

Requests for permission to use these data, as well as questions about the content of this publication or the National Resident Matching Program data and reports, may be directed to datarequest@nrmp.org.

Questions about the NRMP should be directed to Donna L. Lamb, D.H.Sc., M.B.A., B.S.N., President and CEO, NRMP, at admin@nrmp.org.

Suggested Citation

National Resident Matching Program, Data Release and Research Committee: Results of the 2021 NRMP Applicant Survey by Preferred Specialty and Applicant Type. National Resident Matching Program, Washington, DC. 2021.

Copyright © 2021 National Resident Matching Program, 2121 K Street, NW, Suite 1000, Washington, DC 20037 USA. All rights reserved. Permission to use, copy, and/or distribute any documentation and/or related images from this publication shall be expressly obtained from the NRMP.

Table of Contents

INTRODUCTION	3
ALL SPECIALTIES COMBINED	7
Anesthesiology	22
DERMATOLOGY	31
EMERGENCY MEDICINE	40
FAMILY MEDICINE	49
INTERNAL MEDICINE	58
INTERNAL MEDICINE/PEDIATRICS	67
NEUROLOGICAL SURGERY	76
NEUROLOGY	83
OBSTETRICS AND GYNECOLOGY	92
ORTHOPEDIC SURGERY	101
OTOLARYNGOLOGY	110
PATHOLOGY	115
PEDIATRICS	124
PHYSICAL MEDICINE AND REHABILITATION	133
PLASTIC SURGERY	142
PSYCHIATRY	
RADIOLOGY-DIAGNOSTIC	156
SURGERY-GENERAL	165

Introduction

In March 2021, The National Resident Matching Program® (NRMP) conducted a survey of applicants who participated in the Main Residency Match®. First administered in 2008, the Applicant Survey has been conducted biennially since 2009 with the primary purpose of characterizing the factors that applicants consider in (1) selecting programs to which to apply, and (2) ranking programs at which they have interviewed for the Main Residency Match.

The survey was sent to 42,546 applicants who certified a rank order list (ROL) 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 applicants' answers. Per NRMP policy, withdrawals from the Match must be completed by the Rank Order List Certification Deadline; however, between the ROL Certification Deadline and the time when the matching algorithm is processed, some applicants could still be withdrawn from the Match for reasons related to ineligibility or participation in an early Match. In 2021, 229 applicants with a certified a ROL were subsequently withdrawn from Match participation; they were not included in the denominator for calculating response rates. Of those 229 applicants, six completed the survey, but their responses were not included in the analysis sample for this report.

Survey

The 2021 Applicant Survey elicited information on:

Recruitment Cycle

Numbers of applications submitted, interview invitations received, interviews attended, and programs ranked in preferred specialty (specialty of the first program on the ROL) and, separately, in all other specialties where applicable

Program Characteristics

Program characteristics considered by applicants in selecting where to apply and which programs to place on the ROL and the perceived importance of those characteristics. New characteristics added to the 2021 Applicant Survey for applicants to consider included:

- Osteopathic Recognition status;
- o Residency-specific quality of life and wellness factors (e.g., presence of house staff union, jeopardy pool, sick and bereavement leave policies);
- Clinical duty requirements and resources for fulfilling them (e.g., rotation schedules and structures, structure/type of electronic health records, program-provided cell phone for workrelated calls); and
- o Immigration-related benefits (H-1B and J-1 visa sponsorship).

Ranking Strategy

Ranking strategies (e.g., ranking programs in order of true preferences, ranking one or more less competitive programs as a "safety net" or "fallback" plan);

Communication

Coercive or illegal questioning by program directors, faculty, staff, or other learners as defined by either:

- o Federal law (e.g., disability status; sexual orientation or gender identity; or religious affiliation, beliefs, practices); or
- o The NRMP's Match Participation Agreement (other programs applied to or interviewed with, ranking intentions).

Because of the extraordinary circumstances resulting from the COVID-19 pandemic and the consequent move to virtual recruitment and interviewing for residency positions for the 2020-2021 Match cycle, the NRMP also included in the Survey a set of items to query applicant experiences with the virtual recruitment process, including:

- Perceived stress, perceived readiness for, and comfort level with the virtual experience along with impact of the virtual experience on the number of programs applied to and ranked;
- Numbers of interviews attended virtually and in person; and
- Potential challenges related to the application, recruitment, ranking, and matching environments as introduced by reliance on virtual platforms

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. Similarly, results pertaining to prohibited/coercive inquiries will be reported separately.

To allow for robust questioning about the virtual experience while minimizing respondent burden, some items from prior administrations of the Applicant Survey were deleted in 2021. Deleted items targeted questions about the likelihood that applicants would pursue a range of strategies if they did not obtain a residency position in the Main Residency Match (e.g., participate in the Supplemental Offer and Acceptance Program (SOAP), seek graduate medical education outside the United States, engage in research for a year before reentering the Match). Future iterations of the survey will re-introduce questions about applicants' consideration of various fallback strategies.

Table 1. Preferred specialty- and applicant type-specific response rates are presented in **Table 1** below. The overall response rate across all applicant types was 21.0% (n = 8,895). As reflected in Table, the report presents survey results by applicant type for 18 specialties where at least 50 total responses were submitted. When each applicant type-defined subgroup was represented by at least 10 responses within a specialty, three subgroups were analyzed:

- U.S. MD seniors
- U.S. DO seniors
- All Other Applicant Types (U.S. MD graduates, U.S. DO graduates, U.S. citizen students and graduates of international medical schools (U.S. IMGs), non-U.S. citizen students and graduates of international medical schools (non-U.S. IMGs), students and graduates of Canadian medical schools, and Fifth Pathway applicants

Specialties for which analyses could be presented for all three subgroups include:

Anesthesiology Dermatology Emergency Medicine
Family Medicine Internal Medicine Internal Medicine/Pediatrics

Obstatica (Consequence of the part of th

Neurology Obstetrics/Gynecology Orthopedic Surgery

Pathology Pediatrics Physical Medicine and Rehabilitation

Psychiatry Radiology-Diagnostic Surgery-General

Applicant-type distributions for Neurological Surgery allowed for analyses of two subgroups (U.S. MD and DO seniors in one group, and All Other Applicant Types in a second group). Applicant-type distributions for Otolaryngology and Plastic Surgery only allowed for analyses of all applicant types combined.

The "All Other Specialties" category as reflected in **Table 1** combines 24 specialties, including 17 combined programs (e.g., Emergency Medicine/Anesthesiology, Pediatrics/Psychiatry/Child Psychiatry), where fewer than 50 total responses per specialty were submitted. Applicants who ranked Transitional Year or PGY-1 preliminary programs first on their rank order lists were considered to have "No Preferred Specialty." Respondents in the "All Other Specialties" and "No Preferred Specialty" categories are only included in analyses of all specialties combined.

Table 1. Distribution and Response Rates by Preferred Specialty and Applicant Type

		US MD Senior	s		US DO Seniors	<u> </u>	All O	ther Applicant	Types ¹
Specialty	Surveys Sent ²	Number Responding	Response Rate (%)	Surveys Sent	Number Responding	Response Rate (%)	Surveys Sent	Number Responding	Response Rate (%)
Anesthesiology	1380	273	19.8	482	96	19.9	673	91	13.5
Dermatology	499	91	18.2	64	10	15.6	154	16	10.4
Emergency Medicine	1951	439	22.5	931	220	23.6	517	74	14.3
Family Medicine	1541	329	21.3	1373	258	18.8	2155	364	16.9
Internal Medicine	3743	742	19.8	1515	254	16.8	6335	1525	24.1
Internal Medicine/Peds	350	104	29.7	67	21	31.3	62	17	27.4
Neurological Surgery	262	68	26.0	13	6	46.2	109	11	10.1
Neurology	538	120	22.3	140	33	23.6	560	145	25.9
Obstetrics/Gynecology	1257	373	29.7	309	78	25.2	343	58	16.9
Orthopedic Surgery	913	181	19.8	165	22	13.3	170	18	10.6
Otolaryngology	447	112	25.1	36	4	11.1	57	7	12.3
Pathology	199	57	28.6	55	13	23.6	514	145	28.2
Pediatrics	1778	434	24.4	535	111	20.7	948	272	28.7
Phys. Med. & Rehab.	284	49	17.3	237	45	19.0	122	14	11.5
Plastic Surg-Integrated	236	45	19.1	18	2	11.1	59	6	10.2
Psychiatry	1325	265	20.0	453	95	21.0	823	161	19.6
Radiology-Diagnostic	778	145	18.6	201	38	18.9	396	76	19.2
Surgery-General	1181	272	23.0	308	67	21.8	815	105	12.9
All Other Specialties	728	170	23.4	115	32	27.8	280	63	22.5
No preferred specialty ³	419	18	4.3	50	2	4.0	349	33	9.5
TOTAL	19,809	4287	21.6%	7067	1407	19.9	15441	3,201	20.7

¹ US MD graduates, US DO graduates, US citizen students and graduates of international medical schools (US IMG), non-US citizen students and graduates of international medical schools (non-US IMGs), students and graduates of Canadian medical schools, and Fifth Pathway applicants

² Excludes a total of 229 applicants withdrawn from the Match after the ROL Certification Deadline for reasons related to ineligibility or participation in an early Match

³ Applicants who listed Transitional Year or PGY-1 preliminary programs first on their rank order lists

Numbers of applications submitted, interview invitations received, interviews attended, and programs ranked were self-reported by respondents. Factors considered by applicants (and their mean importance) in selecting programs to which to apply and to place on their ROLs are presented within specialties by applicant type.

Summary of Results

Although there was some variability by applicant type, desired geographic location, perceived goodness of fit, quality of residents in the program, and work/life balance were among the factors that applicants considered most frequently when selecting programs to which to apply. Overall, goodness of fit, interview day experience, desired geographic location, and quality of residents in the program were the top four considerations in ranking programs for applicants of all types. Applicants also valued such factors as: program reputation; quality of educational curriculum and training, faculty and program director; and balance between faculty supervision and resident responsibility for patient care.

Findings indicate that applicants' consideration of different program characteristics likely is based in part on preferred specialty and what applicants may think is important to those specialties. As an example, when comparing the preferred specialties of Psychiatry and Orthopedic Surgery:

- 78 percent of U.S. MD seniors who preferred Psychiatry reported considering program flexibility to pursue electives and interests in deciding where to apply, whereas 48 percent of U.S. MD seniors who preferred Orthopedic Surgery reported considering the same factor.
- 47 percent of U.S. DO seniors who preferred Psychiatry reported considering career paths of recent program graduates in selecting programs for application, whereas 64 percent of U.S. DO seniors who preferred Orthopedic Surgery reported considering the same factor.
- 57 percent of all other applicants who preferred Psychiatry reported considering cultural, racial, ethnic, or gender diversity at the institution in their application decisions; in contrast only 33 percent of those preferring Orthopedic Surgery reported considering that factor.

Other Highlights:

- The median numbers of applications submitted by U.S. DO seniors and by Other Applicant Types
 were higher than for U.S. MD seniors, regardless of matched status; as a group, unmatched
 applicants applied to modestly more programs than matched applicants.
- U.S. MD and DO seniors were offered and attended considerably more interviews than Other Applicant Types, regardless of match status.
- Matched U.S. MD and DO seniors obtained similar numbers of interviews; however, unmatched U.S. MD seniors obtained more interviews than unmatched U.S. DO seniors.
- The largest numbers of applications were submitted to Orthopedic Surgery, Plastic Surgery,
 Otolaryngology, Dermatology, and Neurological Surgery. However, broadly consistent with results
 from previous Applicant Surveys, the numbers of interviews obtained and programs ranked in those
 specialties (with the exception of Neurological Surgery) were generally comparable to other
 specialties.

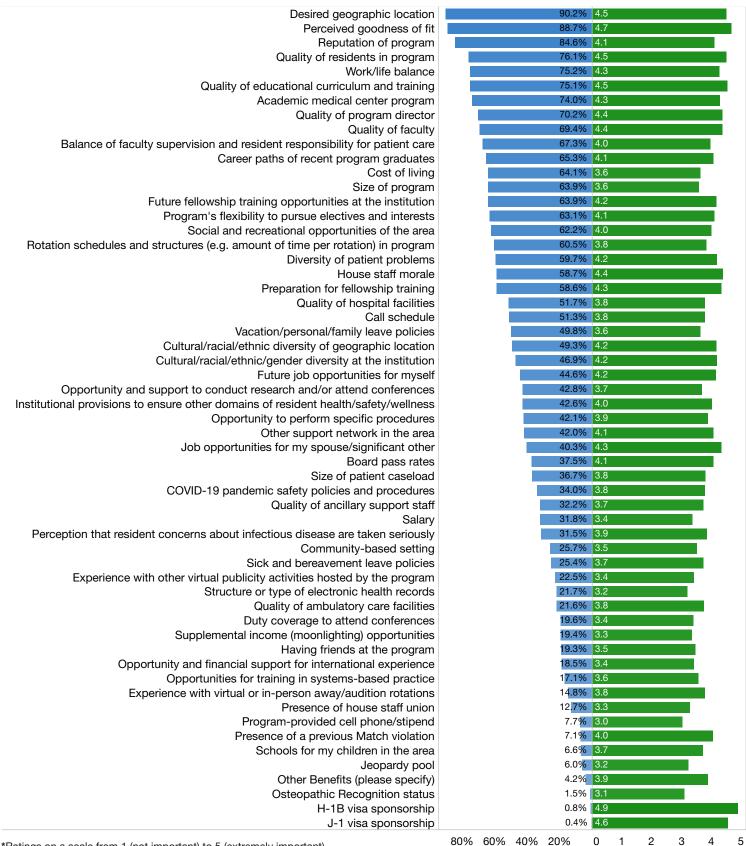
The NRMP hopes that applicants, program directors, medical school officials, and faculty advisors find these data useful as they prepare for and participate in the Main Residency Match.

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 Combined
Total n = 8,895

All Specialties

Percent of <u>U.S. MD Seniors</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Selecting Programs for *Application*



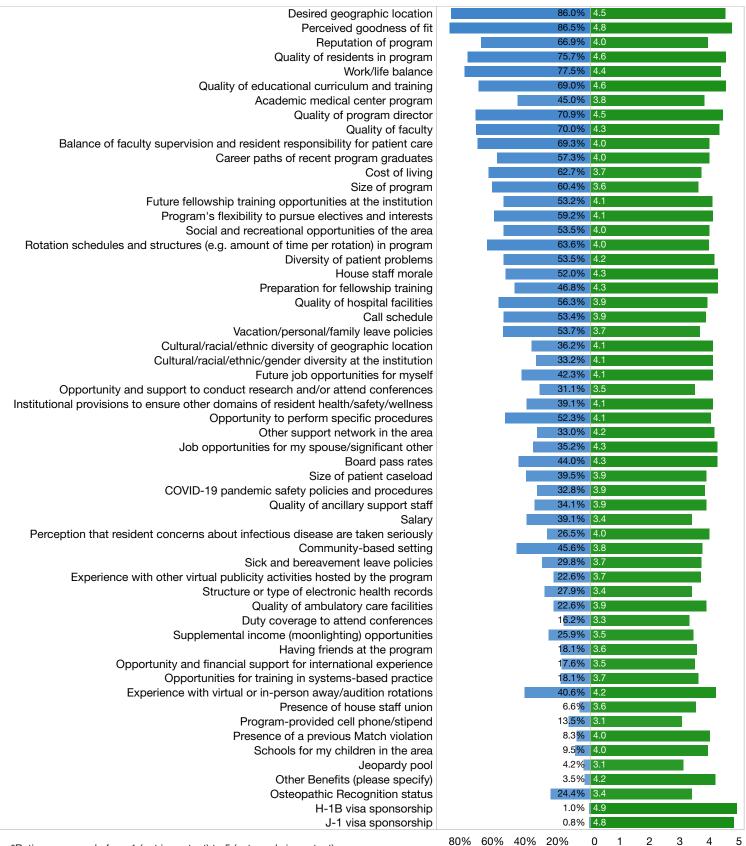
^{*}Ratings on a scale from 1 (not important) to 5 (extremely important)

Percent Citing Factor

Average Rating

All Specialties

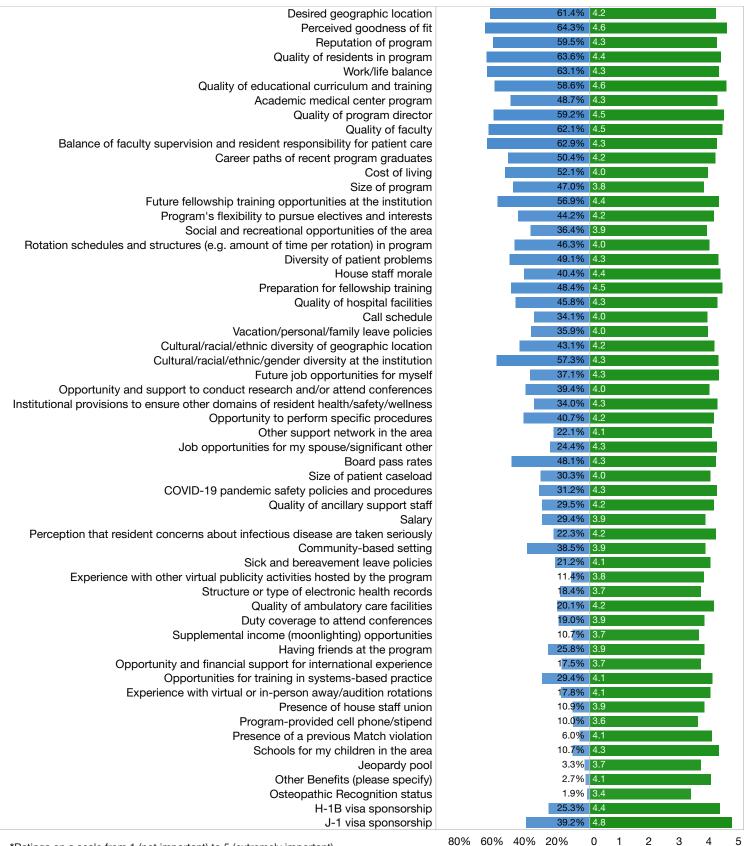
Percent of <u>U.S. DO Seniors</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Selecting Programs for *Application*



^{*}Ratings on a scale from 1 (not important) to 5 (extremely important)

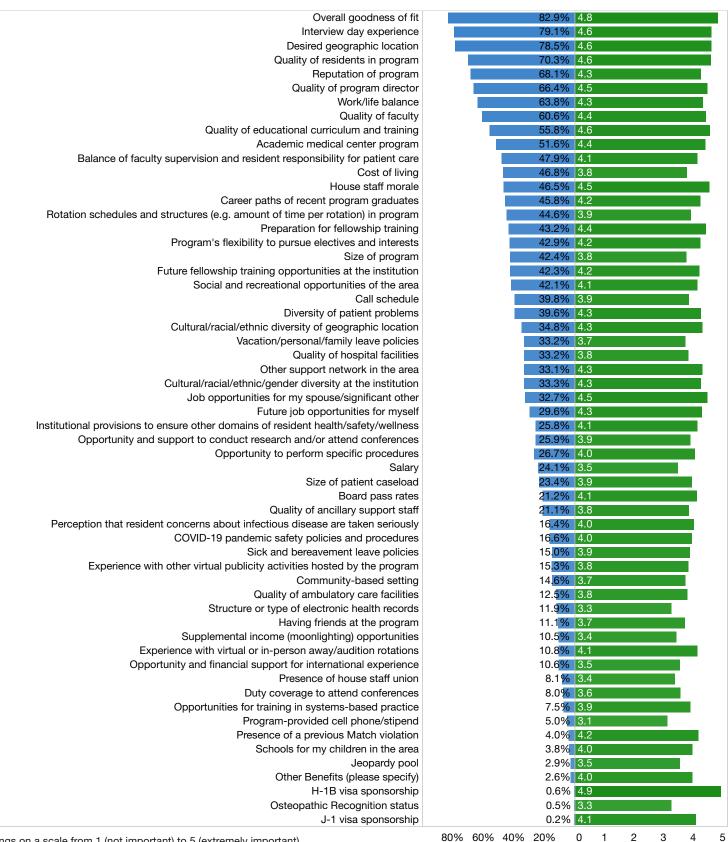
All Specialties

Percent of <u>Other Applicant Types</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Selecting Programs for <u>Application</u>



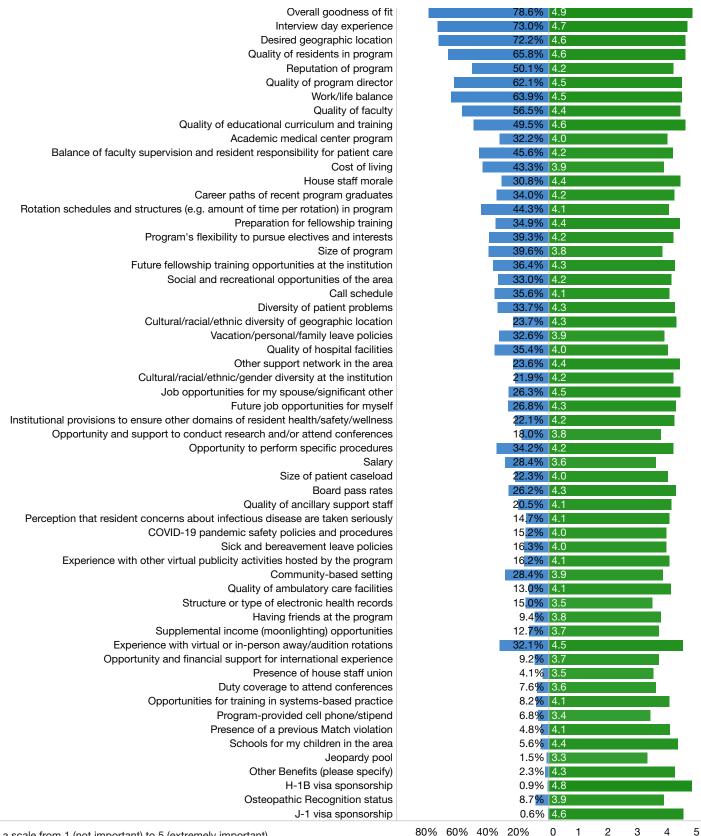
All Specialties

Percent of <u>U.S. MD Seniors</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Ranking Programs



All Specialties

Percent of <u>U.S. DO Seniors</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Ranking Programs



^{*}Ratings on a scale from 1 (not important) to 5 (extremely important)

All Specialties

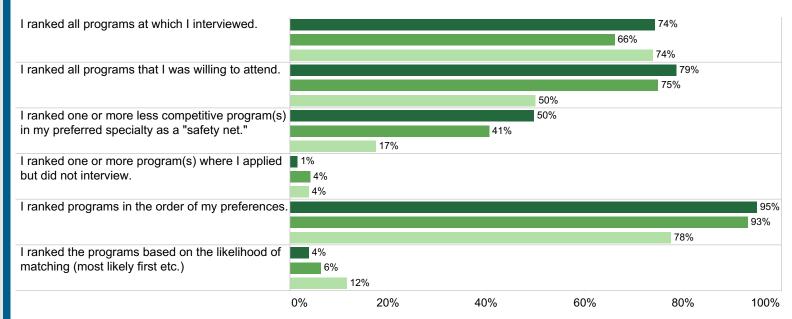
Percent of Other Applicant Types Citing Each Factor and Mean Importance Rating* for Each Factor in **Ranking Programs**

Overall goodness of fit	63.6% 4.8
Interview day experience	64.2% 4.7
Desired geographic location	50.6% 4.5
Quality of residents in program	49.6% 4.5
Reputation of program	46.9% 4.4
Quality of program director	49.4% 4.6
Work/life balance	49.6% 4.4
Quality of faculty	48.5% 4.5
Quality of educational curriculum and training	41.2% 4.6
Academic medical center program	37.6% 4.4
Balance of faculty supervision and resident responsibility for patient care	42.7% 4.3
Cost of living	39.8% 4.1
House staff morale	27.1% 4.5
Career paths of recent program graduates	35.5% 4.4
Rotation schedules and structures (e.g. amount of time per rotation) in program	31.2% 4.2
Preparation for fellowship training	37.5% 4.5
Program's flexibility to pursue electives and interests	28.7% 4.3
Size of program	32.9% 4.1
Future fellowship training opportunities at the institution	41.5% 4.5
Social and recreational opportunities of the area	23.1% 4.1
Call schedule	22.9% 4.1
Diversity of patient problems	33.8% 4.4
Cultural/racial/ethnic diversity of geographic location	30.0% 4.3
Vacation/personal/family leave policies	22.1% 4.2
Quality of hospital facilities	32.8% 4.3
Other support network in the area	14.6% 4.4
Cultural/racial/ethnic/gender diversity at the institution	35.5% 4.4
Job opportunities for my spouse/significant other	18.2% 4.5
Future job opportunities for myself	24.8% 4.5
stitutional provisions to ensure other domains of resident health/safety/wellness	20.4% 4.3
Opportunity and support to conduct research and/or attend conferences	24.4% 4.2
Opportunity to perform specific procedures	25.5% 4.3
Salary	21.3% 4.0
Size of patient caseload	19.4% 4.2
Board pass rates	34.6% 4.3
Quality of ancillary support staff	18.7% 4.4
Perception that resident concerns about infectious disease are taken seriously	13. <mark>3%</mark> 4.4
COVID-19 pandemic safety policies and procedures	17.5% 4.4
Sick and bereavement leave policies	11.5% 4.3
Experience with other virtual publicity activities hosted by the program	9.8 <mark>%</mark> 4.2
Community-based setting	24.0% 4.1
Quality of ambulatory care facilities	13. <mark>5%</mark> 4.3
Structure or type of electronic health records	10.0 <mark>%</mark> 3.9
Having friends at the program	14.5% 4.1
Supplemental income (moonlighting) opportunities	4.8% 3.8
Experience with virtual or in-person away/audition rotations	12.9% 4.4
Opportunity and financial support for international experience	10.5 <mark>%</mark> 4.1
Presence of house staff union	6.0% 4.3
Duty coverage to attend conferences	10.3% 4.1
Opportunities for training in systems-based practice	16.6% 4.3
Program-provided cell phone/stipend	6.5% 3.8
Presence of a previous Match violation	3.8% 4.4
Schools for my children in the area	6.9% 4.5
Jeopardy pool	1.4% 4.4
. , .	
Other Benefits (please specify)	1.5% 4.5
H-1B visa sponsorship	17.8% 4.5
Osteopathic Recognition status	1.2% 3.6
J-1 visa sponsorship	30.0% 4.8

^{*}Ratings on a scale from 1 (not important) to 5 (extremely important)

All Specialties

Percentage of Applicants Citing Different Ranking Strategies by Applicant Type



US MD Seniors

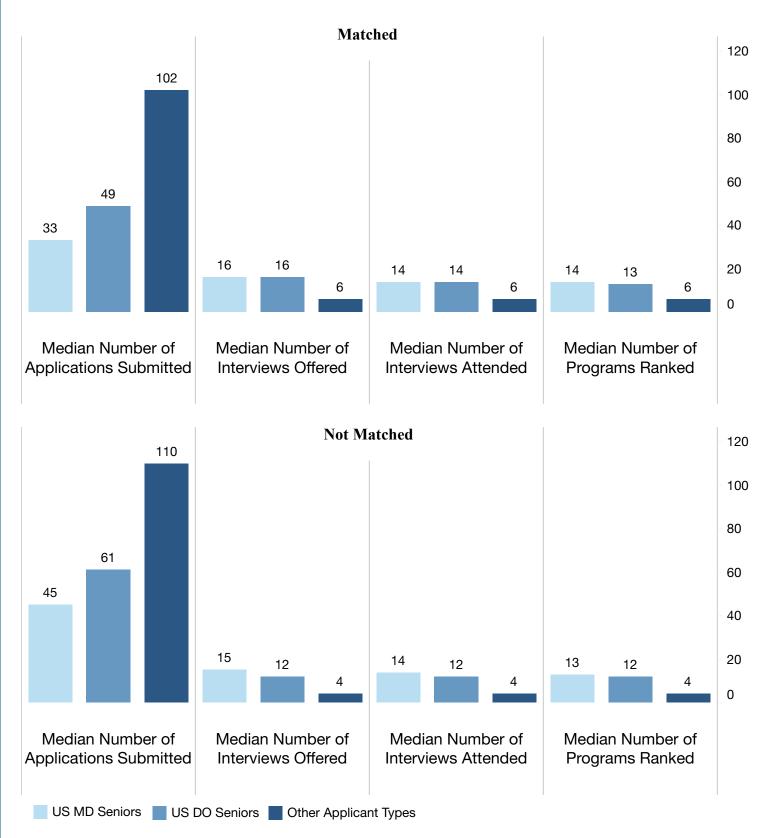
US DO Seniors

Other Applicant Types

Figure 8

All Specialties

Median Number of Applications, Interviews, and Programs Ranked by Applicant Type and Match Outcome*

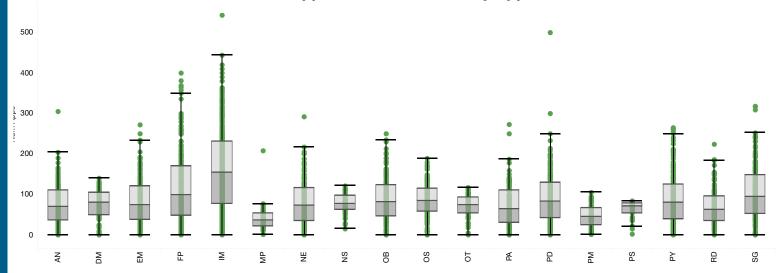


^{*}Match outcome is based on preferred specialty (i.e., specialty listed first on rank order list of programs, excluding preliminary programs).

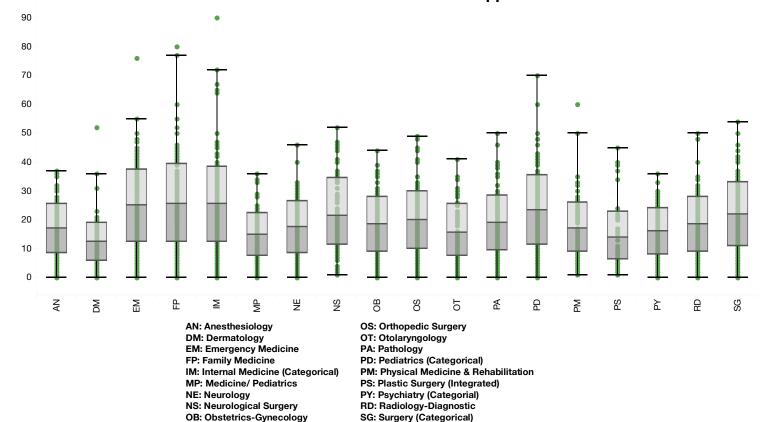
All Specialties

Applications, Interviews Offered and Attended, and Ranks in Preferred Specialty† By Preferred Specialty

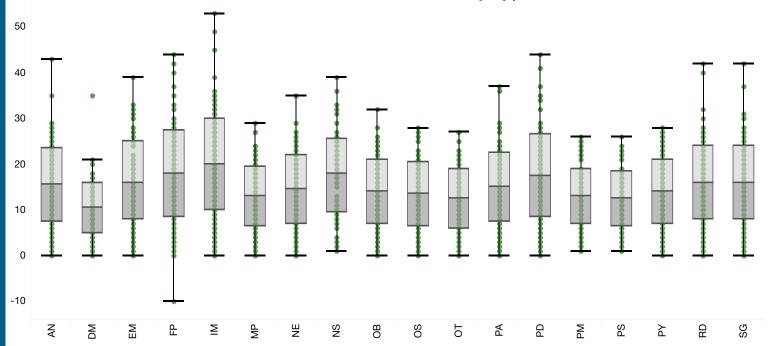




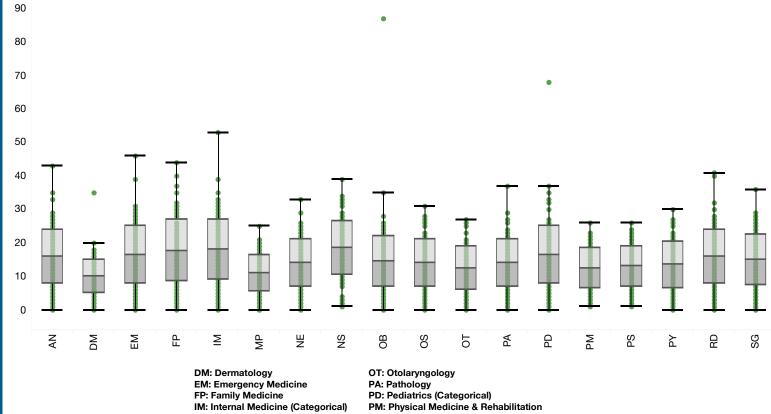
Number of Interviews Offered to Applicants



Number of Interviews Attended by Applicants



Number of Programs Ranked by Applicants



MP: Medicine/ Pediatrics

NE: Neurology

NS: Neurological Surgery

OB: Obstetrics-Gynecology

PS: Plastic Surgery (Integrated)

PY: Psychiatry (Categorial)

RD: Radiology-Diagnostic

SG: Surgery (Categorical)

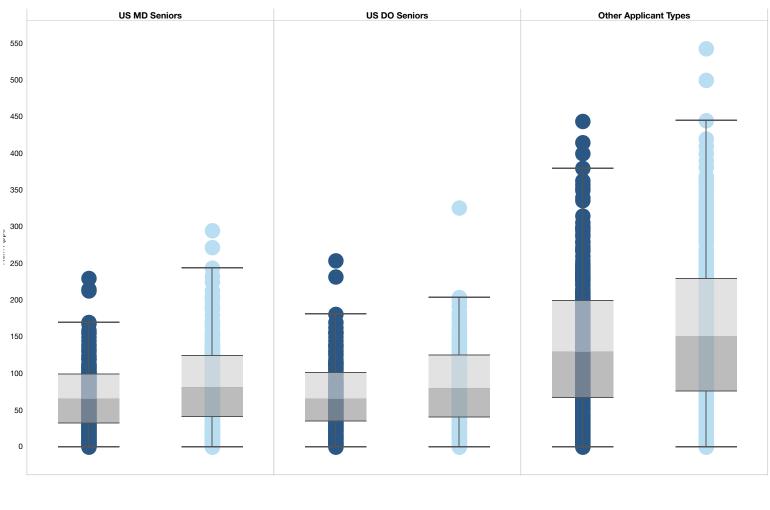
All Specialties

Matched

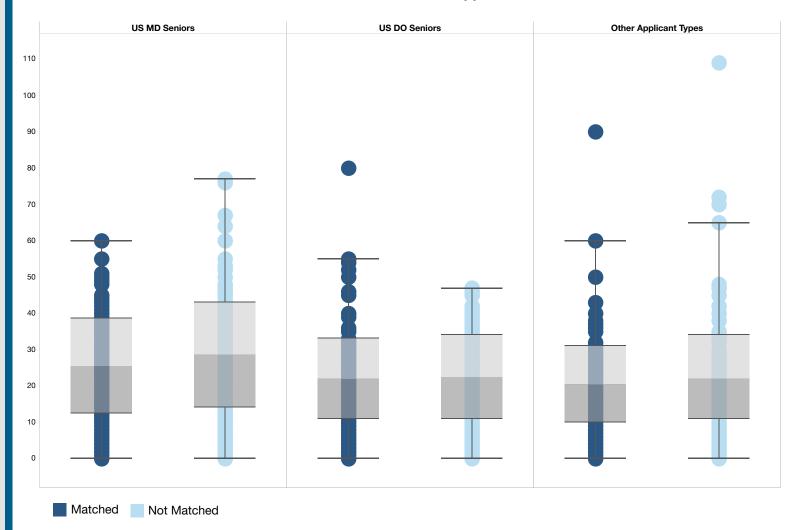
Not Matched

Applications, Interviews Offered and Attended, and Ranks in Preferred Specialty by Applicant Type and Match Outcome

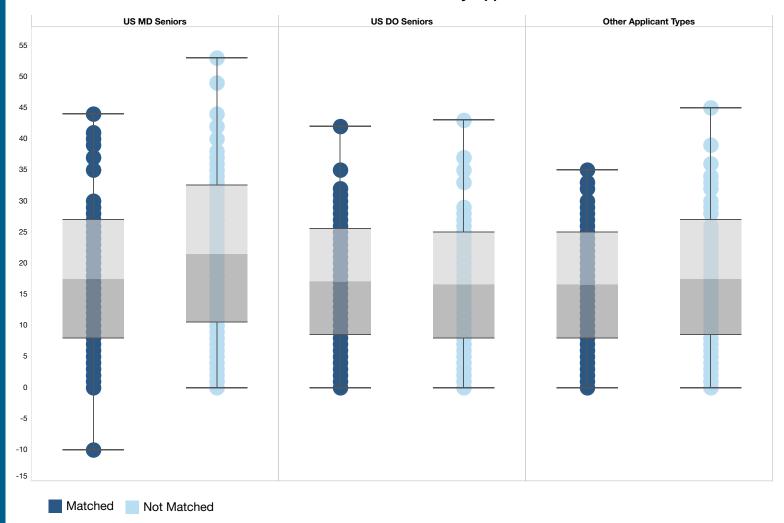
Number of Applications Submitted by Applicants



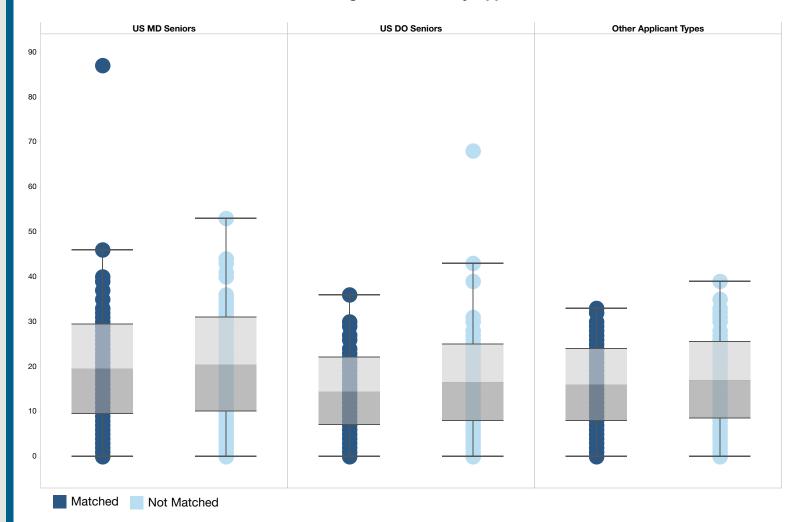
Number of Interviews Offered to Applicants



Number of Interviews Attended by Applicants



Number of Programs Ranked by Applicants

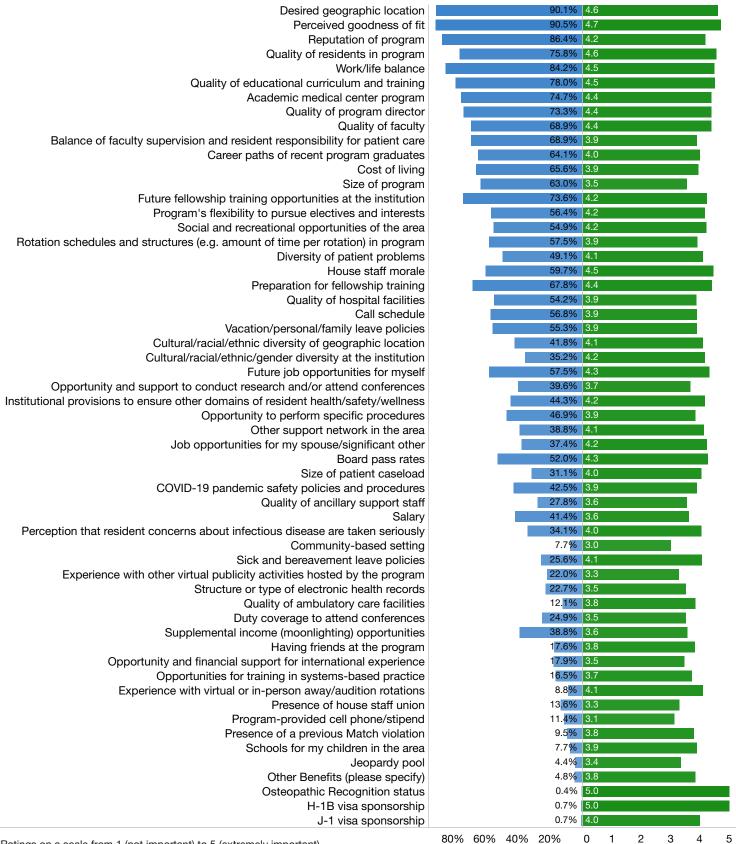


Anesthesiology

Total n = 460

Anesthesiology

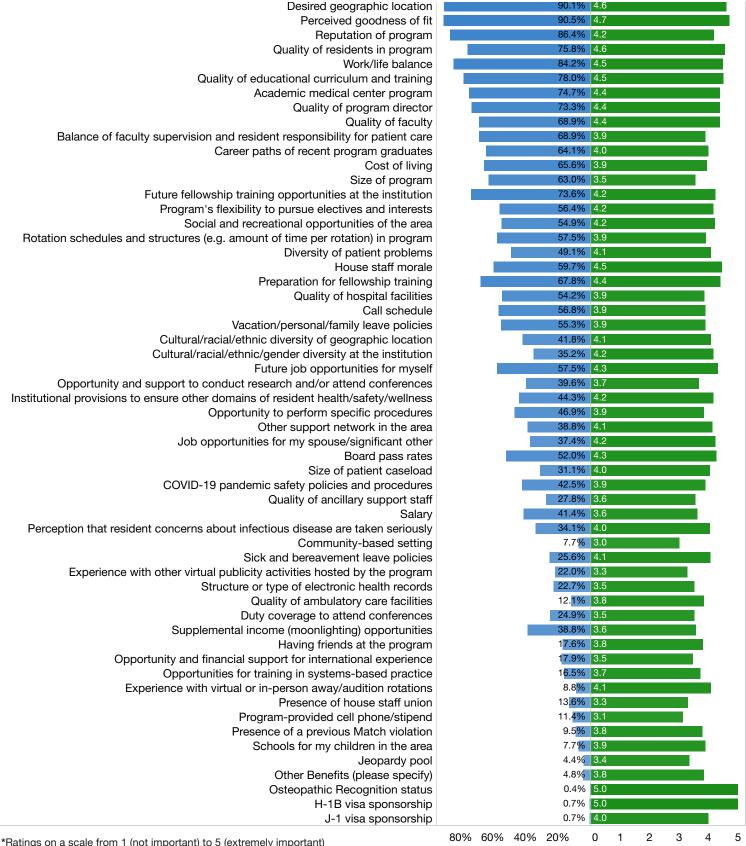
Percent of <u>U.S. MD Seniors</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Selecting Programs for *Application*



