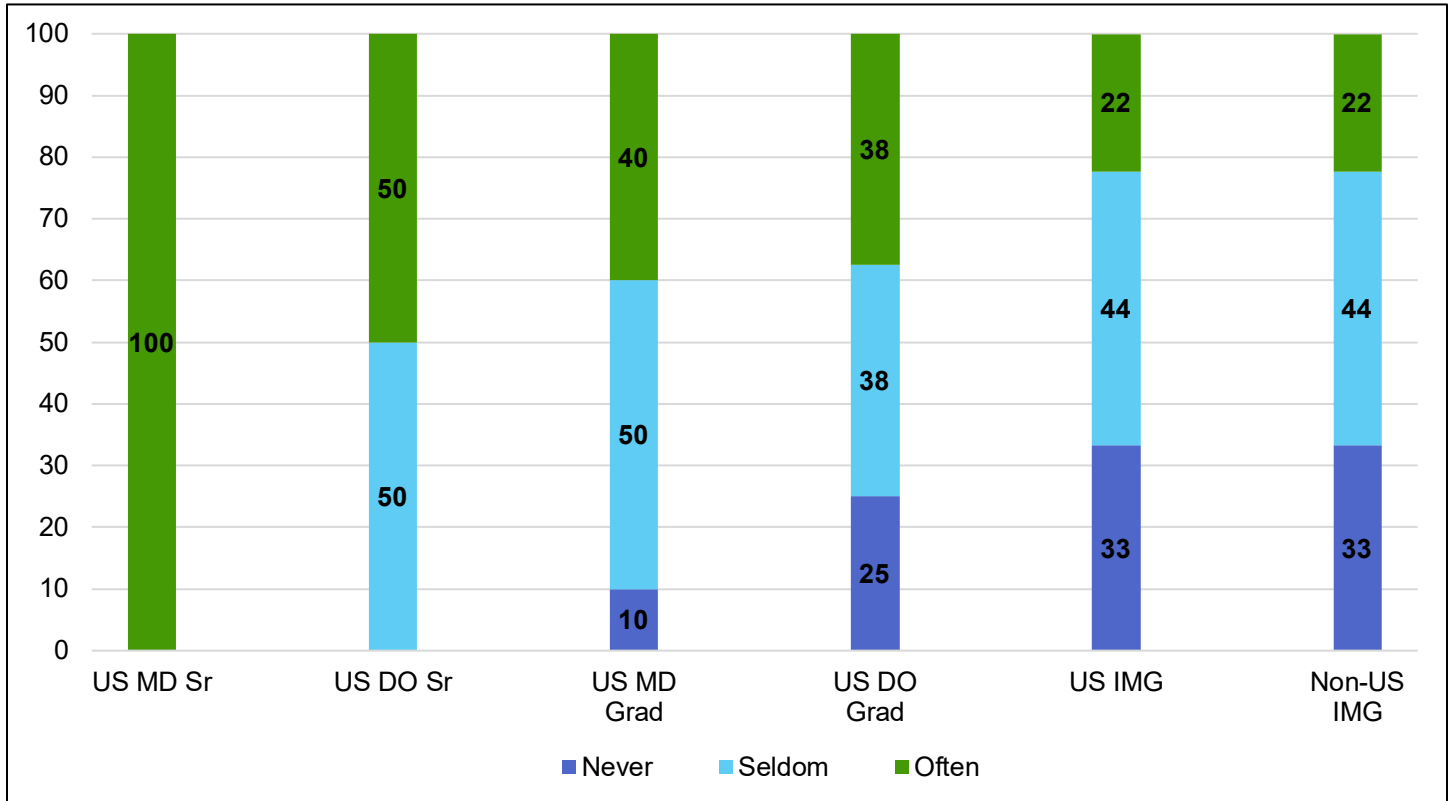


¹ DO seniors and DO graduates are considered together.

² Total number of respondents who indicated they “seldom” or “often” consider DO senior, DO graduate, or both types of applicants for interview.

³ Some percentages may not add to 100 because of rounding.

Percentages of Programs Ranking Candidates by Applicant Type, 2021¹
(Total n = 11)



¹Some percentages may not add to 100 because of rounding.

Figure PD_RO-I1

Education and Academic Performance Characteristics Considered in Deciding Whom to Interview (%)

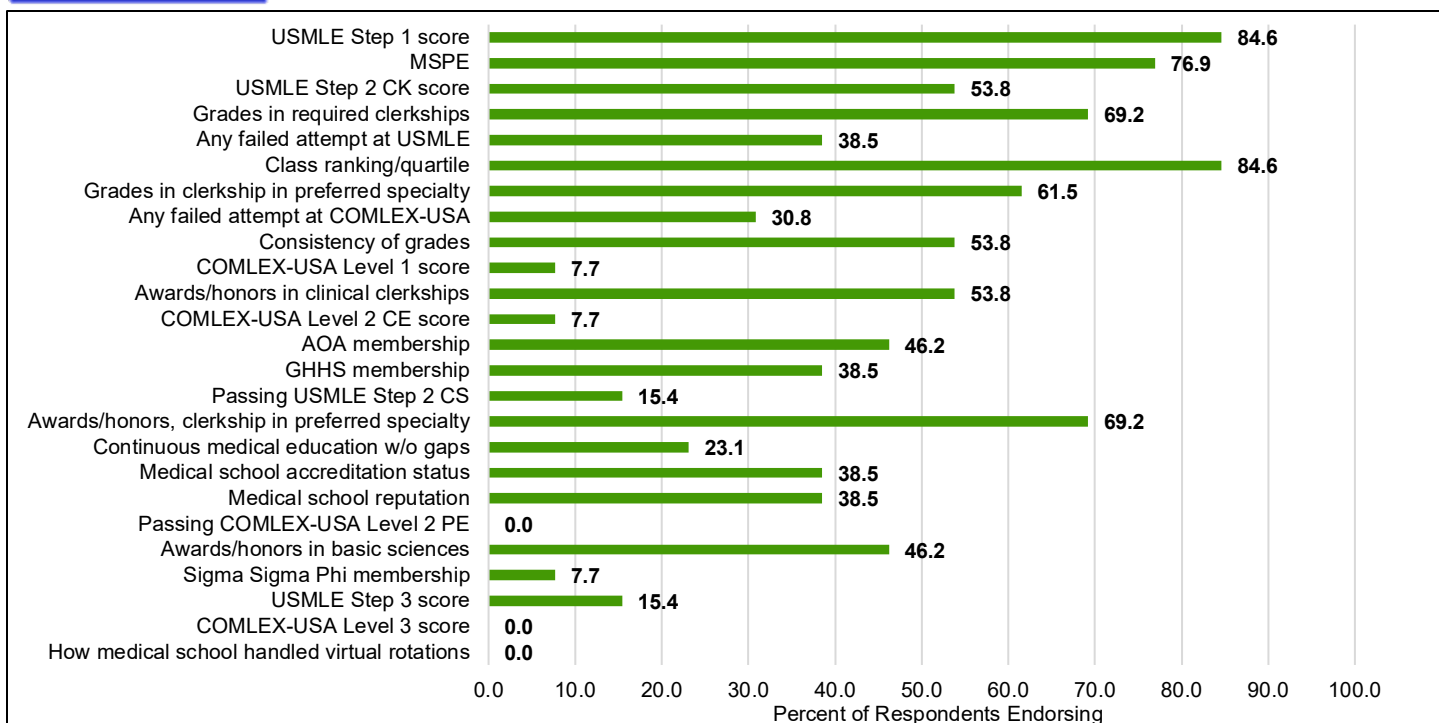
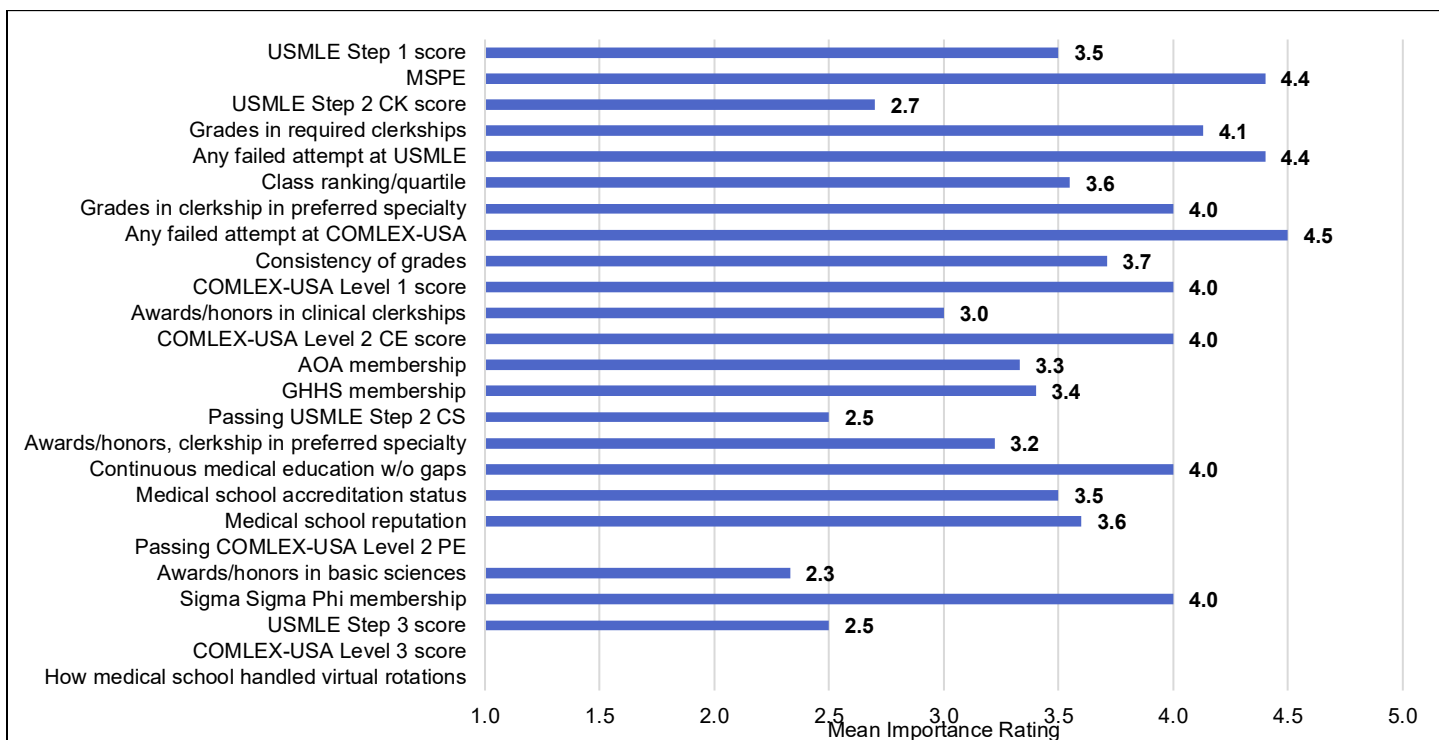


Figure PD_RO-I2

Mean Importance of Education and Academic Performance Characteristics Considered in Deciding Whom to Interview¹



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

² No respondent reported considering passing COMLEX-USA Level 2 PE or COMLEX-USA Level 3 scores, or medical school handling of virtual rotations, in deciding which applicants to interview.

Figure PD_RO-I3

Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Interview (%)

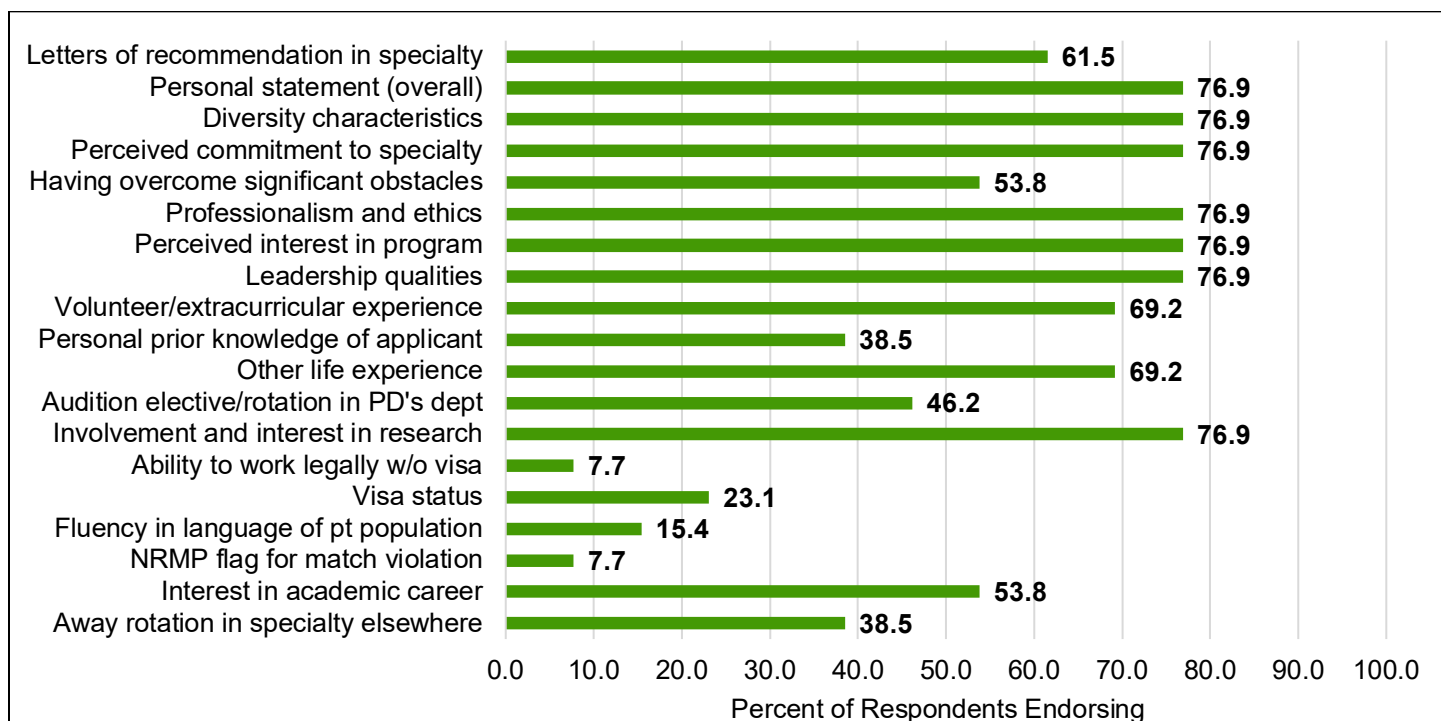
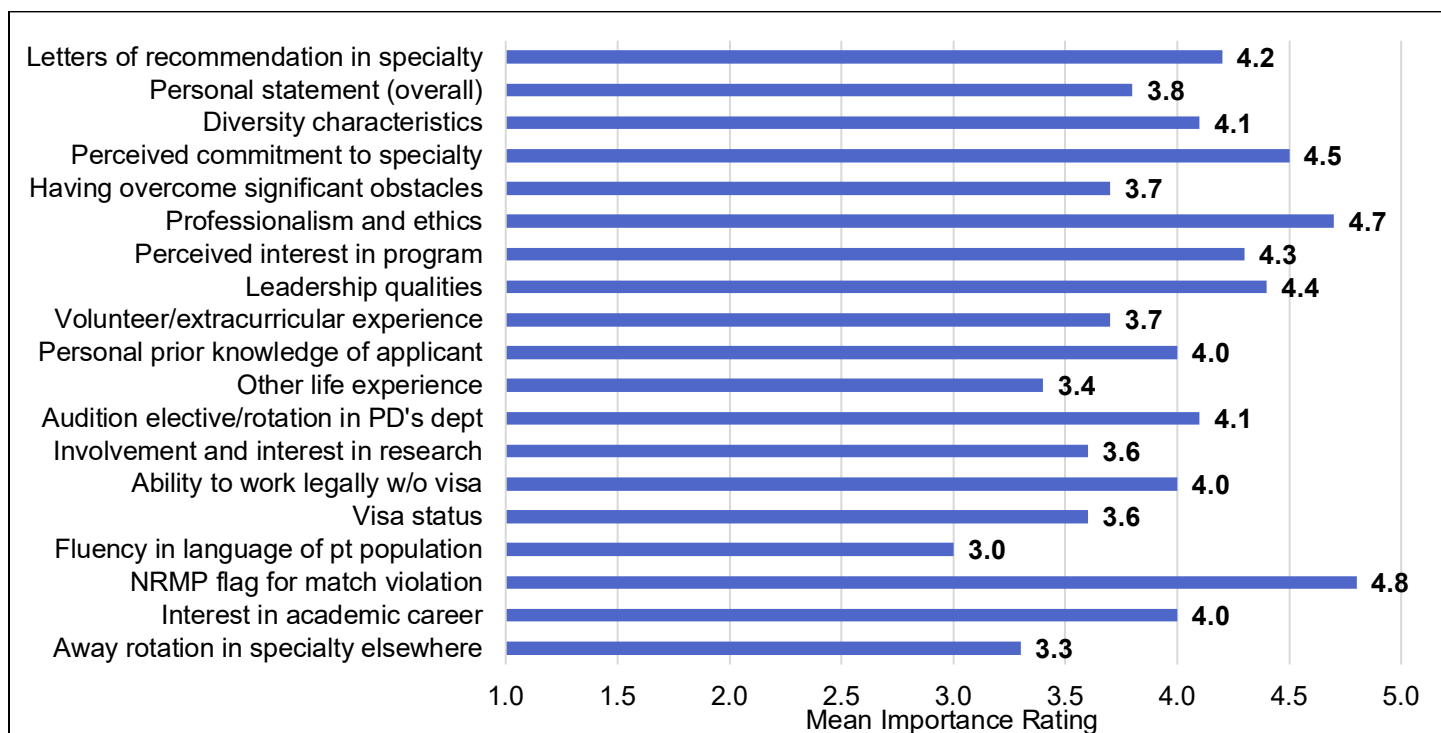