^{*}Ratings on a scale from 1 (not important) to 5 (extremely important)

Anesthesiology

Percent of U.S. DO Seniors Citing Each Factor and Mean Importance Rating* for Each Factor in Selecting **Programs for Application**



^{*}Ratings on a scale from 1 (not important) to 5 (extremely important)

Percent Citing Factor

Average Rating

Anesthesiology

Percent of Other Applicant Types Citing Each Factor and Mean Importance Rating* for Each Factor in **Selecting Programs for Application**

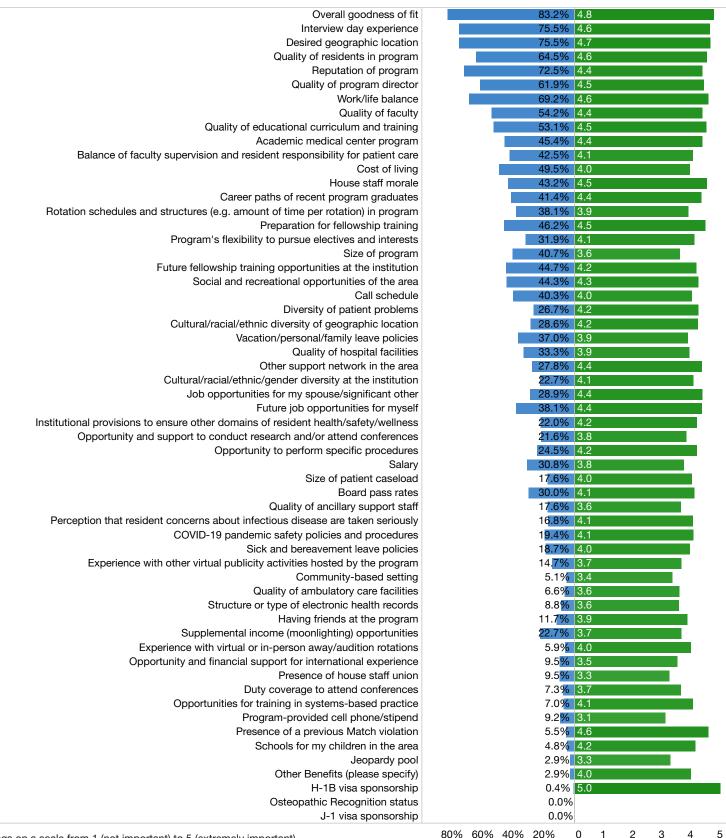
*Ratings on a scale from 1 (not important) to 5 (extremely important)	80% 60% 40% 20% 0 1 2 3 4 5
J-1 visa sponsorship	27.5% 4.6
H-1B visa sponsorship	
Osteopathic Recognition status	1.1% 5.0
Other Benefits (please specify)	
Jeopardy pool	1.1% 4.0
Schools for my children in the area	
Presence of a previous Match violation	
Program-provided cell phone/stipend	13. <mark>2%</mark> 3.6
Presence of house staff union	
Experience with virtual or in-person away/audition rotations	14.3% 4.1
Opportunities for training in systems-based practice	23.1% 3.6
Opportunity and financial support for international experience	
Having friends at the program	
Supplemental income (moonlighting) opportunities	
Duty coverage to attend conferences	18.7% 3.8
Quality of ambulatory care facilities	12.1% 4.1
Structure or type of electronic health records	13.2% 3.7
Experience with other virtual publicity activities hosted by the program	
Sick and bereavement leave policies	
Perception that resident concerns about infectious disease are taken seriously Community-based setting	
Salary Perception that resident concerns about infectious disease are taken seriously	
Quality of ancillary support staff	
COVID-19 pandemic safety policies and procedures	28.6% 4.2
Size of patient caseload	36.3% 4.0
Board pass rates	53.8% 4.4
Job opportunities for my spouse/significant other	
Other support network in the area	16.5% 4.4
Opportunity to perform specific procedures	
Institutional provisions to ensure other domains of resident health/safety/wellness	33.0% 4.4
Opportunity and support to conduct research and/or attend conferences	34.1% 3.8
Future job opportunities for myself	
Cultural/racial/ethnic/gender diversity at the institution	
Cultural/racial/ethnic diversity of geographic location	
Vacation/personal/family leave policies	30.8% 3.9
Call schedule	35.2% 4.1
Quality of hospital facilities	45.1% 4.4
Preparation for fellowship training	57.1% 4.5
House staff morale	
Diversity of patient problems	
Rotation schedules and structures (e.g. amount of time per rotation) in program	
Social and recreational opportunities of the area	
Program's flexibility to pursue electives and interests	
Future fellowship training opportunities at the institution	
Size of program	
Cost of living	52.7% 3.8
Career paths of recent program graduates	54.9% 4.3
Balance of faculty supervision and resident responsibility for patient care	
Quality of faculty	
Quality of program director	
Academic medical center program	
Quality of educational curriculum and training	
Work/life balance	
Quality of residents in program	
Reputation of program	
Perceived goodness of fit	64.8% 4.5
Desired geographic location	62.6% 4.3

^{*}Ratings on a scale from 1 (not important) to 5 (extremely important)

Percent Citing Factor Average Rating

Anesthesiology

Percent of <u>U.S. MD Seniors</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Ranking Programs



Anesthesiology Percent of <u>U.S. DO Seniors</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Ranking Programs

Overall goodness of fit	72.9% 4.8
Interview day experience	70.8% 4.6
Desired geographic location	77.1% 4.6
Quality of residents in program	64.6% 4.6
Reputation of program	63.5% 4.3
Quality of program director	64.6% 4.4
Work/life balance	72.9% 4.6
Quality of faculty	55.2% 4.3
Quality of educational curriculum and training	46.9% 4.5
Academic medical center program	45.8% 4.2
Balance of faculty supervision and resident responsibility for patient care	45.8% 4.0
Cost of living	50.0% 3.9
House staff morale	28.1% 4.4
Career paths of recent program graduates	37.5% 4.5
Rotation schedules and structures (e.g. amount of time per rotation) in program	35.4% 4.0
Preparation for fellowship training	43.8% 4.4
Program's flexibility to pursue electives and interests	28.1% 3.7
Size of program	43.8% 3.6
Future fellowship training opportunities at the institution	47.9% 4.4
Social and recreational opportunities of the area	34.4% 4.1
Call schedule	38.5% 4.1
Diversity of patient problems	22.9% 4.4
Cultural/racial/ethnic diversity of geographic location	19.8% 4.4
Vacation/personal/family leave policies	36.5% 4.0
Quality of hospital facilities	30.2% 3.7
Other support network in the area	24.0% 4.3
Cultural/racial/ethnic/gender diversity at the institution	16.7% 4.2
Job opportunities for my spouse/significant other	29.2% 4.0
Future job opportunities for myself	33.3% 4.3
Institutional provisions to ensure other domains of resident health/safety/wellness	12.5% 3.7
Opportunity and support to conduct research and/or attend conferences	16.7% 3.3
Opportunity to perform specific procedures	29.2% 4.0
Salary	21.9% 3.7
Size of patient caseload	16.7% 3.9
Board pass rates	36.5% 4.6
Quality of ancillary support staff	12.5% 4.1
Perception that resident concerns about infectious disease are taken seriously	19.8% 3.7
COVID-19 pandemic safety policies and procedures	18.8%
Sick and bereavement leave policies	15,6% 4.0
Experience with other virtual publicity activities hosted by the program	13. <mark>5% 4.2</mark>
Community-based setting	5.2% 2.8
Quality of ambulatory care facilities	6.3% 4.2
Structure or type of electronic health records	13. <mark>5%</mark> 3.4
Having friends at the program	8.3% 3.4
Supplemental income (moonlighting) opportunities	19.8% 3.4
Experience with virtual or in-person away/audition rotations	21.9% 4.2
Opportunity and financial support for international experience	9.4 <mark>%</mark> 3.6
Presence of house staff union	6.3% 3.0
Duty coverage to attend conferences	10.4 <mark>%</mark> 3.0
Opportunities for training in systems-based practice	7.3% 4.3
Program-provided cell phone/stipend	8.3 <mark>% 3.8</mark>
Presence of a previous Match violation	6.3% 3.2
Schools for my children in the area	3.1% 5.0
Jeopardy pool	0.0%
Other Benefits (please specify)	2.1% 5.0
H-1B visa sponsorship	1.0% 5.0
Osteopathic Recognition status	2.1% 5.0
J-1 visa sponsorship	1.0% 3.0
0 1 100 30013013110	1.070 0.0

^{*}Ratings on a scale from 1 (not important) to 5 (extremely important)

Anesthesiology

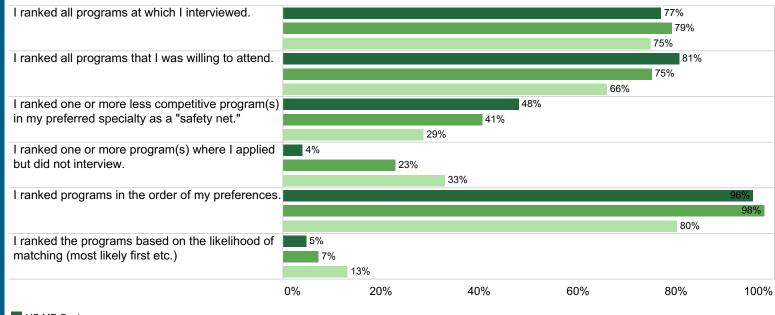
Percent of <u>Other Applicant Types</u> Citing Each Factor and Mean Importance Rating* for Each Factor in **Ranking Programs**

Overall goodness of fit	57.1% 4.8
Interview day experience	57.1% 4.5
Desired geographic location	49.5% 4.4
Quality of residents in program	47.3% 4.7
Reputation of program	51.6% 4.4
Quality of program director	51.6% 4.7
Work/life balance	40.7% 4.7
Quality of faculty	44.0% 4.6
Quality of educational curriculum and training	38.5% 4.7
Academic medical center program	40.7% 4.6
Balance of faculty supervision and resident responsibility for patient care	40.7% 4.3
Cost of living	26.4% 4.0
House staff morale	34.1% 4.7
Career paths of recent program graduates	39.6% 4.5
Rotation schedules and structures (e.g. amount of time per rotation) in program	22.0% 4.2
Preparation for fellowship training	36.3% 4.6
Program's flexibility to pursue electives and interests	18.7% 4.3
Size of program	25.3% 4.3
Future fellowship training opportunities at the institution	44.0% 4.4
Social and recreational opportunities of the area	20.9% 3.9
Call schedule	24.2% 4.2
Diversity of patient problems	30.8% 4.6
Cultural/racial/ethnic diversity of geographic location	23.1% 4.5
Vacation/personal/family leave policies	24.2% 4.0
Quality of hospital facilities	31.9% 4.4
Other support network in the area	14.3% 4.8
Cultural/racial/ethnic/gender diversity at the institution	26.4% 4.6
Job opportunities for my spouse/significant other	25.3% 4.6
Future job opportunities for myself	27.5% 4.7
stitutional provisions to ensure other domains of resident health/safety/wellness	25.3% 4.0
Opportunity and support to conduct research and/or attend conferences	17.6% 3.9
Opportunity to perform specific procedures	22.0% 4.4
Salary	16.5% 4.1
Size of patient caseload	17.6% 4.5
Board pass rates	31.9% 4.4
Quality of ancillary support staff	12.1% 4.3
Perception that resident concerns about infectious disease are taken seriously	16.5% 4.1
COVID-19 pandemic safety policies and procedures	14.3% 4.3
Sick and bereavement leave policies	13.2% 4.4
Experience with other virtual publicity activities hosted by the program	11.0% 4.6
Community-based setting	12.1% 4.3
Quality of ambulatory care facilities	8.8 <mark>%</mark> 4.4
Structure or type of electronic health records	7.7 <mark>%</mark> 4.3
Having friends at the program	15.4% 3.8
Supplemental income (moonlighting) opportunities	8.8 <mark>%</mark> 4.5
Experience with virtual or in-person away/audition rotations	14. <mark>3%</mark> 4.5
Opportunity and financial support for international experience	8.8% 4.1
Presence of house staff union	4.4% 4.3
Duty coverage to attend conferences	6.6% 4.0
Opportunities for training in systems-based practice	14.3% 4.5
Program-provided cell phone/stipend	8.8% 3.9
Presence of a previous Match violation	1.1% 5.0
Schools for my children in the area	7.7% 4.9
Jeopardy pool	1.1% 5.0
Other Benefits (please specify)	2.2% 5.0
H-1B visa sponsorship	13. <mark>2% 4.7</mark>
Osteopathic Recognition status	1.1% 4.0
Osteopatriic riecognition status	20.9% 4.7

^{*}Ratings on a scale from 1 (not important) to 5 (extremely important)

Anesthesiology

Percentage of Applicants Citing Different Ranking Strategies by Applicant Type

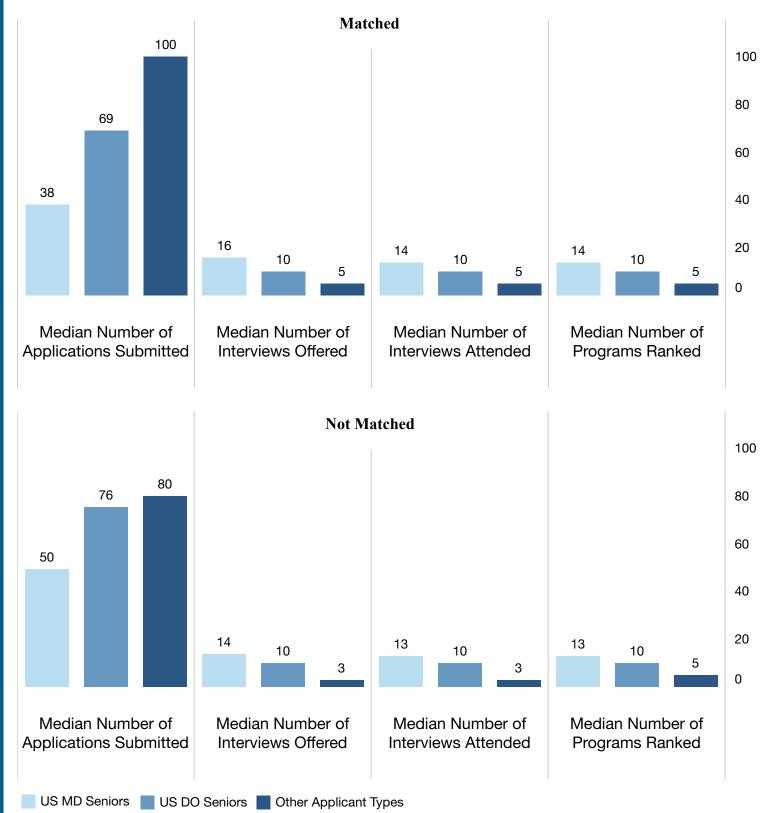


US MD Seniors
US DO Seniors

Other Applicant Types

Anesthesiology

Median Number of Applications, Interviews, and Programs Ranked by Applicant Type and Match Outcome*

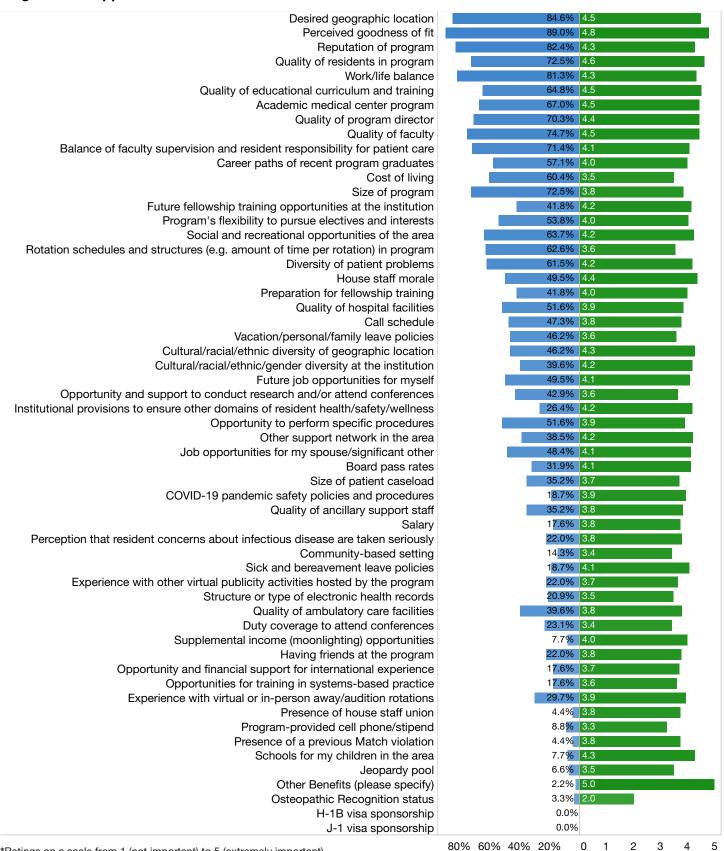


^{*}Match outcome is based on preferred specialty (i.e., specialty listed first on rank order list of programs, excluding preliminary programs).

Dermatology Total n = 117

Dermatology

Percent of <u>U.S. MD Seniors</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Selecting Programs for *Application*

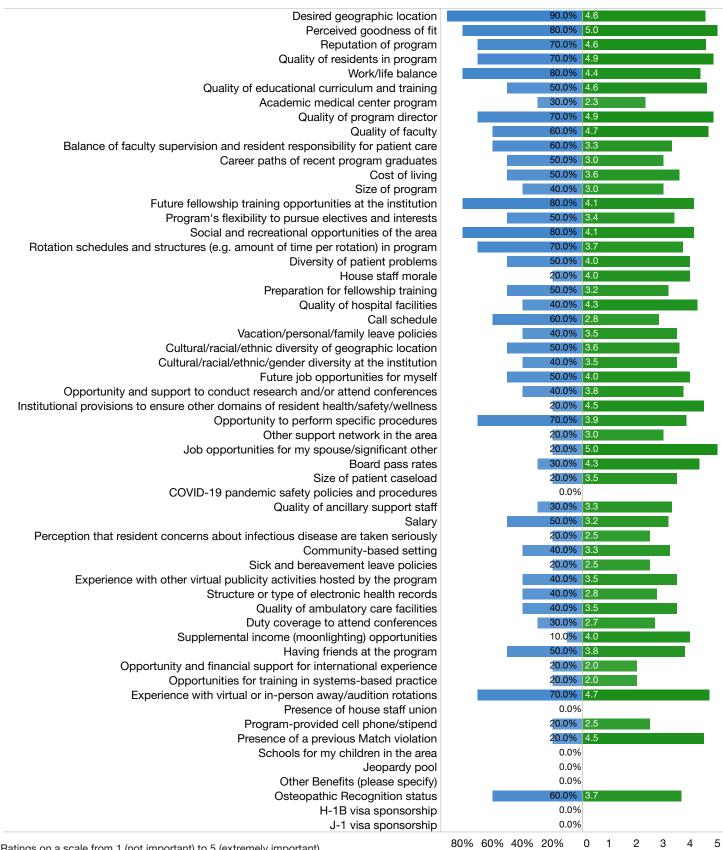


^{*}Ratings on a scale from 1 (not important) to 5 (extremely important)

Percent Citing Factor Average Rating

Dermatology

Percent of U.S. DO Seniors Citing Each Factor and Mean Importance Rating* for Each Factor in Selecting **Programs for Application**

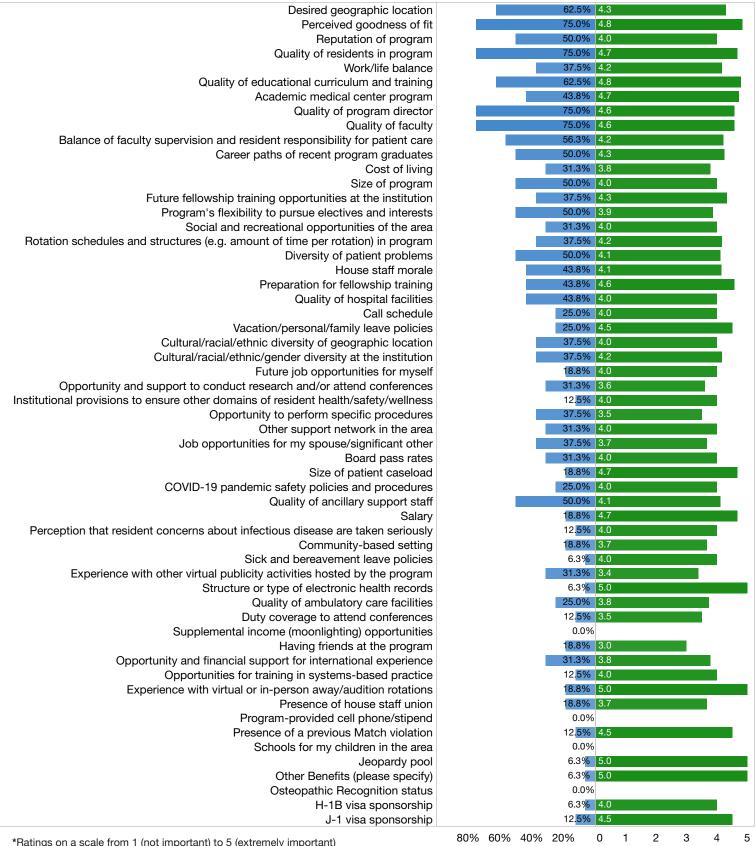


^{*}Ratings on a scale from 1 (not important) to 5 (extremely important)

Percent Citing Factor Average Rating

Dermatology

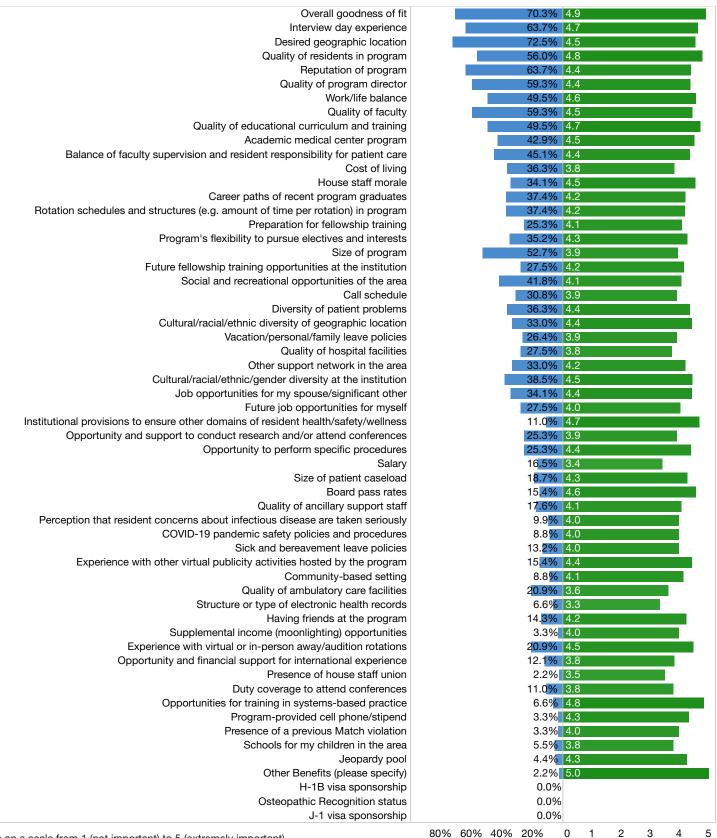
Percent of Other Applicant Types Citing Each Factor and Mean Importance Rating* for Each Factor in Selecting Programs for Application



^{*}Ratings on a scale from 1 (not important) to 5 (extremely important)

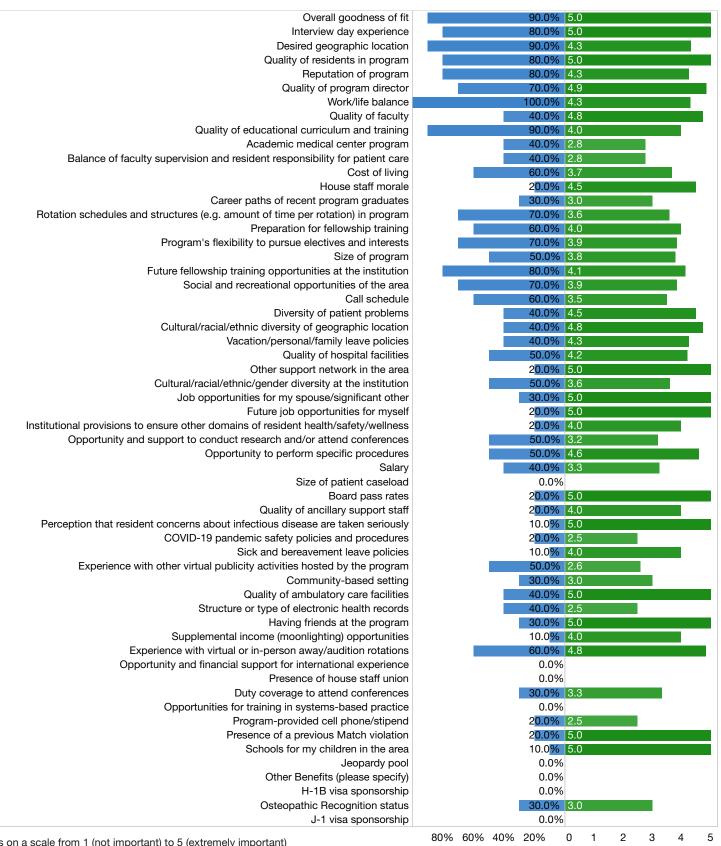
Dermatology

Percent of <u>U.S. MD Seniors</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Ranking Programs



Dermatology

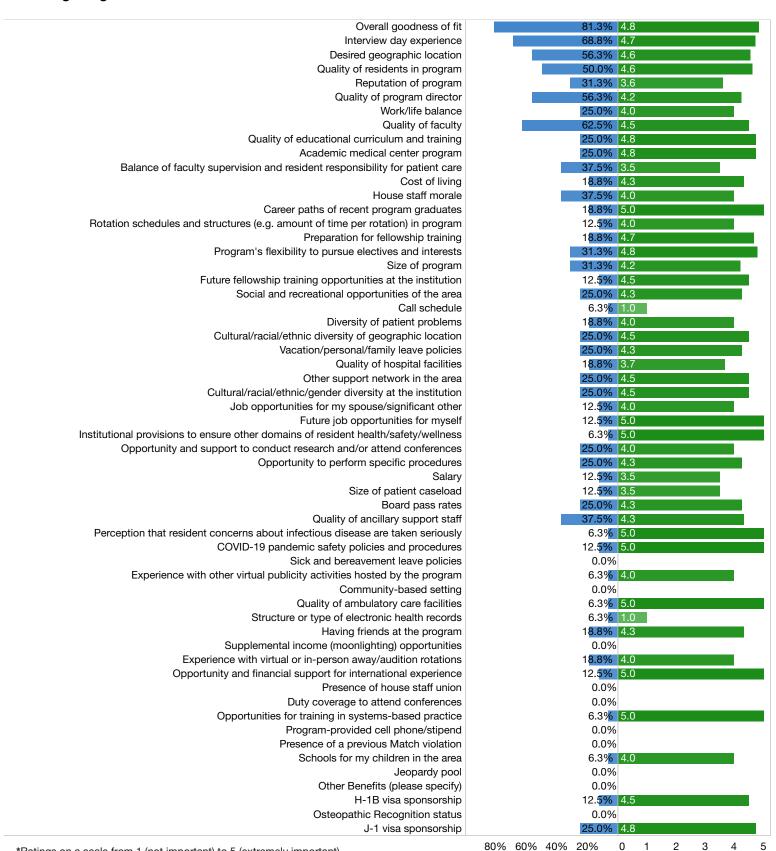
Percent of U.S. DO Seniors Citing Each Factor and Mean Importance Rating* for Each Factor in Ranking **Programs**



^{*}Ratings on a scale from 1 (not important) to 5 (extremely important)

Dermatology

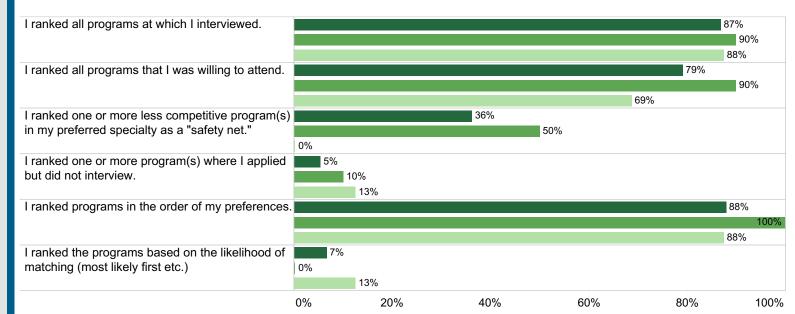
Percent of <u>Other Applicant Types</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Ranking Programs



^{*}Ratings on a scale from 1 (not important) to 5 (extremely important)

Dermatology

Percentage of Applicants Citing Different Ranking Strategies by Applicant Type

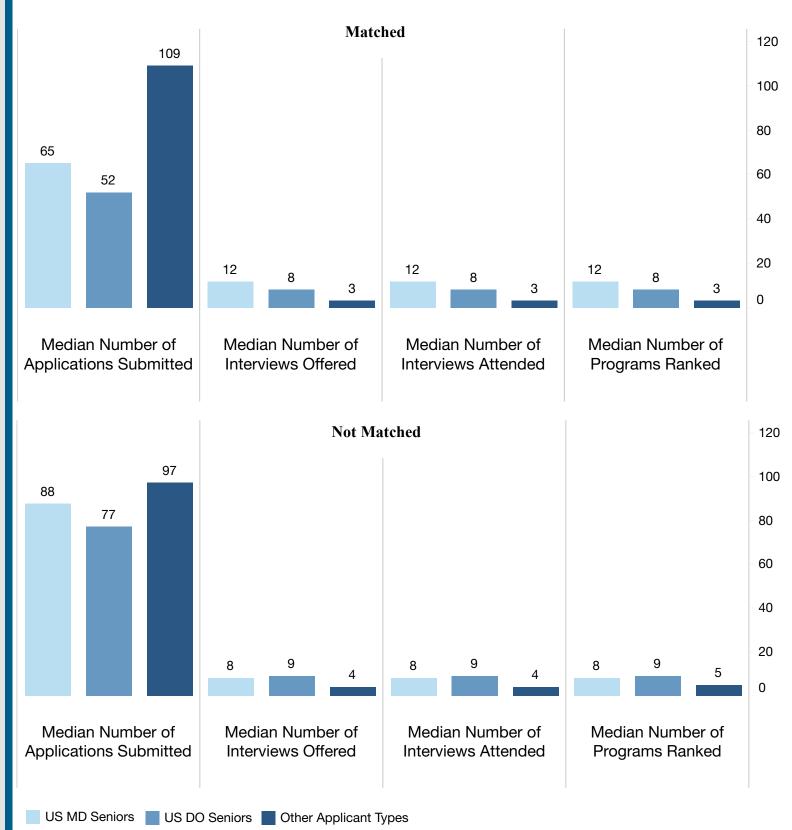


US MD Seniors
US DO Seniors

Other Applicant Types

Dermatology

Median Number of Applications, Interviews, and Programs Ranked by Applicant Type and Match Outcome*

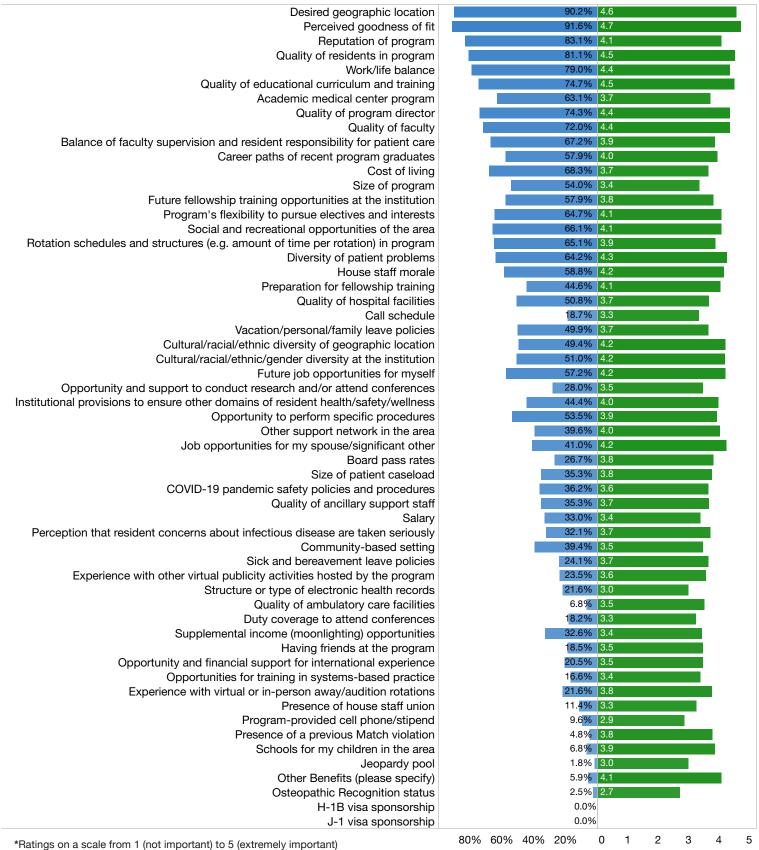


^{*}Match outcome is based on preferred specialty (i.e., specialty listed first on rank order list of programs, excluding preliminary programs).