Figure PD_RO-I4

Mean Importance of Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Interview¹



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

Figure PD_RO-R1

Education and Academic Performance Characteristics Considered in Deciding Whom to Rank (%)

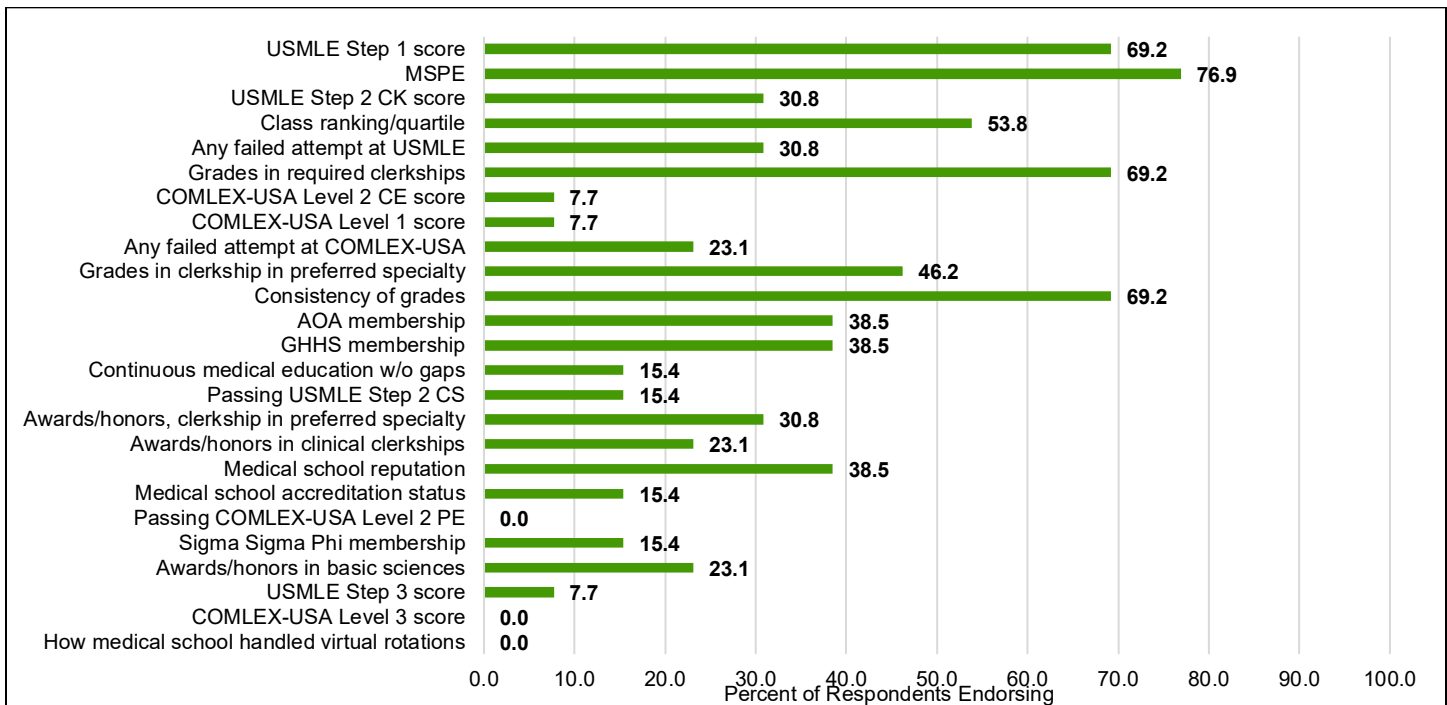
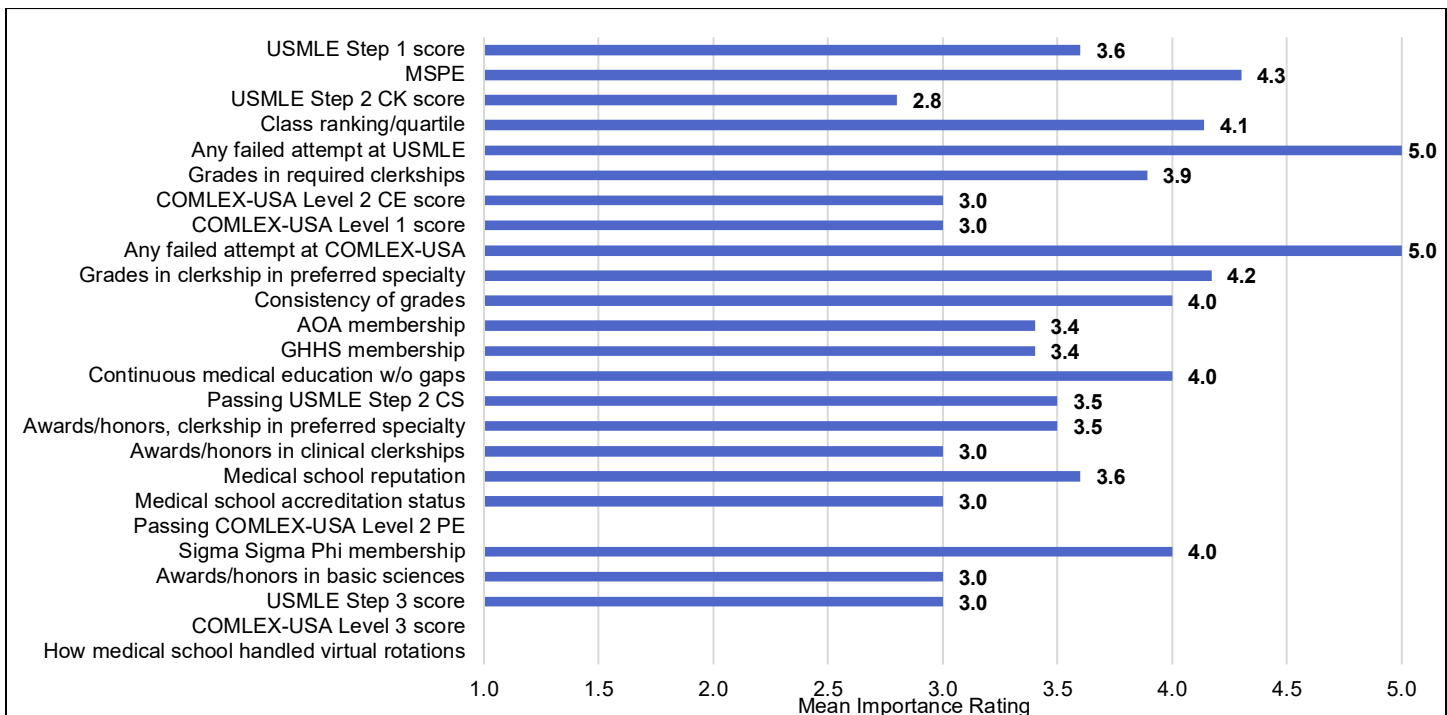


Figure PD_RO-R2

Mean Importance of Education and Academic Performance Characteristics Considered in Deciding Whom to Rank¹



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

² No respondent reported considering passing COMLEX-USA Level 2 PE or COMLEX-USA Level 3 scores, or medical school handling of virtual rotations, in deciding which applicants to rank.

Figure PD_RO-R3

Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Rank (%)

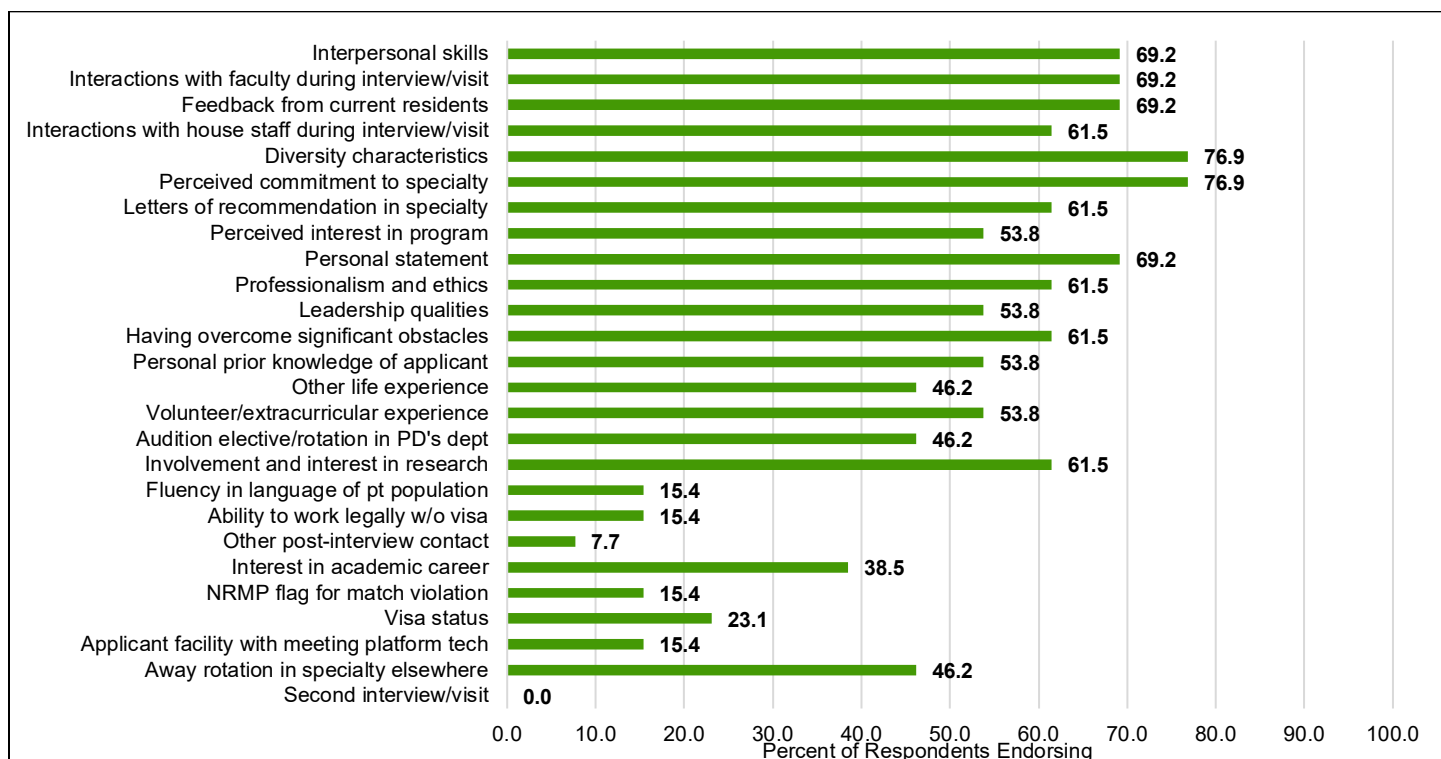
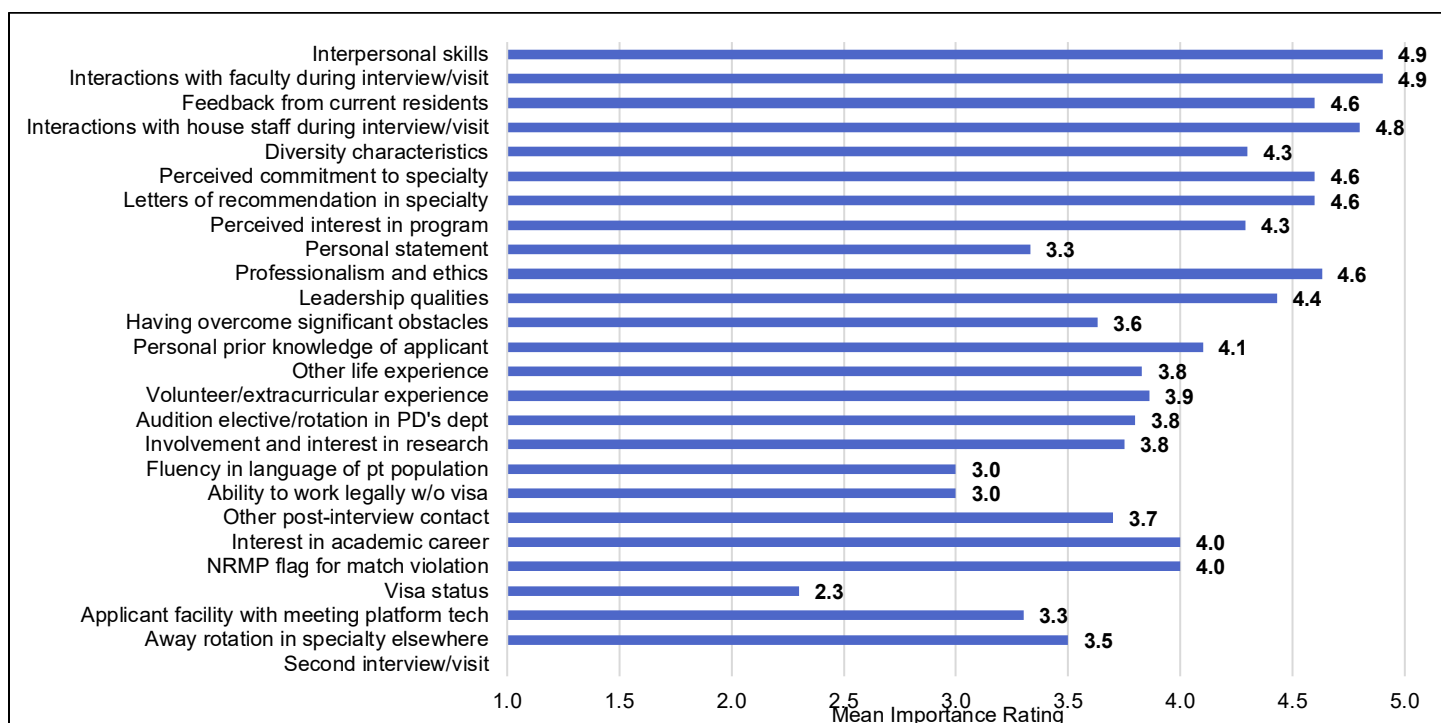


Figure PD_RO-R4

Mean Importance of Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Rank^{1,2}



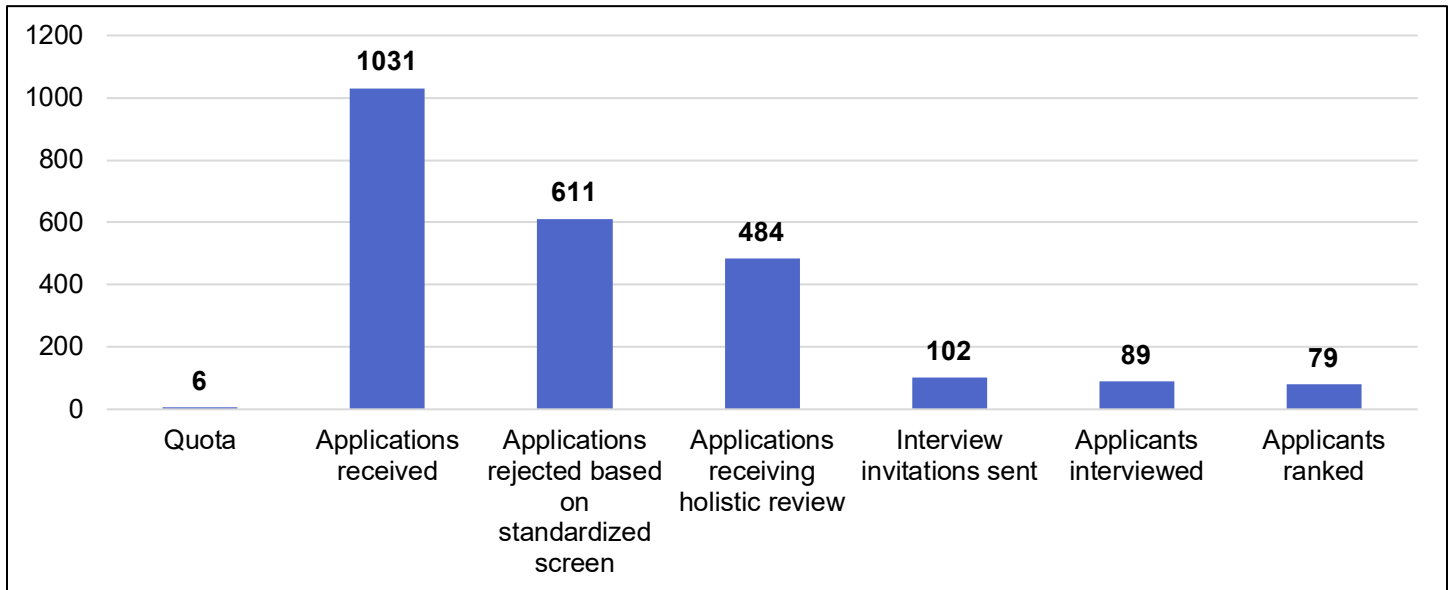
¹ Rated on a scale of 1 (not at all important) to 5 (very important)

² No respondent reported considering second interview/visit in deciding which applicants to rank.