Emergency Medicine Total n = 733

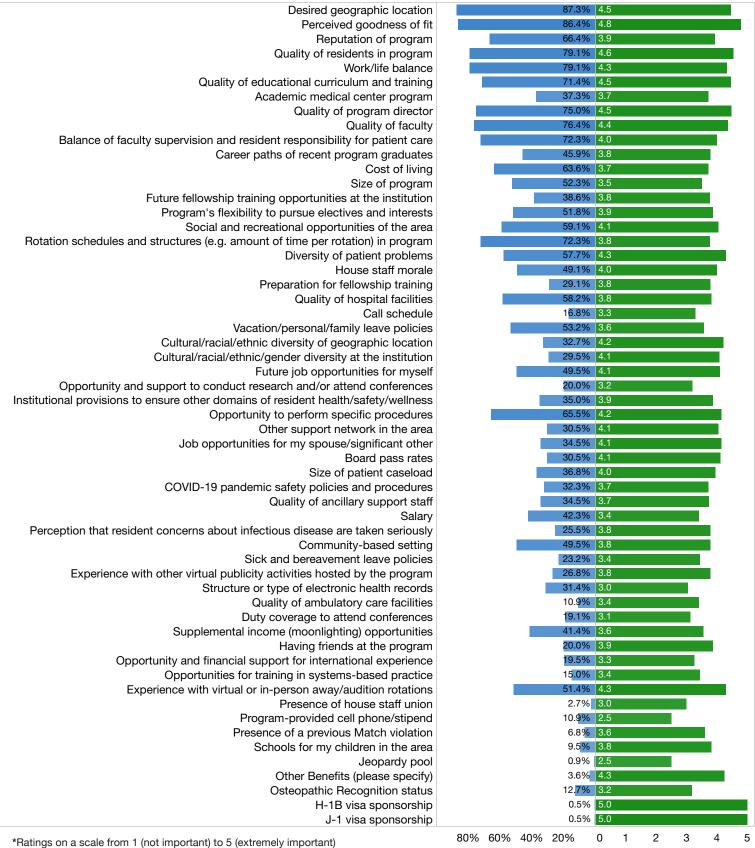
Emergency Medicine

Percent of U.S. MD Seniors Citing Each Factor and Mean Importance Rating* for Each Factor in Selecting **Programs for Application**



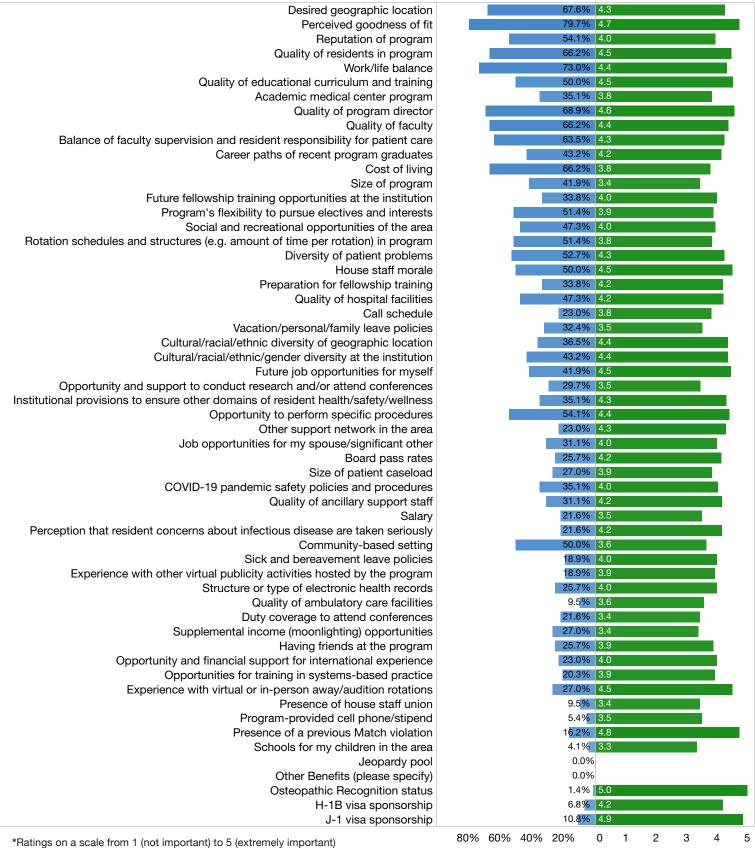
Emergency Medicine

Percent of U.S. DO Seniors Citing Each Factor and Mean Importance Rating* for Each Factor in Selecting **Programs for Application**



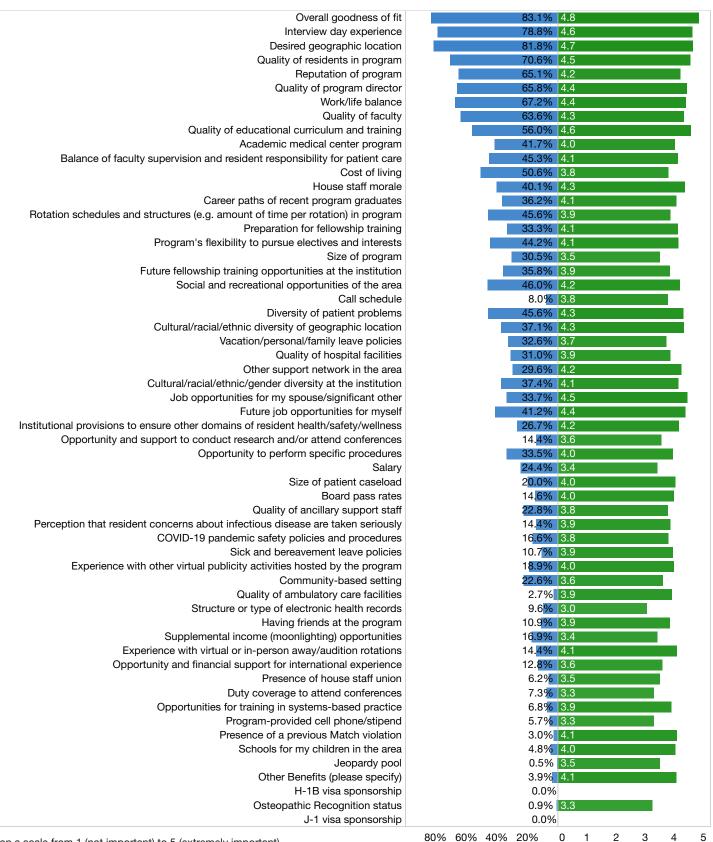
Emergency Medicine

Percent of Other Applicant Types Citing Each Factor and Mean Importance Rating* for Each Factor in Selecting Programs for Application



Emergency Medicine

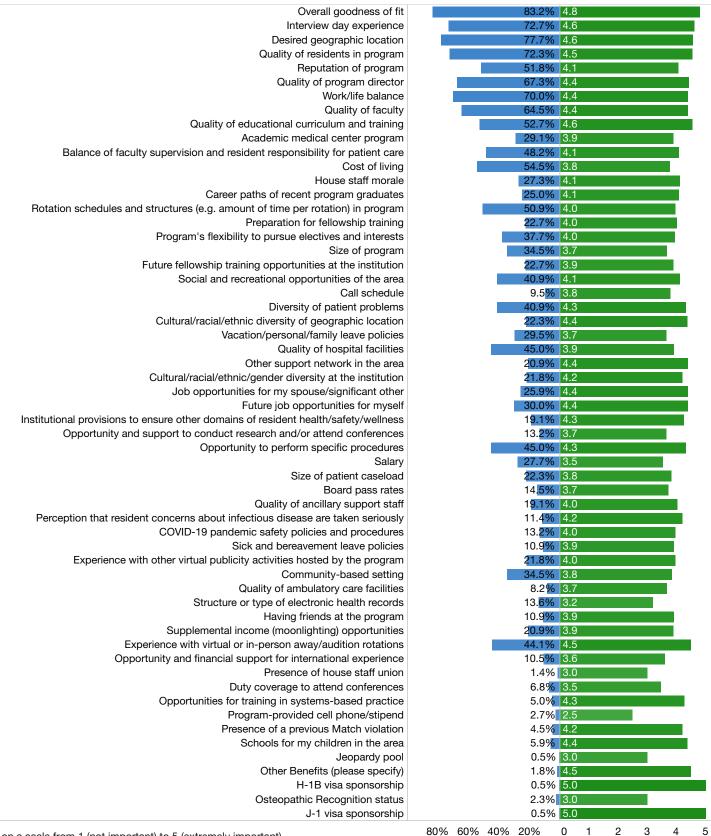
Percent of <u>U.S. MD Seniors</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Ranking Programs



^{*}Ratings on a scale from 1 (not important) to 5 (extremely important)

Emergency Medicine

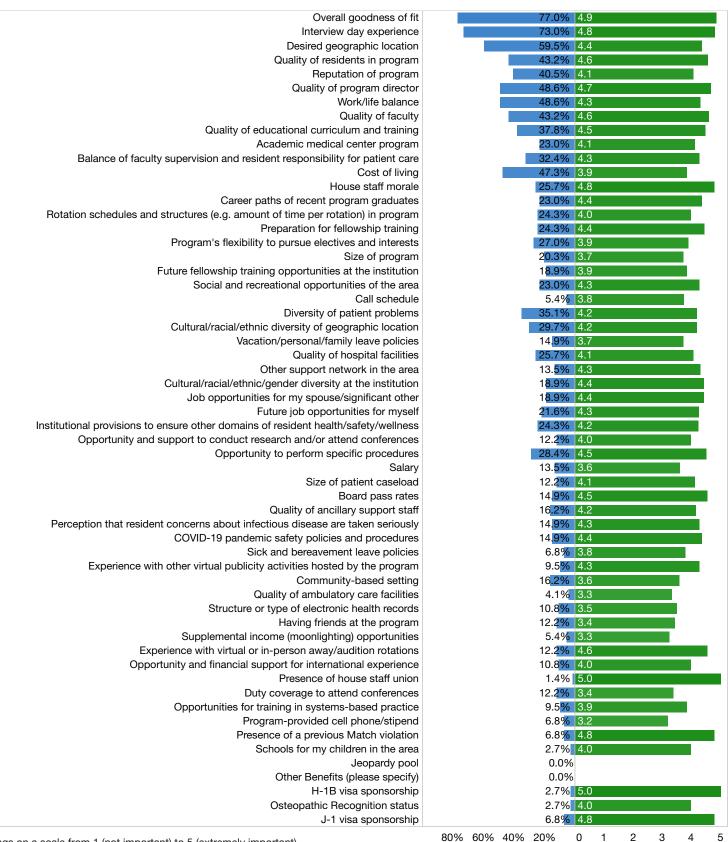
Percent of <u>U.S. DO Seniors</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Ranking Programs



^{*}Ratings on a scale from 1 (not important) to 5 (extremely important)

Emergency Medicine

Percent of <u>Other Applicant Types</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Ranking Programs

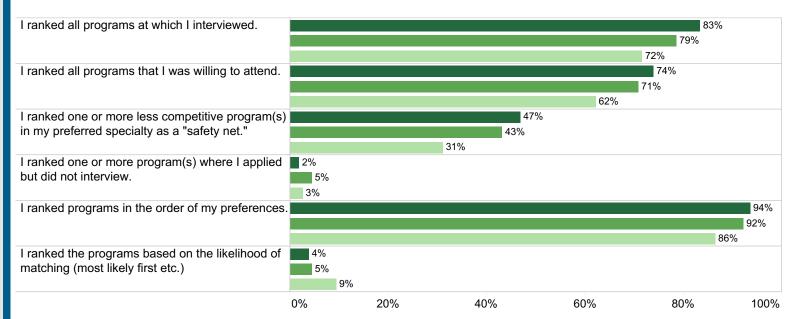


^{*}Ratings on a scale from 1 (not important) to 5 (extremely important)

46

Emergency Medicine

Percentage of Applicants Citing Different Ranking Strategies by Applicant Type



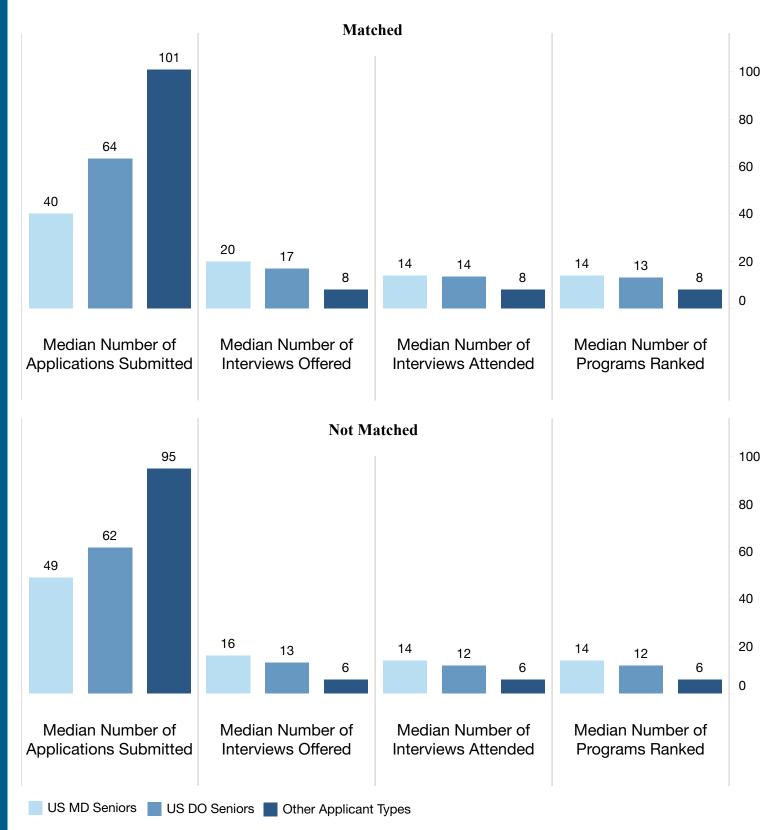
US MD Seniors

US DO Seniors

Other Applicant Types

Emergency Medicine

Median Number of Applications, Interviews, and Programs Ranked by Applicant Type and Match Outcome*

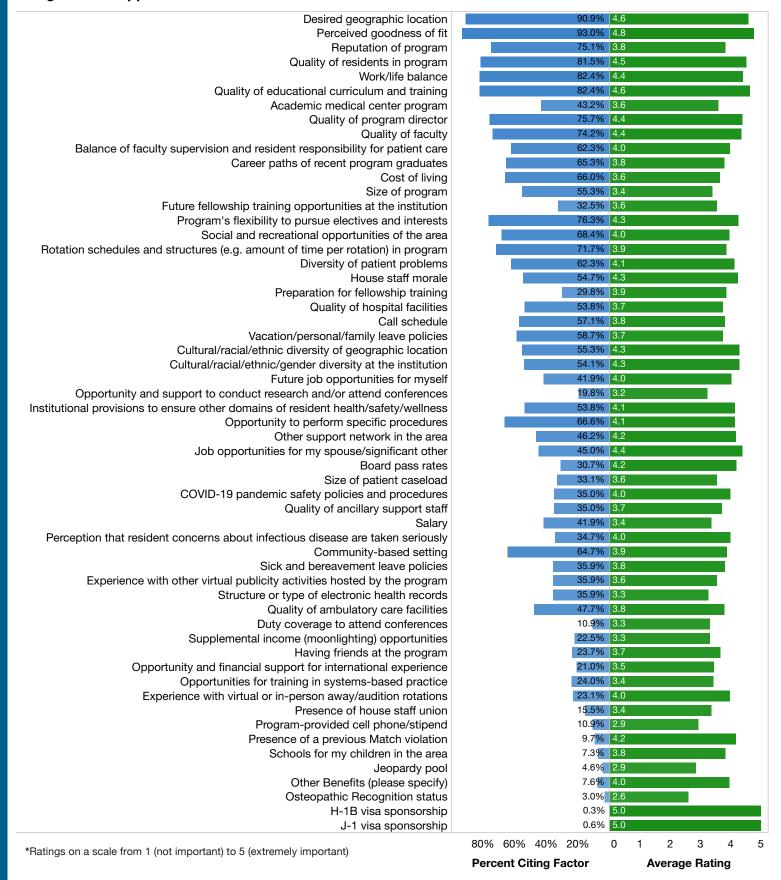


^{*}Match outcome is based on preferred specialty (i.e., specialty listed first on rank order list of programs, excluding preliminary programs).

Family Medicine Total n = 951

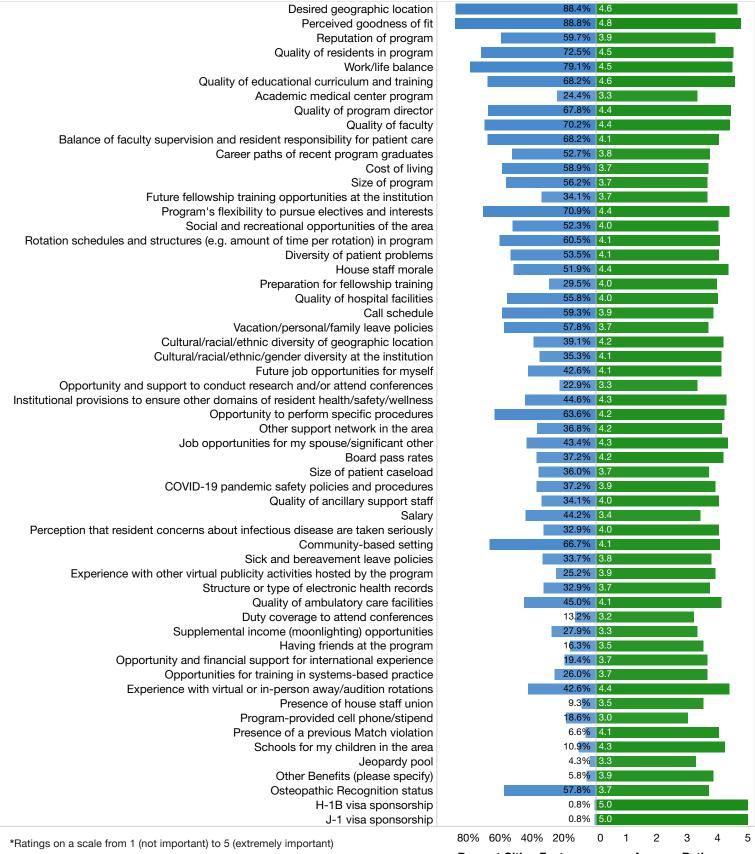
Family Medicine

Percent of <u>U.S. MD Seniors</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Selecting Programs for *Application*



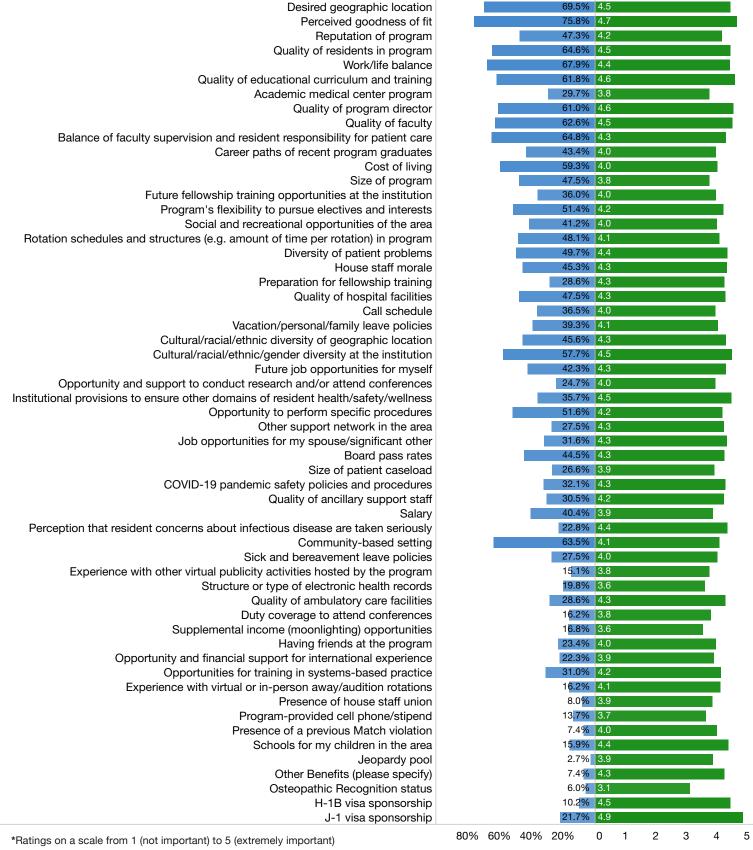
Family Medicine

Percent of <u>U.S. DO Seniors</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Selecting Programs for *Application*



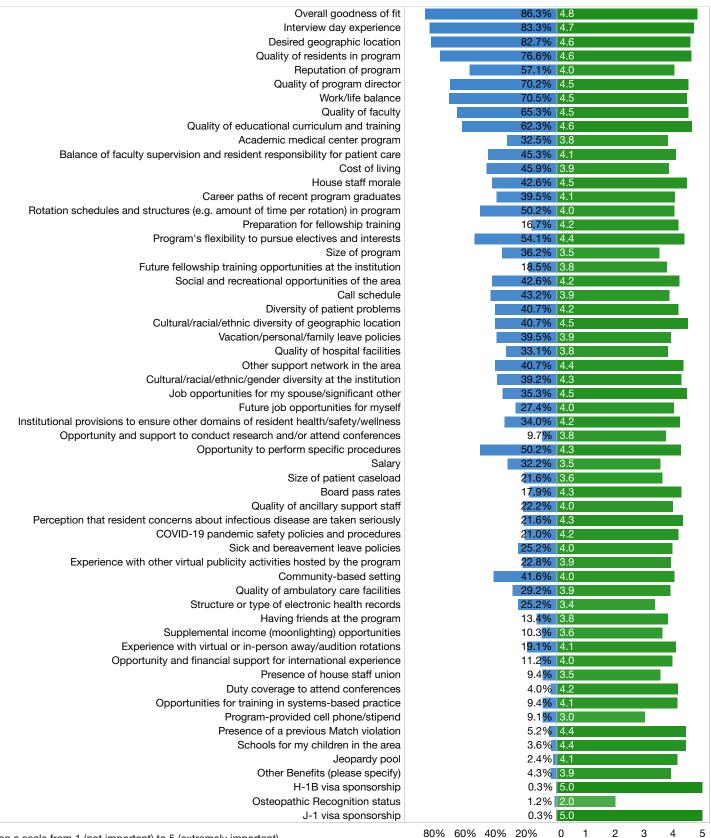
Family Medicine

Percent of <u>Other Applicant Types</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Selecting Programs for <u>Application</u>



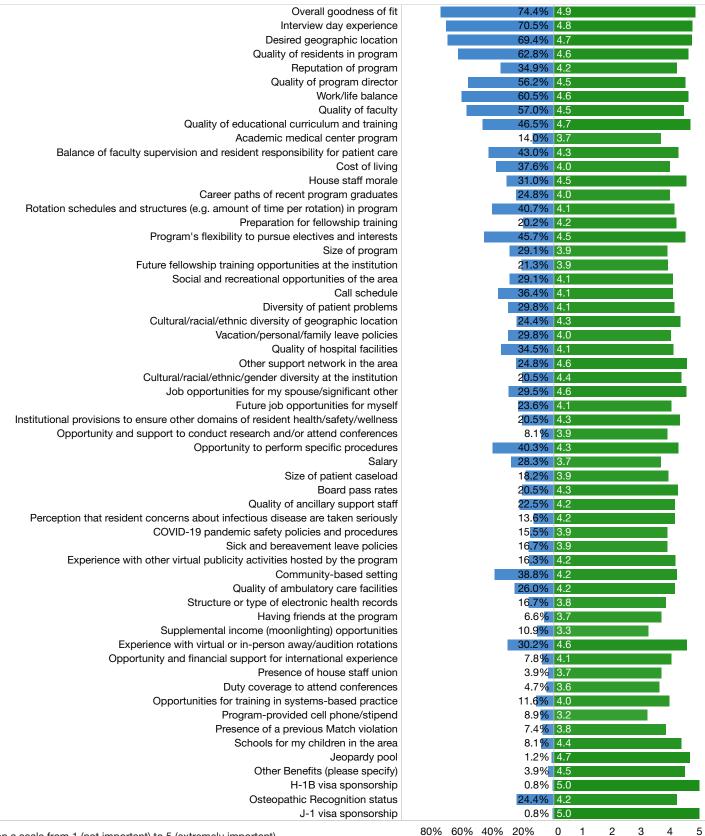
Family Medicine

Percent of <u>U.S. MD Seniors</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Ranking Programs



Family Medicine

Percent of U.S. DO Seniors Citing Each Factor and Mean Importance Rating* for Each Factor in Ranking **Programs**



^{*}Ratings on a scale from 1 (not important) to 5 (extremely important)

Percent Citing Factor

Average Rating

Family Medicine

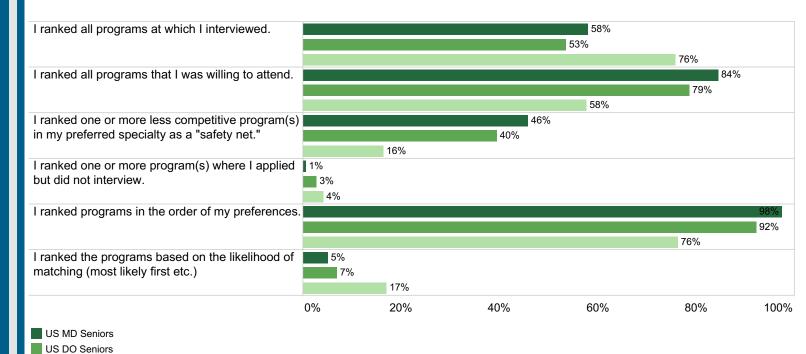
Percent of Other Applicant Types Citing Each Factor and Mean Importance Rating* for Each Factor in **Ranking Programs**

Overall goodness of fit	69.0% 4.8
Interview day experience	67.0% 4.7
Desired geographic location	56.6% 4.6 54.9% 4.6
Quality of residents in program	36.0% 4.3
Reputation of program	53.0% 4.7
Quality of program director Work/life balance	
	54.9% 4.6
Quality of faculty	53.6% 4.6
Quality of educational curriculum and training	40.7% 4.7
Academic medical center program	20.1% 4.1
Balance of faculty supervision and resident responsibility for patient care	43.4% 4.4
Cost of living	42.0% 4.2
House staff morale	30.2% 4.6
Career paths of recent program graduates	29.7% 4.2
Rotation schedules and structures (e.g. amount of time per rotation) in program	32.7% 4.3
Preparation for fellowship training	21.2% 4.4
Program's flexibility to pursue electives and interests	31.0% 4.6
Size of program	33.0% 4.0
Future fellowship training opportunities at the institution	22.8% 4.2
Social and recreational opportunities of the area	26.4% 4.2
Call schedule	24.5% 4.2
Diversity of patient problems	33.0% 4.4
Cultural/racial/ethnic diversity of geographic location	29.1% 4.5
Vacation/personal/family leave policies	28.8% 4.3
Quality of hospital facilities	34.3% 4.3
Other support network in the area	16 <mark>.8%</mark> 4.5
Cultural/racial/ethnic/gender diversity at the institution	38.5% 4.5
Job opportunities for my spouse/significant other	22.8% 4.4
Future job opportunities for myself	28.3% 4.5
Institutional provisions to ensure other domains of resident health/safety/wellness	22.0% 4.3
Opportunity and support to conduct research and/or attend conferences	16.2% 4.1
Opportunity to perform specific procedures	34.9% 4.3
Salary	29.7% 4.1
Size of patient caseload	17.3% 4.3
Board pass rates	28.8% 4.4
Quality of ancillary support staff	19.2% 4.5
Perception that resident concerns about infectious disease are taken seriously	13. <mark>5% </mark> 4.4
COVID-19 pandemic safety policies and procedures	19.5% 4.4
Sick and bereavement leave policies	17.9% 4.3
Experience with other virtual publicity activities hosted by the program	12.4% 4.5
Community-based setting	42.0% 4.3
Quality of ambulatory care facilities	20.9% 4.3
Structure or type of electronic health records	12.1% 3.9
Having friends at the program	12.1% 4.3
Supplemental income (moonlighting) opportunities	8.5% 3.7
	13.7% 4.6
Experience with virtual or in-person away/audition rotations	
Opportunity and financial support for international experience	14.8% 3.8
Presence of house staff union	4.7% 4.6
Duty coverage to attend conferences	7.7% 4.1
Opportunities for training in systems-based practice	18.4% 4.4
Program-provided cell phone/stipend	9.6% 3.7
Presence of a previous Match violation	4.9% 4.4
Schools for my children in the area	10.4% 4.7
Jeopardy pool	1.9% 4.5
Other Benefits (please specify)	3.0% 4.6
H-1B visa sponsorship	6.6% 4.9
Osteopathic Recognition status	4.1% 3.5
· · · · · · · · · · · · · · · · · · ·	

^{*}Ratings on a scale from 1 (not important) to 5 (extremely important)

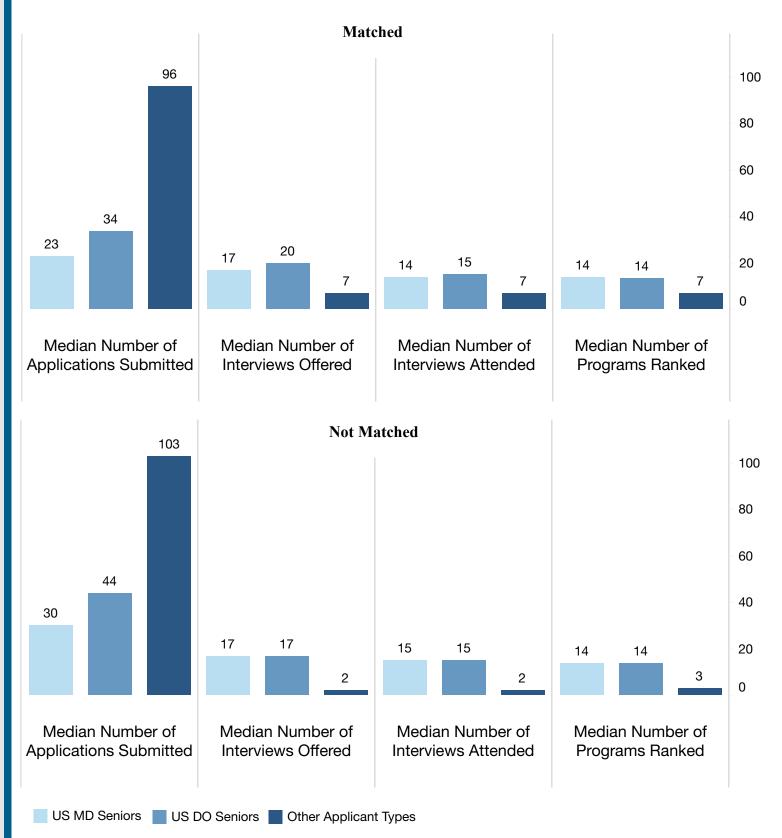
Family Medicine

Percentage of Applicants Citing Different Ranking Strategies by Applicant Type



Other Applicant Types

Family Medicine Median Number of Applications, Interviews, and Programs Ranked by Applicant Type and Match Outcome*



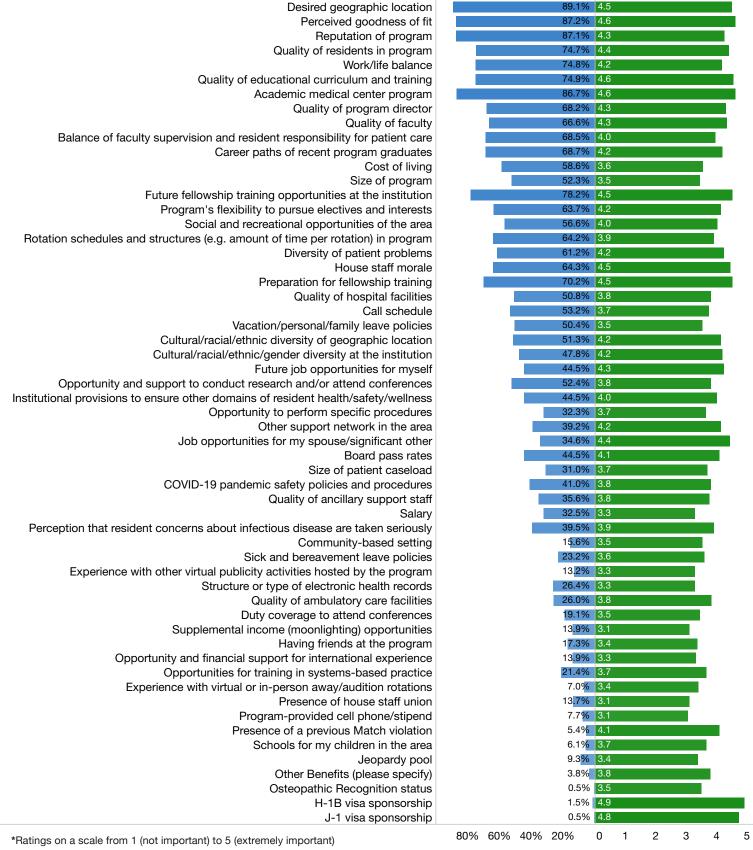
^{*}Match outcome is based on preferred specialty (i.e., specialty listed first on rank order list of programs, excluding preliminary programs).

Internal Medicine

Total n = 2521

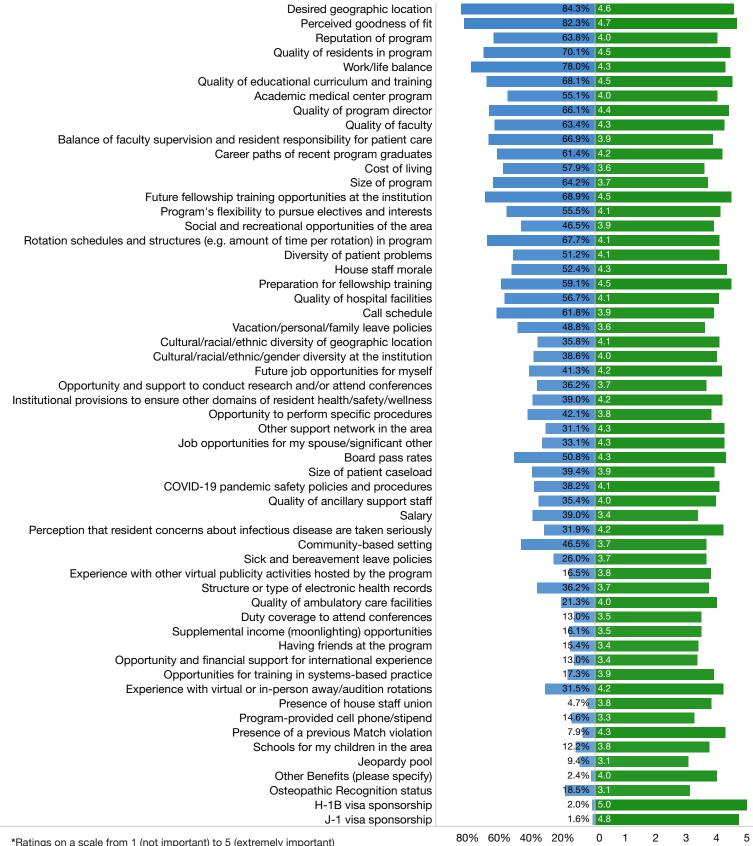
Internal Medicine

Percent of <u>U.S. MD Seniors</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Selecting Programs for *Application*



Internal Medicine

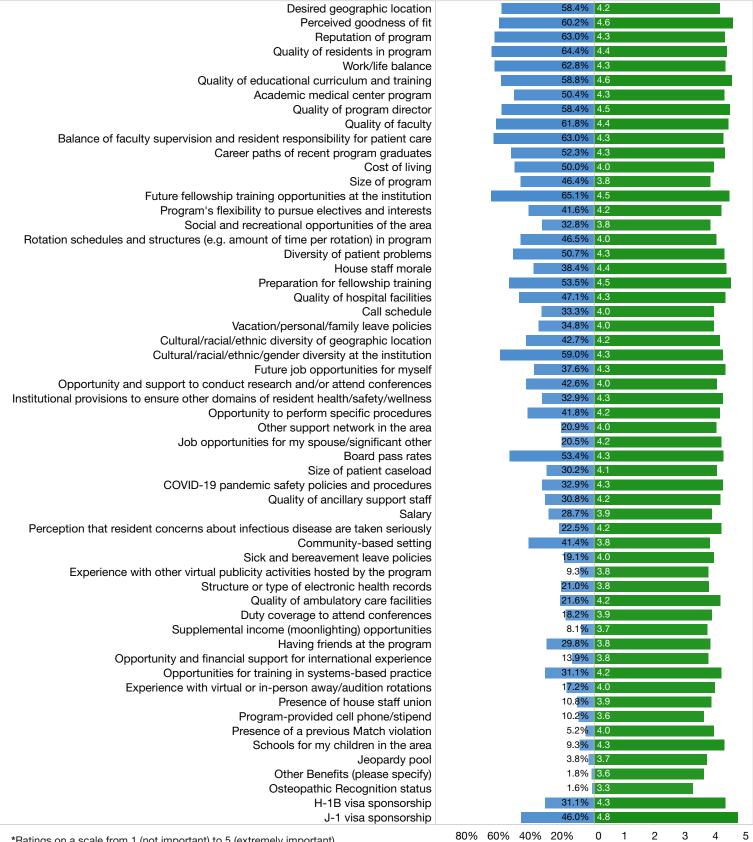
Percent of U.S. DO Seniors Citing Each Factor and Mean Importance Rating* for Each Factor in Selecting **Programs for Application**



^{*}Ratings on a scale from 1 (not important) to 5 (extremely important)

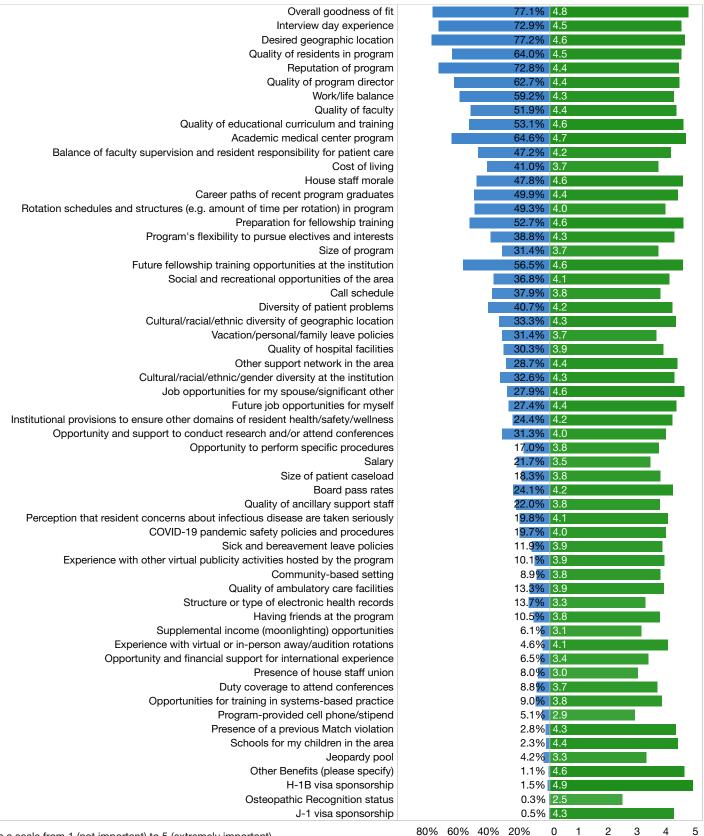
Internal Medicine

Percent of Other Applicant Types Citing Each Factor and Mean Importance Rating* for Each Factor in Selecting Programs for Application



^{*}Ratings on a scale from 1 (not important) to 5 (extremely important)

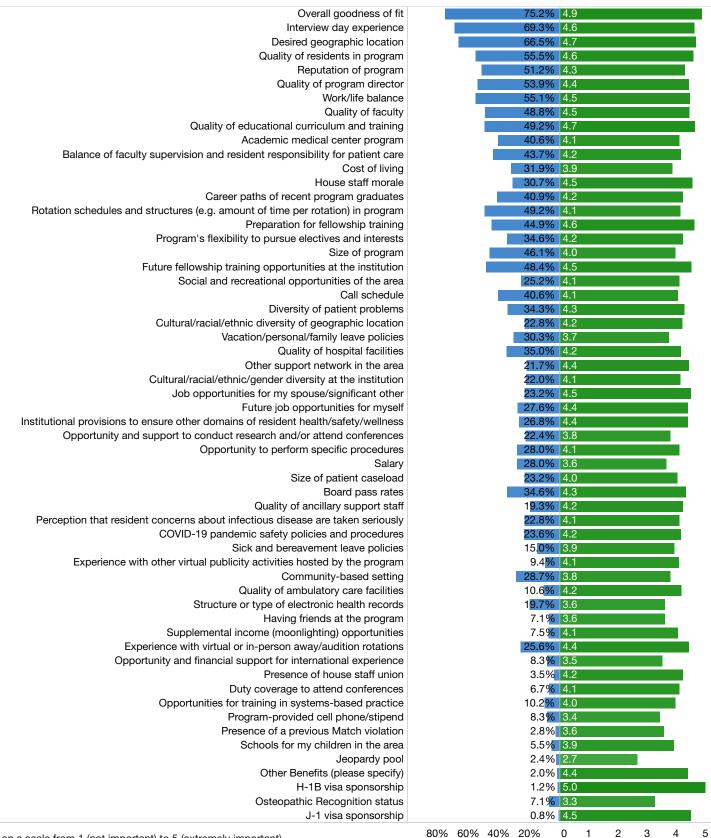
Internal Medicine Percent of <u>U.S. MD Seniors</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Ranking **Programs**



^{*}Ratings on a scale from 1 (not important) to 5 (extremely important)

Percent Citing Factor

Internal Medicine Percent of <u>U.S. DO Seniors</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Ranking Programs

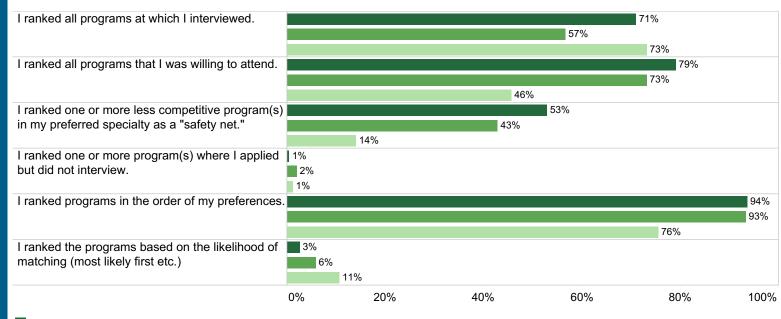


Internal Medicine Percent of Other Applicant Types Citing Each Factor and Mean Importance Rating* for Each Factor in **Ranking Programs**

Overall goodness of fit	60.5% 4.8
Interview day experience	62.6% 4.7
Desired geographic location	47.0% 4.5
Quality of residents in program	49.0% 4.5
Reputation of program	48.9% 4.5
Quality of program director	48.4% 4.5
Work/life balance	51.0% 4.4
Quality of faculty	46.3% 4.5
Quality of educational curriculum and training	40.9% 4.6
Academic medical center program	39.2% 4.5
Balance of faculty supervision and resident responsibility for patient care	43.2% 4.3
Cost of living	39.6% 4.1
House staff morale	24.5% 4.5
Career paths of recent program graduates	38.9% 4.4
Rotation schedules and structures (e.g. amount of time per rotation) in program	32.0% 4.2
Preparation for fellowship training	41.3% 4.6
Program's flexibility to pursue electives and interests	27.9% 4.3
Size of program	33.0% 4.0
Future fellowship training opportunities at the institution	49.6% 4.6
Social and recreational opportunities of the area	20.7% 4.1
Call schedule	21.6% 4.1
Diversity of patient problems	35.4% 4.4
Cultural/racial/ethnic diversity of geographic location	29.0% 4.3
	20.3% 4.1
Vacation/personal/family leave policies	
Quality of hospital facilities	32.3% 4.4
Other support network in the area	12.5% 4.3
Cultural/racial/ethnic/gender diversity at the institution	36.8% 4.3
Job opportunities for my spouse/significant other	15.1% 4.5
Future job opportunities for myself	24.9% 4.5
nstitutional provisions to ensure other domains of resident health/safety/wellness	20.1% 4.4
Opportunity and support to conduct research and/or attend conferences	27.0% 4.2
Opportunity to perform specific procedures	26.0% 4.2
Salary	20.3% 4.0
Size of patient caseload	19.2% 4.2
Board pass rates	39.4% 4.4
Quality of ancillary support staff	20.1% 4.3
Perception that resident concerns about infectious disease are taken seriously	13. <mark>6%</mark> 4.4
COVID-19 pandemic safety policies and procedures	18.9% 4.4
Sick and bereavement leave policies	9.7 <mark>%</mark> 4.3
Experience with other virtual publicity activities hosted by the program	7.6 <mark>%</mark> 4.1
Community-based setting	25.8% 4.1
Quality of ambulatory care facilities	14.1% 4.3
Structure or type of electronic health records	11.7% 4.0
Having friends at the program	16.7% 4.0
Supplemental income (moonlighting) opportunities	3.3% 4.0
Experience with virtual or in-person away/audition rotations	11.7% 4.3
Opportunity and financial support for international experience	9.5% 4.1
Presence of house staff union	6.2% 4.2
Duty coverage to attend conferences	10.0% 4.2
Opportunities for training in systems-based practice	18.2% 4.3
Program-provided cell phone/stipend	6.2% 3.9
Presence of a previous Match violation	3.2% 4.3
Schools for my children in the area	5.9% 4.5
Jeopardy pool	1.4% 4.3
Other Benefits (please specify)	1.2% 4.4
H-1B visa sponsorship	22.0% 4.5
Osteopathic Recognition status	0.7% 3.4
J-1 visa sponsorship	36.2% 4.8

^{*}Ratings on a scale from 1 (not important) to 5 (extremely important)

Internal Medicine Percentage of Applicants Citing Different Ranking Strategies by Applicant Type

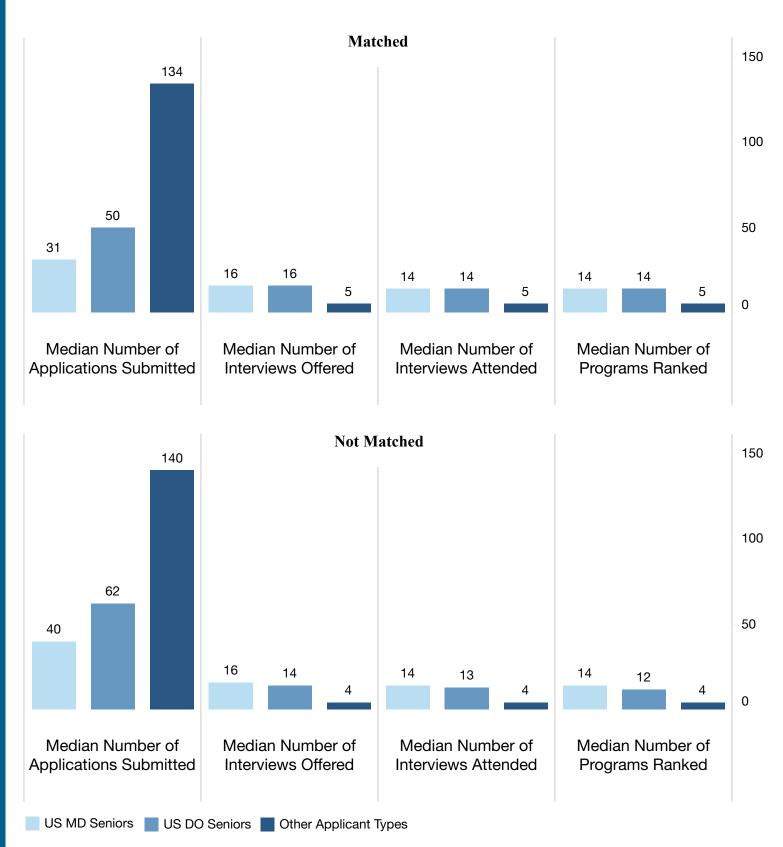


US MD Seniors
US DO Seniors

Other Applicant Types

Internal Medicine

Median Number of Applications, Interviews, and Programs Ranked by Applicant Type and Match Outcome*



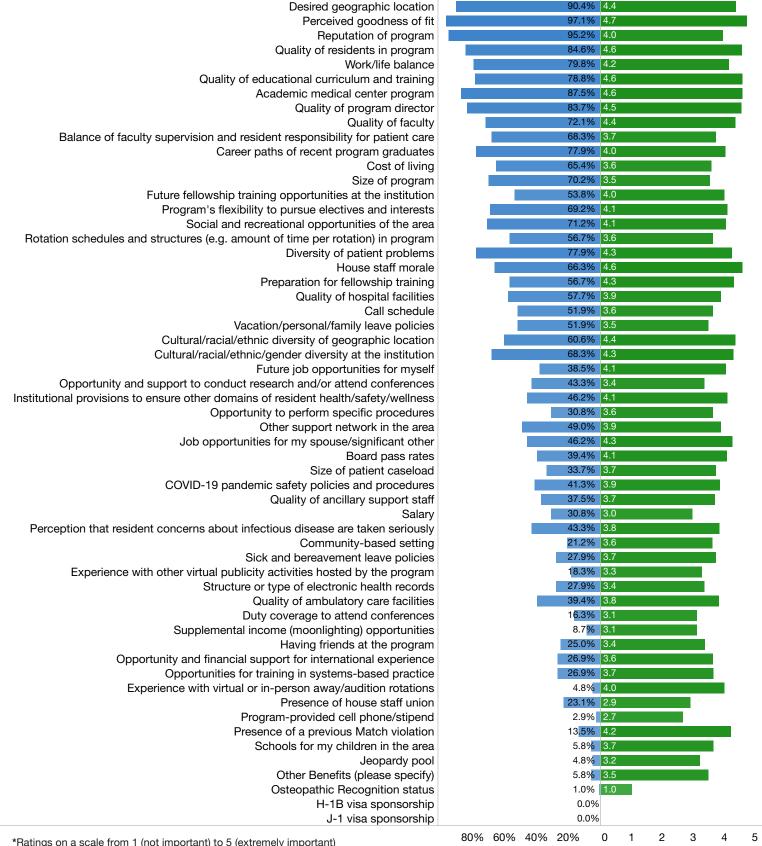
^{*}Match outcome is based on preferred specialty (i.e., specialty listed first on rank order list of programs, excluding preliminary programs).