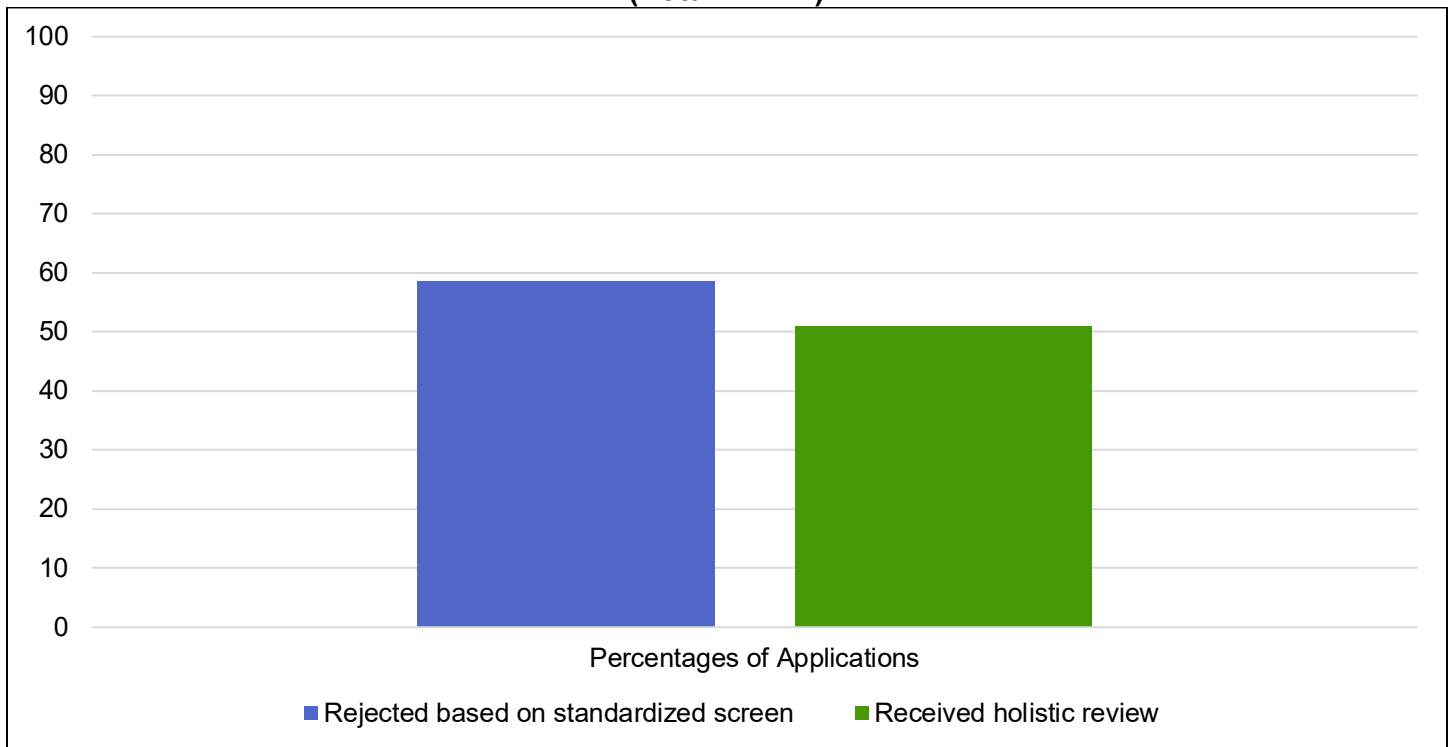


Surgery-General, Total n = 76

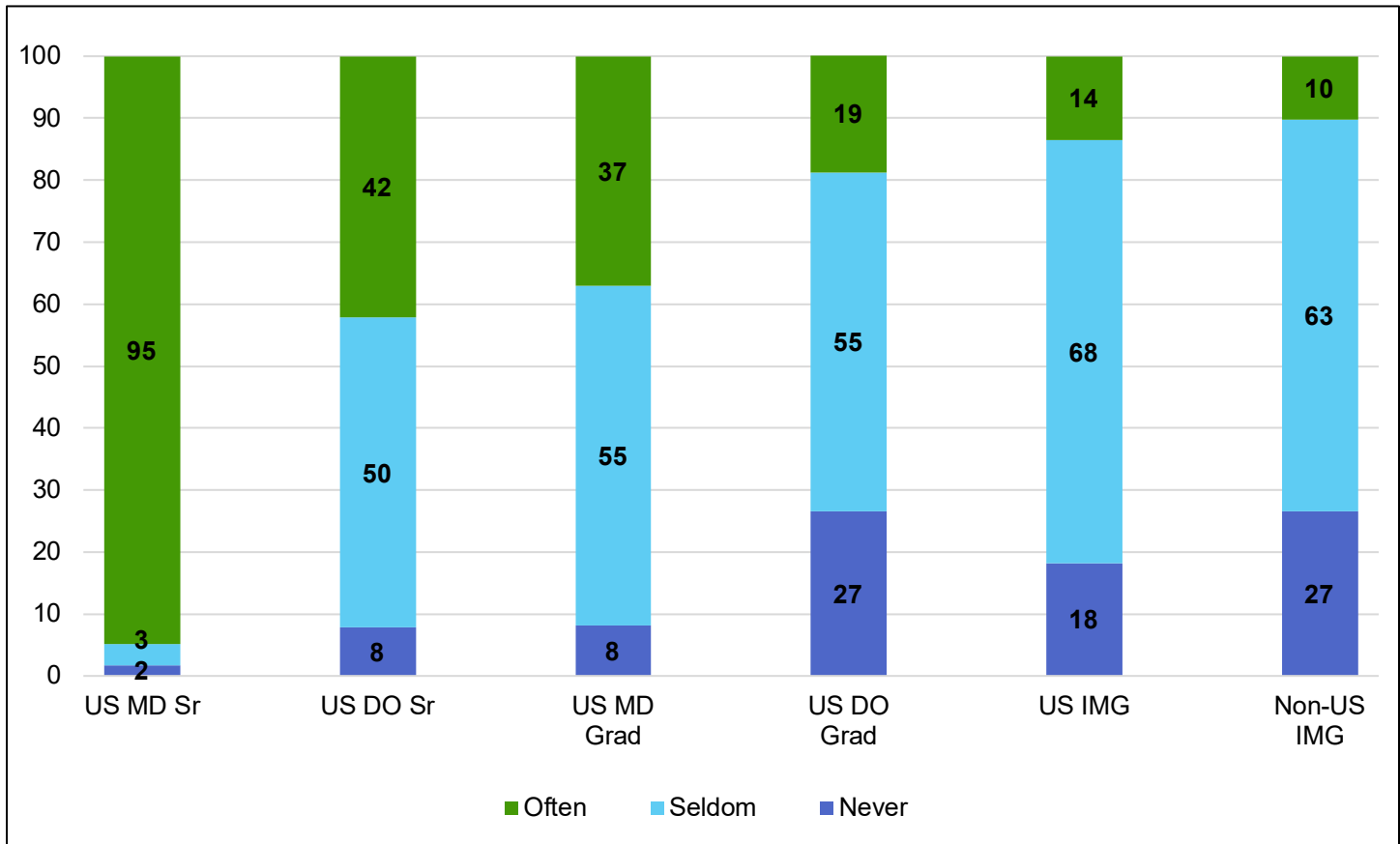
**Mean Numbers of Applications Received, Interview Invitations, Interviews, and Applicants
Ranked, 2021
(Total n = 76)**



Average Percentages of Applications Rejected and Reviewed, 2021
(Total n = 74)



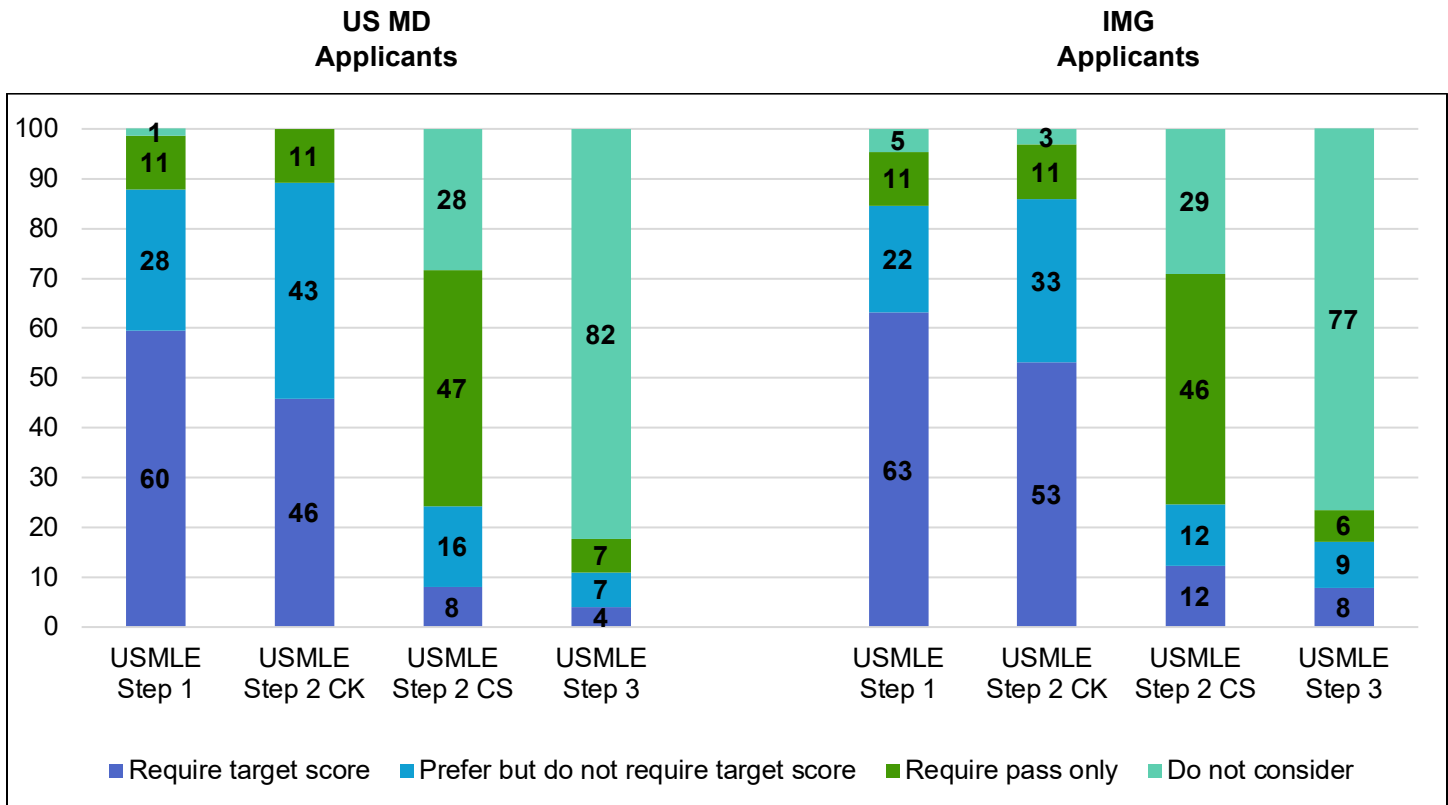
Percentages of Programs Interviewing Candidates by Applicant Type, 2021¹
(Total n = 68)



¹ Some percentages may not add to 100 because of rounding.

Use of Standardized Licensure Exams to Select Applicants for Interview

Percentages of Programs Using USMLE to Select US MD and IMG Applicants for Interview, 2021^{1,2}
(Total n = 74)

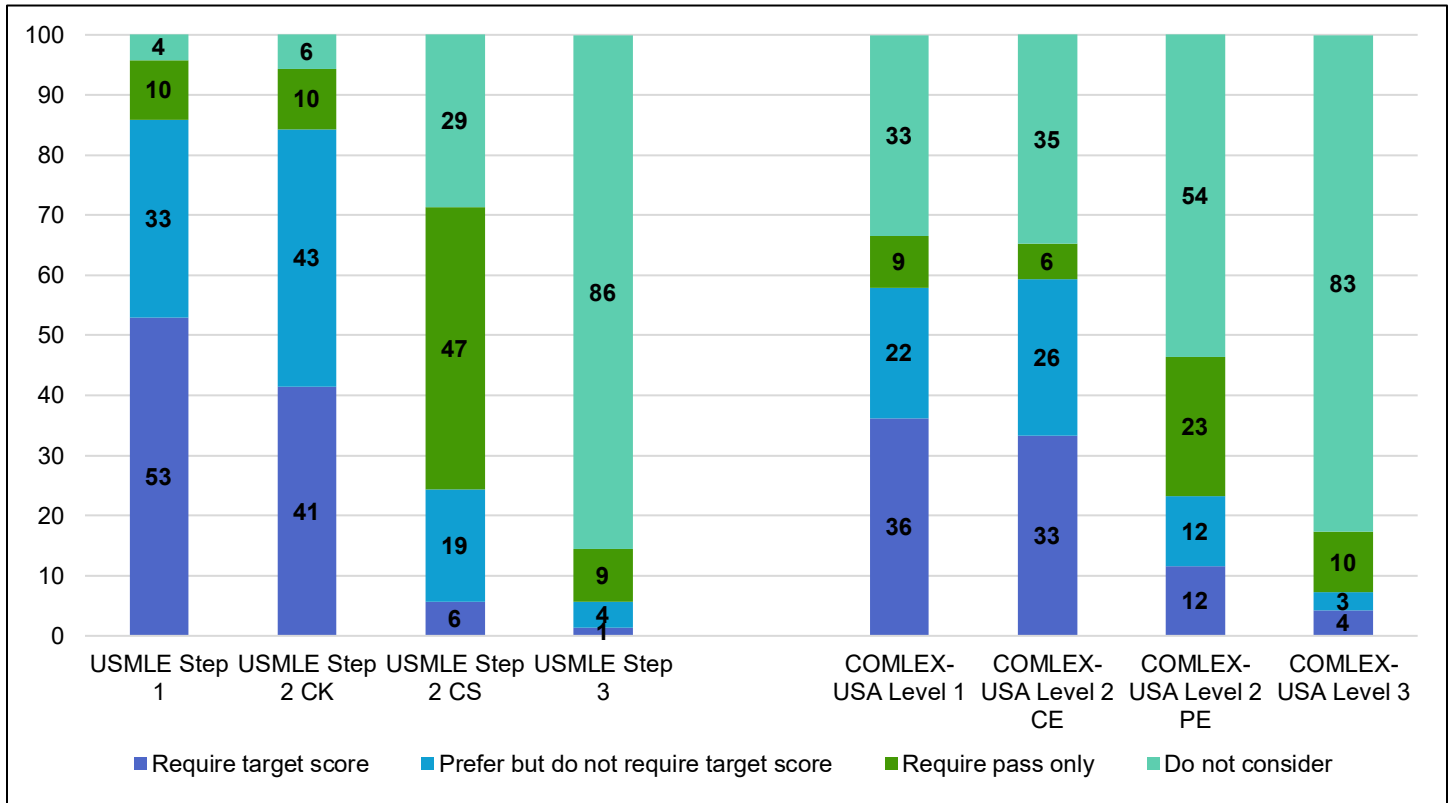


¹ Seniors and graduates are considered together.

² Some percentages may not add to 100 because of rounding.

Use of Standardized Licensure Exams to Select Applicants for Interview

Percentages of Programs Using Licensure Exams to Select DO Applicants for Interview, 2021¹
(Total n = 70)^{2,3}

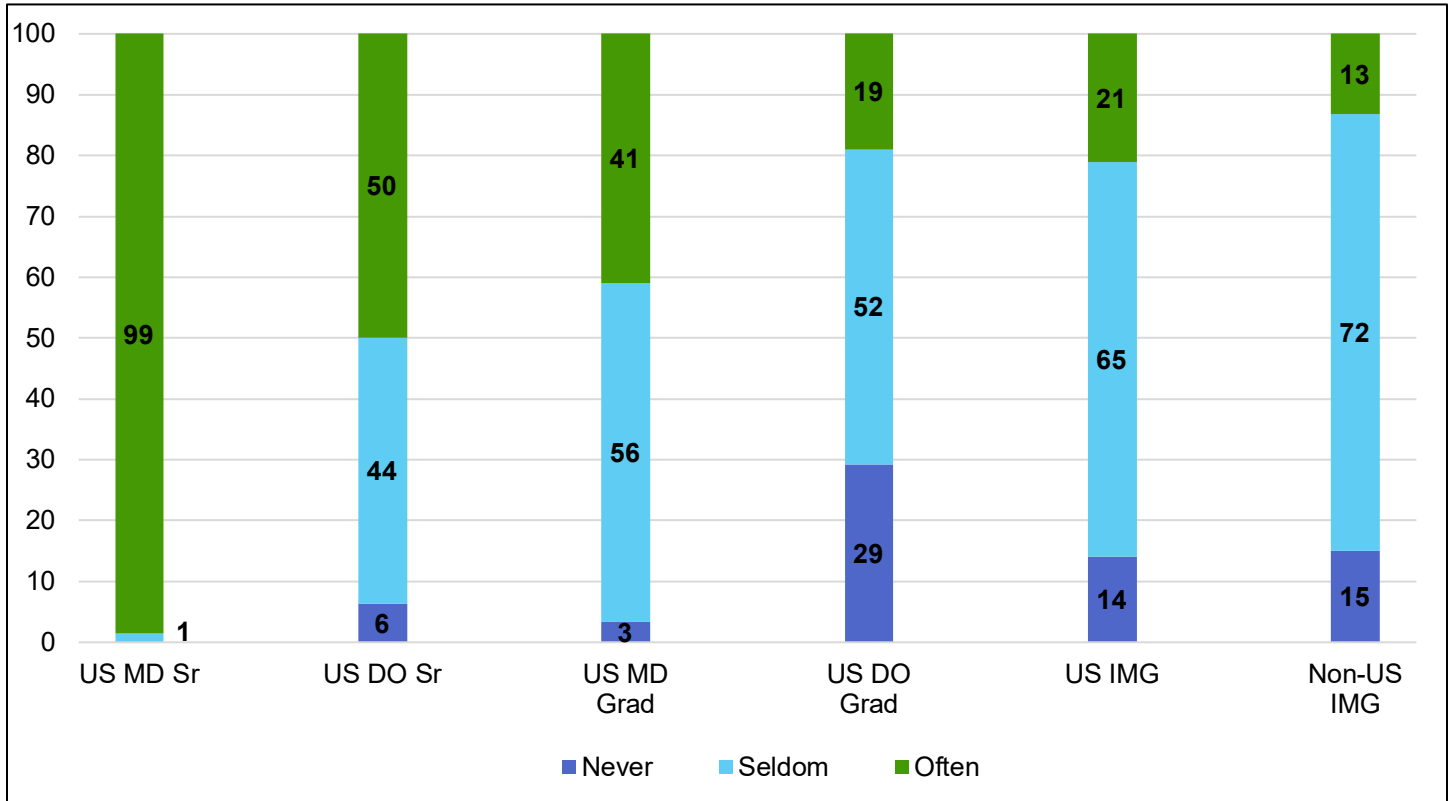


¹ DO seniors and DO graduates are considered together.

² Total number of respondents who indicated they “seldom” or “often” consider DO senior, DO graduate, or both types of applicants for interview.

³ Some percentages may not add to 100 because of rounding.

Percentages of Programs Ranking Candidates by Applicant Type, 2021¹
 (Total n = 69)



¹Some percentages may not add to 100 because of rounding.

Figure PD_GS-I1

Education and Academic Performance Characteristics Considered in Deciding Whom to Interview (%)

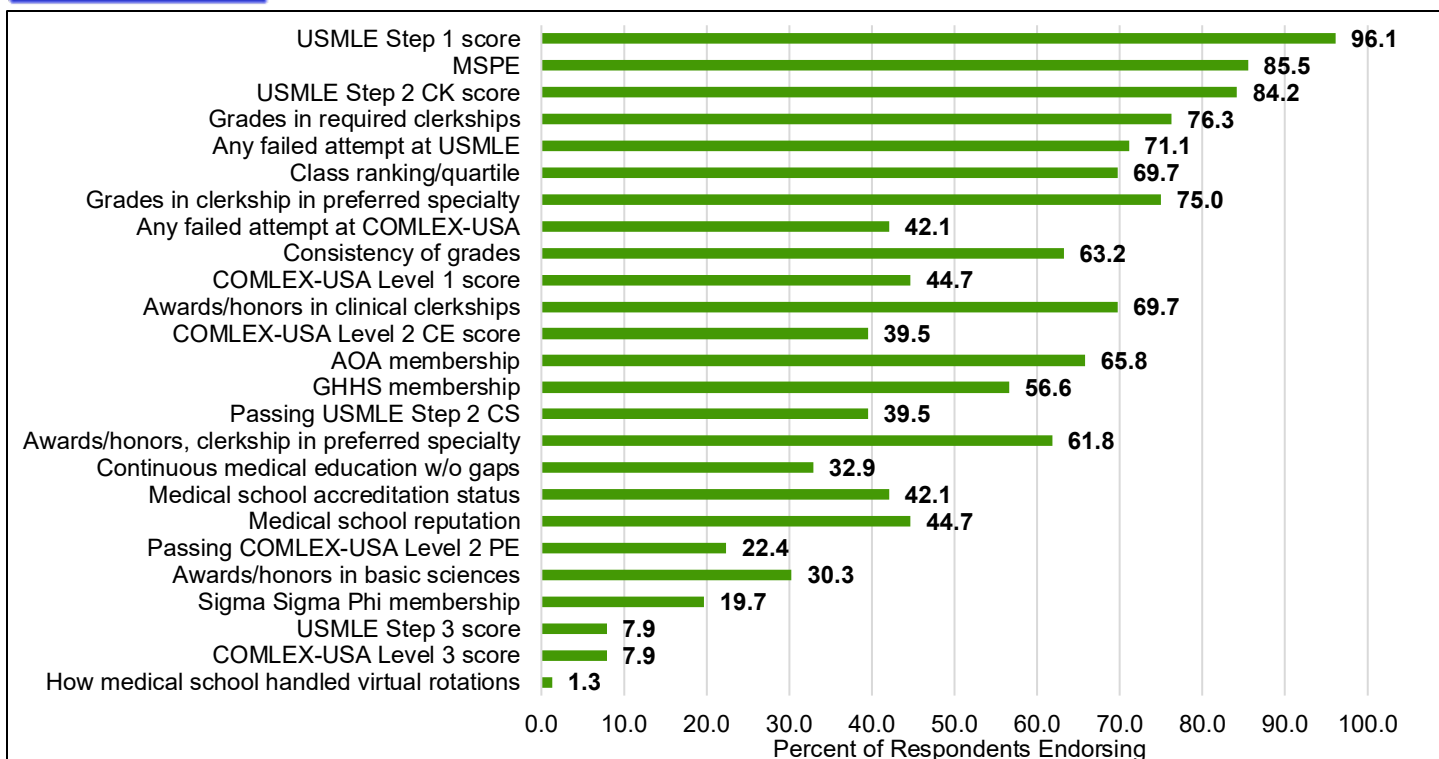
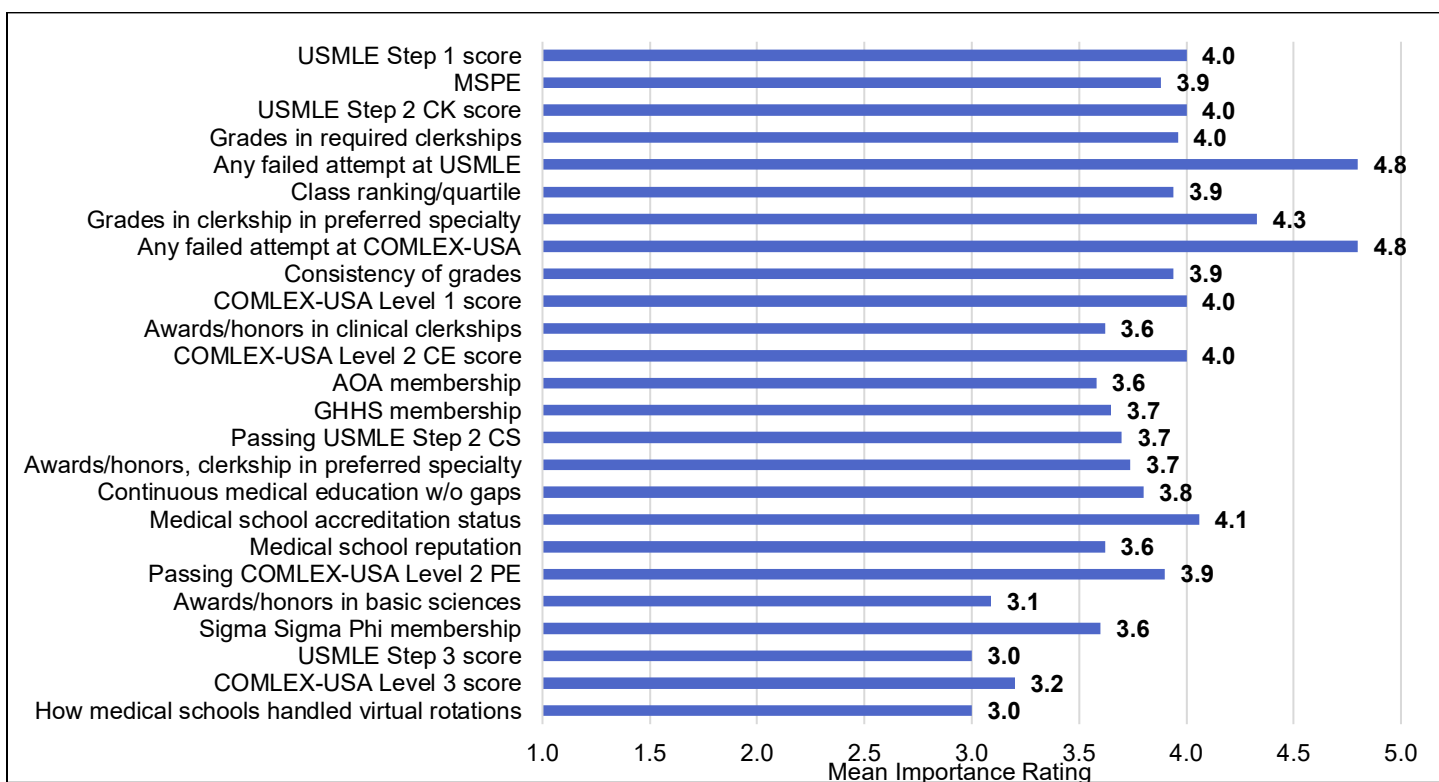


Figure PD_GS-I2

Mean Importance of Education and Academic Performance Characteristics Considered in Deciding Whom to Interview¹



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

Figure PD_GS-I3

Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Interview (%)

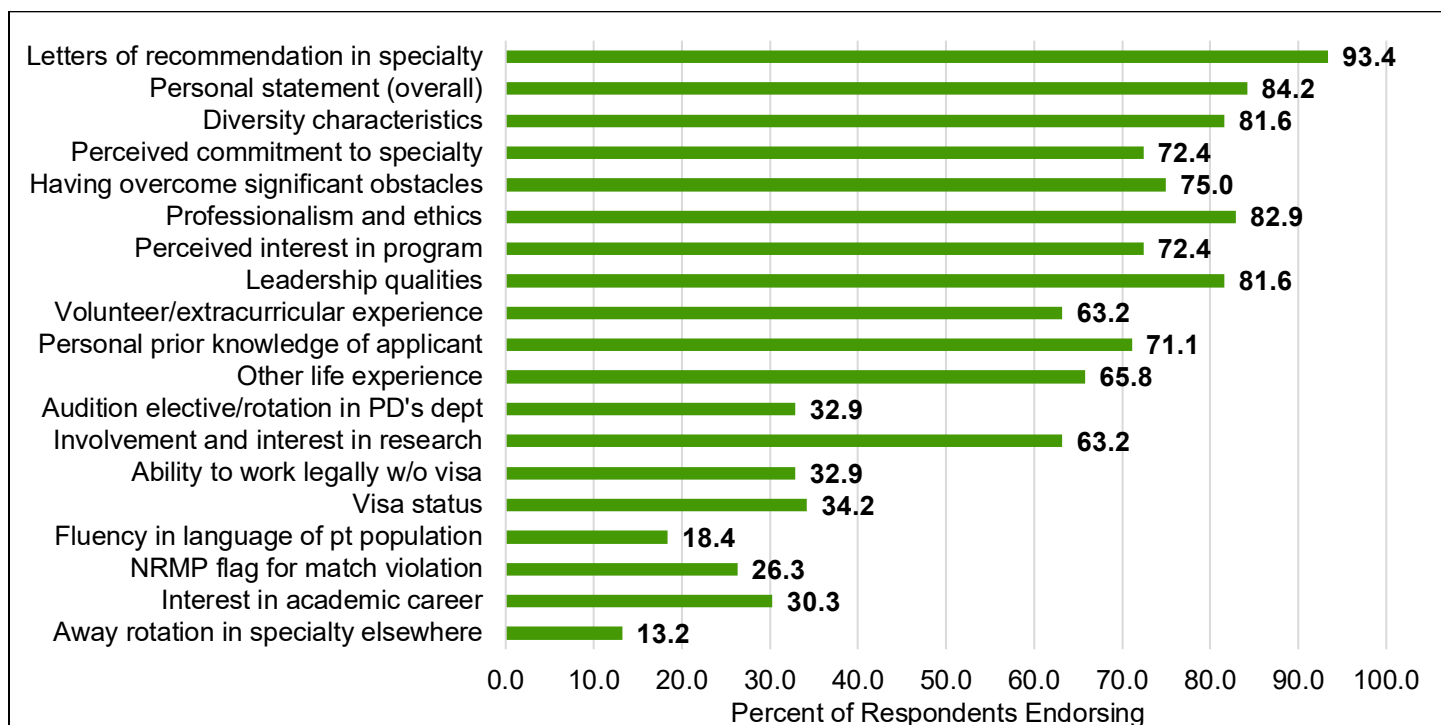
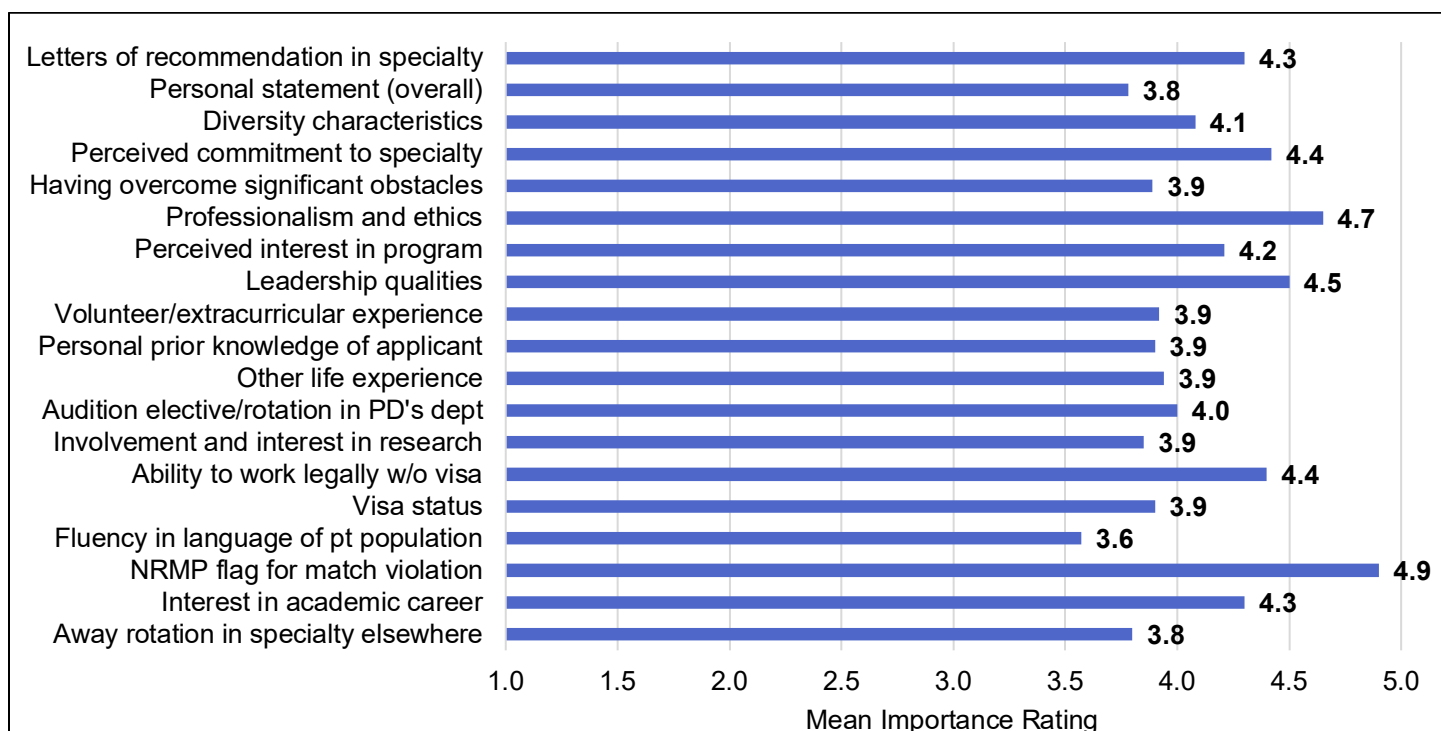