Internal Medicine/Pediatrics

Total n = 142

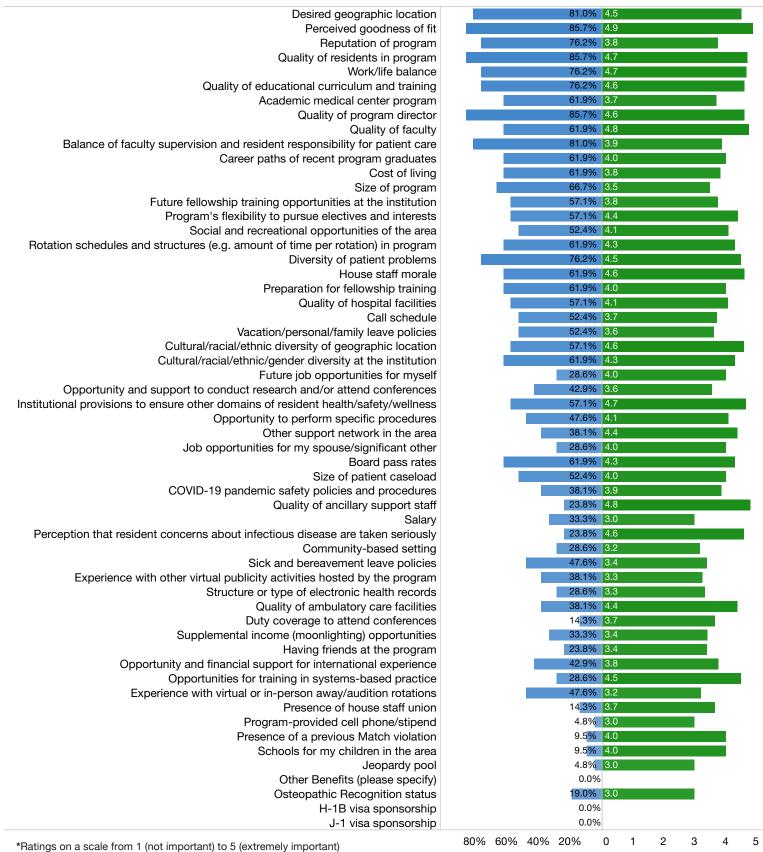
Internal Medicine/Pediatrics

Percent of U.S. MD Seniors Citing Each Factor and Mean Importance Rating* for Each Factor in Selecting **Programs for Application**



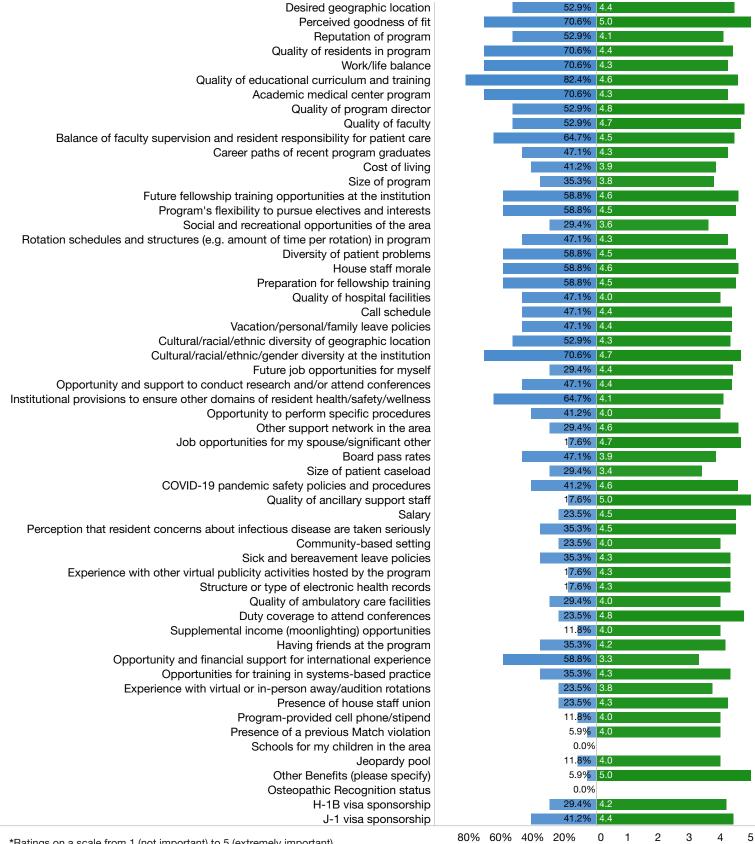
^{*}Ratings on a scale from 1 (not important) to 5 (extremely important)

Internal Medicine/Pediatrics Percent of U.S. DO Seniors Citing Each Factor and Mean Importance Rating* for Each Factor in Selecting **Programs for Application**



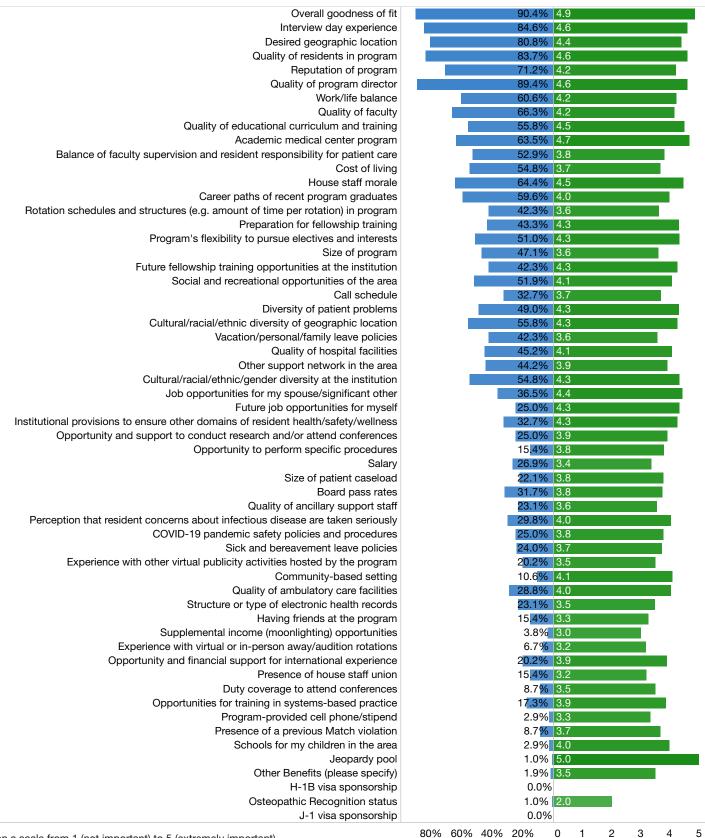
Internal Medicine/Pediatrics

Percent of Other Applicant Types Citing Each Factor and Mean Importance Rating* for Each Factor in Selecting Programs for Application



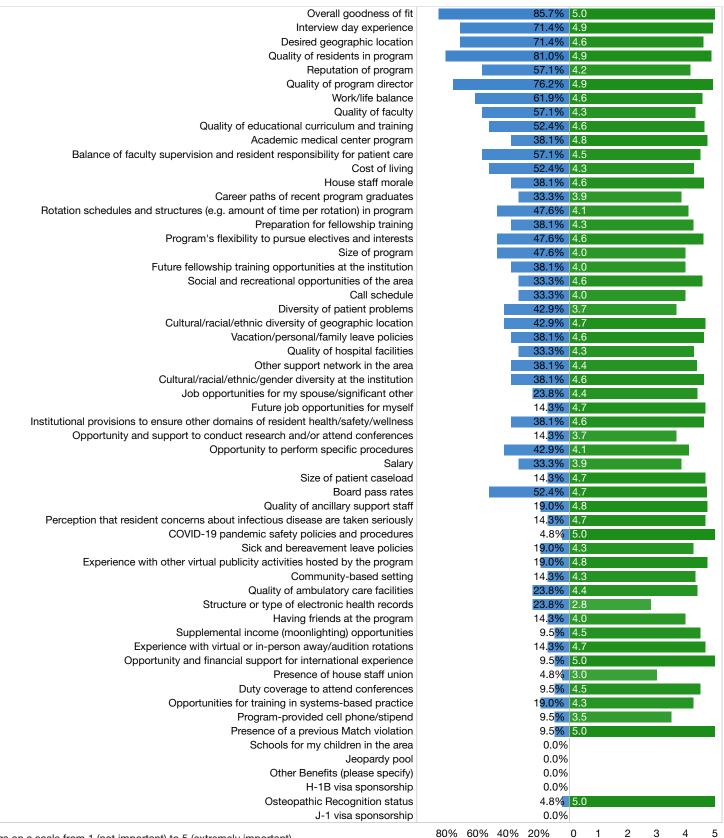
^{*}Ratings on a scale from 1 (not important) to 5 (extremely important)

Internal Medicine/Pediatrics Percent of <u>U.S. MD Seniors</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Ranking Programs

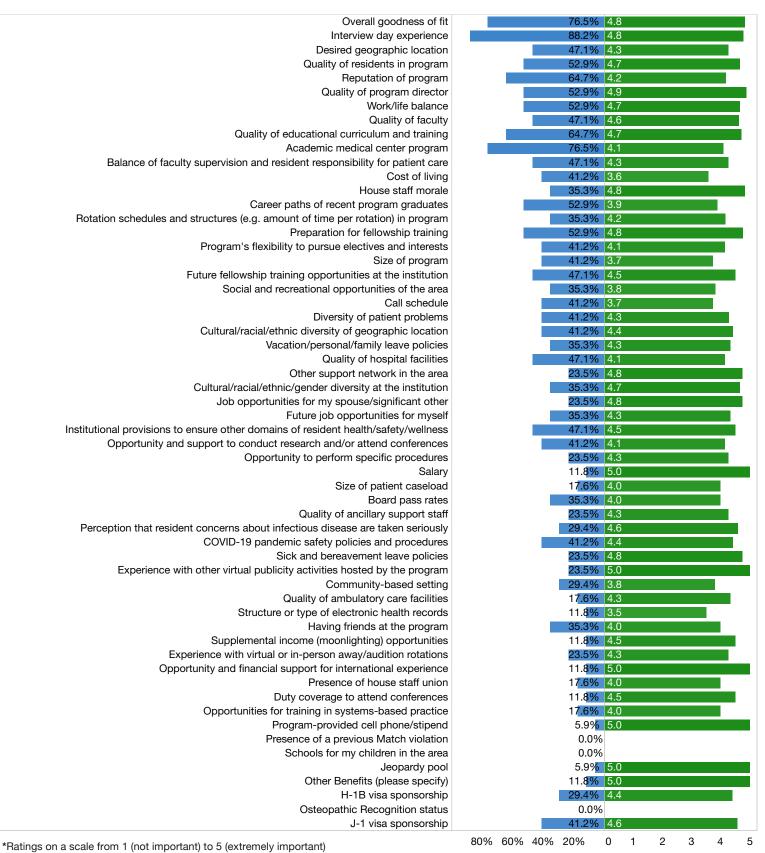


^{*}Ratings on a scale from 1 (not important) to 5 (extremely important)

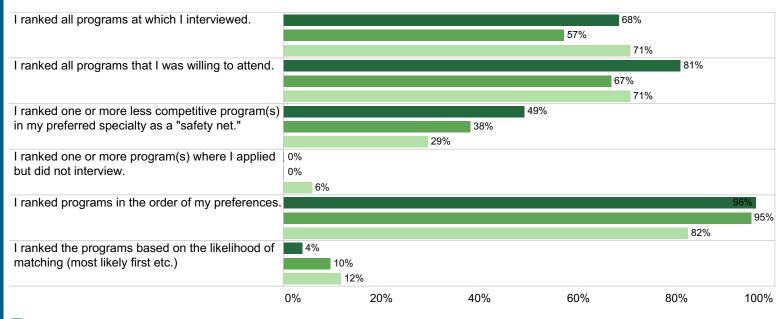
Internal Medicine/Pediatrics Percent of <u>U.S. DO Seniors</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Ranking Programs



Internal Medicine/Pediatrics Percent of Other Applicant Types Citing Each Factor and Mean Importance Rating* for Each Factor in **Ranking Programs**



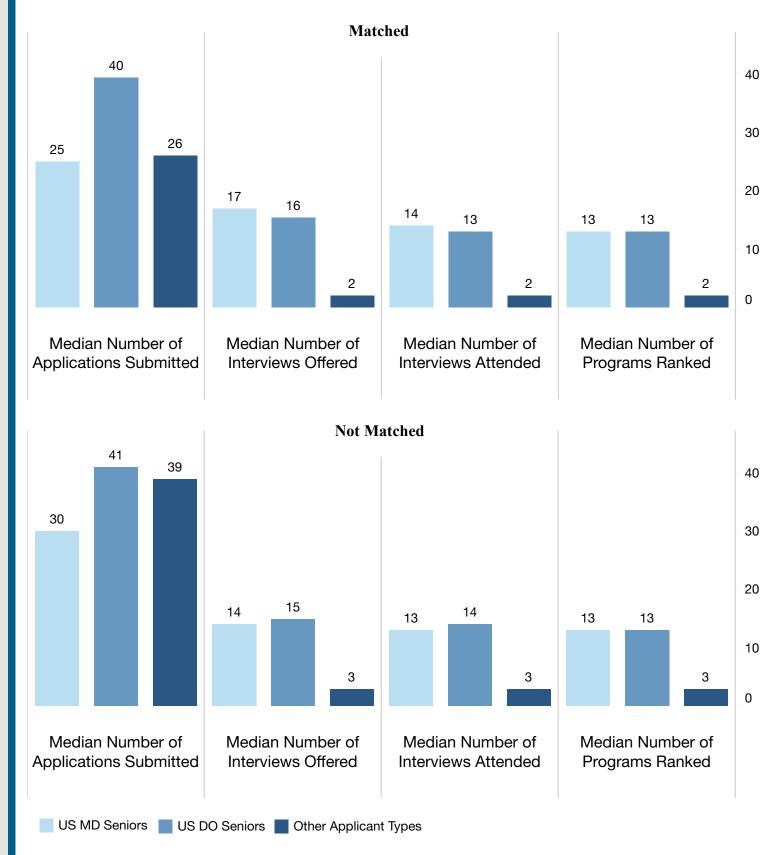
Internal Medicine/Pediatrics Percentage of Applicants Citing Different Ranking Strategies by Applicant Type



US MD Seniors
US DO Seniors

Other Applicant Types

Internal Medicine/Pediatrics Median Number of Applications, Interviews, and Programs Ranked by Applicant Type and Match Outcome*

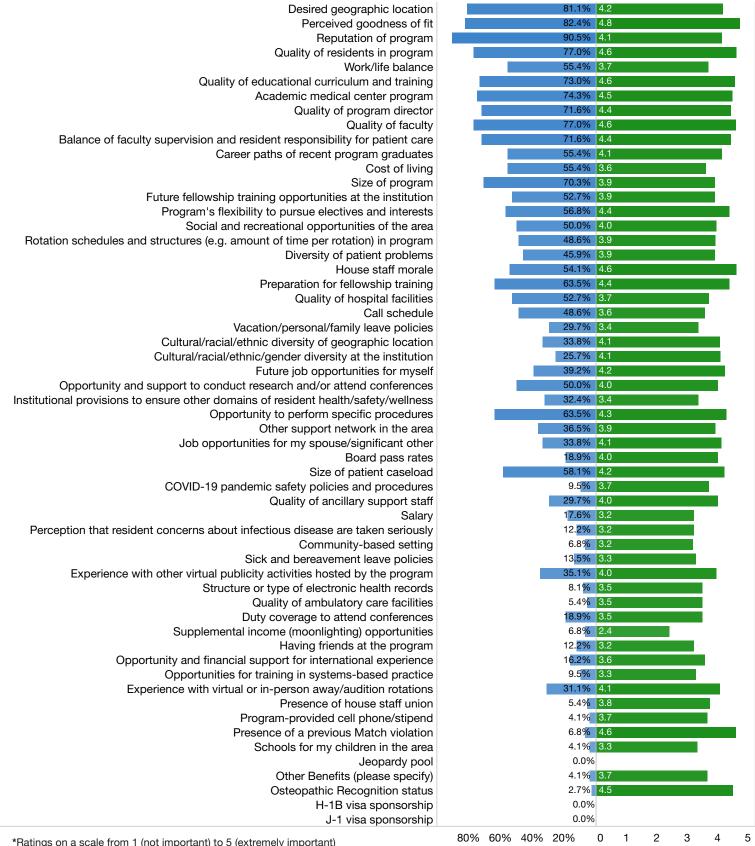


^{*}Match outcome is based on preferred specialty (i.e., specialty listed first on rank order list of programs, excluding preliminary programs).

Neurological Surgery Total n = 85

Neurological Surgery

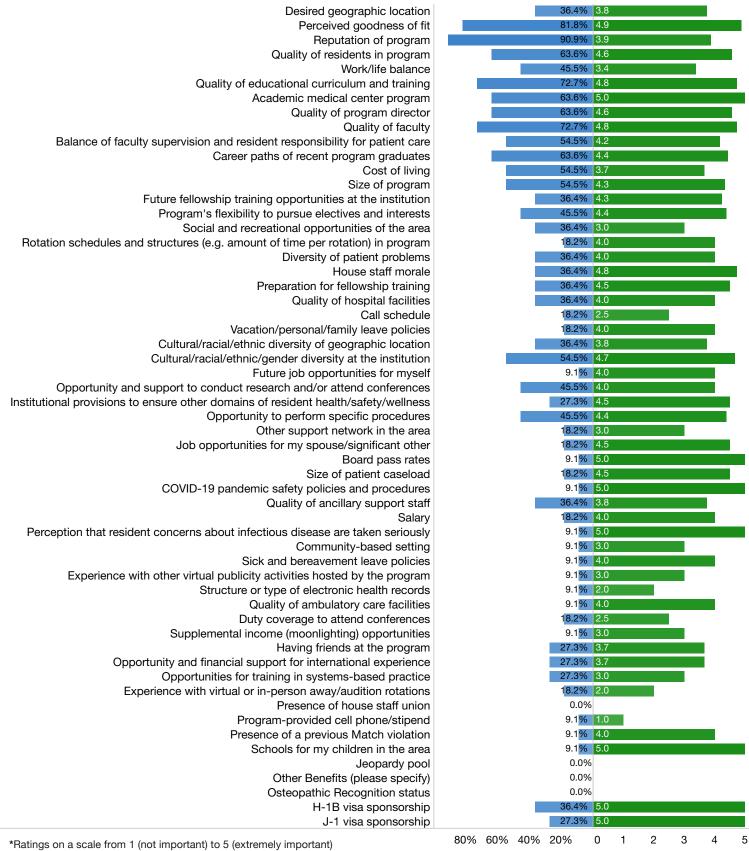
Percent of U.S. MD Seniors and U.S. DO Seniors Citing Each Factor and Mean Importance Rating* for Each Factor in Selecting Programs for Application



^{*}Ratings on a scale from 1 (not important) to 5 (extremely important)

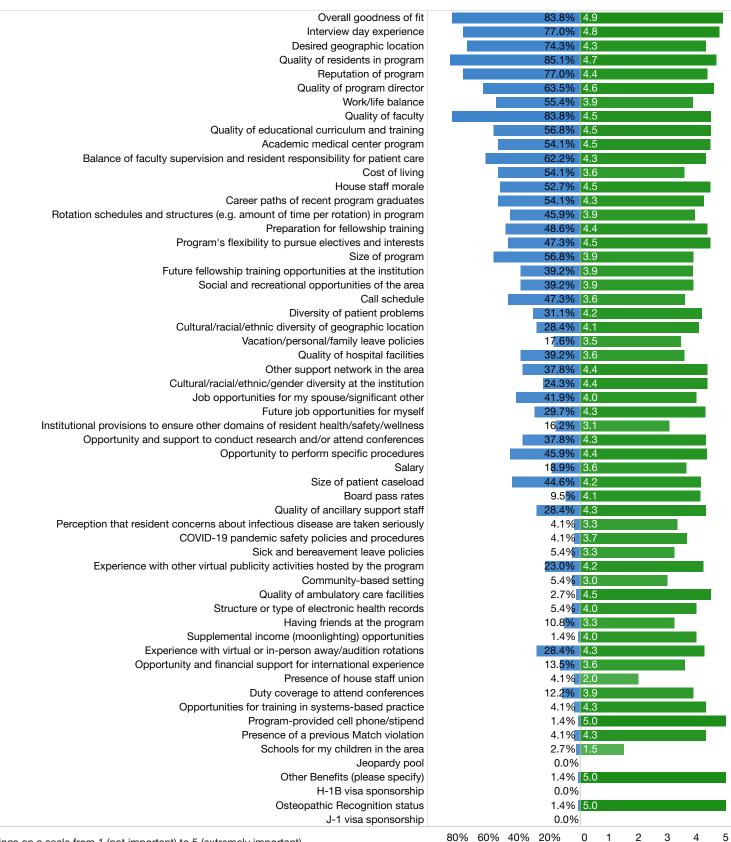
Neurological Surgery

Percent of Other Applicant Types Citing Each Factor and Mean Importance Rating* for Each Factor in Selecting Programs for Application



Neurological Surgery

Percent of <u>U.S. MD Seniors and U.S. DO Seniors</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Ranking Programs



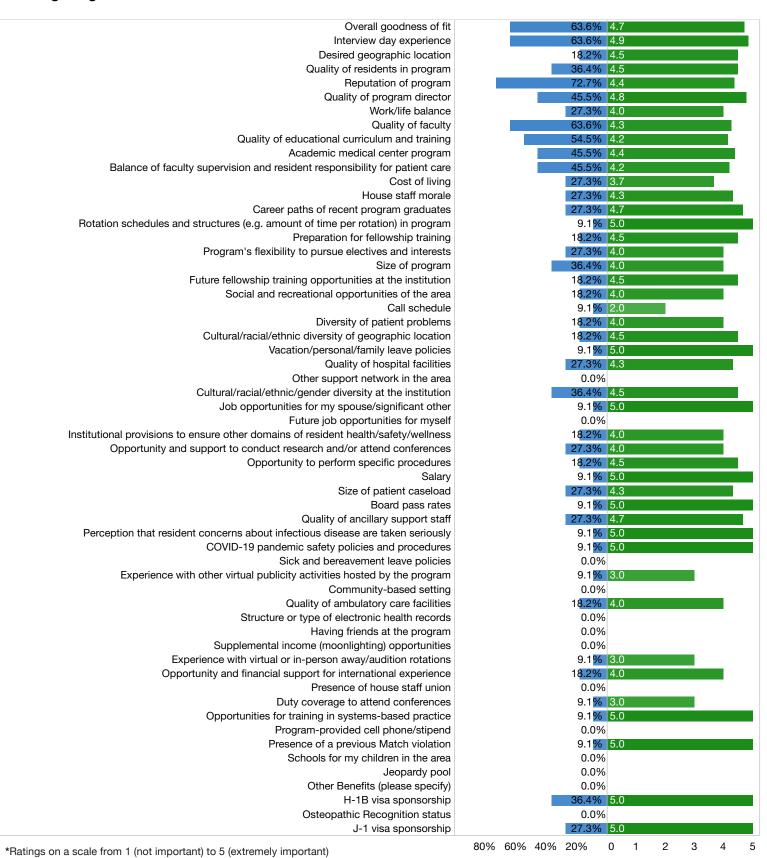
^{*}Ratings on a scale from 1 (not important) to 5 (extremely important)

Percent Citing Factor

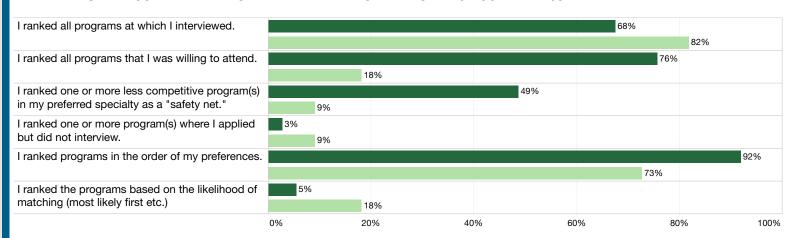
Average Rating

Neurological Surgery

Percent of <u>Other Applicant Types</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Ranking Programs



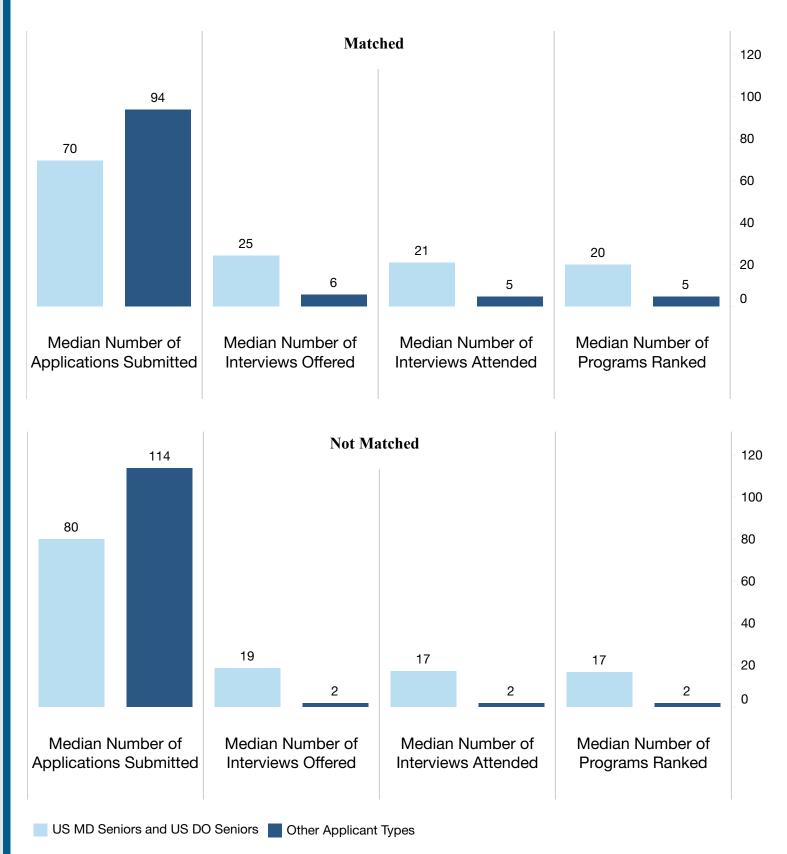
Neurological Surgery Percentage of Applicants Citing Different Ranking Strategies by Applicant Type



US MD Seniors and US DO SeniorsOther Applicant Types

Neurological Surgery

Median Number of Applications, Interviews, and Programs Ranked by Applicant Type and Match Outcome*

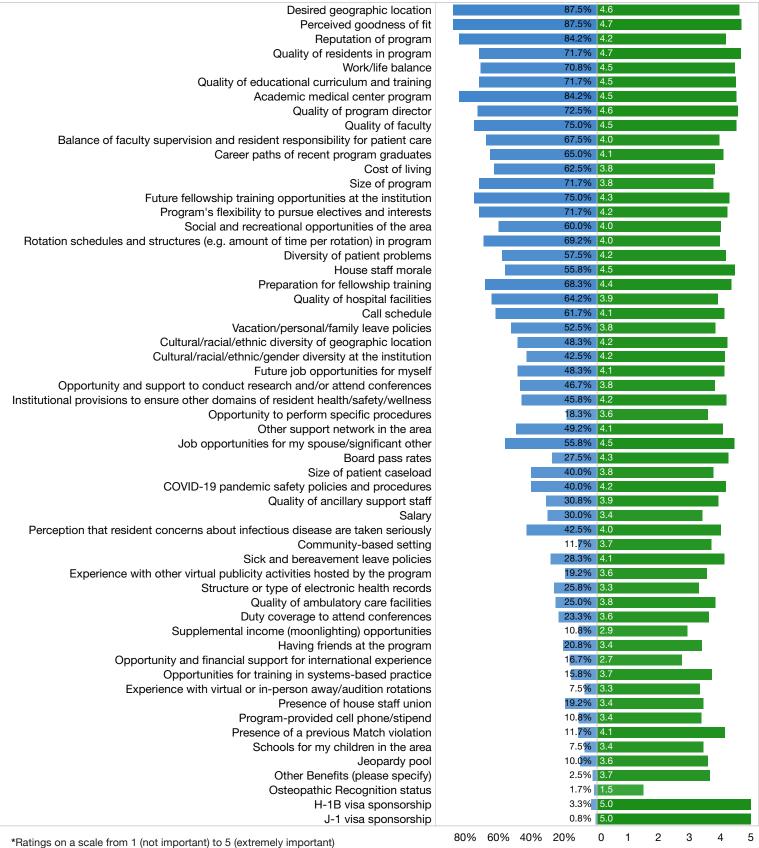


^{*}Match outcome is based on preferred specialty (i.e., specialty listed first on rank order list of programs, excluding preliminary programs).

Neurology Total n = 298

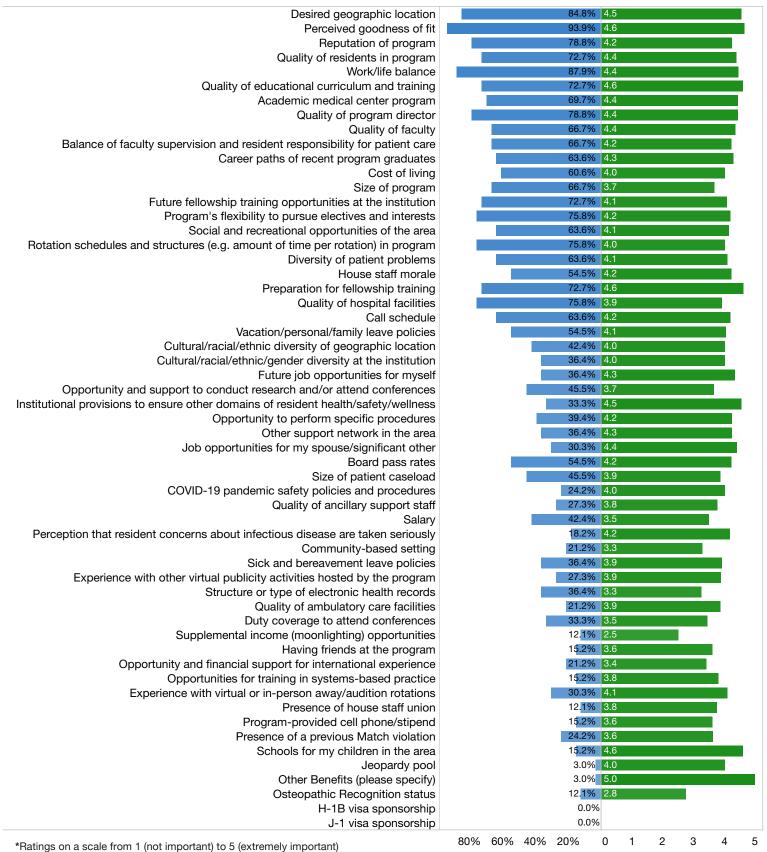
Neurology

Percent of U.S. MD Seniors Citing Each Factor and Mean Importance Rating* for Each Factor in Selecting **Programs for Application**



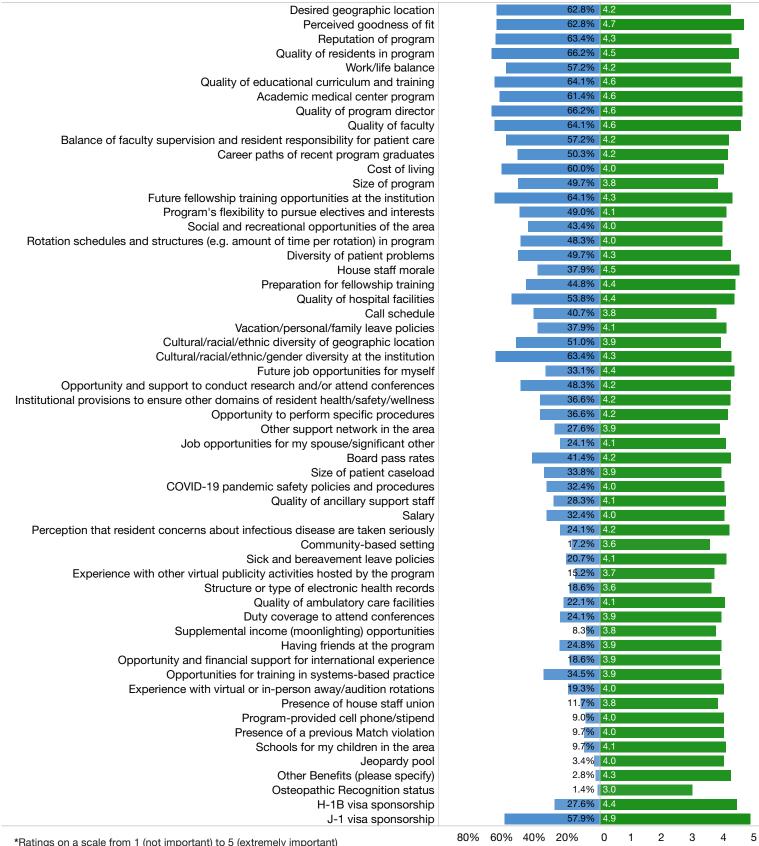
Neurology

Percent of U.S. DO Seniors Citing Each Factor and Mean Importance Rating* for Each Factor in Selecting **Programs for Application**



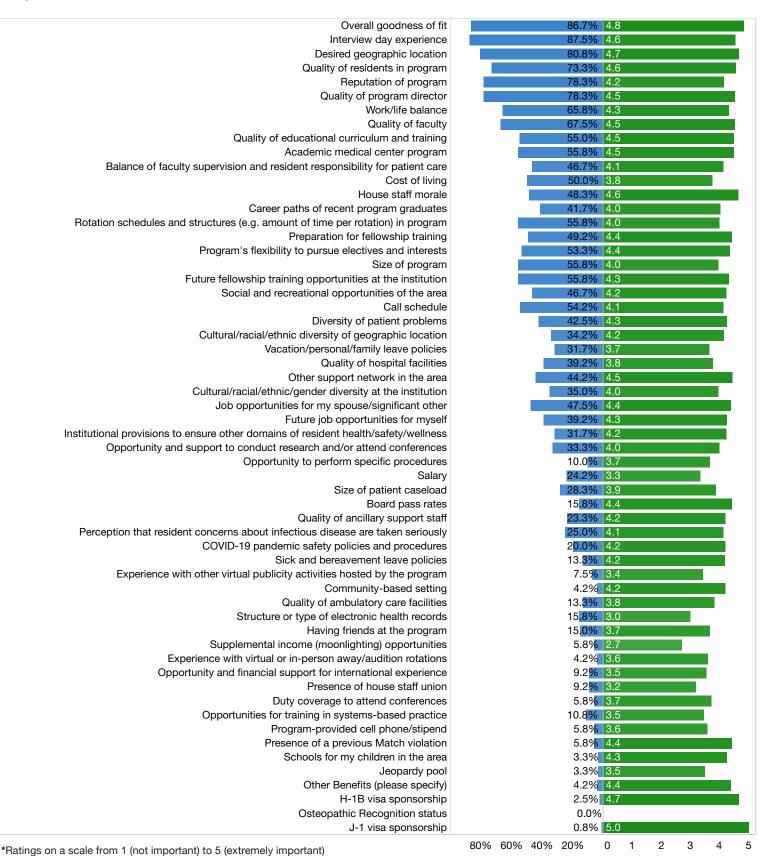
Neurology

Percent of Other Applicant Types Citing Each Factor and Mean Importance Rating* for Each Factor in Selecting Programs for Application