Figure PD_GS-I4

Mean Importance of Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Interview¹



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

Figure PD_GS-R1

Education and Academic Performance Characteristics Considered in Deciding Whom to Rank (%)

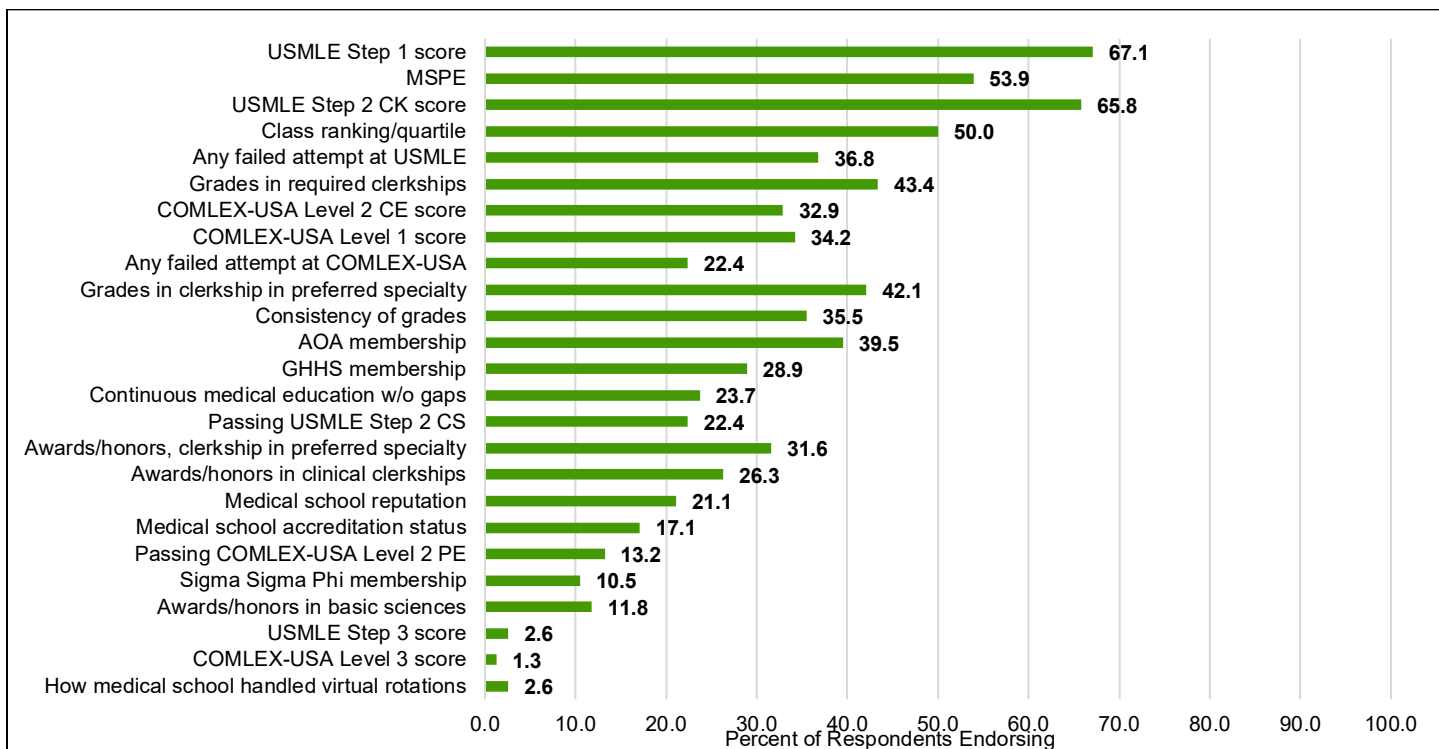
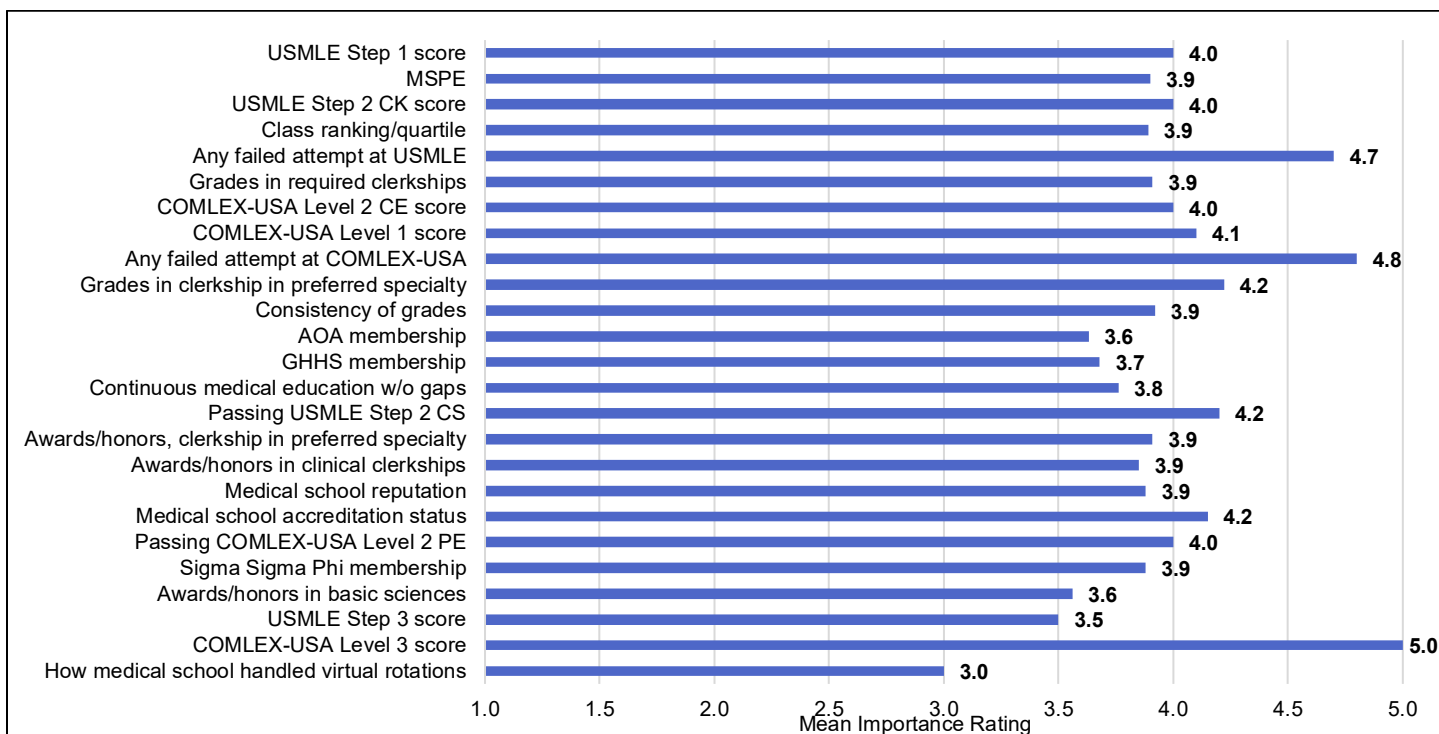


Figure PD_GS-R2

Mean Importance of Education and Academic Performance Characteristics Considered in Deciding Whom to Rank¹



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

Figure PD_GS-R3

Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Rank (%)

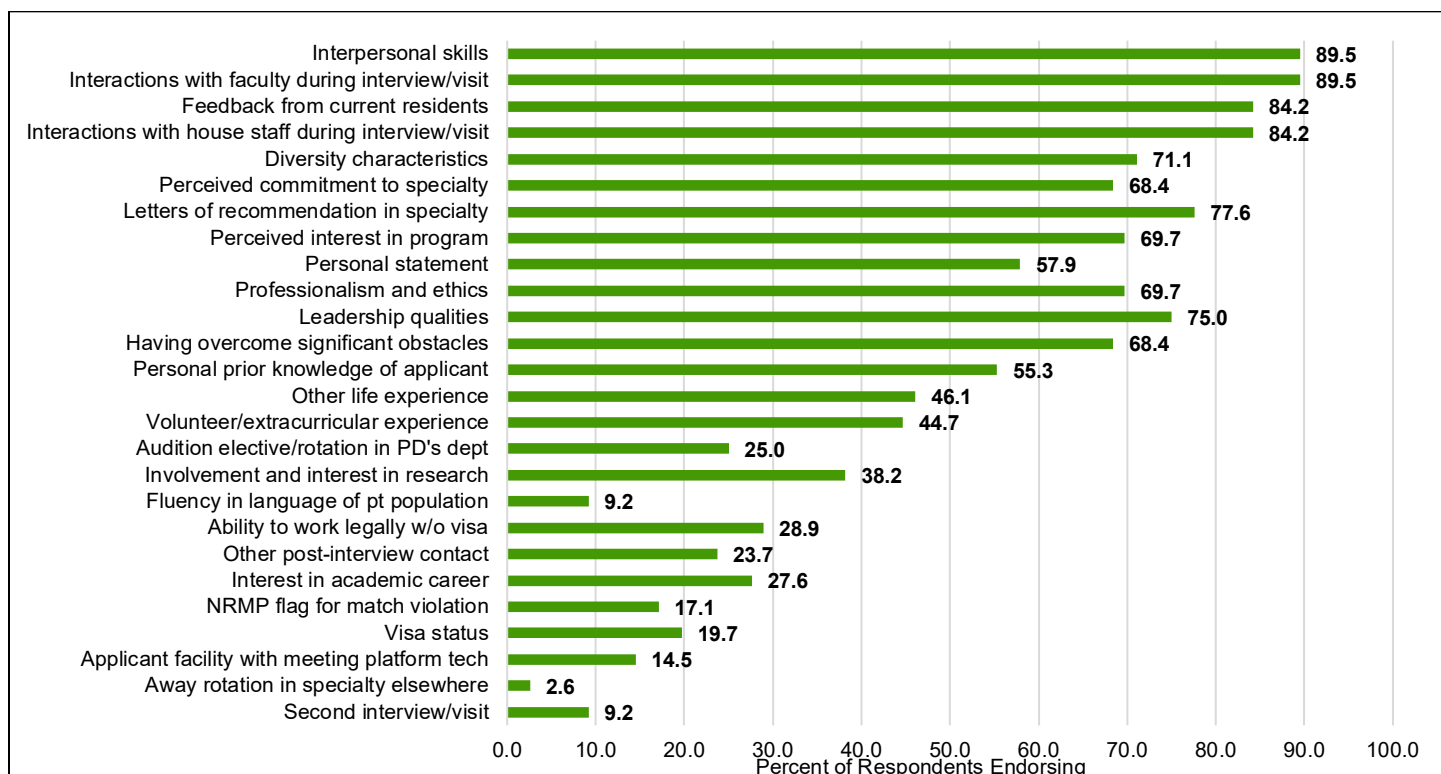
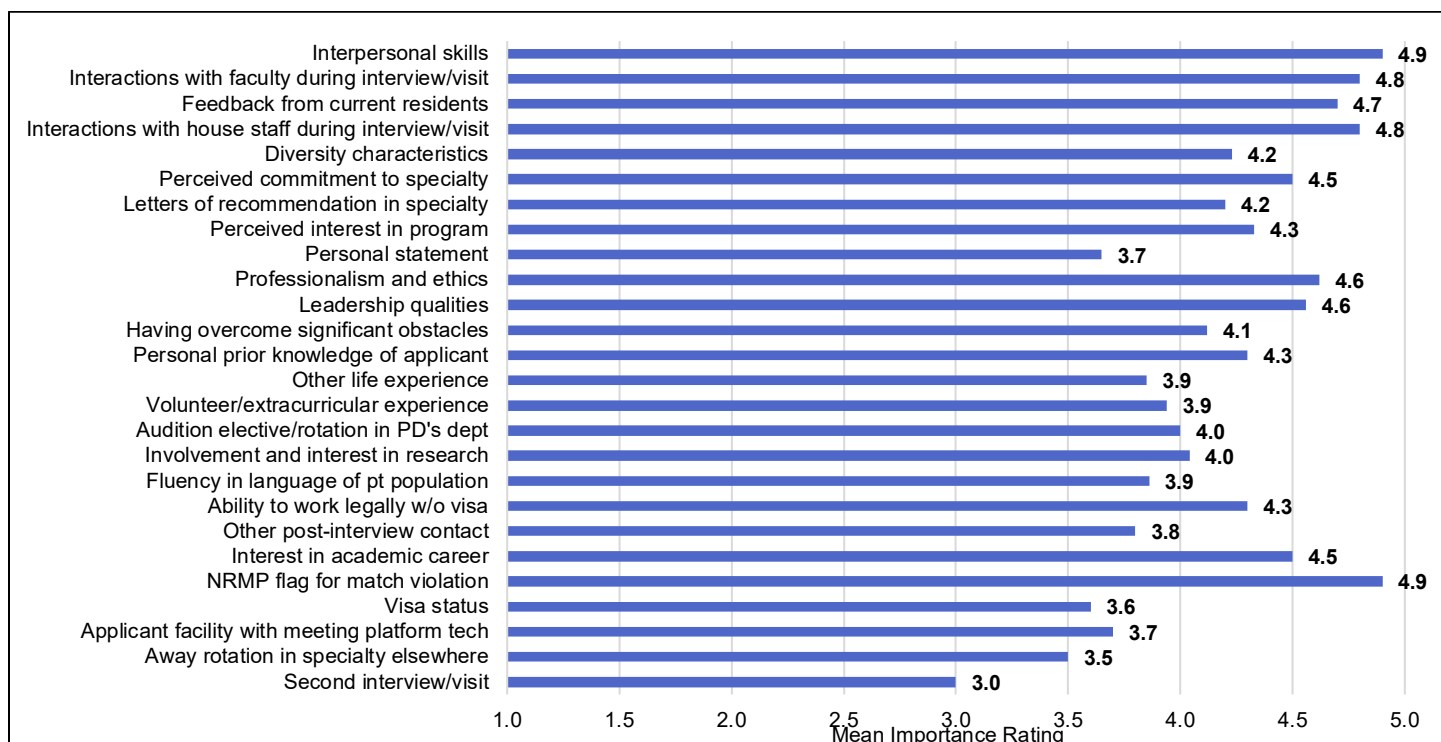