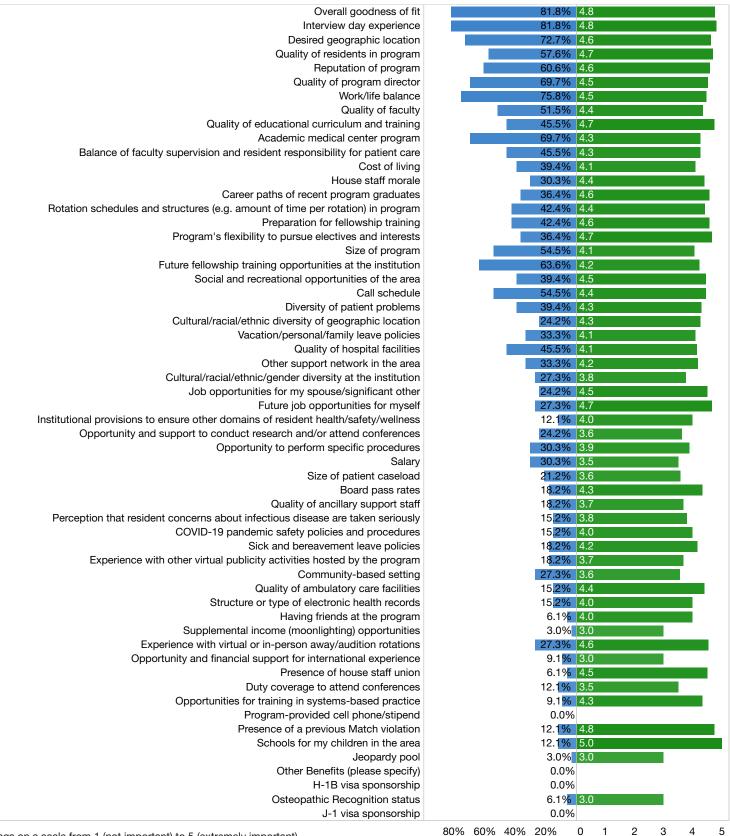
Neurology

Percent of <u>U.S. MD Seniors</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Ranking Programs



Neurology

Percent of <u>U.S. DO Seniors</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Ranking Programs



^{*}Ratings on a scale from 1 (not important) to 5 (extremely important)

Neurology

Percent of Other Applicant Types Citing Each Factor and Mean Importance Rating* for Each Factor in **Ranking Programs**

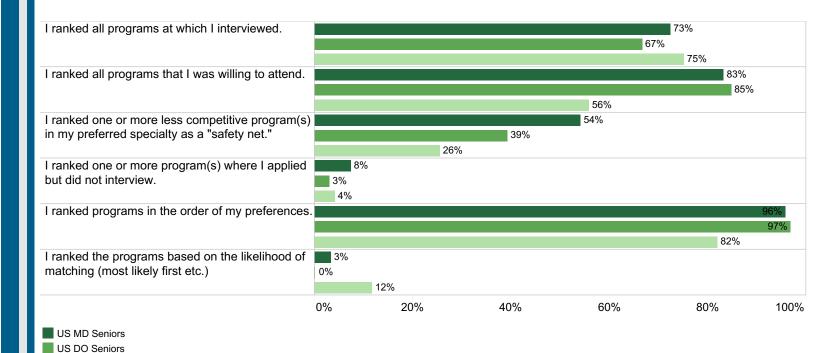
Interview day experience Desired geographic location Ouality of residents in program Reputation of program Guelly of program director Work/life balance Quality of program director Work/life balance Quality of faculty Quality of educational curriculum and training Academic medical centier program Balance of faculty supervision and resident responsibility for patient care Cost of living House staff morale Career paths of recent program graduates Rotation schedules and structures (e.g. amount of time per rotation) in program Program fieldly to pursue electives and interests Size of program Future fellowship training opportunities of the area Call schedule Diversity of patient problems Cultural/racial/ethnic diversity of geographic location Vacation/personal/family leave policies Quality of hospital facilities Quality of hospital facilities Quality of hospital facilities Quality of hospital facilities Opportunity and support to conduct research and/or attend conferences Opportunity and support to conduct research and/or attend conferences Opportunity and support to conduct research and/or attend conferences Opportunity and support to conduct research and/or attend conferences Quality of amount part of resident policies Experience with other virtual publicity activities hosted by the program Supplemental income (mooniighting) opportunities of the program Supplemental income (mooniighting) opportunities Opportunity and financial support of international consumptiv-based setting Quality of annoilary support staff Perception that resident concerns about infectious disease are taken senously COVID-19 pandemic safety policies and procedures Sidary Size of patient resident aceitors Geographic location Community-based setting Quality of annoilary support staff Perception that resident concerns about infectious disease are taken senously COVID-19 pandemic safety policies and procedures Sidary Size of patient caseload Board pass rates Opportunity and financial support for international experience Program-provided cell phone/	Overall goodness of fit 69.7% 4.8	Overall goodness of fit
Desired geographic location Quality of residents in program Reputation of program Guality of program director Work/life balance Quality of program director Quality of feacutly Quality of educational curriculum and training Academic medical center program Balance of faculty supervision and resident responsibility for patient care Cost of living Academic medical center program God living God living God living God living Academic medical center program God living Go	Interview day experience 69.7% 4.8	Interview day experience
Reputation of program Quality of program interactor Work-life balance Quality of educational curriculum and training Academic medical center program Balance of faculty supervision and resident responsibility for patient care Cost of living House staff morale Career paths of recent program graduates Rotation schedules and structures (e.g., amount of time per rotation) in program Preparation for fellowship training Program's flexibility to pursue electives and interests Size of program Future fellowship training opportunities at the institution Social and recreational opportunities of the area Cultural/racial/ethnic diversity of geographic location Vacation/personal/family leave policies Cultural/racial/ethnic/gender diversity at the institution Job opportunity of programity of the sarea Cultural/racial/ethnic/gender diversity at the institution Job opportunity and support to conduct research and/for attend conferences Opportunity and support to conduct research and/for attend conferences Opportunity and support to conduct research and/for attend conferences Opportunity and support to conduct research and/for attend conferences Opportunity and support to conduct research and/for attend conferences Opportunity and support to conduct research and/for attend conferences Opportunity and support to conduct research and/for attend conferences Opportunity and support to conduct research and/for attend conferences Opportunity and support to conduct research and/for attend conferences Opportunity and support to conduct research and/for attend conferences Opportunity and support to conduct research and/for attend conferences Opportunity and support to conduct research and/for attend conferences Opportunity of perform specific procedures Salary Size of patient caseload Quality of ambulatory care facilities Salary Size of patient caseload Quality of ambulatory care facilities Opportunity and support to conduct research and/for attend conferences Opportunity of perform specific procedures Salary Salary Salary Salary Sala	Desired geographic location 54.5% 4.4	Desired geographic location
Quality of program director Work/life balance Quality of faculty Quality of educational curriculum and training Academic medical center program Balance of faculty supervision and resident responsibility for patient care Cost of living House staff morale Career paths of recent program qualitates Rotation schedules and structures (e.g. amount of time per rotation) in program Peparation for fellowship training Program's flexibility to pursue electives and interests Size of program Future fellowship training opportunities at the institution Social and recreational opportunities of the area Call schedule Diversity of patient problems Cultural/racial/ethnic diversity of patient problems Cultural/racial/ethnic diversity of patient problems Cultural/racial/ethnic/gender diversity of hospital facilities Quality of patient other Future job opportunities for myself Institutional provisions to ensure other domains of resident health/safety/wellness Opportunity and support to conduct research and/or attend conferences Quality of patient caseload Board pass rates Quality of armbulatory care facilities Structure or type of electronic health records Having friends at the program Quality of armbulatory care facilities Quality of armbulatory care facilities Experience with virtual or in-person awayfaudition rotations Opportunity and financial support for international experience Quality of armbulatory care facilities Quality of armbulatory	ality of residents in program 51.0% 4.4	Quality of residents in program
Work/life balance Quality of educational curriculum and training Academic medical center program Balance of faculty supervision and resident responsibility for patient care Cost of living House staff morale Career paths of recent program graduates Rotation schedules and structures (e.g. amount of time per rotation) in program Preparation for fellowship training Program's flexibility to pursue electives and interests Size of program Future fellowship training opportunities at the institution Social and recreational opportunities of the area Call schedule Diversity of patient problems Cultural/racial/ethnic diversity of geographic location Vacation/personal/family leave policies Cultural/racial/ethnic/gender diversity at the institution Job opportunities for my sous-skignificant other Future job opportunities for my sous-skignificant other Future job opportunities for myself Institutional provisions to ensure other domains of resident health/safety/wellness Opportunity and support to conduct research and/or attend conferences Opportunity and support to conduct research and/or attend conferences Opportunity and support to conduct research and/or attend conferences Opportunity and support to conduct research and/or attend conferences Opportunity and support to conduct research and/or attend conferences Opportunity and support to conduct research and/or attend conferences Opportunity and support to conduct research and/or attend conferences Opportunity of pandemic safety policies and procedures Salary Size of patient caseloada Quality of ambitatory care facilities Quality of ambitatory care facilities Structure or type of electronic health records Quality of ambitatory care facilities Structure or type of electronic health records Quality of ambitatory care facilities Structure or type of electronic health records Quality of institution of program Supplemental income (monighting) opportunities Experience with virtual or in-person awayfaudition rotations Opportunity and financial support for international experie	Reputation of program 51.7% 4.4	Reputation of program
Quality of educational curriculum and training Academic medical center program Balance of faculty supervision and resident responsibility for patient care Cost of living House staff morale Career paths of recent program graduates Career paths of recent program graduates Rotation schedules and structures (e.g. amount of time per rotation) in program Preparation for fellowship training Program's flexibility to pursue electives and interests Size of program Future fellowship training opportunities of the area Call schedule Diversity of patient problems Call schedule Diversity of geographic location Vacation/personal/family leave policies Quality of hospital facilities Other support network in the area Cultural/racial/ethnic for myself Institutional provisions to ensure other domains of resident health/safety/wellness Opportunity and support to conduct research and/or attend conferences Opportunity and support to conduct research and/or attend conferences Opportunity and support to conduct research and/or attend conferences Quality of ambulatory care facilities Quality of ambulatory care facilities Experience with other virtual publicity activities hosted by the program Community-based setting Quality of ambulatory care facilities Size of patient caselada Board pass rates Cpoportunity and support to conduct research and/or attend conferences Six and bereavement leave policies Experience with other virtual publicity activities hosted by the program Community-based setting Quality of ambulatory care facilities Fix and provided cell phone/stipend Presence of to press staff union Duty coverage to attend conferences Opportunity and financial support for international experience Presence of thates staff union Duty coverage to attend conferences Opportunities for training in systems—based practice Presence of training in systems—based practice Program-provided cell phone/stipend Presence of a previous Match violation Schools for my children in the area Jeopardy pool Jeopardy pool Judy Coverage to attend conferences Opport	Quality of program director 59.3% 4.6	Quality of program director
Academic medical center program Balance of faculty supervision and resident responsibility for patient care Cost of living House staff morale Career paths of recent program graduates Rotation schedules and structures (e.g., amount of time per rotation) in program Preparation for fellowship training Program's flexibility to pursue electives and interests Size of program Future fellowship training opportunities at the institution Social and recreational opportunities of the area Call schedule Diversity of patient problems Cultural/racial/ethnic diversity of geographic location Vacation/personal/armity leave policies Quality of hospital facilities Quality of hospital facilities Quality of proportunities of myself Institutional provisions to ensure other domains of resident health/safety/wellness Opportunity and support to conduct research and/or attend conferences Quality of amiliary support safet Perception that resident concerns about infectious disease are taken seriously COVID-19 pandemic safety policies and procedure Size of program Supplemental income (monilighting) opportunities Experience with virtual or in-person away/sudition rotations Opportunity and financial support for international experience Opportunity of training in systems-based practice Presence of house staff urion Duty coverage to attend conferences Opportunity and financial support for international experience Presence of house staff urion Duty coverage to attend conferences Opportunity and financial support for international experience Presence of house staff urion Duty coverage to attend conferences Opportunity and financial support for international experience Presence of house staff urion Duty coverage to attend conferences Opportunity and financial support for international experience Presence of house staff urion Object or training in systems-based practice Presence of a previous Match violation Other Benefits (please specify)	Work/life balance 49.0% 4.4	Work/life balance
Balance of faculty supervision and resident responsibility for patient care Cost of living House staff morale Career paths of recent program graduates Rotation schedules and structures (e.g. amount of time per rotation) in program Preparation for fellowship training Program's flexibility to pursue electives and interests Size of program Future fellowship training opportunities of the area Call schedule Diversity of patient problems Cultural/racial/ethnic diversity of geographic location Vacation/personal/family leave policies Quality of hospital facilities Quality of hospital facilities Cher support network in the area Cultural/racial/ethnic/gender diversity at the institution Job opportunities for my spouse/significant other Future job opportunities for myself Institutional provisions to ensure other domains of resident health/safety/wellness Opportunity and support to conduct research and/or attend conferences Opportunity and support to conduct research and/or attend conferences Opportunity and support to conduct research and/or attend conferences Opportunity and publicity activities bosted by the program Size of patient caseload Board pass rates Quality of ancillary support staff Perception that resident concerns about infectious disease are taken seriously COVID-19 pandemic safety policies and procedures Sick and bereavement leave policies Experience with other virtual publicity activities bosted by the program Supplemental income (monoliphing) opportunities Experience with virtual or in-person away/audition rotations Opportunity and financial support for international experience Presence of a previous Match violation Presence of a previous Match violation Presence of a previous Match violation Schools for my children in the area Opportunities of residence in the area Opportunities of the search and offerences Opportunities of the search and offerences Opportunities for myself Institutional provisions to ensure other ordinal in severe ordinal search of the search and offerences Opportunities for myself Inst	Quality of faculty 60.0% 4.5	Quality of faculty
Balance of faculty supervision and resident responsibility for patient care Cost of living House staff morale Career paths of recent program graduates Rotation schedules and structures (e.g. amount of time per rotation) in program Preparation for fellowship training Program's flexibility to pursue electives and interests Size of program Future fellowship training opportunities of the area Call schedule Diversity of patient problems Cultural/racial/ethnic diversity of geographic location Vacation/personal/family leave policies Quality of hospital facilities Quality of hospital facilities Cher support network in the area Cultural/racial/ethnic/gender diversity at the institution Job opportunities for my spouse/significant other Future job opportunities for myself Institutional provisions to ensure other domains of resident health/safety/wellness Opportunity and support to conduct research and/or attend conferences Opportunity and support to conduct research and/or attend conferences Opportunity and support to conduct research and/or attend conferences Opportunity and publicity activities bosted by the program Size of patient caseload Board pass rates Quality of ancillary support staff Perception that resident concerns about infectious disease are taken seriously COVID-19 pandemic safety policies and procedures Sick and bereavement leave policies Experience with other virtual publicity activities bosted by the program Supplemental income (monoliphing) opportunities Experience with virtual or in-person away/audition rotations Opportunity and financial support for international experience Presence of a previous Match violation Presence of a previous Match violation Presence of a previous Match violation Schools for my children in the area Opportunities of residence in the area Opportunities of the search and offerences Opportunities of the search and offerences Opportunities for myself Institutional provisions to ensure other ordinal in severe ordinal search of the search and offerences Opportunities for myself Inst		Quality of educational curriculum and training
Cost of living House staff morale Career paths of recent program graduates Rotation schedules and structures (e.g. amount of time per rotation) in program Preparation for fellowship training Program's flexibility to pursue electives and interests Size of program Future fellowship training opportunities at the institution Social and recreational opportunities of the area Call schedule Diversity of patient problems Cultural/racial/ethnic diversity of geographic location Vacation/personal/family leave policies Quality of hospital facilities Other support network in the area Cultural/racial/ethnic/gender diversity at the institution Job opportunities for myself Institutional provisions to ensure other domains of resident health/safety/welness Opportunity and support to conduct research and/or attend conferences Opportunity and support to conduct research and/or attend conferences Opportunity to perform specific procedures Salary Size of patient caseload Board pass rates Deportunity and functions divided and Deard pass rates Six and bereavement leave policies COVID-19 pandemic safety policies and procedures Six and bereavement leave policies COVID-19 pandemic safety policies and procedures Six and bereavement leave policies Structure or type of electronic health records 11,756 4,4 1 1,5		
Cost of living House staff morale Career paths of recent program graduates Rotation schedules and structures (e.g. amount of time per rotation) in program Program's flexibility to pursue electives and interests Size of program Program's flexibility to pursue electives and interests Size of program Future fellowship training opportunities at the institution Social and recreational opportunities of the area Call schedule Diversity of patient problems Cultural/racial/ethnic diversity of geographic location Vacation/personal/family leave policies Quality of hospital facilities Other support network in the area Cultural/racial/ethnic/gender diversity at the institution Job opportunities for myself Institutional provisions to ensure other domains of resident health/safety/wellness Opportunity and support to conduct research and/or attend conferences Opportunity and support to conduct research and/or attend conferences Opportunity and support to conduct research and/or attend conferences Opportunity and support to conduct research and/or attend conferences Opportunity and support to conduct research and/or attend conferences Opportunity and support to conduct research and/or attend conferences Opportunity and support to conduct research and/or attend conferences Opportunity and support to conduct research and/or attend conferences Opportunity and support to conduct research and/or attend conferences Opportunity and support to conduct research and/or attend conferences Opportunity and functions of resident health/safety/wellness Opportunity and Support to conduct research and/or attend conferences Opportunity and functions of resident health/safety/wellness Opportunity and Support to conduct research and/or attend conferences Sick and bereavement leave policies and procedures Sick and bereavement leave policies of the Staff	esponsibility for patient care 47.6% 4.4	Balance of faculty supervision and resident responsibility for patient care
House staff morale Career paths of recent program graduates Rotation schedules and structures (e.g. amount of time per rotation) in program Preparation for fellowship training Program's flexibility to pursue electives and interests Size of program Future fellowship training opportunities of the area Call schedule Diversity of patient problems Cultural/racial/ethnic diversity of patient problems Cultural/racial/ethnic diversity of patient problems Cultural/racial/ethnic diversity of patient problems Cultural/racial/ethnic/gender diversity at the institution Vacation/personal/family leave policies Quality of hospital facilities Other support network in the area Cultural/racial/ethnic/gender diversity at the institution Job opportunities for my spouse/significant other Job opportunities for my spouse/significant other Job opportunity and support to conduct research and/or attend conferences Opportunity and support to conduct research and/or attend conferences Opportunity and support to conduct research and/or attend conferences Quality of ancillary support staff Perception that resident concerns about infectious disease are taken seriously COVID-19 pandermic safety policies and procedures Sick and bereavement leave policies Experience with other virtual publicity activities hosted by the program Community-based setting Quality of ambulatory care facilities Structure or type of electronic health records Having friends at the program Supplemental income (moonlighting) opportunities Experience with virtual or in-person away/audition rotations Opportunity and financial support for international experience Presence of house staff union Duty coverage to attend conferences Opportunities for training in systems-based practice Program-provided cell phone/stipend Presence of previous Match violation Schools for my children in the area Jeopardy pool Johe Benefits (please specify)		
Rotation schedules and structures (e.g. amount of time per rotation) in program Preparation for fellowship training Program's flexibility to pursue electives and interests Size of program Future fellowship training opportunities at the institution Social and recreational opportunities of the area Call schedule Diversity of patient problems Cultural/racial/ethnic diversity of geographic location Vacation/personal/family leave policies Quality of hospital facilities Other support network in the area Cultural/racial/ethnic/gender diversity at the institution Job opportunities for my spouse/significant other Future job opportunities for myself Institutional provisions to ensure other domains of resident health/safety/wellness Opportunity and support to conduct research and/or attend conferences Opportunity to perform specific procedures Size of patient caseload Diversity of patient provisions to ensure other domains of resident health/safety/wellness Opportunity and support to conduct research and/or attend conferences Opportunity to perform specific procedures Size of patient caseload Diversity of patient caseload Diversity of patient procedures Size of patient caseload Diversity of patient procedures Diversity of patient procedu		· 1
Rotation schedules and structures (e.g. amount of time per rotation) in program Preparation for fellowship training Program's flexibility to pursue electives and interests Size of program Future fellowship training opportunities at the institution Social and recreational opportunities of the area Call schedule Diversity of patient problems Cultural/racial/ethnic diversity of geographic location Vacation/personal/family leave policies Quality of hospital facilities Other support network in the area Cultural/racial/ethnic/gender diversity at the institution Job opportunities for my spouse/significant other Future job opportunities for myself Institutional provisions to ensure other domains of resident health/safety/wellness Opportunity and support to conduct research and/or attend conferences Opportunity to perform specific procedures Size of patient caseload Diversity of patient problems Size of patient caseload Diversity of patient problems Size of patient caseload Quality of ancillary support staff Perception that resident concerns about infectious disease are taken seriously COVID-19 pandemic safety policies and procedures Sick and bereavement leave policies Experience with other virtual publicity activities hosted by the program Quality of ambulatory care facilities Structure or type of electronic health records Having friends at the program Supplemental income (moonlighting) opportunities Experience with virtual or in-person awaylaudition rotations Opportunity and financial support for international experience Presence of house staff union Duty coverage to attend conferences Opportunity and financial support for international experience Program-provided cell phone/stipend Presence of a previous Match violation Schools for my children in the area Jeoparty pool Other Benefits (please specify)	of recent program graduates 41.4% 4.4	Career paths of recent program graduates
Program's flexibility to pursue electives and interests Size of program Future fellowship training opportunities at the institution Social and recreational opportunities of the area (Call schedule Diversity of patient problems Cultural/racial/ethnic diversity of pegraphic location Vacation/personal/family leave policies Quality of hospital facilities Other support network in the area Cultural/racial/ethnic/gender diversity at the institution Job opportunities for my spouse/significant other Future job opportunities for myself Institutional provisions to ensure other domains of resident health/safety/wellness Opportunity and support to conduct research and/or attend conferences Opportunity and support to conduct research and/or attend conferences Opportunity to perform specific procedures Size of patient caseload Board pass rates Quality of ancillary support staff Perception that resident concerns about infectious disease are taken seriously COVID-19 pandemic safety policies and procedures Sick and bereavement leave policies Experience with other virtual publicity activities hosted by the program Community-based setting Quality of ambulatory care facilities Structure or type of electronic health records Hawing friends at the program Supplemental income (monilighting) opportunities Experience with virtual or in-person away/audition rotations Opportunity and financial support for international experience Presence of house staff union Duty coverage to attend conferences Opportunities for training in systems-based practice Program-provided cell phone/stipend Presence of a previous Match violation Schools for my children in the area Jeopardy pool Other Benefits (please specify)		
Program's flexibility to pursue electives and interests Size of program Future fellowship training opportunities at the institution Social and recreational opportunities of the area Call schedule Diversity of patient problems Cultural/racial/ethnic diversity of geographic location Vacation/personal/family leave policies Quality of hospital facilities Other support network in the area Cultural/racial/ethnic/gender diversity at the institution Job opportunities for my spouse/significant other Future job opportunities for myself Institutional provisions to ensure other domains of resident health/safety/wellness Opportunity and support to conduct research and/or attend conferences Opportunity to perform specific procedures Salary Size of patient caseload Board pass rates Quality of ancillary support staff Perception that resident concerns about infectious disease are taken seriously COVID-19 pandemic safety policies and procedures Sick and bereavement leave policies Experience with other virtual publicity activities hosted by the program Quality of ambulatory care facilities Structure or type of electronic health records Having friends at the program Supplemental income (moonlighting) opportunities Experience with virtual or in-person awal/audition rotations Opportunity and financial support for international experience Presence of house staff union Duty coverage to attend conferences Opportunities for training in systems-based practice Program-provided cell phone/stipend Presence of a previous Match violation Schools for my children in the area Jeopardy pool Other Benefits (please specify) Other Benefits (please specify)		
Future fellowship training opportunities at the institution Social and recreational opportunities of the area Call schedule Diversity of patient problems Cultural/racial/ethnic diversity of geographic location Vacation/personal/family leave policies Cultural/racial/ethnic diversity of geographic location Vacation/personal/family leave policies Cultural/racial/ethnic/gender diversity at the institution Job opportunities for my spouse/significant other Future job opportunities for my spouse/significant other Future job opportunities for myself Institutional provisions to ensure other domains of resident health/safety/wellness Opportunity and support to conduct research and/or attend conferences Opportunity and support to conduct research and/or attend conferences Salary Size of patient caseload Board pass rates Quality of ancillary support staff Perception that resident concerns about infectious disease are taken seriously COVID-19 pandemic safety policies and procedures Sick and bereavement leave policies Experience with other virtual publicity activities hosted by the program Quality of ambulatory care facilities Structure or type of electronic health records Hawing friends at the program Supplemental income (moonlighting) opportunities Experience with virtual or in-person away/audition rotations Opportunity and financial support for international experience Presence of house staff union Duty coverage to attend conferences Opportunities for training in systems-based practice Program-provided cell phone/stipend Presence of a previous Match violation Schools for my children in the area 1,4% 4.1 1,5%		
Future fellowship training opportunities at the institution Social and recreational opportunities of the area Call schedule Diversity of patient problems Cultural/racial/ethnic diversity of geographic location Vacation/personal/family leave policies Quality of hospital facilities Quality of antillary well-ness Quality of antillary support staff Quality of antillary support staff Perception that resident concerns about infectious disease are taken seriously COVID-19 pandemic safety policies and procedures Sick and bereavement leave policies Quality of ambulatory care facilities Quality of ambulatory care facilities Structure or type of electronic health records Having friends at the program Quality of ambulatory care facilities Experience with virtual or in-person away/audition rotations Opportunity and financial support for international experience Presence of house staff funion Duty coverage to attend conferences Opportunities for training in systems-based practice Program-provided cell phone/stipend Presence of a previous Match violation Schools for my children in the area Quality of international experience Presence of a previous Match violation Schools for my children in the area Quality of land of the recrease of the security provided cell phone/stipend Quality of a popardy pool Quality of appardy pool Quality of a popardy po		
Social and recreational opportunities of the area Call schedule Diversity of patient problems 53:2% 4.5 Cultural/racial/ethnic diversity of geographic location Vacation/personal/family leave policies Quality of hospital facilities Other support network in the area Cultural/racial/ethnic/gender diversity at the institution Job opportunities for my spouses/significant other Future job opportunities for myself Institutional provisions to ensure other domains of resident health/safety/wellness Opportunity and support to conduct research and/or attend conferences Opportunity to perform specific procedures Salary Size of patient caseload Board pass rates Quality of ancillary support staff Perception that resident concerns about infectious disease are taken seriously COVID-19 pandemic safety policies and procedures Sick and bereavement leave policies Experience with other virtual publicity activities hosted by the program Community-based setting Quality of ambulatory care facilities Structure or type of electronic health records Having friends at the program Supplemental income (moonlighting) opportunities Experience with virtual or in-person away/audition rotations Opportunity and financial support for international experience Presence of house staff union Duty coverage to attend conferences Opportunities for training in systems-based practice Program-provided cell phone/stipend Presence of a previous Match violation Schools for my children in the area Jeopardy pool Other Benefits (please specify) 2.1% 5.0		
Call schedule Diversity of patient problems Cultural/racial/ethnic diversity of geographic location Vacation/personal/family leave policies Quality of hospital facilities Quality of an original facilities Quality of an or		
Diversity of patient problems Cultural/racial/ethnic diversity of geographic location Vacation/personal/family leave policies Quality of hospital facilities Other support network in the area Cultural/racial/ethnic/gender diversity at the institution Job opportunities for my spouse/significant other Future job opportunities for myself Institutional provisions to ensure other domains of resident health/safety/wellness Opportunity and support to conduct research and/or attend conferences Opportunity to perform specific procedures Salary Size of patient caseload Board pass rates Quality of ancillarly support staff Perception that resident concerns about infectious disease are taken seriously COVID-19 pandemic safety policies and procedures Sick and bereavement leave policies Experience with other virtual publicity activities hosted by the program Community-based setting Quality of ambulatory care facilities Structure or type of electronic health records Having friends at the program Supplemental income (moonlighting) opportunities Experience with virtual or in-person away/audition rotations Opportunity and financial support for international experience Presence of house staff union Duty coverage to attend conferences Opportunities for training in systems-based practice Program-provided cell phone/stipend Presence of a previous Match violation Schools for my children in the area Jeopardy pool Other Benefits (please specify) 2,195 5,196 4,1 1,296 4,2 1,288 4,3 2,2198 4,4 4,1 2,2 2,896 4,4 4,1 4,1 4,1 4,1 4,1 4,2 4,3 4,4 4,4 4,4 4,2 4,4 4,4		
Cultural/racial/ethnic diversity of geographic location Vacation/personal/family leave policies Quality of hospital facilities Quality of hospital facilities Quality of ancillary support network in the area Cultural/racial/ethnic/gender diversity at the institution Job opportunities for my spouse/significant other Future job opportunities for myself Institutional provisions to ensure other domains of resident health/safety/wellness Opportunity and support to conduct research and/or attend conferences Opportunity to perform specific procedures Salary Size of patient caseload Board pass rates Quality of ancillary support staff Perception that resident concerns about infectious disease are taken seriously COVID-19 pandemic safety policies and procedures Sick and bereavement leave policies Experience with other virtual publicity activities hosted by the program Community-based setting Quality of ambulatory care facilities Structure or type of electronic health records Having friends at the program Supplemental income (moonlighting) opportunities Experience with virtual or in-person away/audition rotations Opportunity and financial support for international experience Presence of house staff union Duty coverage to attend conferences Opportunities for training in systems-based practice Program-provided cell phone/stipend Presence of a previous Match violation Schools for my children in the area Jeopardy pool Other Benefits (please specify)		
Vacation/personal/family leave policies Quality of hospital facilities Other support network in the area Cultural/racial/ethnic/gender diversity at the institution Job opportunities for my spouse/significant other Future job opportunities for myself Institutional provisions to ensure other domains of resident health/safety/wellness Opportunity and support to conduct research and/or attend conferences Opportunity to perform specific procedures Salary Size of patient caseload Dear of a conferences Quality of ancillary support staff Perception that resident concerns about infectious disease are taken seriously COVID-19 pandemic safety policies and procedures Sick and bereavement leave policies Experience with other virtual publicity activities hosted by the program Quality of ambulatory care facilities Structure or type of electronic health records Having friends at the program Supplemental income (moonlighting) opportunities Experience with virtual or in-person away/audition rotations Opportunity and financial support for international experience Program-provided cell phone/stipend Presence of a previous Match violation Schools for my children in the area Jeopardy pool Other Benefits (please specify) 4.2 2.886 4.4 4.2 4.3 4.3 4.4 4.4 4.4 4.3 4.4 4.4 4.5 4.3 4.4 4.4 4.1 4.1 4.2 4.3 4.4 4.4 4.1 4.1 4.2 4.3 4.3 4.4 4.4 4.1 4.1 4.2 4.3 4.4 4.4 4.1 4.1 4.2 4.3 4.3 4.4 4.1 4.1 4.1 4.2 4.3 4.4 4.1 4.1 4.2 4.3 4.3 4.4 4.4 4.4 4.1 4.1 4.2 4.3 4.4 4.4 4.1 4.1 4.2 4.3 4.4 4.4 4.1 4.1 4.2 4.3 4.4 4.4 4.4 4.4 4.4 4.4 4.4 4.4 4.4		
Quality of hospital facilities Other support network in the area Cultural/racial/ethnic/gender diversity at the institution Job opportunities for my spouse/significant other Future job opportunities for myself Institutional provisions to ensure other domains of resident health/safety/wellness Opportunity and support to conduct research and/or attend conferences Opportunity and support to conduct research and/or attend conferences Opportunity to perform specific procedures Size of patient caseload Board pass rates Quality of ancillary support staff Perception that resident concerns about infectious disease are taken seriously COVID-19 pandemic safety policies and procedures Sick and bereavement leave policies Experience with other virtual publicity activities hosted by the program Community-based setting Quality of ambulatory care facilities Structure or type of electronic health records Having friends at the program Supplemental income (moonlighting) opportunities Experience with virtual or in-person away/audition rotations Opportunity and financial support for international experience Presence of house staff union Duty coverage to attend conferences Opportunities for training in systems-based practice Program-provided cell phone/stipend Presence of a previous Match violation Schools for my children in the area Jeopardy pool Other Benefits (please specify) 2,1% 5,0	, , ,	
Other support network in the area Cultural/racial/ethnic/gender diversity at the institution Job opportunities for my spouse/significant other Future job opportunities for myself Institutional provisions to ensure other domains of resident health/safety/wellness Opportunity and support to conduct research and/or attend conferences Opportunity to perform specific procedures Salary Size of patient caseload Board pass rates Quality of ancillary support staff Perception that resident concerns about infectious disease are taken seriously COVID-19 pandemic safety policies and procedures Sick and bereavement leave policies Experience with other virtual publicity activities hosted by the program Community-based setting Quality of ambulatory care facilities Structure or type of electronic health records Having friends at the program Supplemental income (moonlighting) opportunities Experience with virtual or in-person away/audition rotations Opportunity and financial support for international experience Presence of house staff union Duty coverage to attend conferences Opportunities for training in systems-based practice Program-provided cell phone/stipend Presence of a previous Match violation Schools for my children in the area Jeopardy pool Other Benefits (please specify) 2,1% 4,0 2,0 3,0 4,4 4,2 4,1% 4,1 4,1 4,1 4,1 4,1 4,1 4,2 4,2 4,3 4,4 4,1 4,1 4,1 4,2 4,2 4,4 4,1 4,1 4,1 4,1 4,2 4,2 4,4 4,1 4,1 4,1 4,2 4,2 4,4 4,1 4,1 4,1 4,2 4,2 4,3 4,4 4,4 4,1 4,1 4,1 4,1 4,2 4,2 4,3 4,4 4,1 4,1 4,1 4,1 4,1 4,1 4,1 4,1 4,1	•	· · · · · · · · · · · · · · · · · · ·
Cultural/racial/ethnic/gender diversity at the institution Job opportunities for my spouse/significant other Future job opportunities for myself Institutional provisions to ensure other domains of resident health/safety/wellness Opportunity and support to conduct research and/or attend conferences Opportunity to perform specific procedures Salary Size of patient caseload Board pass rates Quality of ancillary support staff Perception that resident concerns about infectious disease are taken seriously COVID-19 pandemic safety policies and procedures Sick and bereavement leave policies Experience with other virtual publicity activities hosted by the program Community-based setting Quality of ambulatory care facilities Structure or type of electronic health records Having friends at the program Supplemental income (moonlighting) opportunities Experience with virtual or in-person away/audition rotations Opportunity and financial support for international experience Presence of house staff union Duty coverage to attend conferences Opportunities for training in systems-based practice Program-provided cell phone/stipend Presence of a previous Match violation Schools for my children in the area Jeopardy pool 1,4% 4,2 4,8% 4,4 4,4 4,0 4,4 4,2 4,8% 4,4 4,1 4,1 4,1 4,2 4,1 4,1 4,2 4,1 4,1 4,2 4,1 4,1 4,2 4,1 4,1 4,2 4,1 4,1 4,2 4,1 4,1 4,2 4,1 4,1 4,1 4,2 4,1 4,1 4,1 4,2 4,1 4,1 4,1 4,1 4,1 4,1 4,2 4,1 4,1 4,1 4,1 4,1 4,1 4,1 4,1 4,1 4,1		
Job opportunities for my spouse/significant other Future job opportunities for myself Institutional provisions to ensure other domains of resident health/safety/wellness Opportunity and support to conduct research and/or attend conferences Opportunity to perform specific procedures Salary Size of patient caseload Board pass rates Quality of ancillary support staff Perception that resident concerns about infectious disease are taken seriously COVID-19 pandemic safety policies and procedures Sick and bereavement leave policies Experience with other virtual publicity activities hosted by the program Community-based setting Quality of ambulatory care facilities Structure or type of electronic health records Having friends at the program Supplemental income (moonlighting) opportunities Experience with virtual or in-person away/audition rotations Opportunity and financial support for international experience Presence of house staff union Duty coverage to attend conferences Opportunities for training in systems-based practice Program-provided cell phone/stipend Presence of a previous Match violation Schools for my children in the area Jeopardy pool 1,4% 4.0 00ther Benefits (please specify)		• •
Future job opportunities for myself Institutional provisions to ensure other domains of resident health/safety/wellness Opportunity and support to conduct research and/or attend conferences Opportunity to perform specific procedures Salary Size of patient caseload Board pass rates Quality of ancillary support staff Perception that resident concerns about infectious disease are taken seriously COVID-19 pandemic safety policies and procedures Sick and bereavement leave policies Experience with other virtual publicity activities hosted by the program Community-based setting Quality of ambulatory care facilities Structure or type of electronic health records Having friends at the program Supplemental income (moonlighting) opportunities Experience with virtual or in-person away/audition rotations Opportunity and financial support for international experience Presence of house staff union Duty coverage to attend conferences Opportunities for training in systems-based practice Program-provided cell phone/stipend Presence of a previous Match violation Schools for my children in the area Jeopardy pool Other Benefits (please specify) 24.8% 4.4 4.2 24.1% 4.2 24.1% 4.2 24.1% 4.2 24.1% 4.2 25.8 24.1% 4.1 26.8 24.1% 4.1 26.8 29.0% 4.1 2.1.8 4.2 29.0% 4.1 4.2 29.0% 4.1 2.2 4.3 4.4 4.3 2.2 4.4 4.3 2.4 4.4 4		
Institutional provisions to ensure other domains of resident health/safety/wellness Opportunity and support to conduct research and/or attend conferences Opportunity to perform specific procedures Salary Size of patient caseload Board pass rates Quality of ancillary support staff Perception that resident concerns about infectious disease are taken seriously COVID-19 pandemic safety policies and procedures Sick and bereavement leave policies Experience with other virtual publicity activities hosted by the program Community-based setting Quality of ambulatory care facilities Structure or type of electronic health records Having friends at the program Supplemental income (moonlighting) opportunities Experience with virtual or in-person away/audition rotations Opportunity and financial support for international experience Presence of house staff union Duty coverage to attend conferences Opportunities for training in systems-based practice Program-provided cell phone/stipend Presence of a previous Match violation Schools for my children in the area Jeopardy pool Other Benefits (please specify) 21.4% 4.3 22.9.0% 4.1 12.9% 4.2 23.8 24.1% 4.1 4.1 4.2 24.1% 4.2 25.0 24.1% 4.1 4.2 25.0 24.1% 4.1 4.2 25.0 24.1% 4.2 25.0 26.0 27.1% 4.3 27.1% 4.3 28.1 29.0% 4.1 20.0 21.4% 4.3 21.4% 4.3 21.4% 4.3 21.4% 4.3 21.4% 4.3 21.4% 4.4 21.1 21.4% 4.3 22.1% 4.4 22.1% 4.4 22.1% 4.4 22.1% 4.4 22.1% 4.4 22.1% 4.4 22.1% 4.4 22.1% 4.4 22.1% 4.4 24.1% 4.4 25.0 26.0 27.1% 4.1 27.2% 4.2 28.0 27.1% 4.3 28.0 27.1%		
Opportunity and support to conduct research and/or attend conferences Opportunity to perform specific procedures Salary Size of patient caseload Board pass rates Quality of ancillary support staff Perception that resident concerns about infectious disease are taken seriously COVID-19 pandemic safety policies and procedures Sick and bereavement leave policies Experience with other virtual publicity activities hosted by the program Community-based setting Quality of ambulatory care facilities Structure or type of electronic health records Having friends at the program Supplemental income (moonlighting) opportunities Experience with virtual or in-person away/audition rotations Opportunity and financial support for international experience Presence of house staff union Duty coverage to attend conferences Opportunities for training in systems-based practice Program-provided cell phone/stipend Presence of a previous Match violation Schools for my children in the area Jeopardy pool Other Benefits (please specify)		
Opportunity to perform specific procedures Salary Size of patient caseload Board pass rates Quality of ancillary support staff Perception that resident concerns about infectious disease are taken seriously COVID-19 pandemic safety policies and procedures Sick and bereavement leave policies Experience with other virtual publicity activities hosted by the program Community-based setting Quality of ambulatory care facilities Structure or type of electronic health records Having friends at the program Supplemental income (moonlighting) opportunities Experience with virtual or in-person away/audition rotations Opportunity and financial support for international experience Presence of house staff union Duty coverage to attend conferences Opportunities for training in systems-based practice Program-provided cell phone/stipend Presence of a previous Match violation Schools for my children in the area Jeopardy pool 1,4% 4,0 Other Benefits (please specify)		
Salary Size of patient caseload Board pass rates Quality of ancillary support staff Perception that resident concerns about infectious disease are taken seriously COVID-19 pandemic safety policies and procedures Sick and bereavement leave policies Experience with other virtual publicity activities hosted by the program Community-based setting Quality of ambulatory care facilities Structure or type of electronic health records Having friends at the program Supplemental income (moonlighting) opportunities Experience with virtual or in-person away/audition rotations Opportunity and financial support for international experience Presence of house staff union Duty coverage to attend conferences Opportunities for training in systems-based practice Program-provided cell phone/stipend Presence of a previous Match violation Schools for my children in the area Jeopardy pool Other Benefits (please specify) 24.1% 4.2 29.0% 4.1 10,6% 4.4 4.2 29.0% 4.1 10,6% 4.4 4.2 20.0 4.1 4.5% 4.2 4.2 4.2 4.3 4.4 4.1 4.1 4.2 4.1 4.1 4.2 4.1 4.1 4.2 4.1 4.1 4.1 4.1 4.1 4.1 4.1 4.1 4.1 4.1		
Size of patient caseload Board pass rates Quality of ancillary support staff Perception that resident concerns about infectious disease are taken seriously COVID-19 pandemic safety policies and procedures Sick and bereavement leave policies Experience with other virtual publicity activities hosted by the program Community-based setting Quality of ambulatory care facilities Structure or type of electronic health records Having friends at the program Supplemental income (moonlighting) opportunities Experience with virtual or in-person away/audition rotations Opportunity and financial support for international experience Presence of house staff union Duty coverage to attend conferences Opportunities for training in systems-based practice Program-provided cell phone/stipend Presence of a previous Match violation Schools for my children in the area Jeopardy pool Other Benefits (please specify)		
Board pass rates Quality of ancillary support staff Perception that resident concerns about infectious disease are taken seriously COVID-19 pandemic safety policies and procedures Sick and bereavement leave policies Experience with other virtual publicity activities hosted by the program Community-based setting Quality of ambulatory care facilities Structure or type of electronic health records Having friends at the program Supplemental income (moonlighting) opportunities Experience with virtual or in-person away/audition rotations Opportunity and financial support for international experience Presence of house staff union Duty coverage to attend conferences Opportunities for training in systems-based practice Program-provided cell phone/stipend Presence of a previous Match violation Schools for my children in the area Jeopardy pool Other Benefits (please specify) 29.0% 4.1 16.6% 4.4 4.1 16.6% 4.4 4.1 16.6% 4.4 4.1 16.6% 4.4 4.1 16.6% 4.2 11.7% 4.1 12.9% 3.9 3.9 3.9 3.4% 3.6 4.1 4.4 4.0 4.0 4.0 4.0 4.0 4.0		
Quality of ancillary support staff Perception that resident concerns about infectious disease are taken seriously COVID-19 pandemic safety policies and procedures Sick and bereavement leave policies Experience with other virtual publicity activities hosted by the program Community-based setting Quality of ambulatory care facilities Structure or type of electronic health records Having friends at the program Supplemental income (moonlighting) opportunities Experience with virtual or in-person away/audition rotations Opportunity and financial support for international experience Presence of house staff union Duty coverage to attend conferences Opportunities for training in systems-based practice Program-provided cell phone/stipend Presence of a previous Match violation Schools for my children in the area Jeopardy pool Other Benefits (please specify) 16.6% 4.4 4.2 4.2 4.3 4.1 4.3 4.1 4.3 4.2 4.3 4.4 4.3 4.4 4.7 4.0 4.0 4.0 4.0 4.0 4.0		
Perception that resident concerns about infectious disease are taken seriously COVID-19 pandemic safety policies and procedures Sick and bereavement leave policies Experience with other virtual publicity activities hosted by the program Community-based setting Quality of ambulatory care facilities Structure or type of electronic health records Having friends at the program Supplemental income (moonlighting) opportunities Experience with virtual or in-person away/audition rotations Opportunity and financial support for international experience Presence of house staff union Duty coverage to attend conferences Opportunities for training in systems-based practice Program-provided cell phone/stipend Presence of a previous Match violation Schools for my children in the area Jeopardy pool Other Benefits (please specify) 16,6% 4.4 4.2 4.3 4.4 4.5 4.1 1.0% 3.6 11.7% 4.1 1.1.7% 4.1 1.2.9% 3.9 3.6 4.3 3.6 4.4 4.0 4.0 5.0		
COVID-19 pandemic safety policies and procedures Sick and bereavement leave policies Experience with other virtual publicity activities hosted by the program Community-based setting Quality of ambulatory care facilities Structure or type of electronic health records Having friends at the program Supplemental income (moonlighting) opportunities Experience with virtual or in-person away/audition rotations Opportunity and financial support for international experience Presence of house staff union Duty coverage to attend conferences Opportunities for training in systems-based practice Program-provided cell phone/stipend Presence of a previous Match violation Schools for my children in the area Jeopardy pool Other Benefits (please specify) 17.2% 4.2 12.4% 4.3		
Sick and bereavement leave policies Experience with other virtual publicity activities hosted by the program Community-based setting Quality of ambulatory care facilities Structure or type of electronic health records Having friends at the program Supplemental income (moonlighting) opportunities Experience with virtual or in-person away/audition rotations Opportunity and financial support for international experience Presence of house staff union Duty coverage to attend conferences Opportunities for training in systems-based practice Program-provided cell phone/stipend Presence of a previous Match violation Schools for my children in the area Jeopardy pool Other Benefits (please specify) 12.4% 4.3 4.1 12.6% 4.1 12.6% 4.1 12.6% 4.2 13.6% 4.1 14.5% 4.1 15.0		•
Experience with other virtual publicity activities hosted by the program Community-based setting Quality of ambulatory care facilities Structure or type of electronic health records Having friends at the program Supplemental income (moonlighting) opportunities Experience with virtual or in-person away/audition rotations Opportunity and financial support for international experience Presence of house staff union Duty coverage to attend conferences Opportunities for training in systems-based practice Program-provided cell phone/stipend Presence of a previous Match violation Schools for my children in the area Jeopardy pool Other Benefits (please specify) 11.0% 3.6 11.7% 4.1 12.9% 3.9 3.9 3.4% 3.6 4.4 4.4 4.4 4.0 5.0 5.0		
Community-based setting Quality of ambulatory care facilities Structure or type of electronic health records Having friends at the program Supplemental income (moonlighting) opportunities Experience with virtual or in-person away/audition rotations Opportunity and financial support for international experience Presence of house staff union Duty coverage to attend conferences Opportunities for training in systems-based practice Program-provided cell phone/stipend Presence of a previous Match violation Schools for my children in the area Jeopardy pool Other Benefits (please specify) 11.0% 3.6 19.3% 4.3 11.7% 4.1 12.9% 3.9 3.6 4.1 4.4 4.0 5.0 5.0	·	•
Quality of ambulatory care facilities Structure or type of electronic health records Having friends at the program Supplemental income (moonlighting) opportunities Experience with virtual or in-person away/audition rotations Opportunity and financial support for international experience Presence of house staff union Duty coverage to attend conferences Opportunities for training in systems-based practice Program-provided cell phone/stipend Presence of a previous Match violation Schools for my children in the area Jeopardy pool Other Benefits (please specify) 11.7% 4.1 11.7% 4.1 12.9% 3.9 14.5% 4.4 15.6% 4.4 16.6% 4.2 17.9% 3.9 17.9% 3.9 17.9% 3.9 17.9% 3.9 17.9% 3.9 14.5% 4.4 15.6% 4.4 16.6% 4.2 17.9% 3.9 17.9% 3		
Structure or type of electronic health records Having friends at the program Supplemental income (moonlighting) opportunities Experience with virtual or in-person away/audition rotations Opportunity and financial support for international experience Presence of house staff union Duty coverage to attend conferences Opportunities for training in systems-based practice Program-provided cell phone/stipend Presence of a previous Match violation Schools for my children in the area Jeopardy pool Other Benefits (please specify) 11.7% 4.1 17.9% 3.9 3.4% 3.6 14.5% 4.4 4.0 5.0 14.5% 4.4 15.0 16.6% 4.2 17.9% 3.9 14.5% 4.4 14.5% 4.4 15.6% 4.4 16.6% 4.2 17.9% 3.9 17.9% 3.9 17.9% 3.9 14.5% 4.4 15.6% 4.4 16.6% 4.2 17.9% 3.9 17.9% 3.9 17.9% 3.9 17.9% 3.9 14.5% 4.4 15.6% 4.4 16.6% 4.2 17.9% 3.9 17.9% 3.9 14.5% 4.4 16.6% 4.2 17.9% 3.9 17.9% 3.9 17.9% 3.9 17.9% 3.9 17.9% 3.9 17.9% 3.9 14.5% 4.4 15.5% 4.4 16.6% 4.2 17.9% 3.9 17.9% 3.6 14.5% 4.4 15.6% 4.4 16.6% 4.2 17.9% 3.9 17.9% 3.9 17.9% 3.9 17.9% 3.9 17.9% 3.9 17.9% 3.9 17.9% 3.9 17.9% 3.9 17.9% 3.9 17.9% 3.6 14.5% 4.4 17.9% 3.9 17.9% 3.	,	Community-based setting
Having friends at the program Supplemental income (moonlighting) opportunities Experience with virtual or in-person away/audition rotations Opportunity and financial support for international experience Presence of house staff union Duty coverage to attend conferences Opportunities for training in systems-based practice Program-provided cell phone/stipend Presence of a previous Match violation Schools for my children in the area Jeopardy pool Other Benefits (please specify) 17.9% 3.9 3.4% 3.6 3.6 4.4 4.4 4.0 5.6% 4.4 4.0 5.0 5.0	of ambulatory care facilities 19.3% 4.3	Quality of ambulatory care facilities
Supplemental income (moonlighting) opportunities Experience with virtual or in-person away/audition rotations Opportunity and financial support for international experience Presence of house staff union Duty coverage to attend conferences Opportunities for training in systems-based practice Program-provided cell phone/stipend Presence of a previous Match violation Schools for my children in the area Jeopardy pool Other Benefits (please specify) 3.4% 3.6 3.6 3.6 4.4 4.0 9.0% 4.4 4.0 1.5% 4.4 4.0 1.6% 4.2 4.0 5.0	of electronic health records 11.7% 4.1	Structure or type of electronic health records
Experience with virtual or in-person away/audition rotations Opportunity and financial support for international experience Presence of house staff union Duty coverage to attend conferences Opportunities for training in systems-based practice Program-provided cell phone/stipend Presence of a previous Match violation Schools for my children in the area Jeopardy pool Other Benefits (please specify) 14.5% 4.4 9.0% 4.4 9.0% 4.0 18.6% 4.2 18.6% 4.4 9.0% 3.8 4.6 9.0% 3.8 19.0%	aving friends at the program 17.9% 3.9	Having friends at the program
Opportunity and financial support for international experience Presence of house staff union Duty coverage to attend conferences Opportunities for training in systems-based practice Program-provided cell phone/stipend Presence of a previous Match violation Schools for my children in the area Jeopardy pool Other Benefits (please specify) 9.0% 4.4 18.6% 4.2 18.6% 4.4 9.0% 3.8 4.6 5.0 18.6% 4.2 18.6% 4.4 18	(moonlighting) opportunities 3.4% 3.6	Supplemental income (moonlighting) opportunities
Presence of house staff union Duty coverage to attend conferences Opportunities for training in systems-based practice Program-provided cell phone/stipend Presence of a previous Match violation Schools for my children in the area Jeopardy pool Other Benefits (please specify) 7.6% 4.0 8.6% 4.2 9.0% 3.8 4.6 9.9% 4.6 4.0 5.0	son away/audition rotations 14. <mark>5% 4.4</mark>	Experience with virtual or in-person away/audition rotations
Duty coverage to attend conferences Opportunities for training in systems-based practice Program-provided cell phone/stipend Presence of a previous Match violation Schools for my children in the area Jeopardy pool Other Benefits (please specify) 16.6% 4.2 18.6% 4.4 9.0% 3.8 4.6 6.9% 4.6 4.0 5.0	for international experience 9.0% 4.4	Opportunity and financial support for international experience
Duty coverage to attend conferences Opportunities for training in systems-based practice Program-provided cell phone/stipend Presence of a previous Match violation Schools for my children in the area Jeopardy pool Other Benefits (please specify) 16,6% 4.2 18,6% 4.4 9.0% 3.8 4.6 4.9 4.0 5.0		
Opportunities for training in systems-based practice Program-provided cell phone/stipend Presence of a previous Match violation Schools for my children in the area Jeopardy pool Other Benefits (please specify) 18.6% 4.4 9.0% 3.8 4.6 9.0% 4.6 4.0 9.0% 4.1 1.4% 4.0 9.0% 5.0		Duty coverage to attend conferences
Program-provided cell phone/stipend Presence of a previous Match violation Schools for my children in the area Jeopardy pool Other Benefits (please specify) 9.0% 3.8 6.9% 4.6 4.0 2.1% 5.0		, ,
Presence of a previous Match violation Schools for my children in the area Jeopardy pool Other Benefits (please specify) 6.9% 4.1 4.0 2.1% 5.0	•	
Schools for my children in the area Jeopardy pool Other Benefits (please specify) Schools for my children in the area Jeopardy pool 1.4% 4.0 5.0		
Jeopardy pool 1.4% 4.0 Other Benefits (please specify) 2.1% 5.0		
Other Benefits (please specify) 2.1% 5.0		,
Ti To viou oponooronip		
Osteopathic Recognition status 0.7% 4.0		
J-1 visa sponsorship 42.8% 4.9		

^{*}Ratings on a scale from 1 (not important) to 5 (extremely important)

Neurology

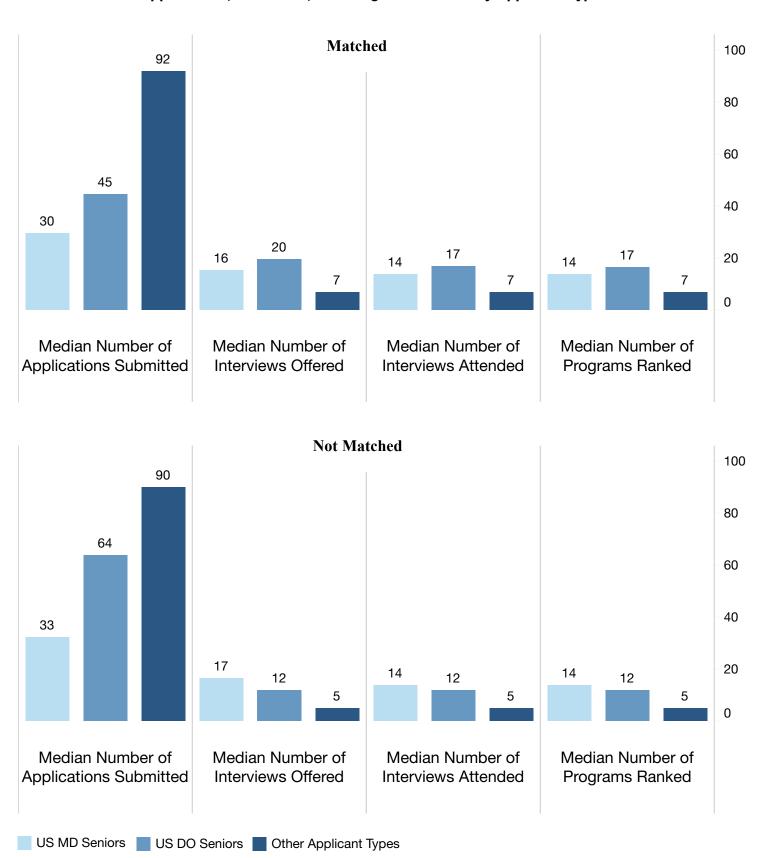
Other Applicant Types

Percentage of Applicants Citing Different Ranking Strategies by Applicant Type



Neurology

Median Number of Applications, Interviews, and Programs Ranked by Applicant Type and Match Outcome*



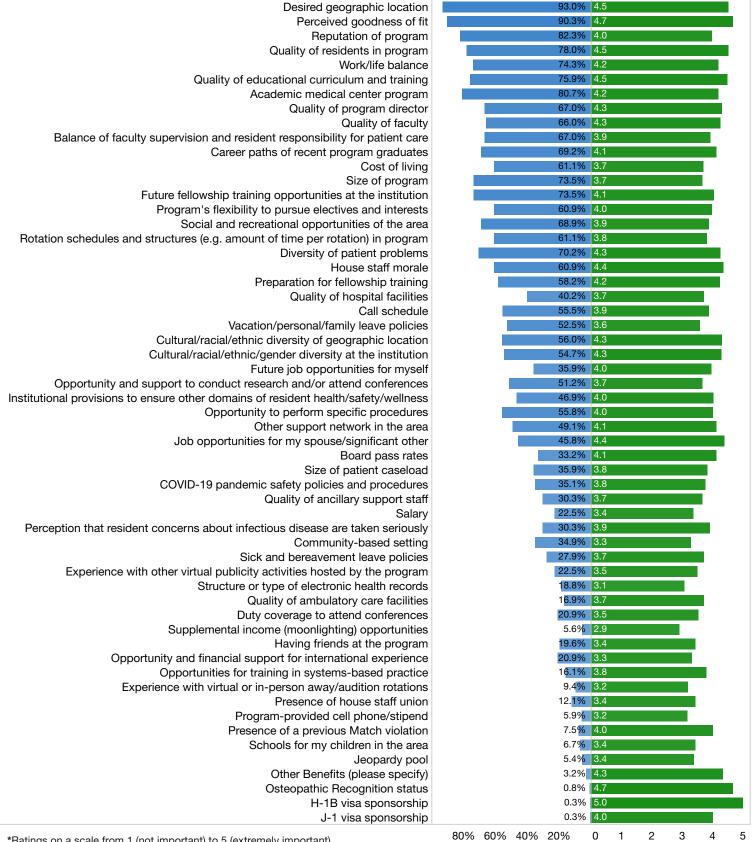
^{*}Match outcome is based on preferred specialty (i.e., specialty listed first on rank order list of programs, excluding preliminary programs).

Obstetrics and Gynecology

Total n = 509

Obstetrics and Gynecology

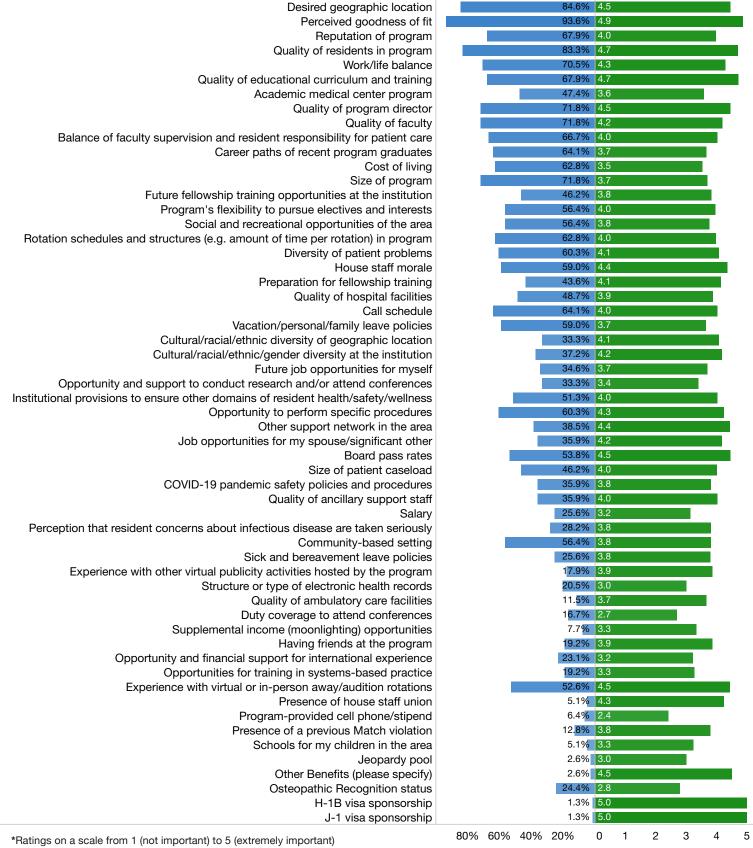
Percent of U.S. MD Seniors Citing Each Factor and Mean Importance Rating* for Each Factor in Selecting **Programs for Application**



^{*}Ratings on a scale from 1 (not important) to 5 (extremely important)

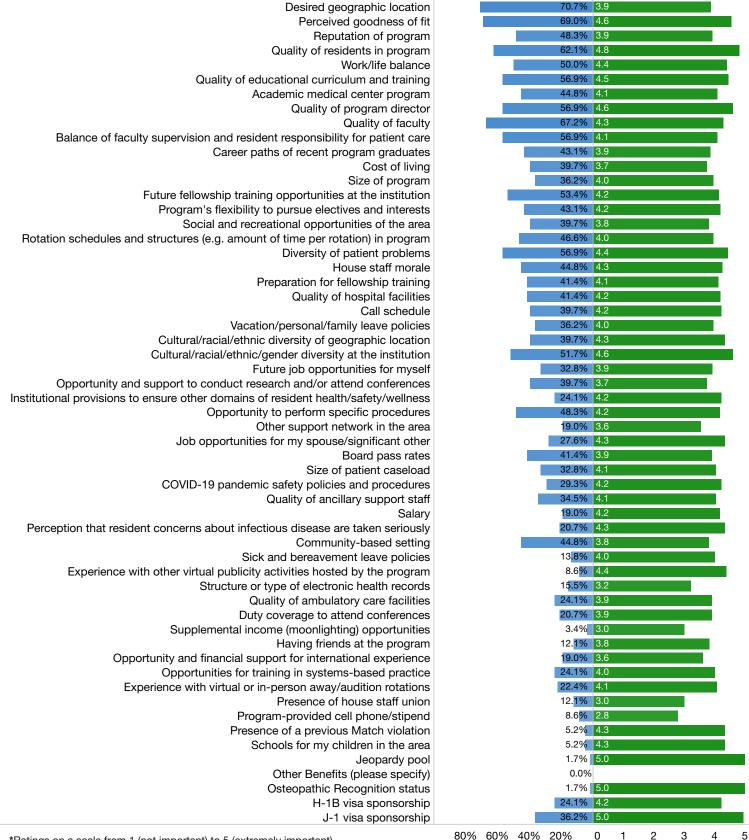
Obstetrics and Gynecology

Percent of <u>U.S. DO Seniors</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Selecting Programs for *Application*



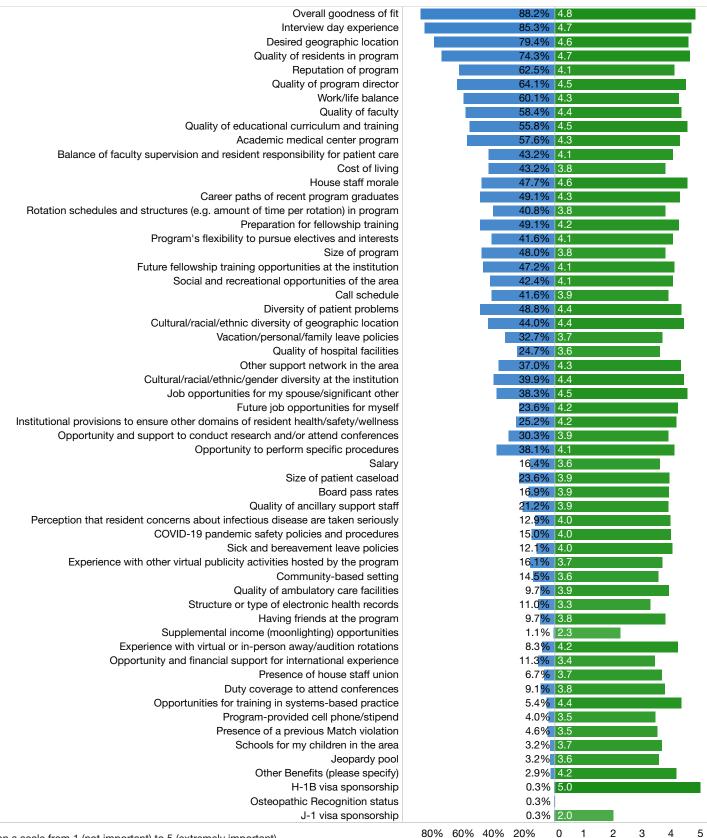
Obstetrics and Gynecology

Percent of <u>Other Applicant Types</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Selecting Programs for <u>Application</u>

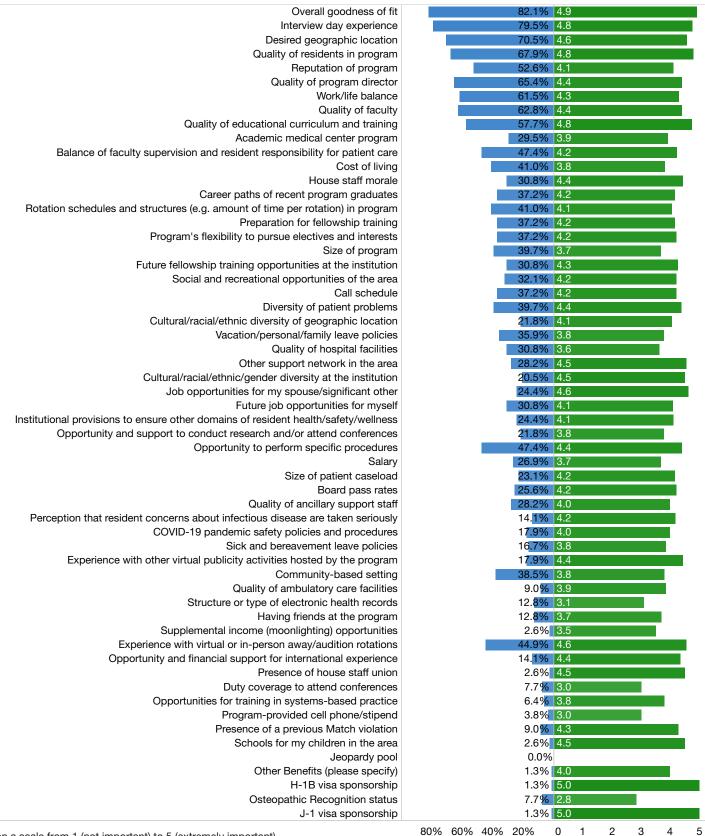


^{*}Ratings on a scale from 1 (not important) to 5 (extremely important)

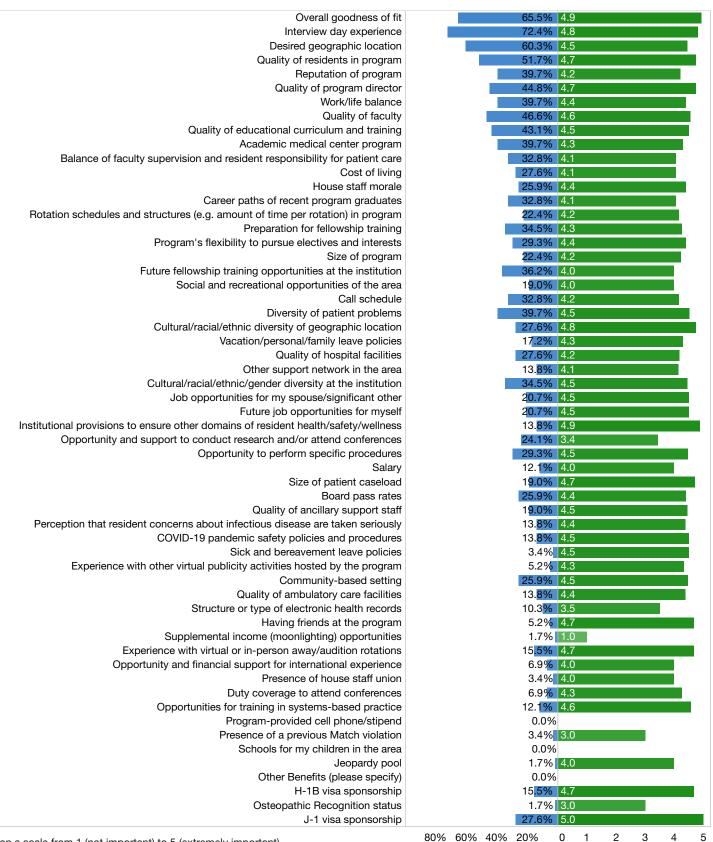
Obstetrics and Gynecology Percent of <u>U.S. MD Seniors</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Ranking Programs



Obstetrics and Gynecology Percent of <u>U.S. DO Seniors</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Ranking Programs

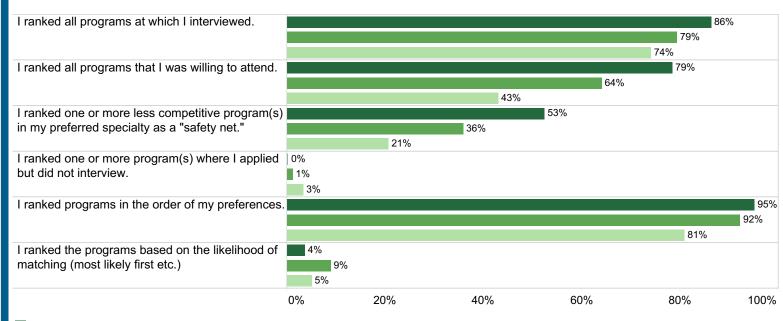


Obstetrics and Gynecology Percent of <u>Other Applicant Types</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Ranking Programs



^{*}Ratings on a scale from 1 (not important) to 5 (extremely important)

Obstetrics and Gynecology Percentage of Applicants Citing Different Ranking Strategies *by Applicant Type*

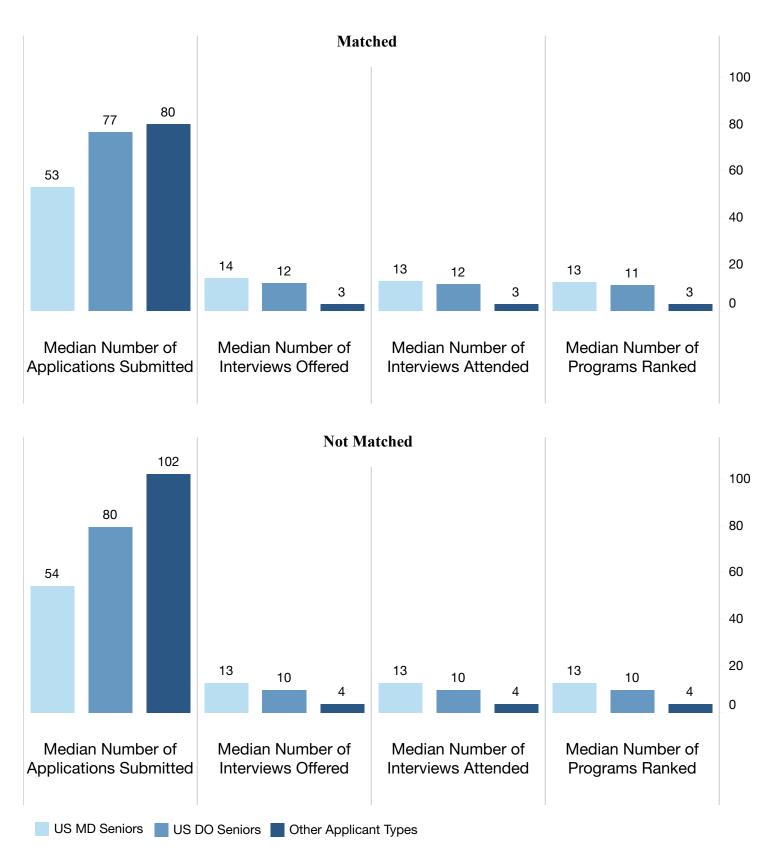


US MD Seniors
US DO Seniors

Other Applicant Types

Obstetrics and Gynecology

Median Number of Applications, Interviews, and Programs Ranked by Applicant Type and Match Outcome*



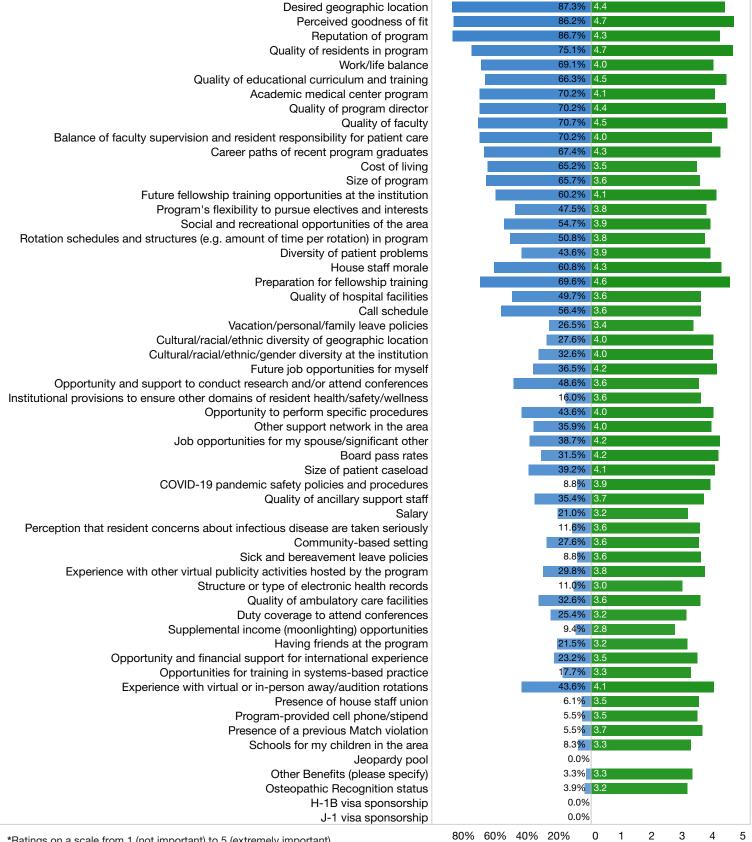
^{*}Match outcome is based on preferred specialty (i.e., specialty listed first on rank order list of programs, excluding preliminary programs).

Orthopedic Surgery

Total n = 221

Orthopedic Surgery

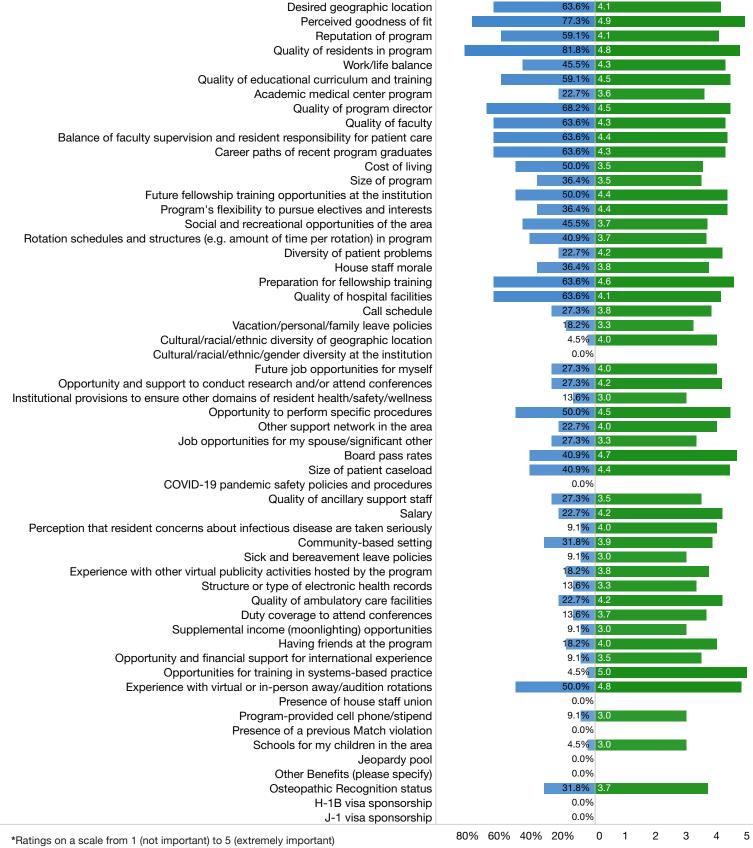
Percent of U.S. MD Seniors Citing Each Factor and Mean Importance Rating* for Each Factor in Selecting **Programs for Application**



^{*}Ratings on a scale from 1 (not important) to 5 (extremely important)

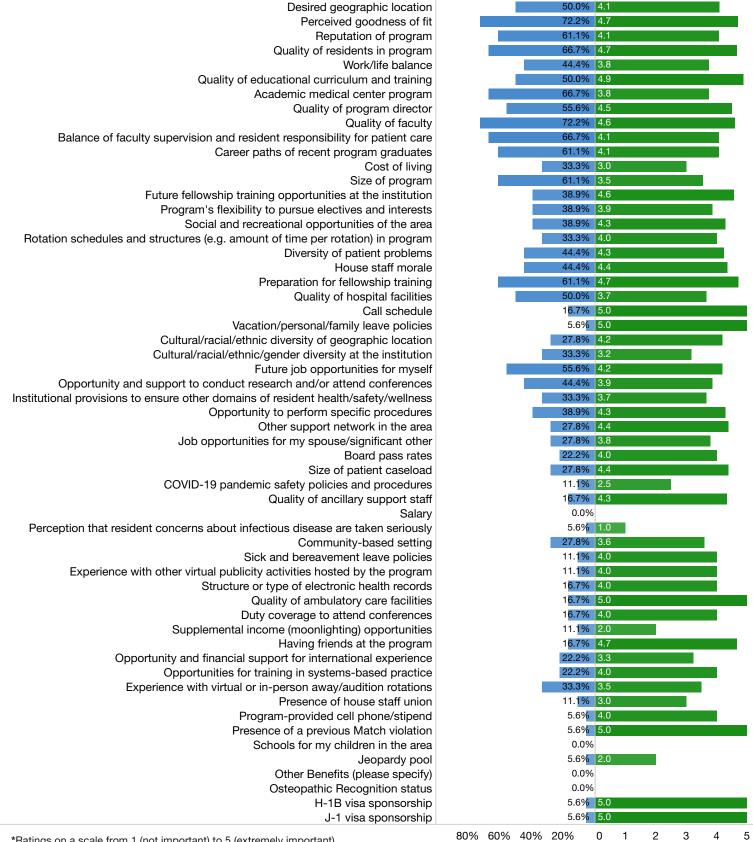
Orthopedic Surgery

Percent of <u>U.S. DO Seniors</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Selecting Programs for *Application*



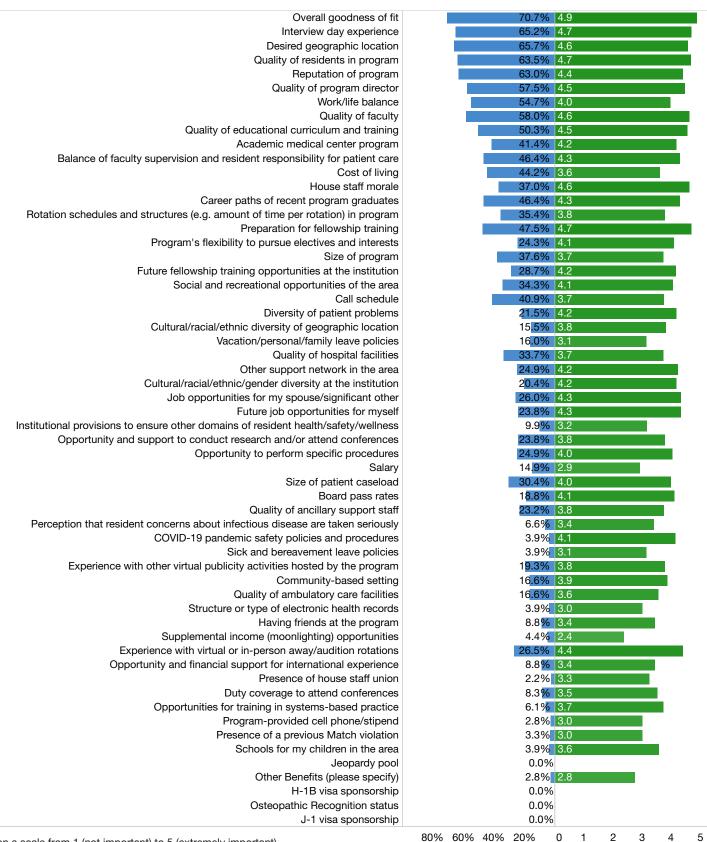
Orthopedic Surgery

Percent of Other Applicant Types Citing Each Factor and Mean Importance Rating* for Each Factor in Selecting Programs for Application



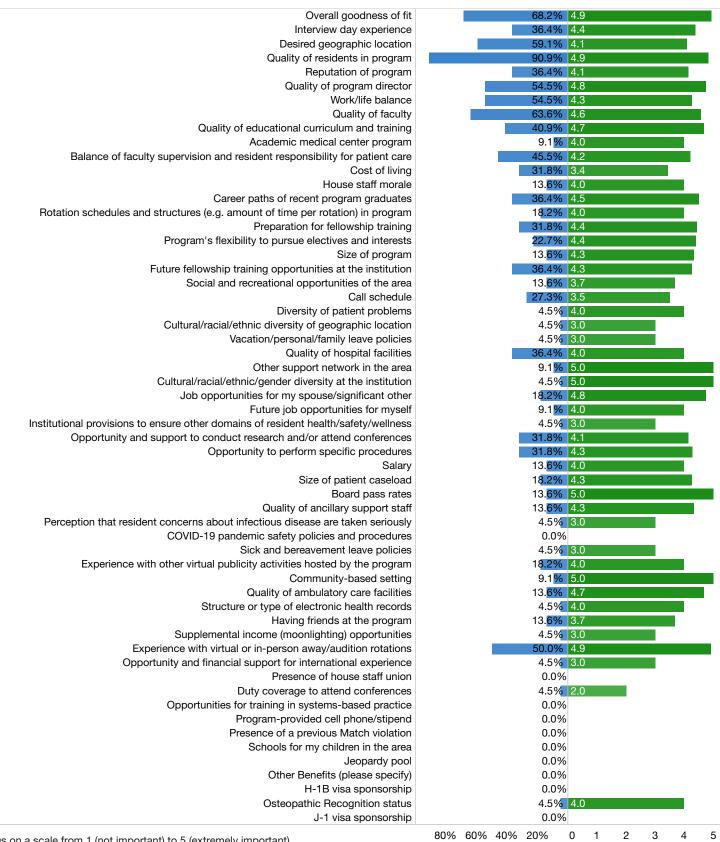
^{*}Ratings on a scale from 1 (not important) to 5 (extremely important)