Figure PD_GS-R4

Mean Importance of Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Rank¹

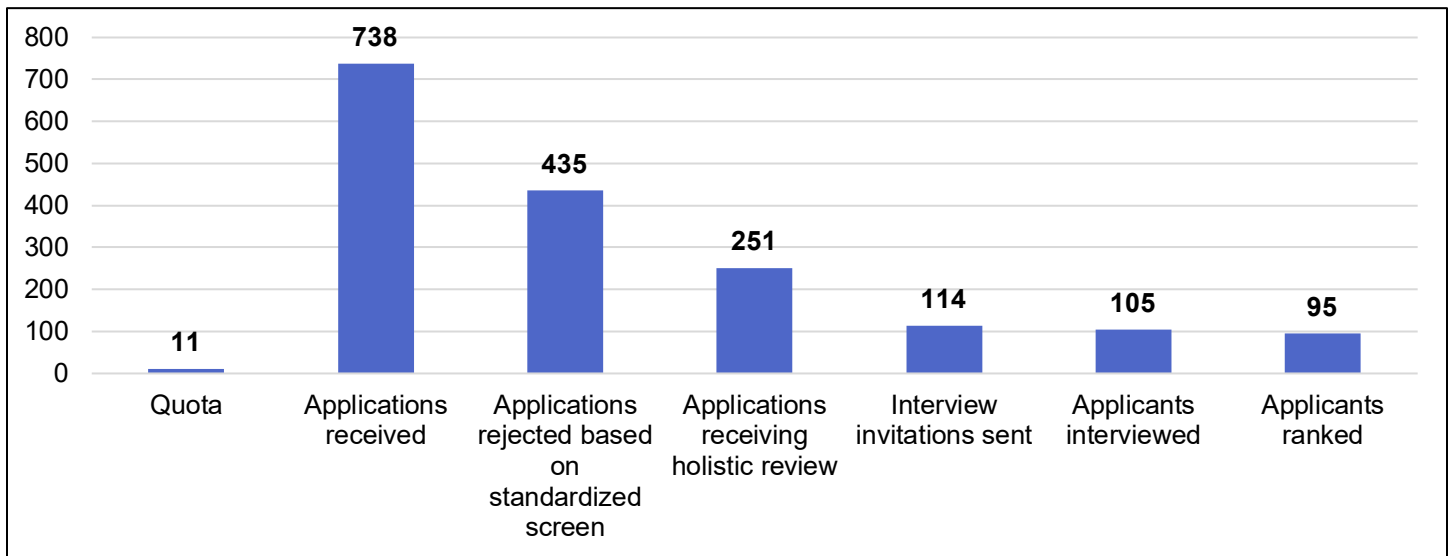


¹ Rated on a scale of 1 (not at all important) to 5 (very important)

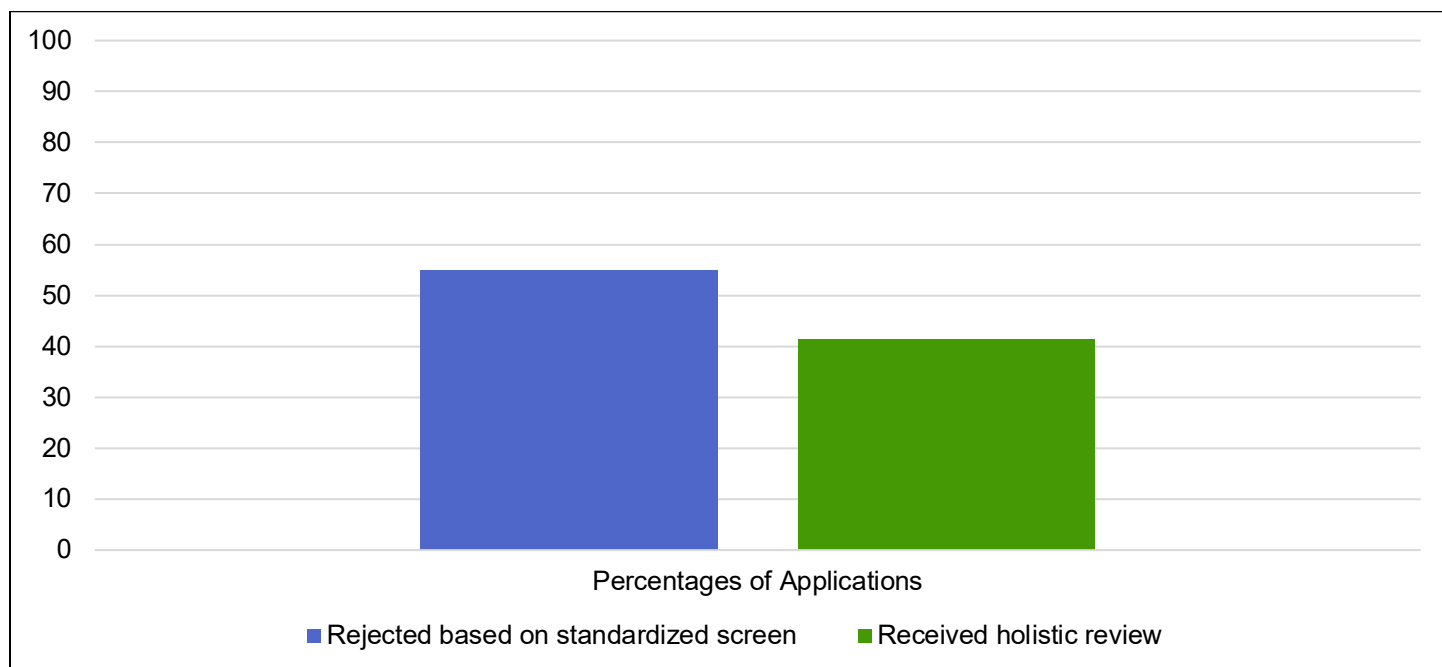


Transitional Year, Total n = 31

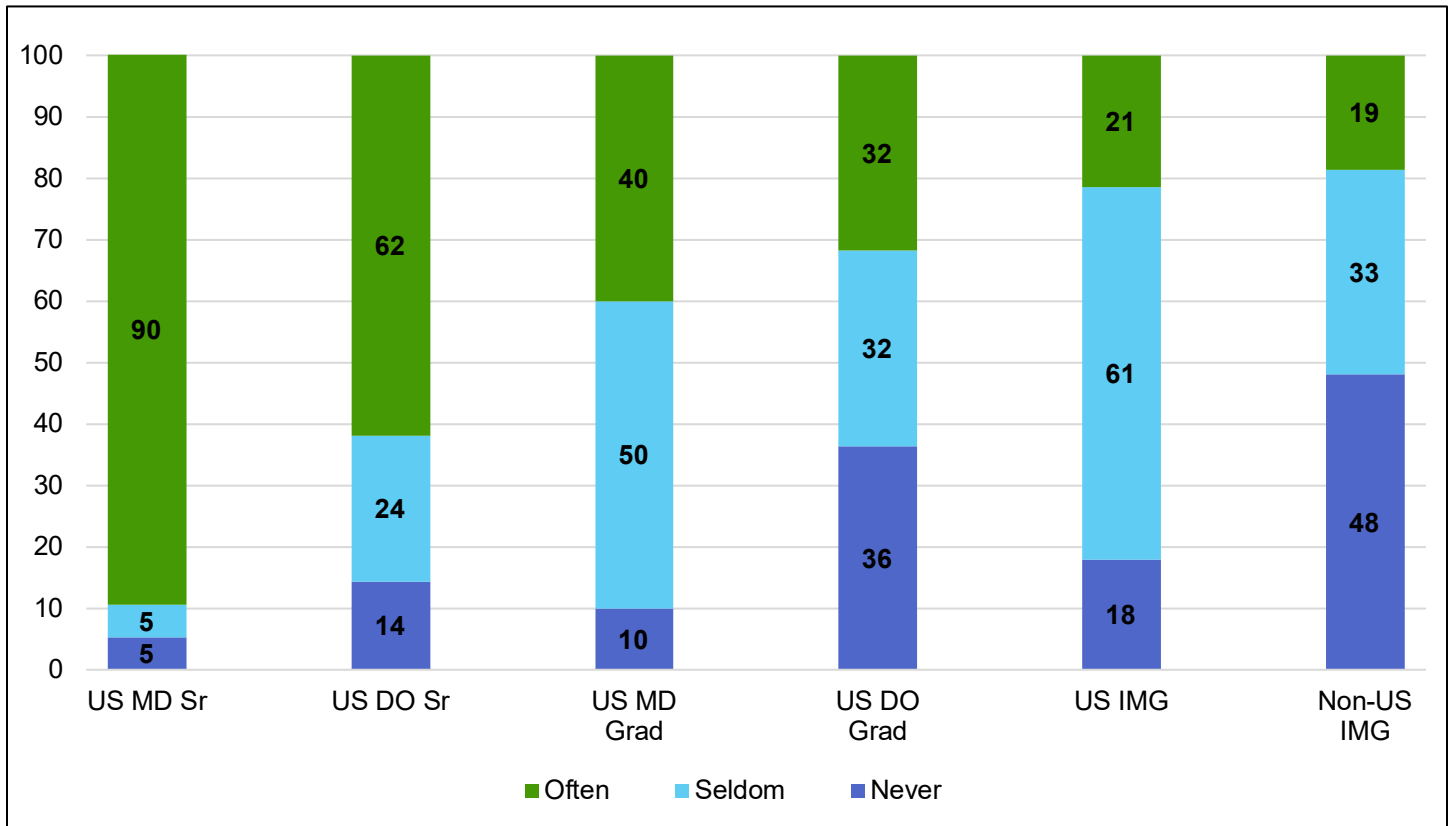
**Mean Numbers of Applications Received, Interview Invitations, Interviews, and Applicants
Ranked, 2021
(Total n = 31)**



**Average Percentages of Applications Rejected and Reviewed, 2021
(Total n = 29)**



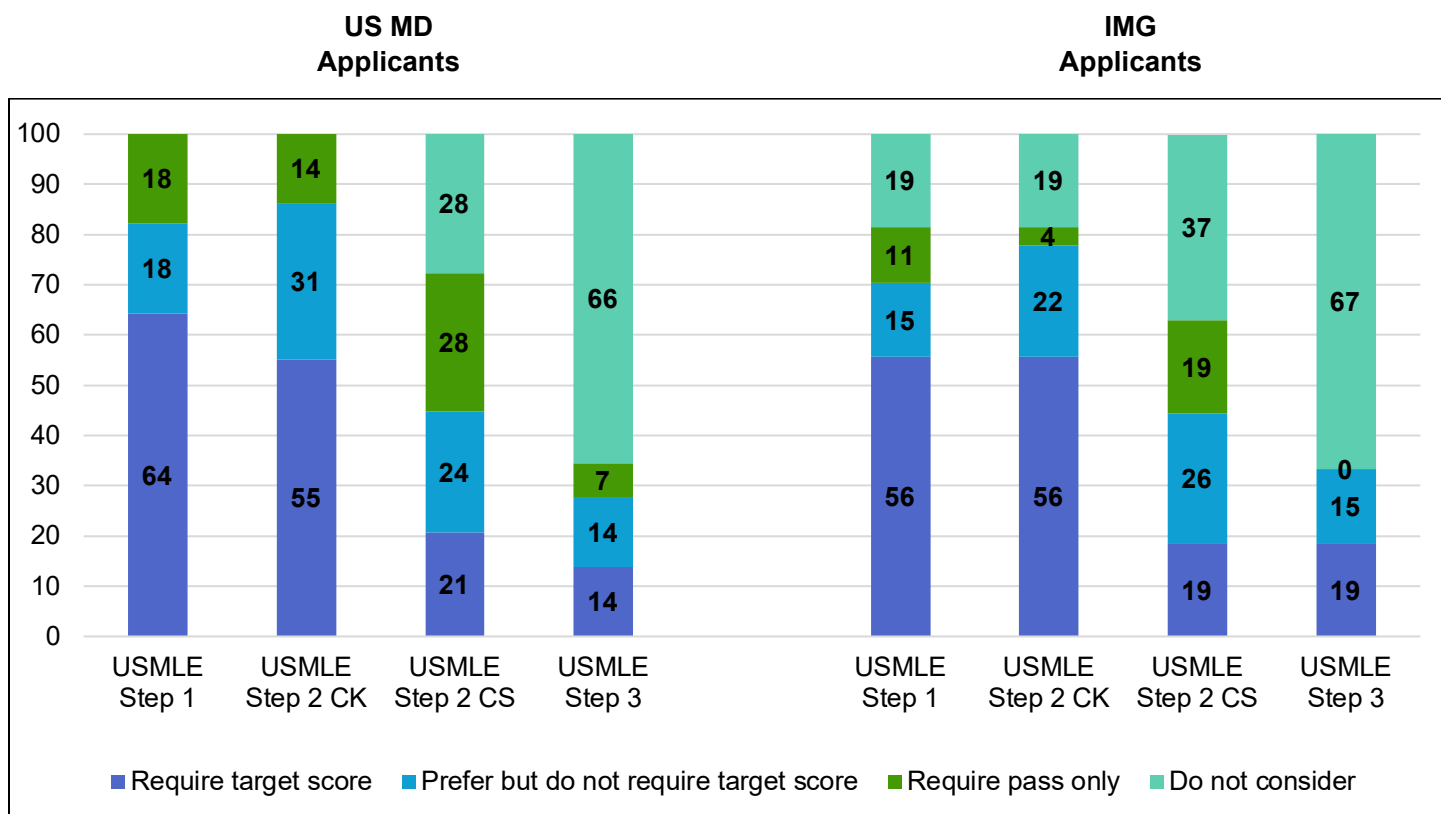
Percentages of Programs Interviewing Candidates by Applicant Type, 2021¹
 (Total n = 28)



¹ Some percentages may not add to 100 because of rounding.

Use of Standardized Licensure Exams to Select Applicants for Interview

Percentages of Programs Using USMLE to Select US MD and IMG Applicants for Interview, 2021^{1,2}
(Total n = 29)

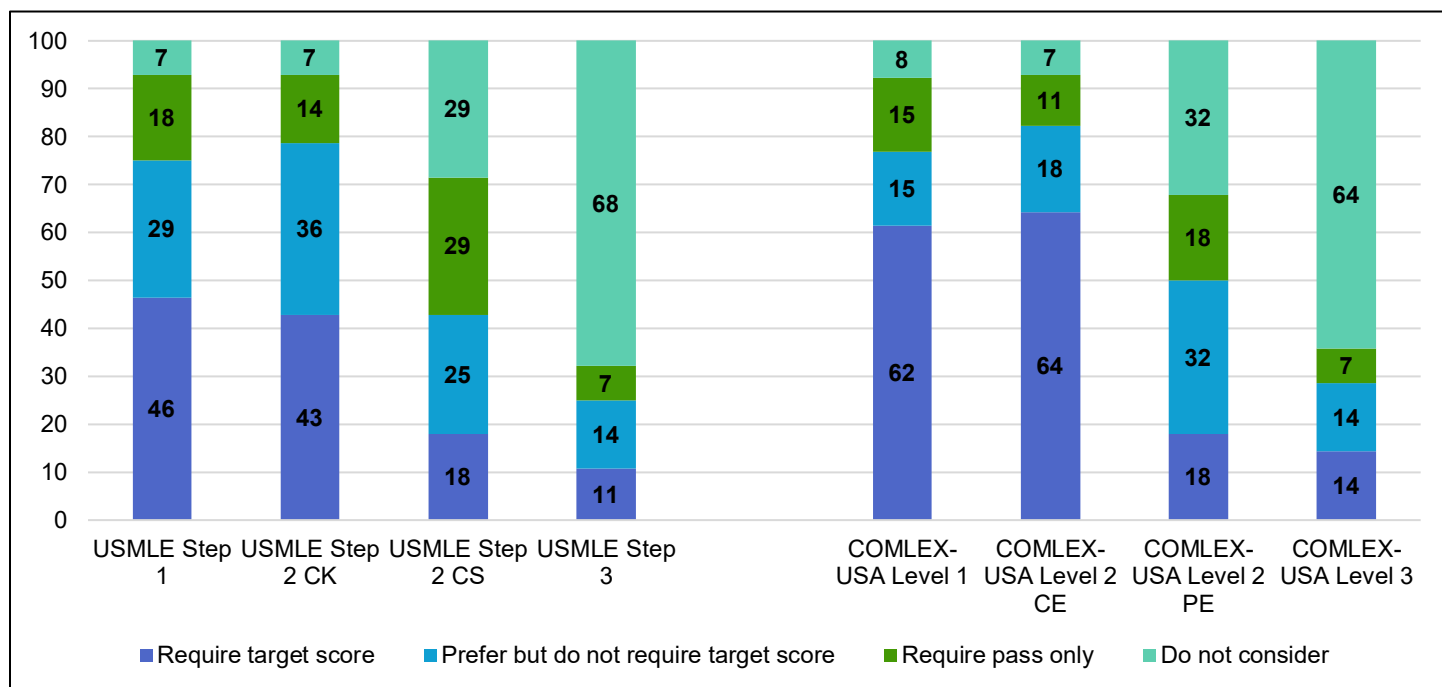


¹ Seniors and graduates are considered together.

² Some percentages may not add to 100 because of rounding.

Use of Standardized Licensure Exams to Select Applicants for Interview

Percentages of Programs Using Licensure Exams to Select DO Applicants for Interview, 2021¹
(Total n = 28)^{2,3}

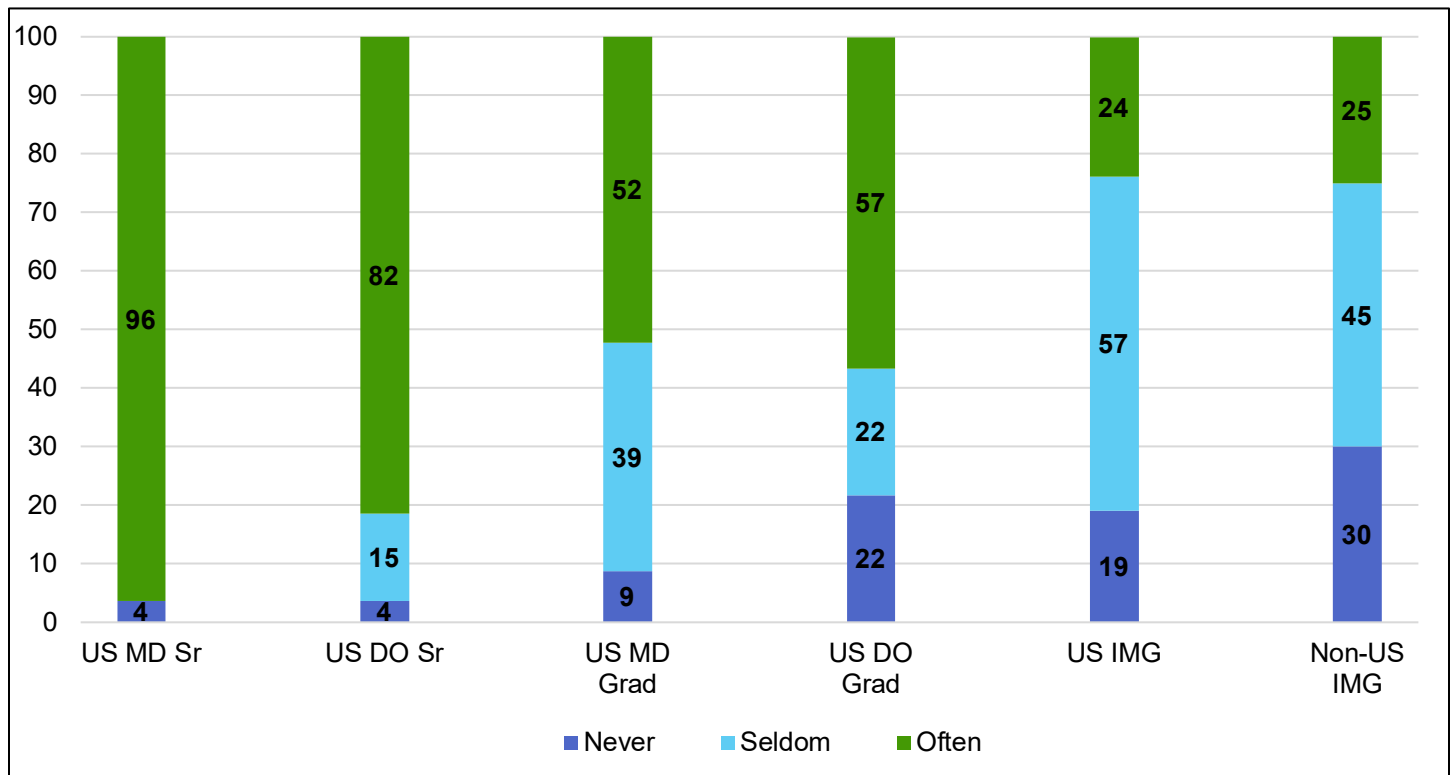


¹ DO seniors and DO graduates are considered together.

² Total number of respondents who indicated they "seldom" or "often" consider DO senior, DO graduate, or both types of applicants for interview.

³ Some percentages may not add to 100 because of rounding.

Percentages of Programs Ranking Candidates by Applicant Type, 2021¹
(Total n = 28)



¹Some percentages may not add to 100 because of rounding.

Figure PD_TY-I1

Education and Academic Performance Characteristics Considered in Deciding Whom to Interview (%)

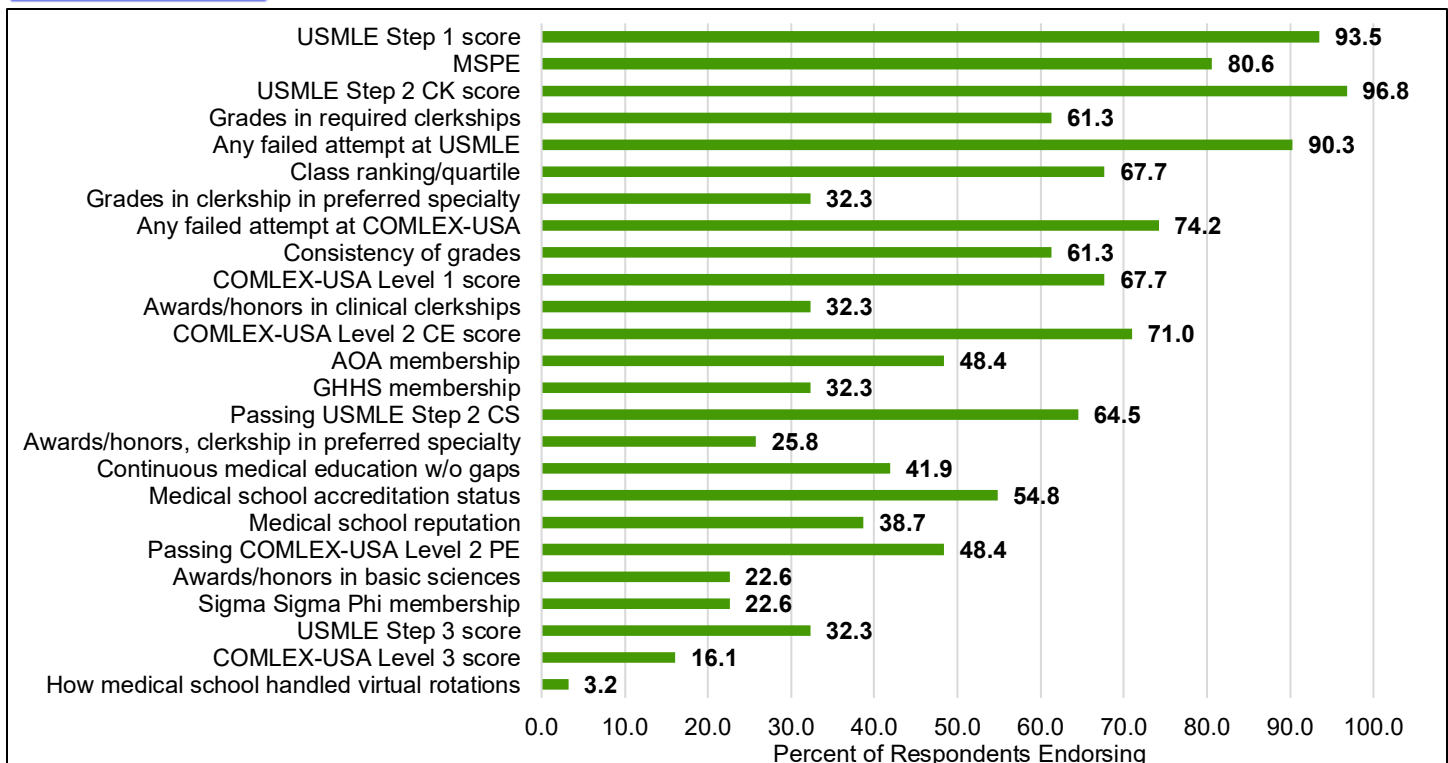
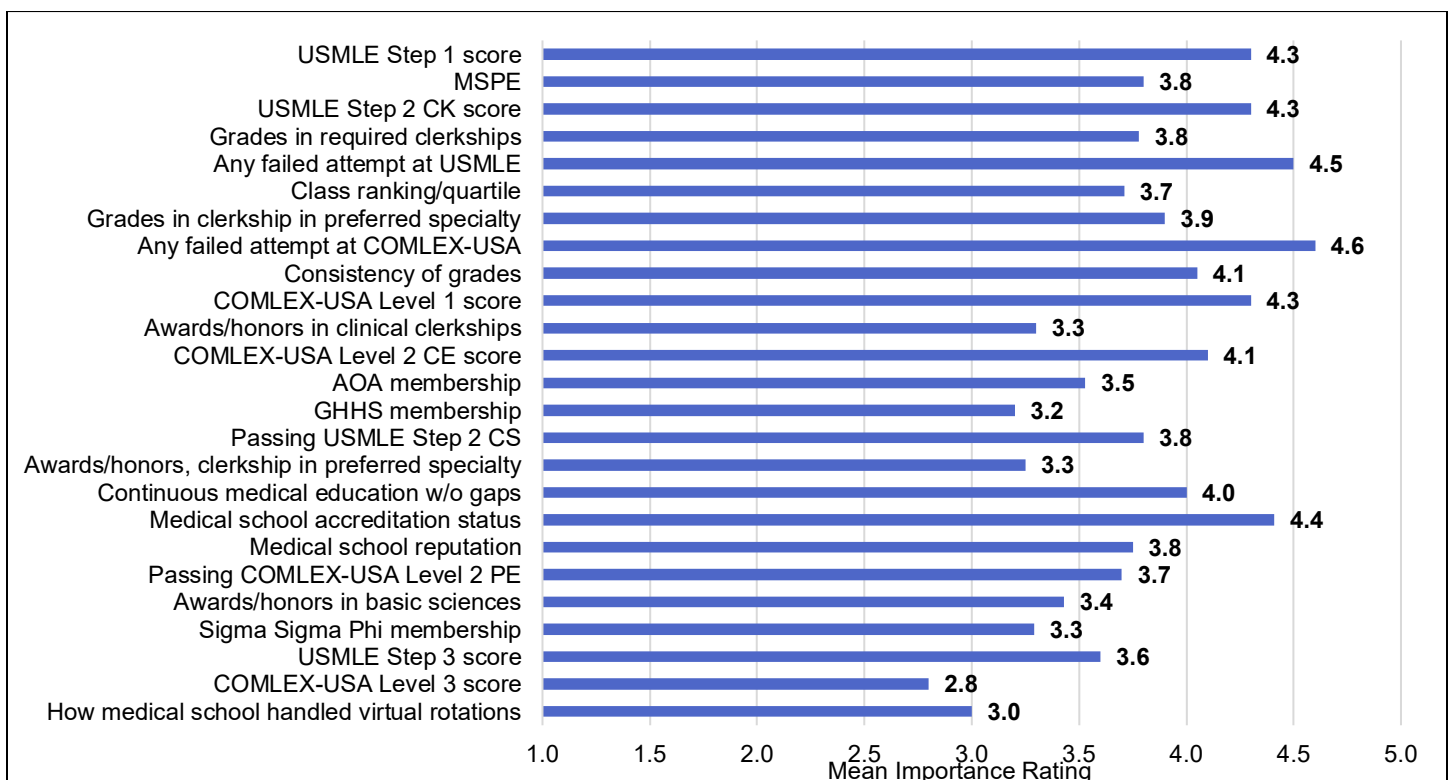


Figure PD_TY-I2

Mean Importance of Education and Academic Performance Characteristics Considered in Deciding Whom to Interview¹



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

Figure PD_TY-I3

Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Interview (%)

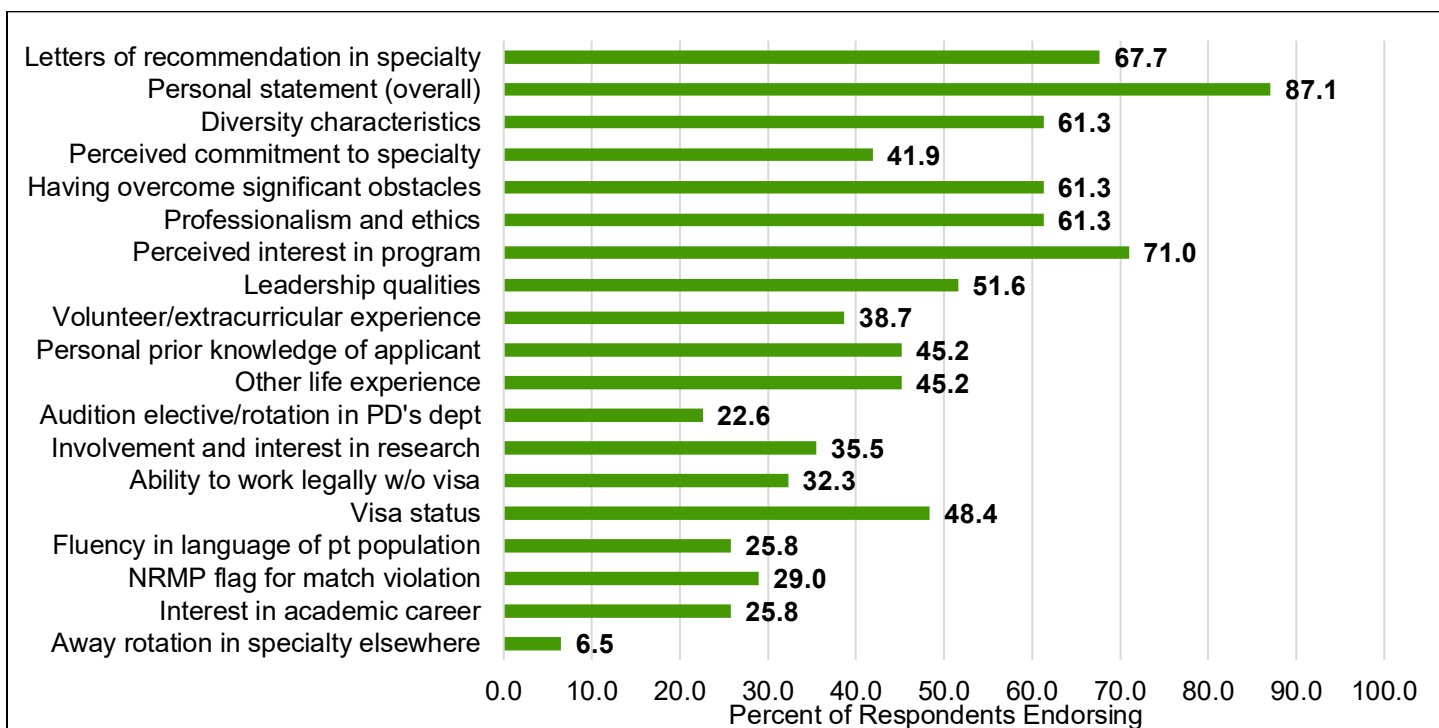
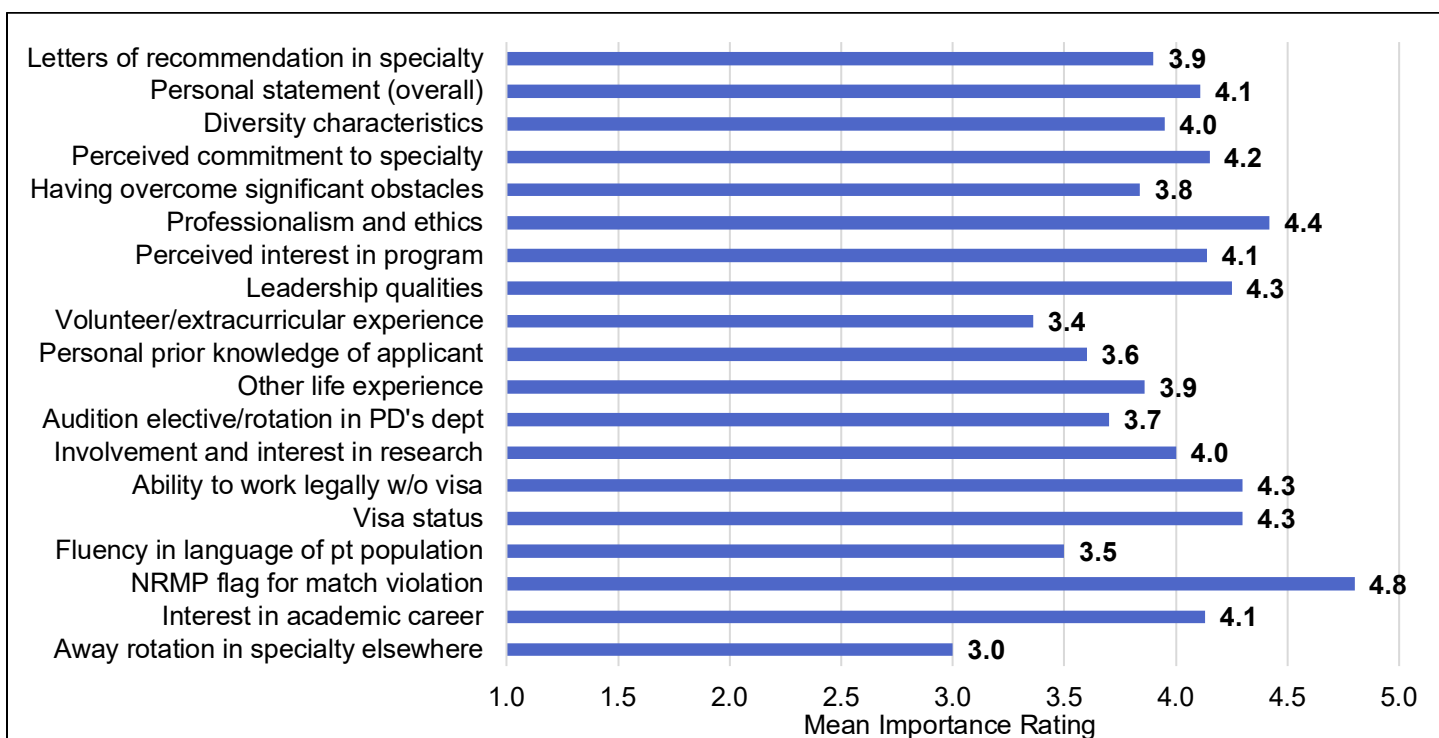