Orthopedic Surgery Percent of <u>U.S. MD Seniors</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Ranking Programs

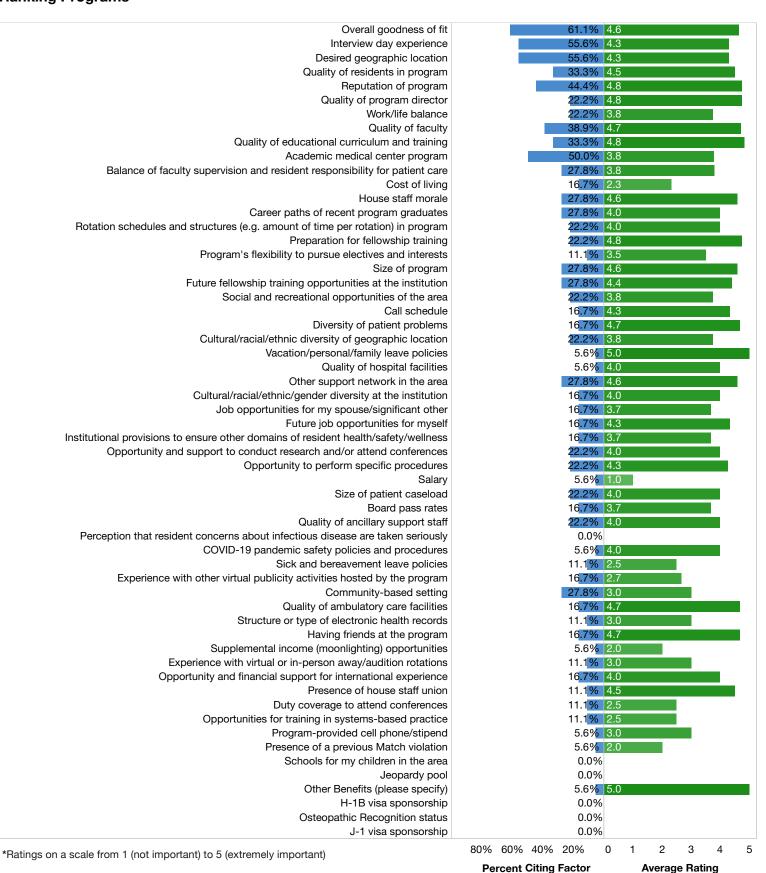


^{*}Ratings on a scale from 1 (not important) to 5 (extremely important)

Orthopedic Surgery Percent of U.S. DO Seniors Citing Each Factor and Mean Importance Rating* for Each Factor in Ranking **Programs**



Orthopedic Surgery Percent of Other Applicant Types Citing Each Factor and Mean Importance Rating* for Each Factor in **Ranking Programs**

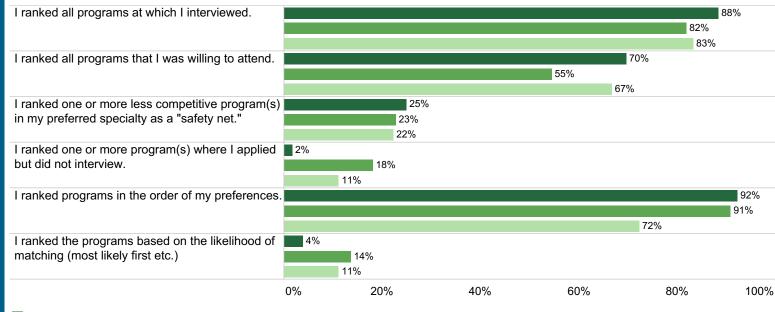


Average Rating

Figure OS-7

Orthopedic Surgery

Percentage of Applicants Citing Different Ranking Strategies by Applicant Type



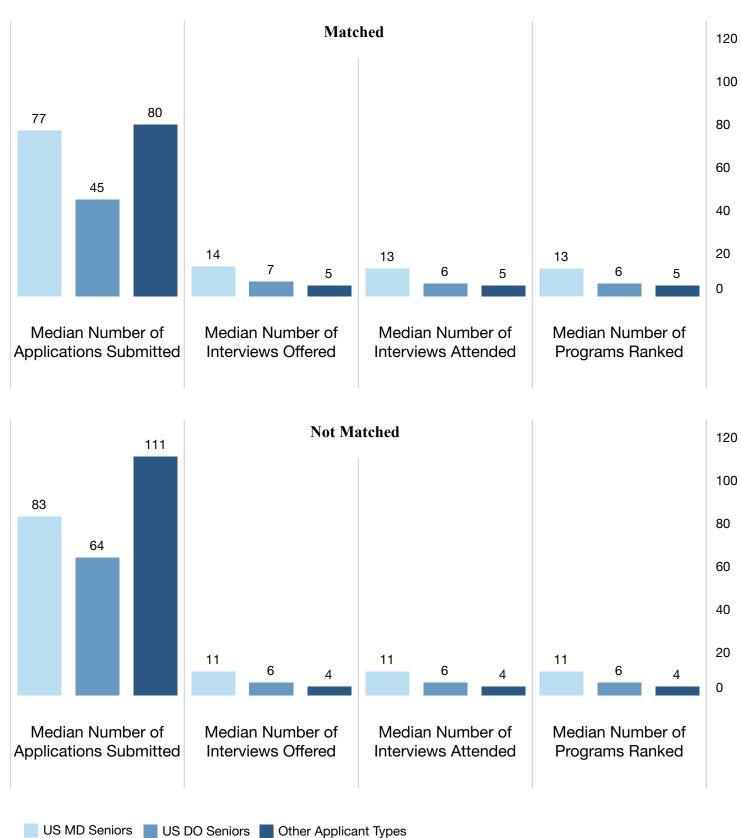
US MD Seniors
US DO Seniors

Other Applicant Types

Figure OS-8

Orthopedic Surgery

Median Number of Applications, Interviews, and Programs Ranked by Applicant Type and Match Outcome*

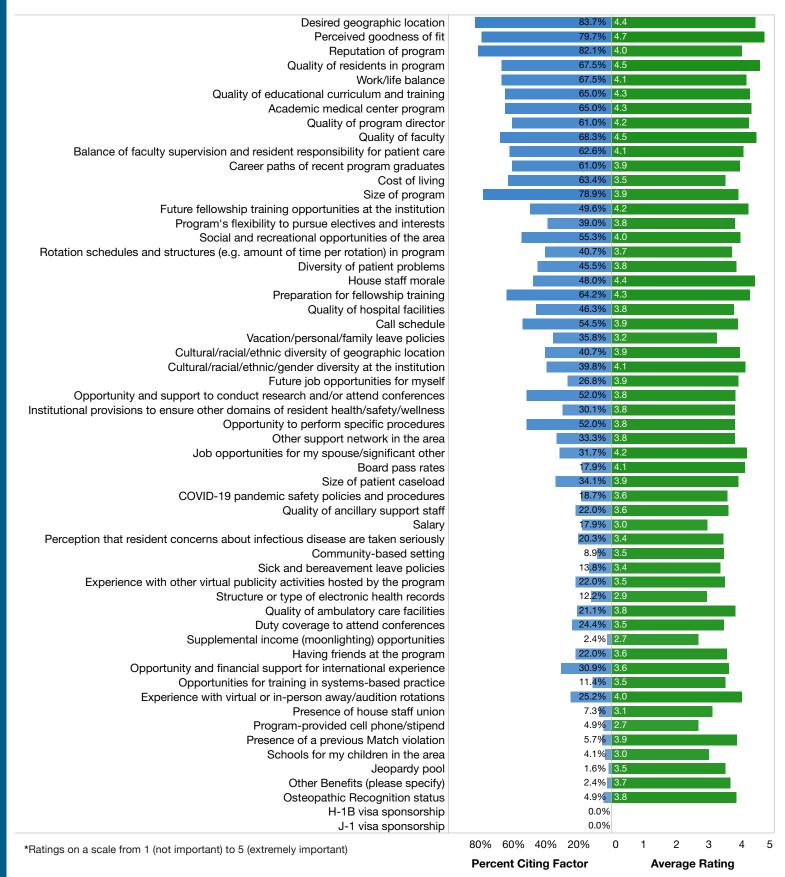


^{*}Match outcome is based on preferred specialty (i.e., specialty listed first on rank order list of programs, excluding preliminary programs).

Otolaryngology Total n = 123

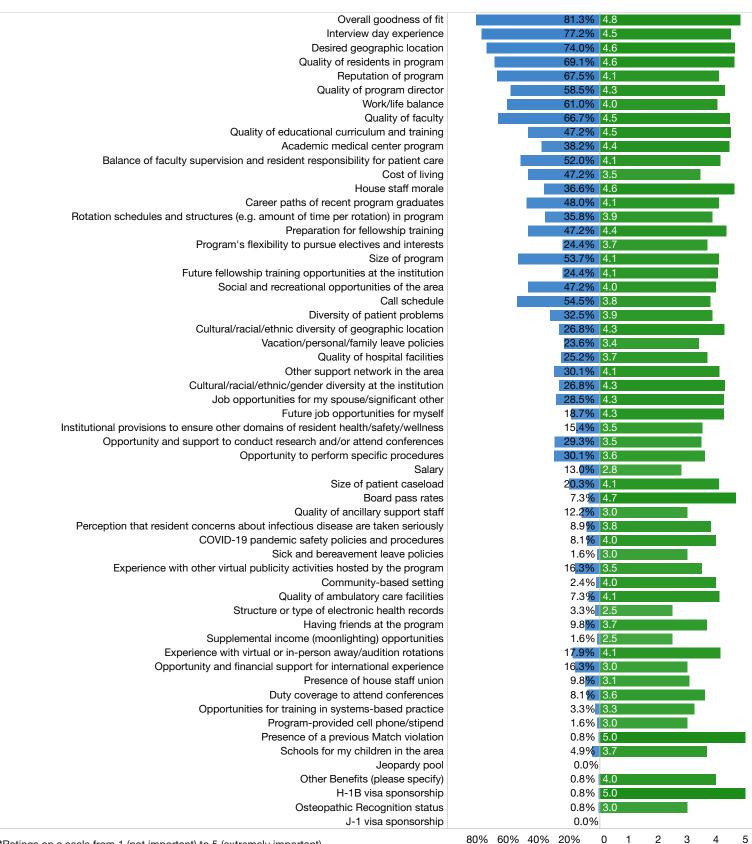
Otolaryngology

Percent of <u>All Applicant Types</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Selecting Programs for <u>Application</u>



Otolaryngology

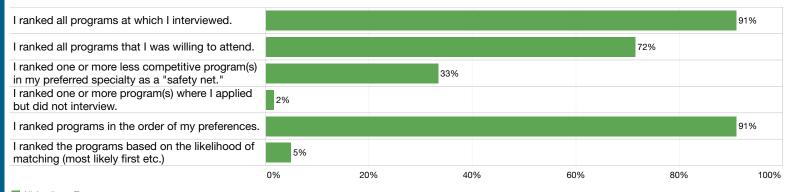
Percent of <u>All Applicant Types</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Ranking Programs



^{*}Ratings on a scale from 1 (not important) to 5 (extremely important)

Otolaryngology

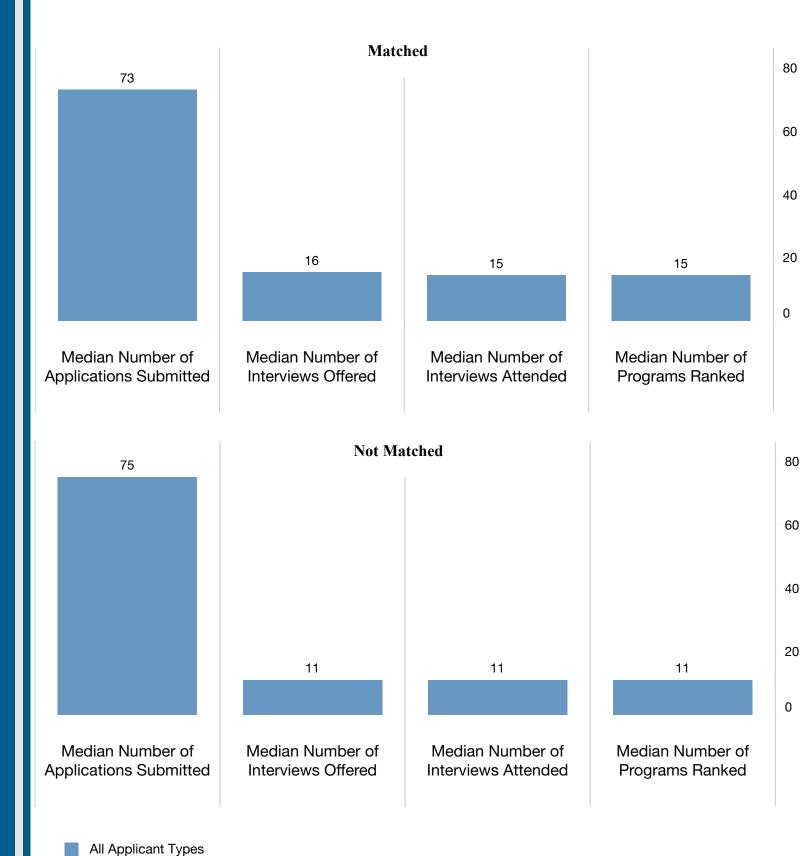
Percentage of All Applicant Types Citing Different Ranking Strategies



All Applicant Types

Otolaryngology

Median Number of Applications, Interviews, and Programs Ranked by Applicant Type and Match Outcome*

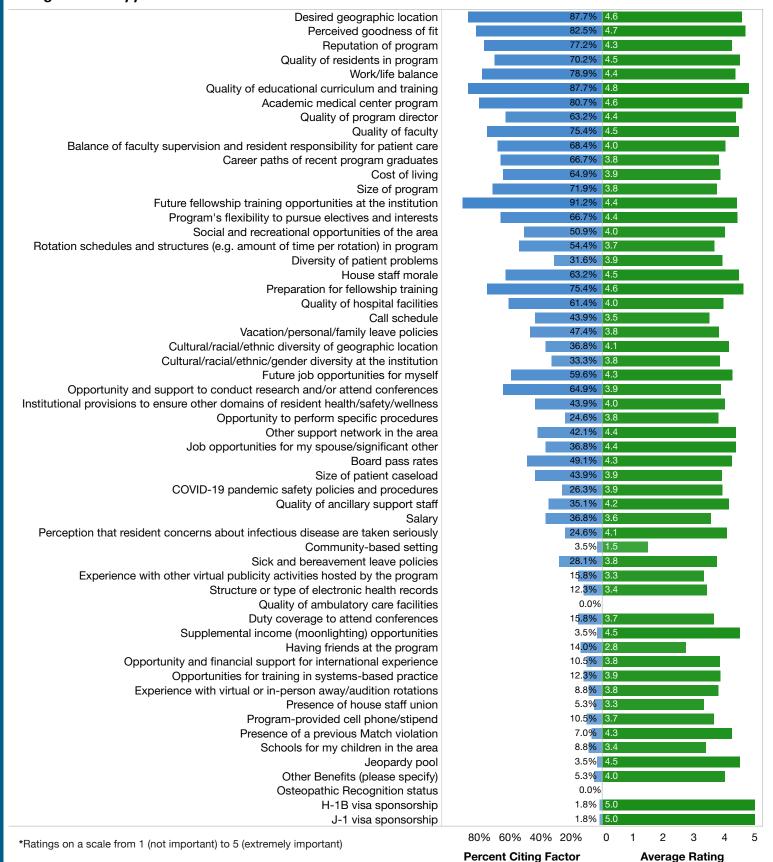


^{*}Match outcome is based on preferred specialty (i.e., specialty listed first on rank order list of programs, excluding preliminary programs).

Pathology Total n =215

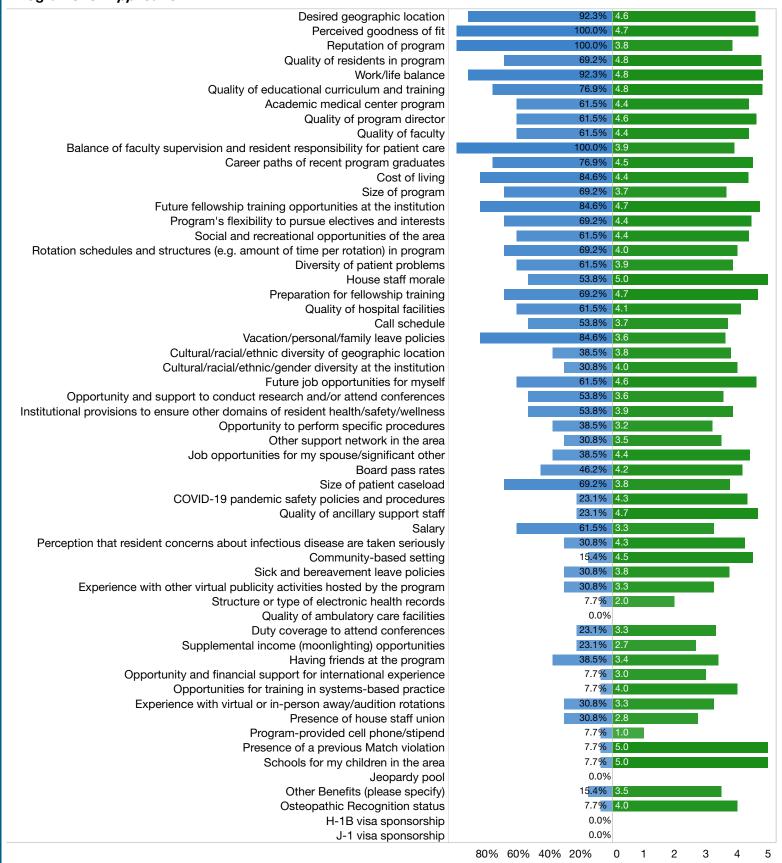
Pathology

Percent of <u>U.S. MD Seniors</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Selecting Programs for *Application*



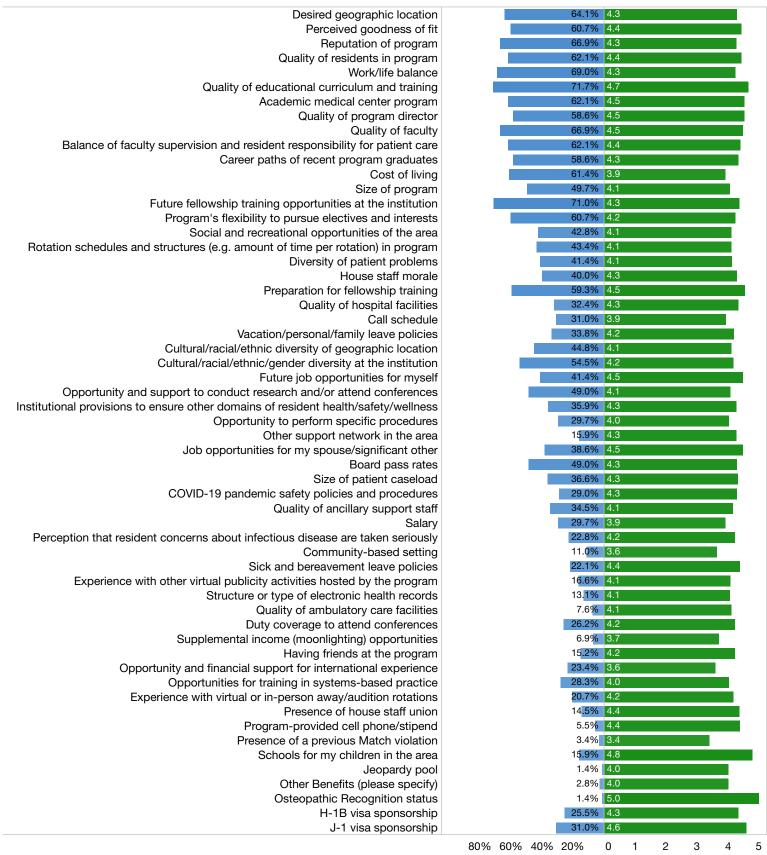
Pathology

Percent of <u>U.S. DO Seniors</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Selecting Programs for *Application*



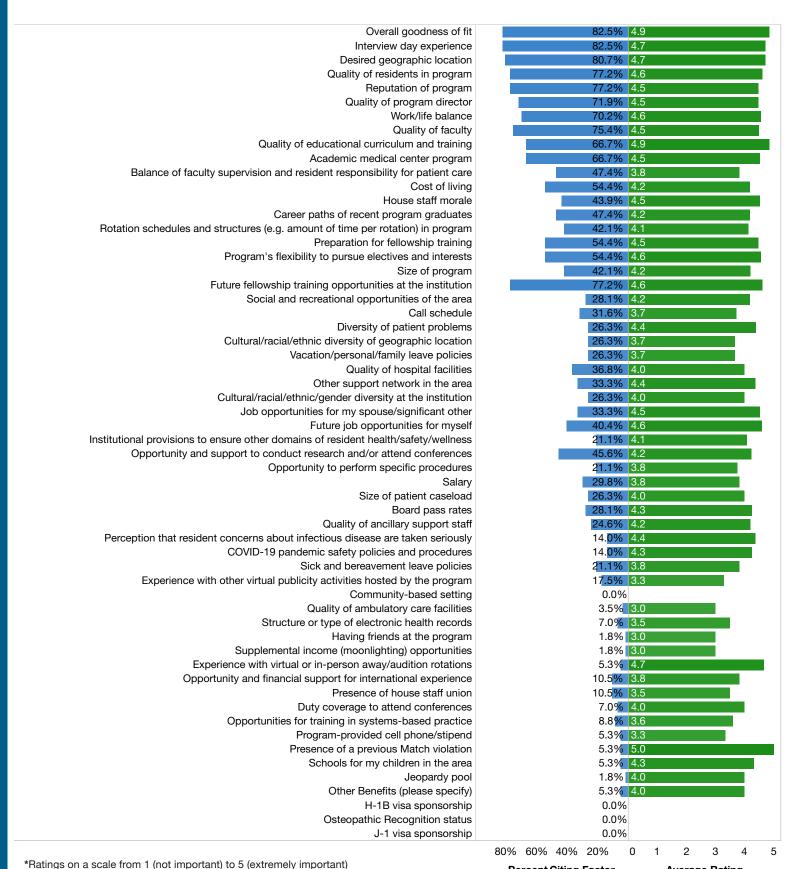
Pathology

Percent of <u>Other Applicant Types</u> Citing Each Factor and Mean Importance Rating* for Each Factor for <u>Application</u>



Pathology

Percent of <u>U.S. MD Seniors</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Ranking Programs



Pathology

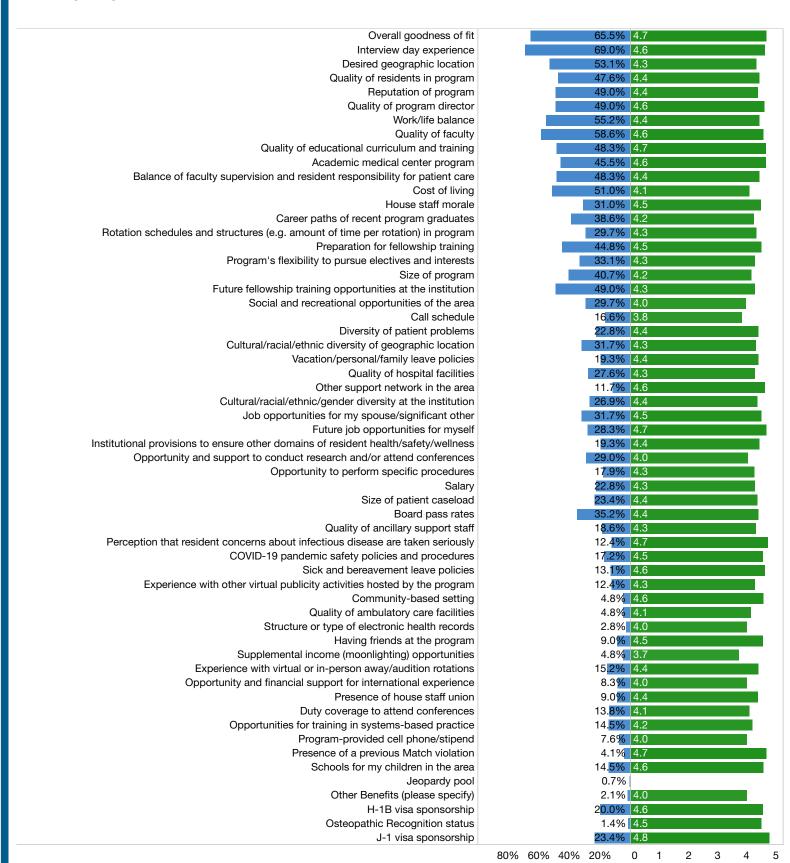
Percent of <u>U.S. DO Seniors</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Ranking Programs



^{*}Ratings on a scale from 1 (not important) to 5 (extremely important)

Pathology

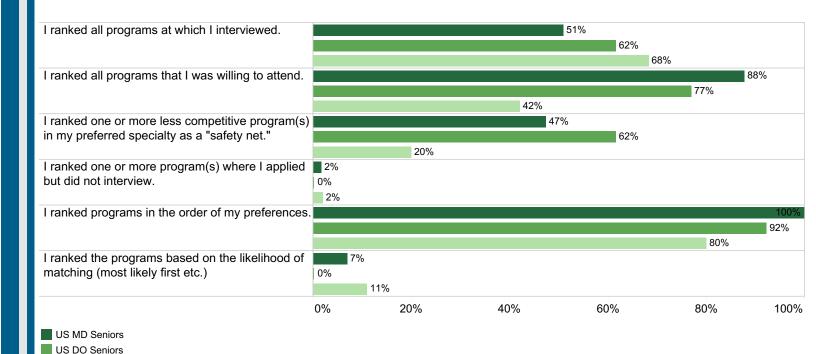
Percent of <u>Other Applicant Types</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Ranking Programs



Pathology

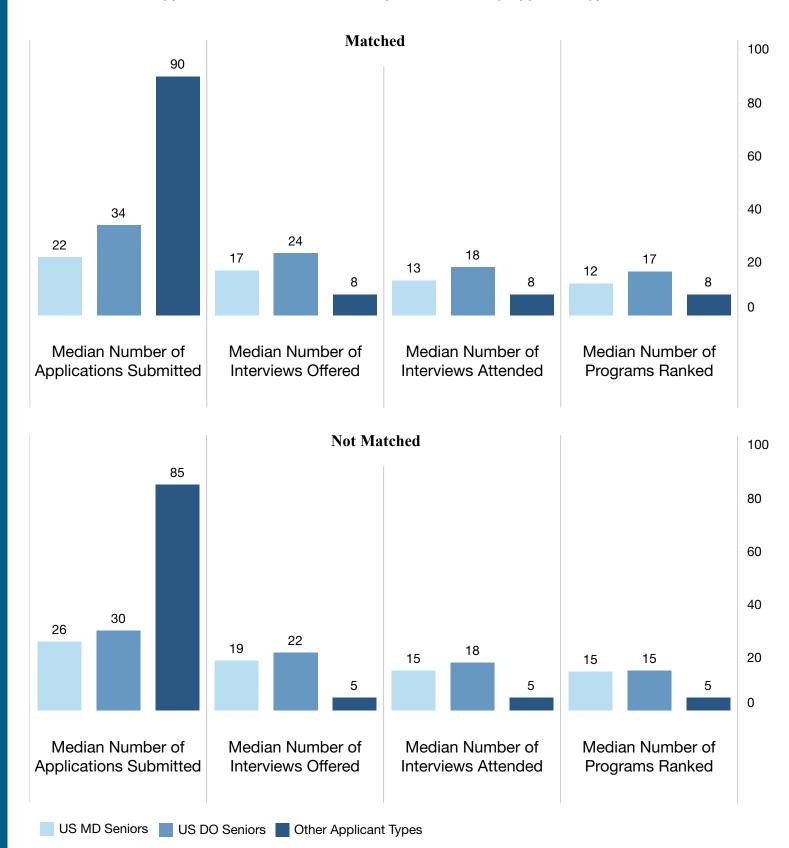
Other Applicant Types

Percentage of Applicants Citing Different Ranking Strategies by Applicant Type



Pathology

Median Number of Applications, Interviews, and Programs Ranked by Applicant Type and Match Outcome*



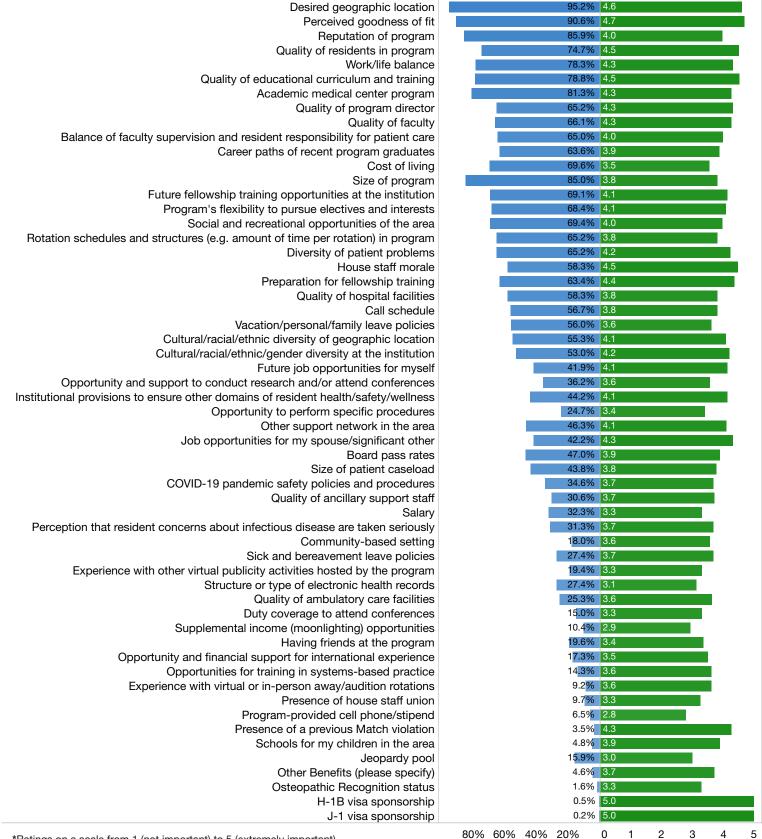
^{*}Match outcome is based on preferred specialty (i.e., specialty listed first on rank order list of programs, excluding preliminary programs).

Pediatrics

Total n = 817

Pediatrics

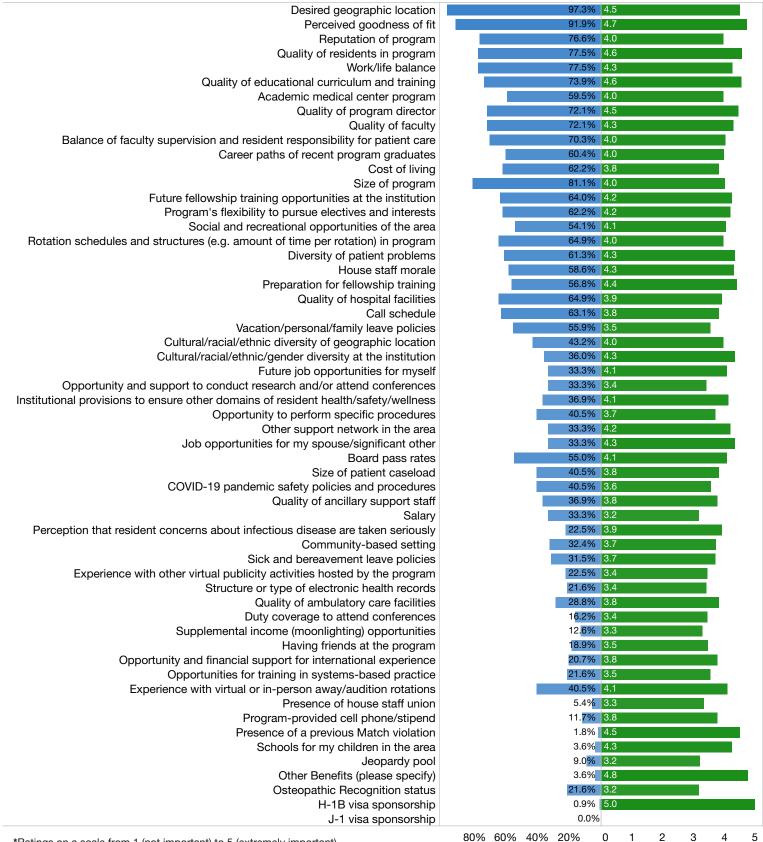
Percent of <u>U.S. MD Seniors</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Selecting Programs for *Application*



^{*}Ratings on a scale from 1 (not important) to 5 (extremely important)

Pediatrics

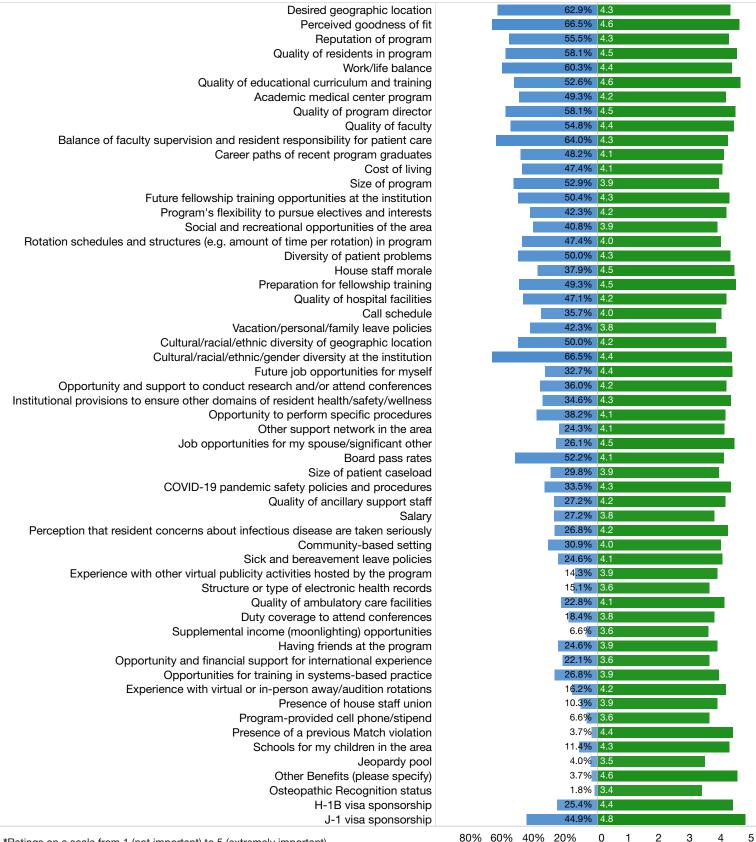
Percent of <u>U.S. DO Seniors</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Selecting Programs for *Application*



^{*}Ratings on a scale from 1 (not important) to 5 (extremely important)

Pediatrics

Percent of <u>Other Applicant Types</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Selecting Programs for <u>Application</u>



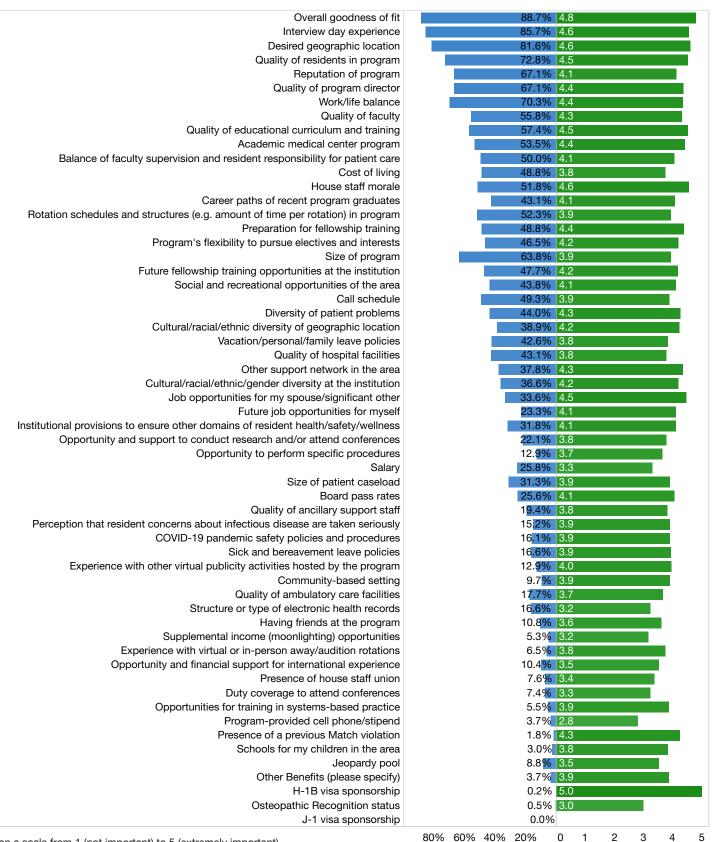
^{*}Ratings on a scale from 1 (not important) to 5 (extremely important)

Percent Citing Factor

Average Rating

Pediatrics

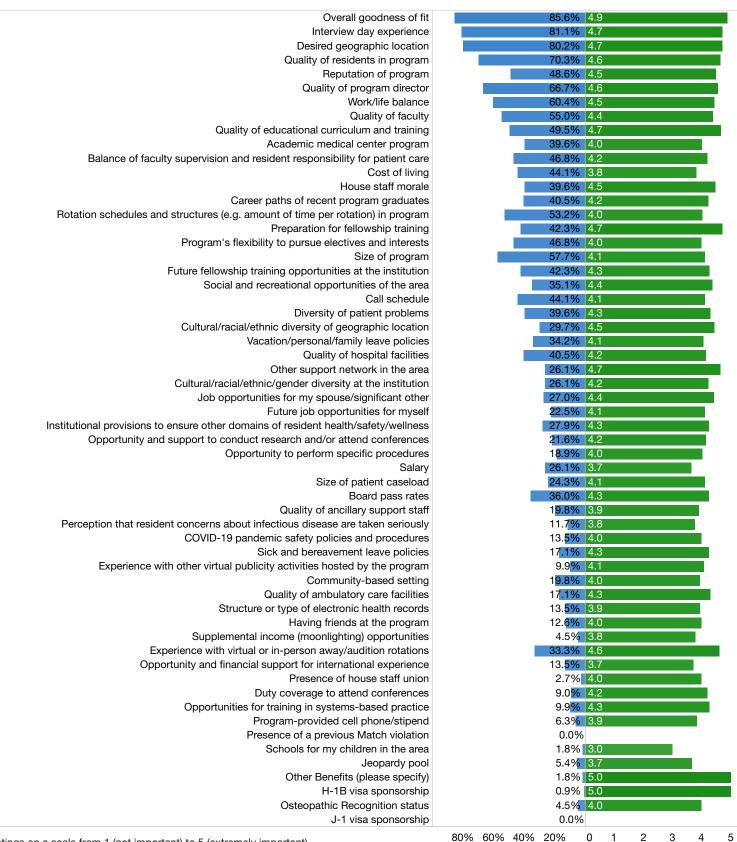
Percent of <u>U.S. MD Seniors</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Ranking Programs



^{*}Ratings on a scale from 1 (not important) to 5 (extremely important)

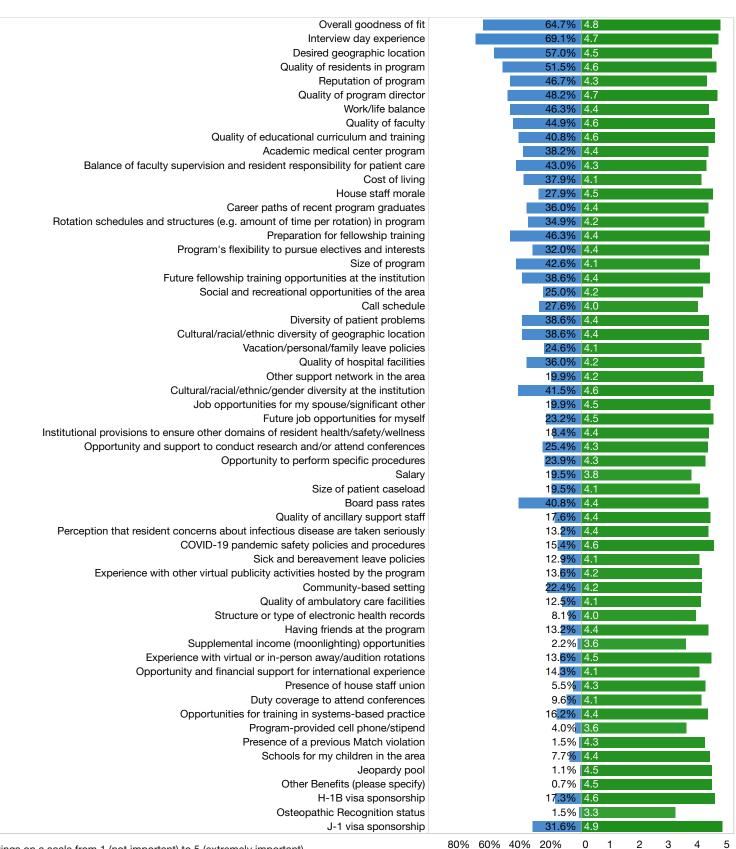
Pediatrics

Percent of <u>U.S. DO Seniors</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Ranking Programs