Figure PD_TY-I4

Mean Importance of Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Interview¹



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

Figure PD_TY-R1

Education and Academic Performance Characteristics Considered in Deciding Whom to Rank (%)

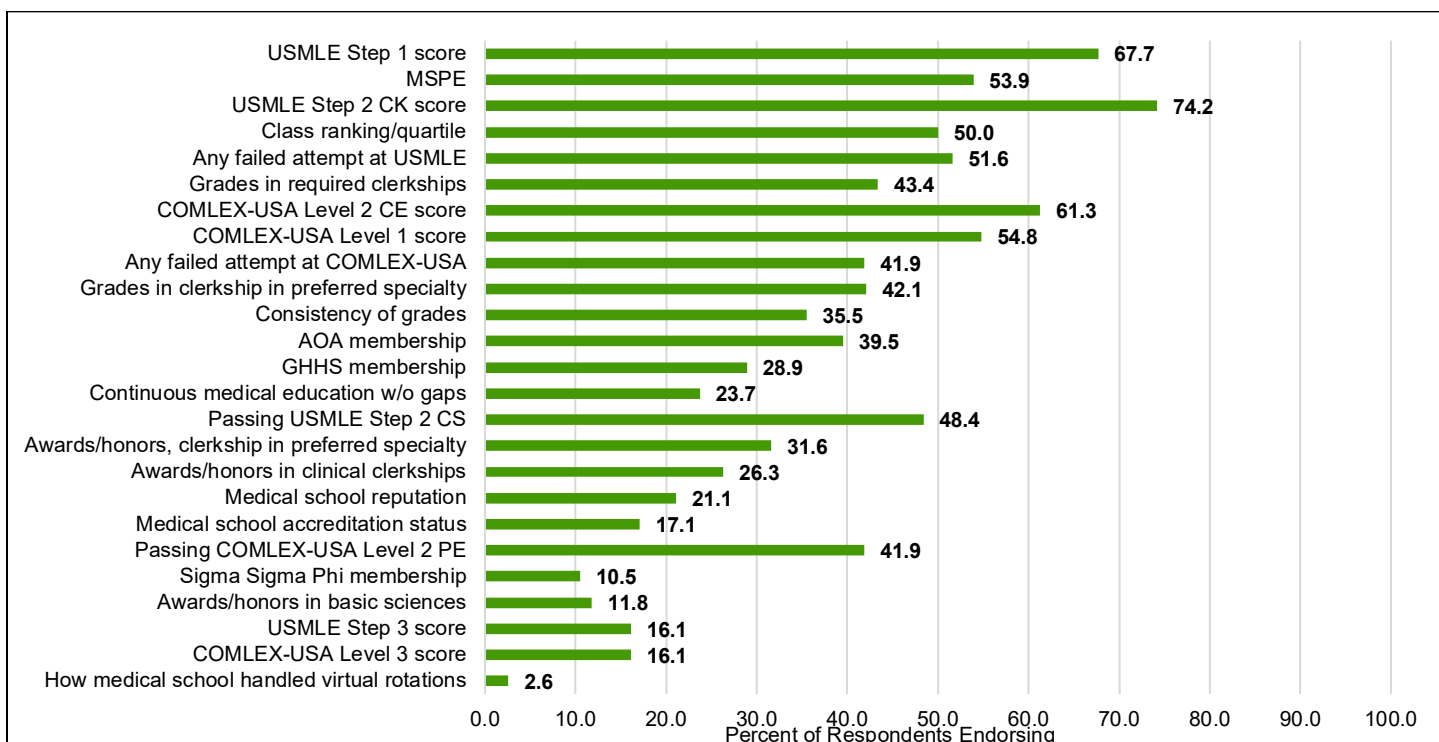
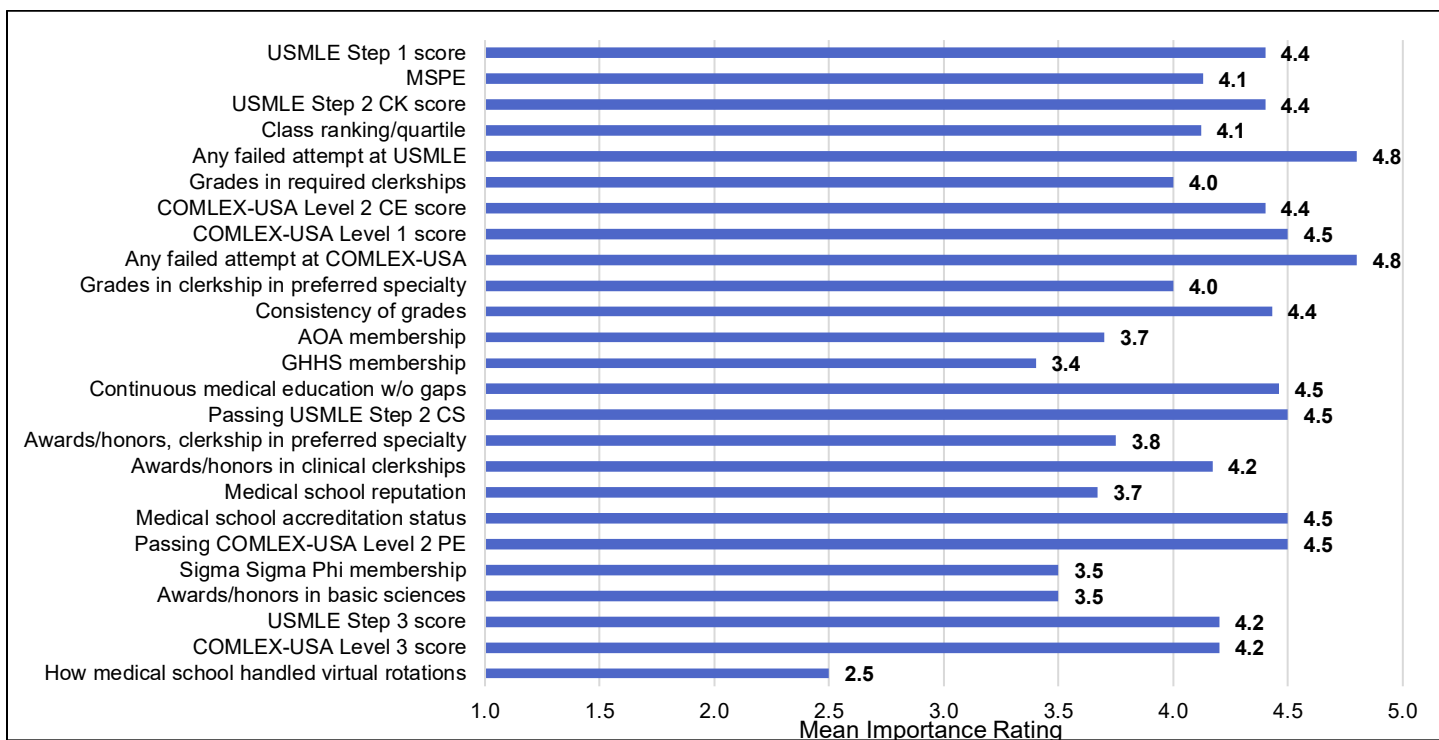


Figure PD_TY-R2

Mean Importance of Education and Academic Performance Characteristics Considered in Deciding Whom to Rank¹



¹ Rated on a scale of 1 (not at all important) to 5 (very important)

Figure PD_TY-R3

Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Rank (%)

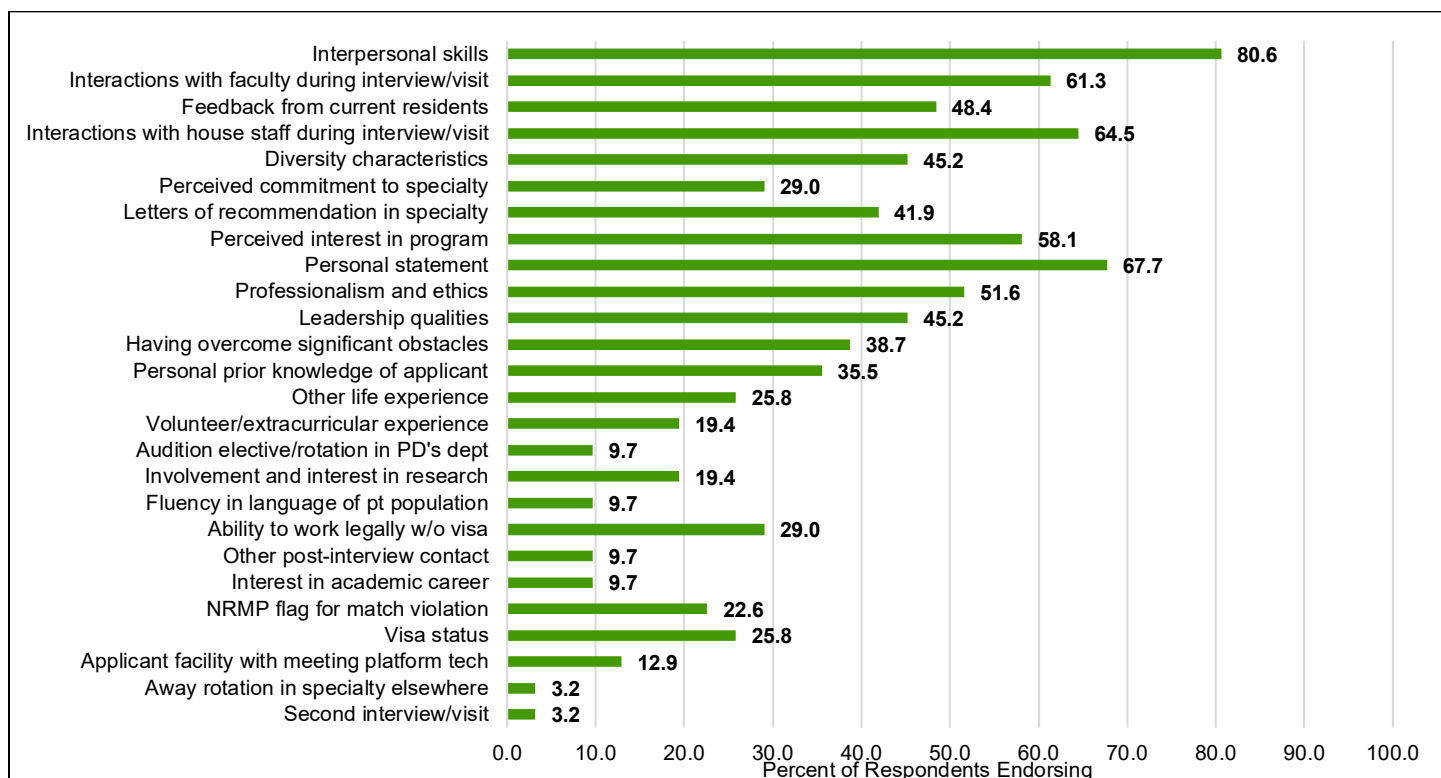
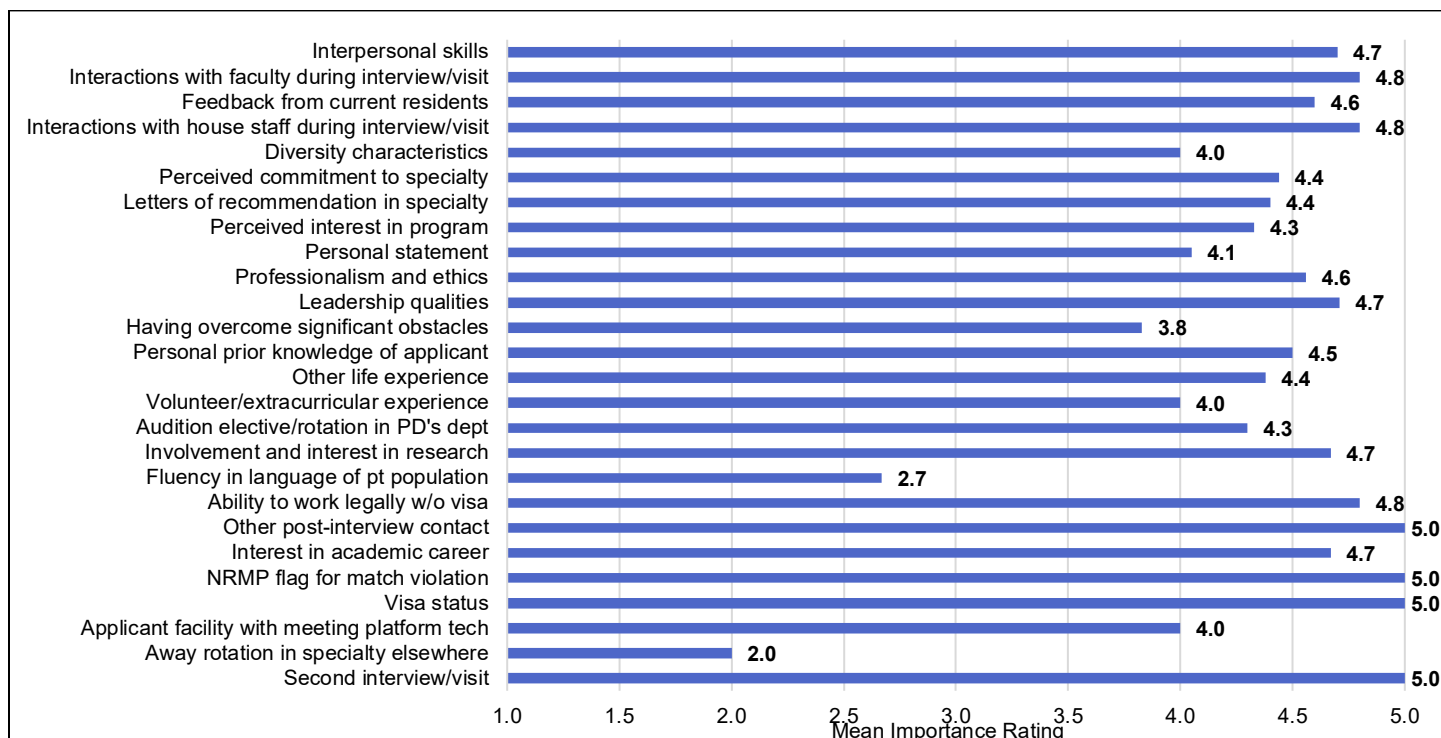


Figure PD_TY-R4

Mean Importance of Personal Characteristics and Other Knowledge of Applicants Considered in Deciding Whom to Rank¹



¹ Rated on a scale of 1 (not at all important) to 5 (very important)