Pediatrics

Percent of <u>Other Applicant Types</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Ranking Programs



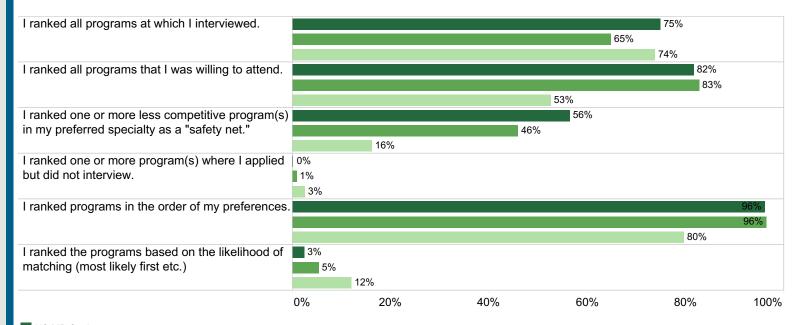
^{*}Ratings on a scale from 1 (not important) to 5 (extremely important)

Percent Citing Factor

Average Rating

Pediatrics

Percentage of Applicants Citing Different Ranking Strategies by Applicant Type



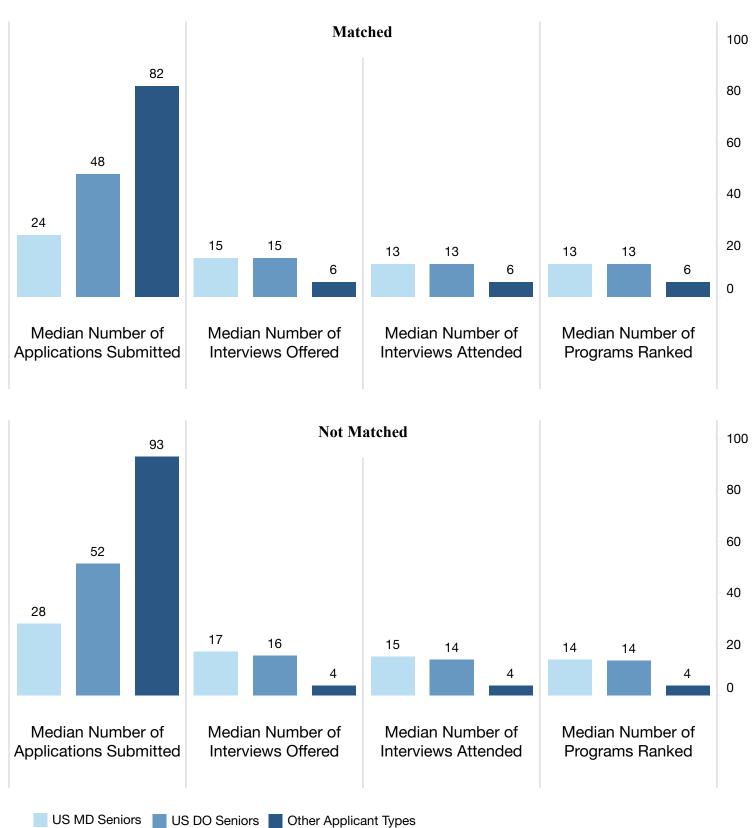
US MD Seniors

US DO Seniors

Other Applicant Types

Pediatrics

Median Number of Applications, Interviews, and Programs Ranked by Applicant Type and Match Outcome*

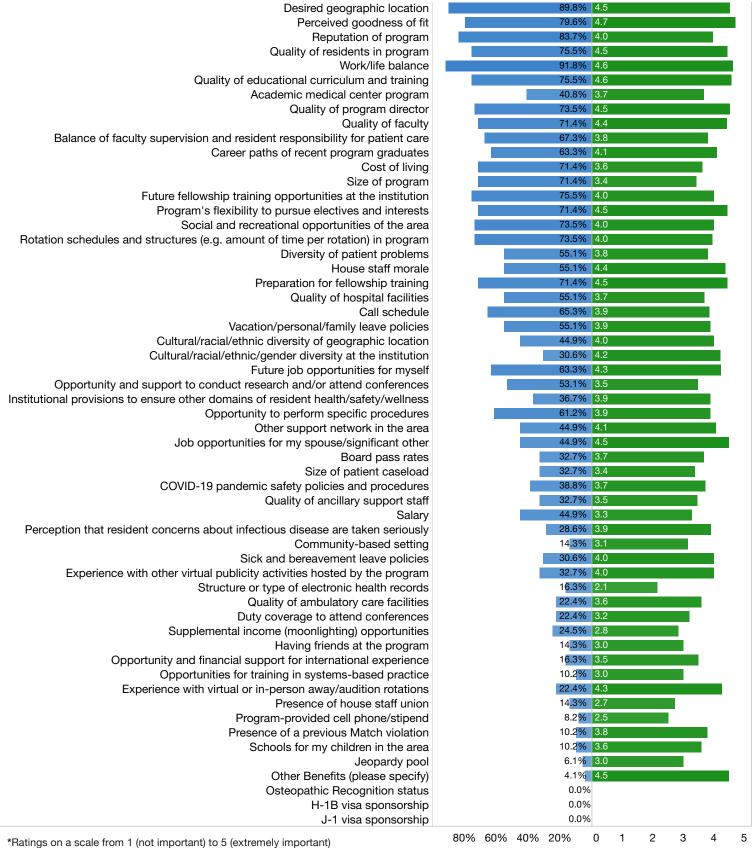


^{*}Match outcome is based on preferred specialty (i.e., specialty listed first on rank order list of programs, excluding preliminary programs).

Physical Medicine and Rehabilitation Total n = 108

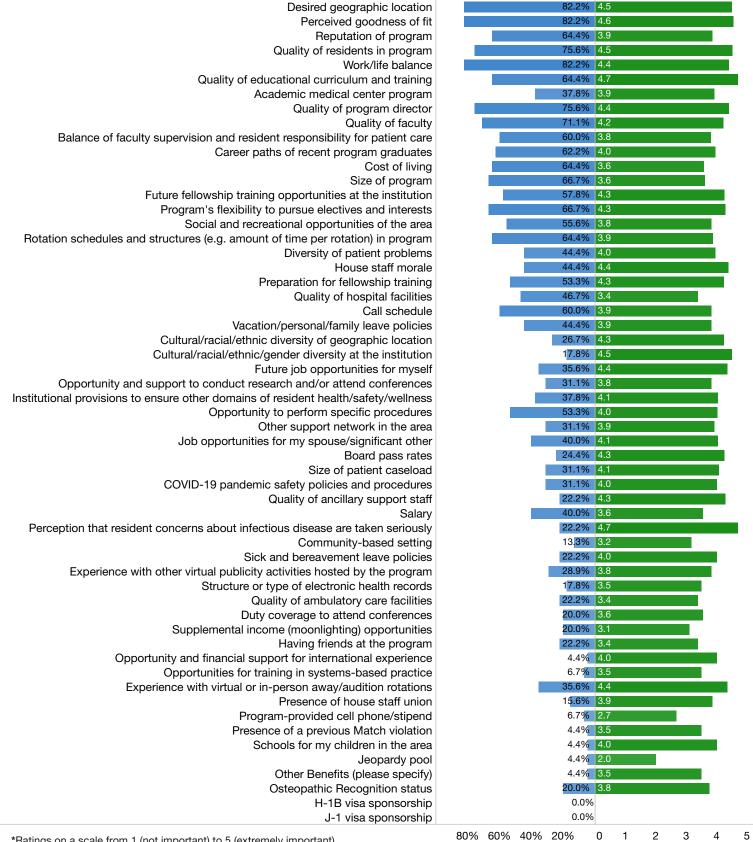
Physical Medicine and Rehabilitation

Percent of U.S. MD Seniors Citing Each Factor and Mean Importance Rating* for Each Factor in Selecting **Programs for Application**



Physical Medicine and Rehabilitation

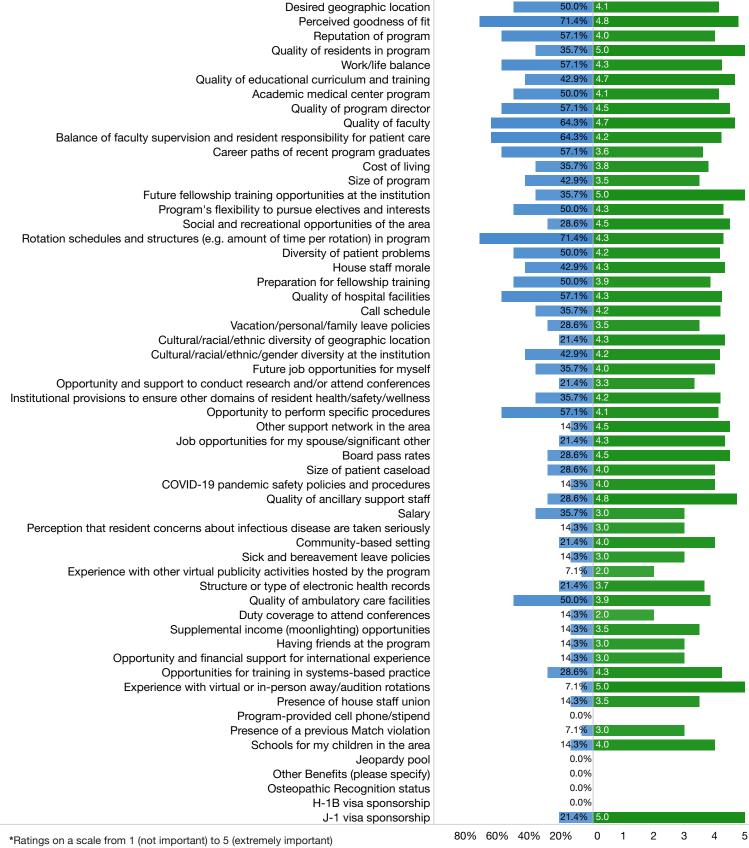
Percent of U.S. DO Seniors Citing Each Factor and Mean Importance Rating* for Each Factor in Selecting **Programs for Application**



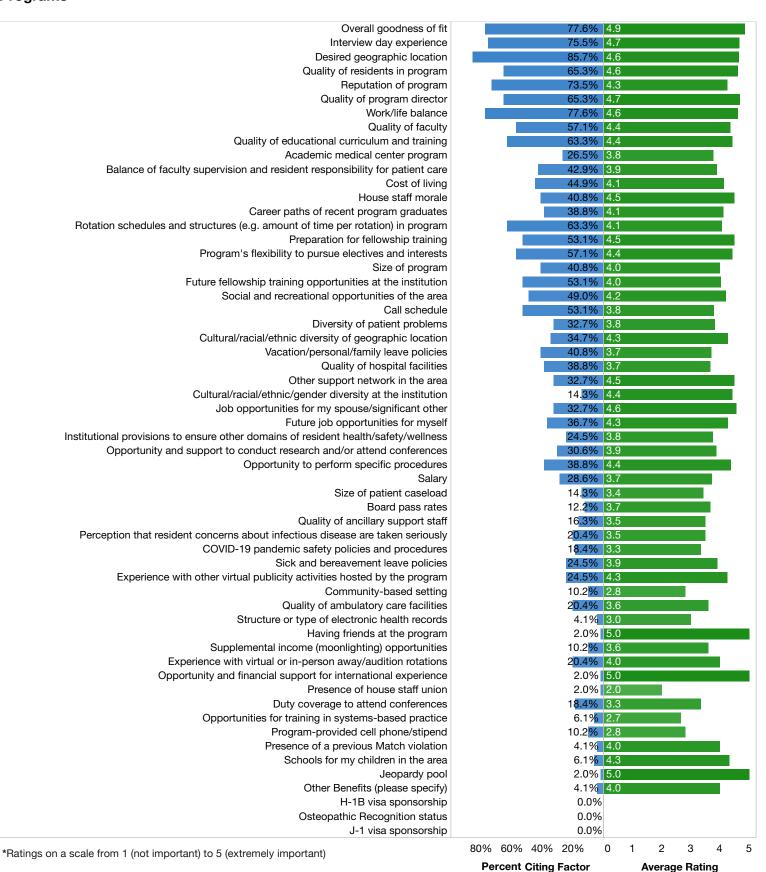
^{*}Ratings on a scale from 1 (not important) to 5 (extremely important)

Physical Medicine and Rehabilitation

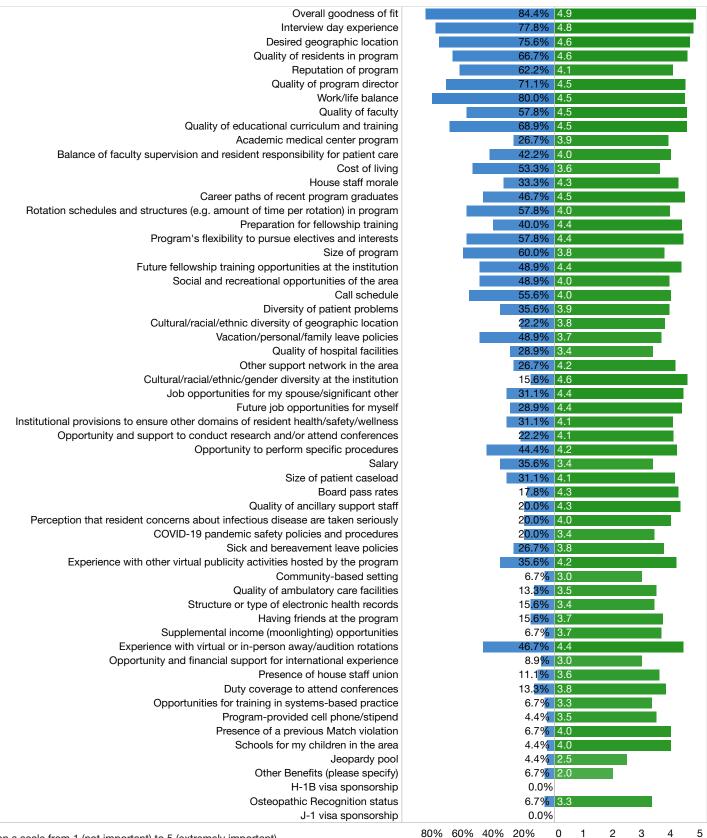
Percent of <u>Other Applicant Types</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Selecting Programs for <u>Application</u>



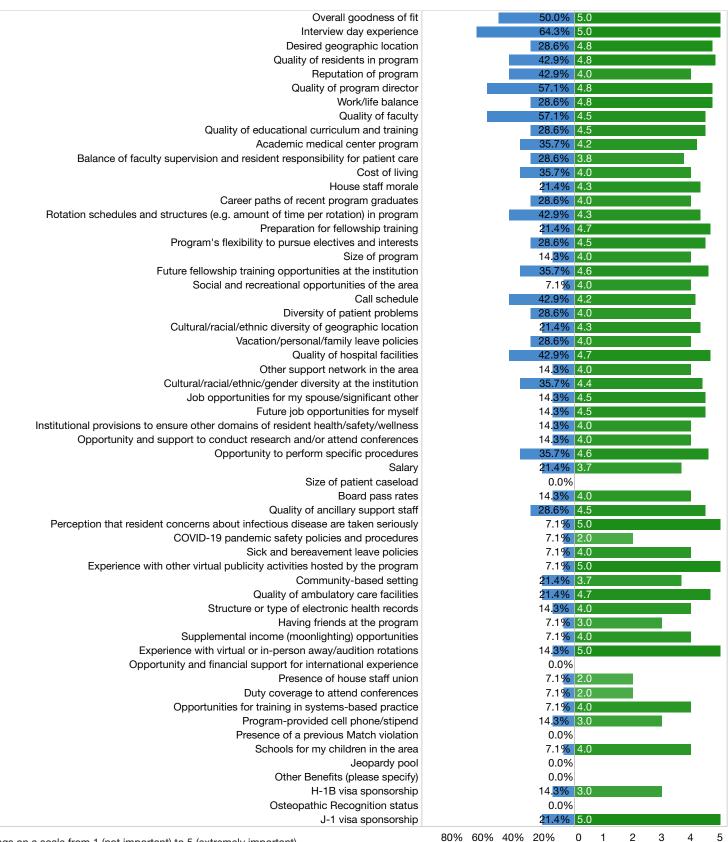
Physical Medicine and Rehabilitation Percent of <u>U.S. MD Seniors</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Ranking Programs



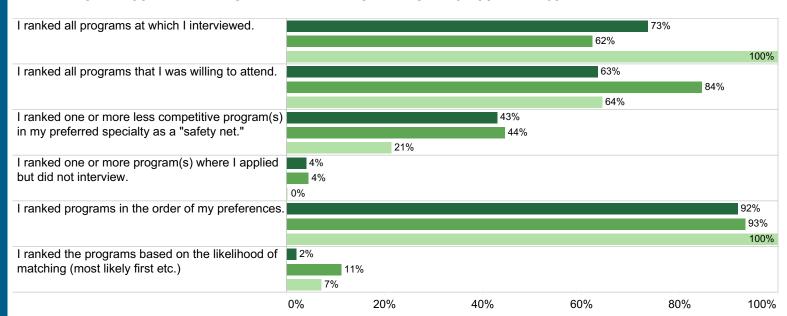
Physical Medicine and Rehabilitation Percent of <u>U.S. DO Seniors</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Ranking Programs



Physical Medicine and Rehabilitation Percent of <u>Other Applicant Types</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Ranking Programs



Physical Medicine and Rehabilitation Percentage of Applicants Citing Different Ranking Strategies by Applicant Type



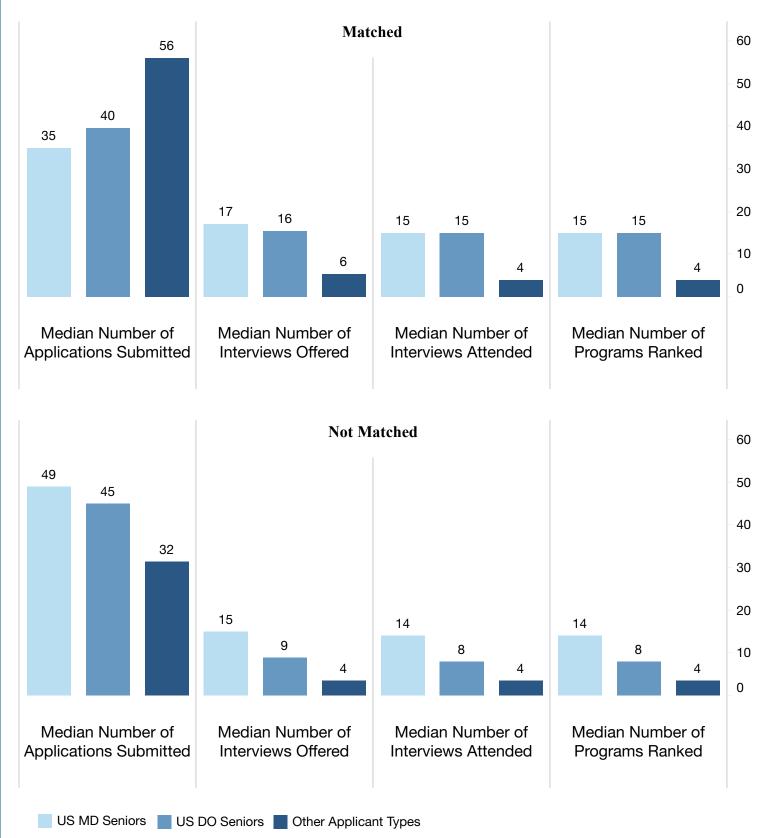
US MD Seniors

US DO Seniors

Other Applicant Types

Physical Medicine and Rehabilitation

Median Number of Applications, Interviews, and Programs Ranked by Applicant Type and Match Outcome*



^{*}Match outcome is based on preferred specialty (i.e., specialty listed first on rank order list of programs, excluding preliminary programs).

Plastic Surgery

Total n = 53

Figure PS-1

Plastic Surgery

Percent of <u>All Applicant Types</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Selecting Programs for <u>Application</u>

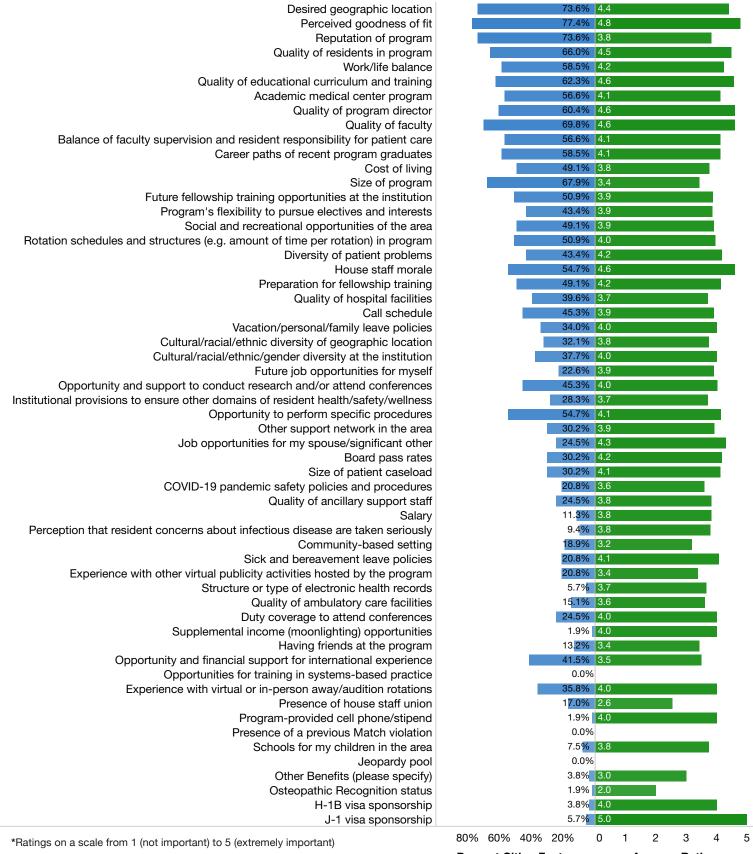
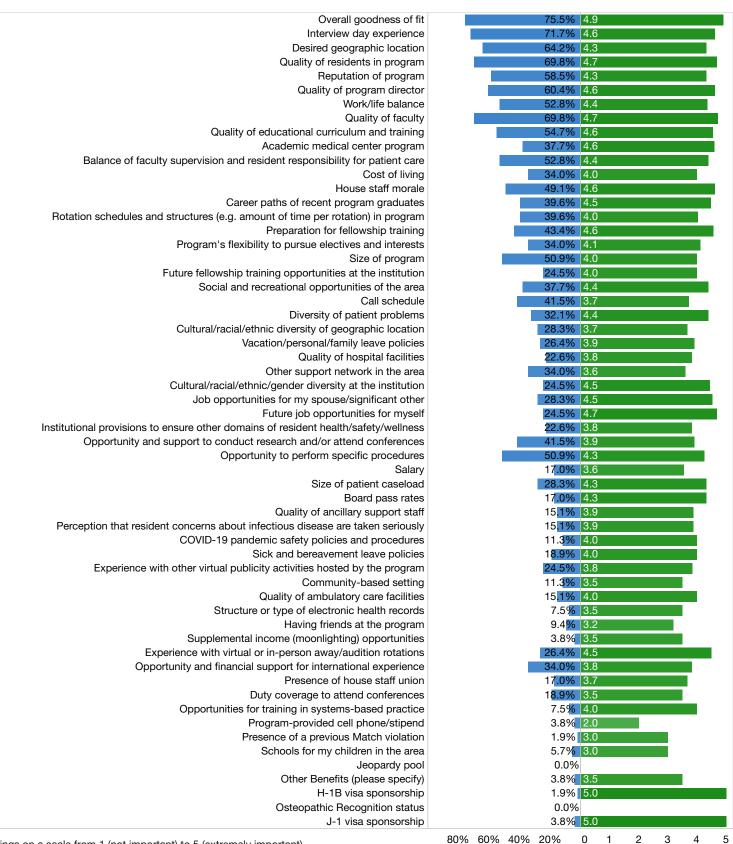


Figure PS-2

Plastic Surgery

Percent of <u>All Applicant Types</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Ranking Programs

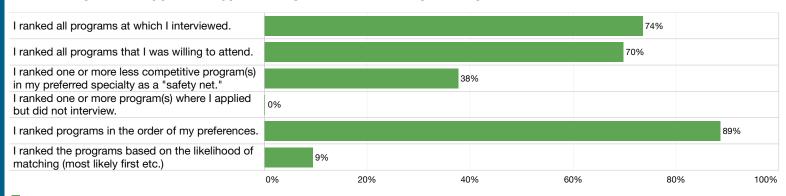


^{*}Ratings on a scale from 1 (not important) to 5 (extremely important)

Percent Citing Factor

Figure PS-3

Plastic Surgery Percentage of *All Applicant Types* Citing Different Ranking Strategies

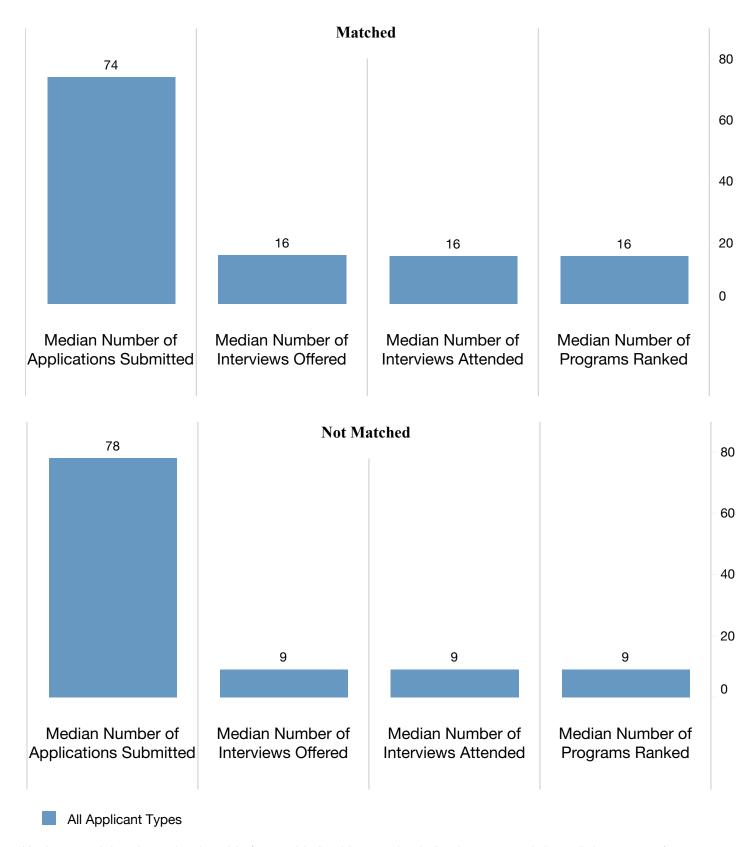


All Applicant Types

Figure PS-4

Plastic Surgery

Median Number of Applications, Interviews, and Programs Ranked by Applicant Type and Match Outcome*

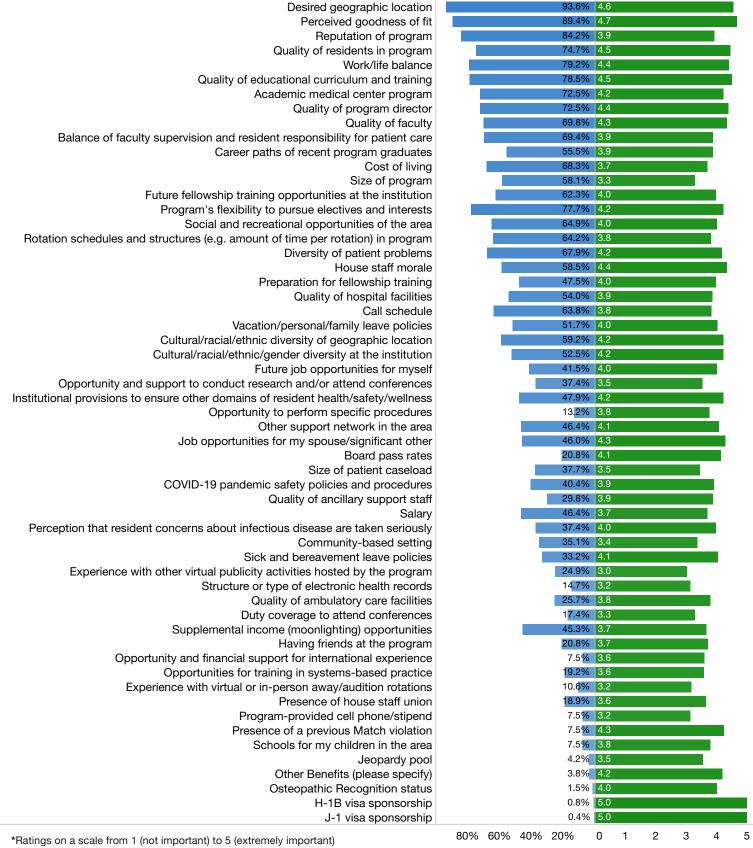


^{*}Match outcome is based on preferred specialty (i.e., specialty listed first on rank order list of programs, excluding preliminary programs).

Psychiatry Total n = 521

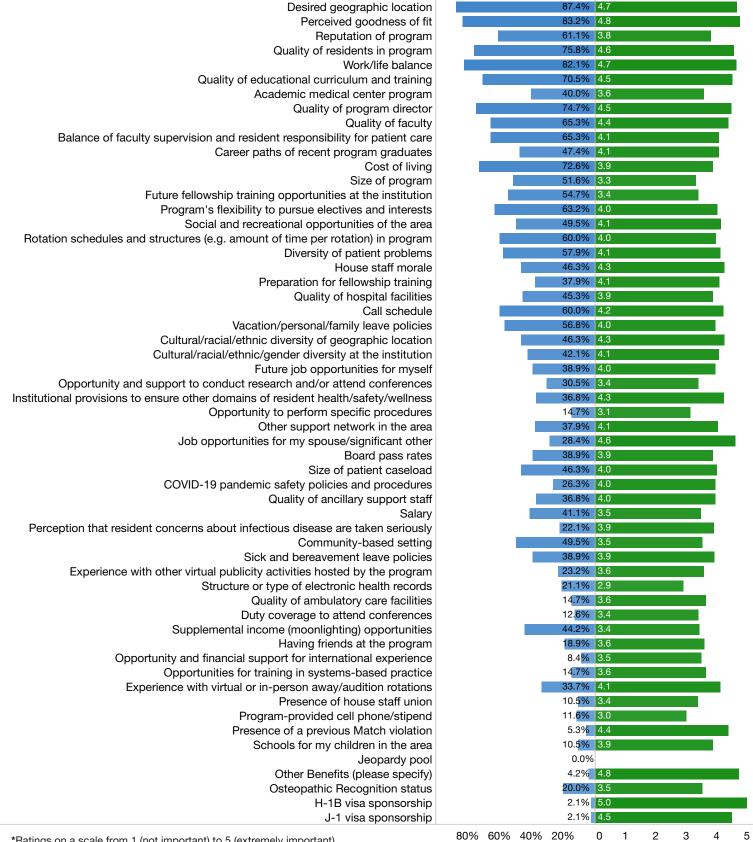
Psychiatry

Percent of <u>U.S. MD Seniors</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Selecting Programs for *Application*



Psychiatry

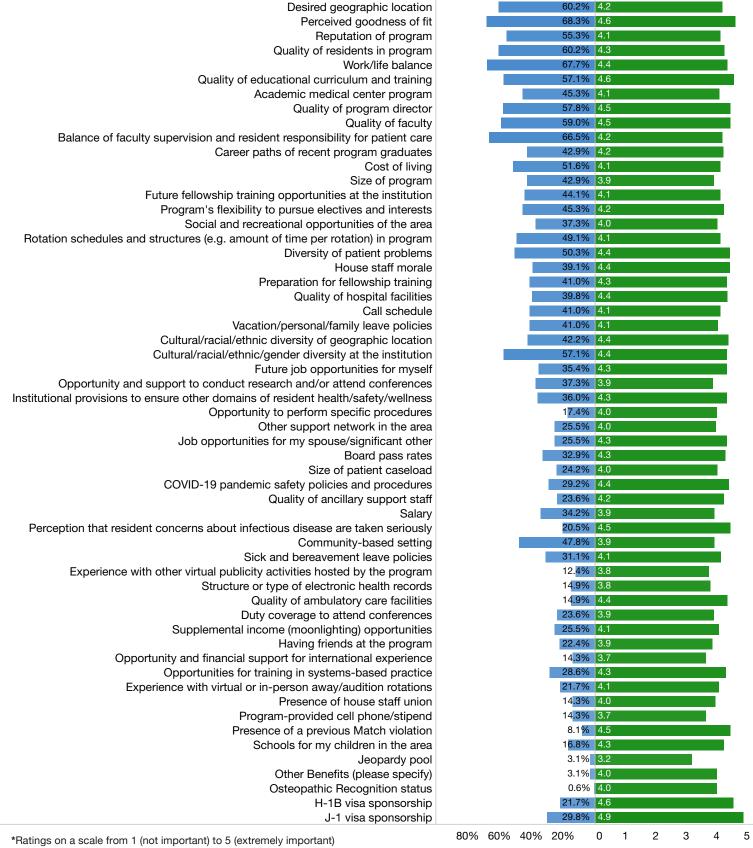
Percent of U.S. DO Seniors Citing Each Factor and Mean Importance Rating* for Each Factor in Selecting **Programs for Application**



^{*}Ratings on a scale from 1 (not important) to 5 (extremely important)

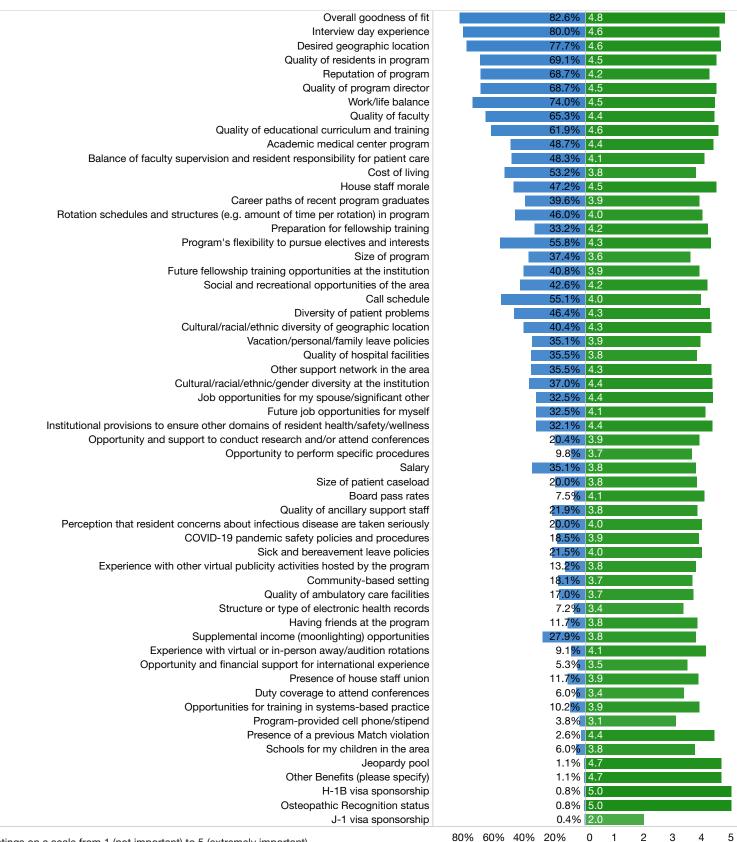
Psychiatry

Percent of <u>Other Applicant Types</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Selecting Programs for <u>Application</u>



Psychiatry

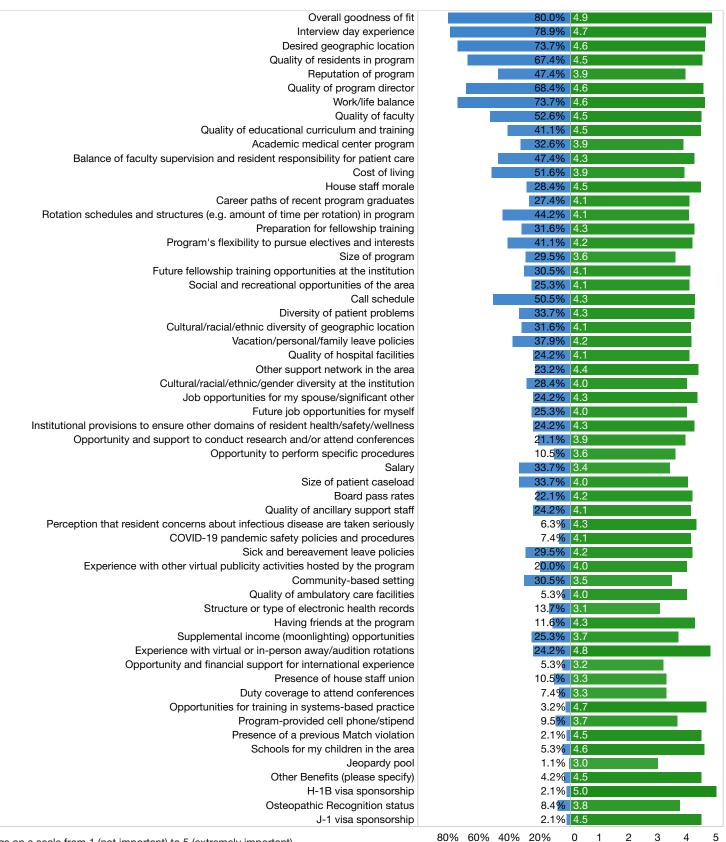
Percent of <u>U.S. MD Seniors</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Ranking Programs



^{*}Ratings on a scale from 1 (not important) to 5 (extremely important)

Psychiatry

Percent of <u>U.S. DO Seniors</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Ranking Programs



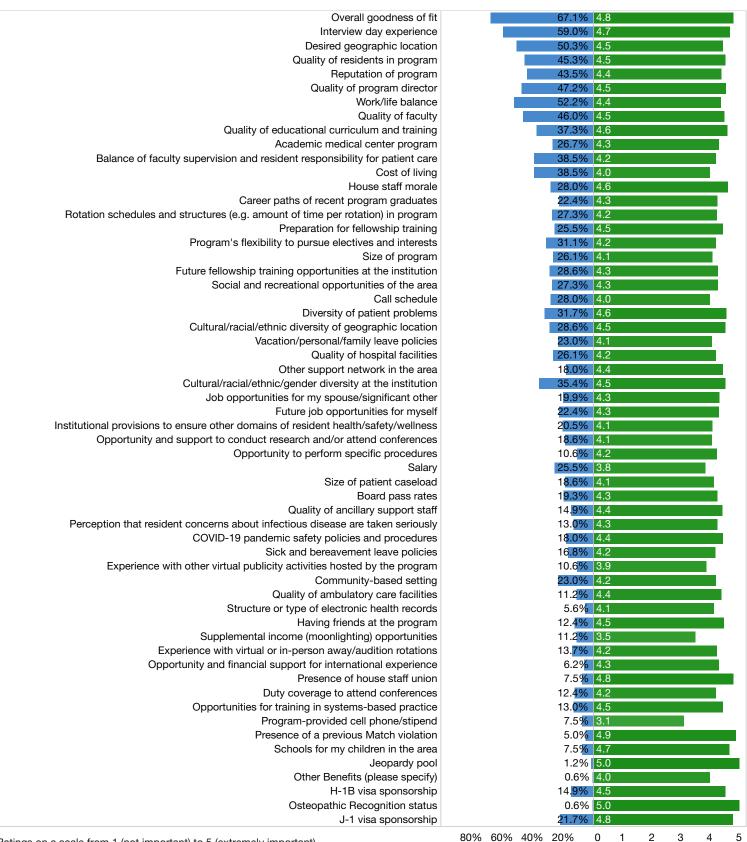
^{*}Ratings on a scale from 1 (not important) to 5 (extremely important)

Percent Citing Factor

Average Rating

Psychiatry

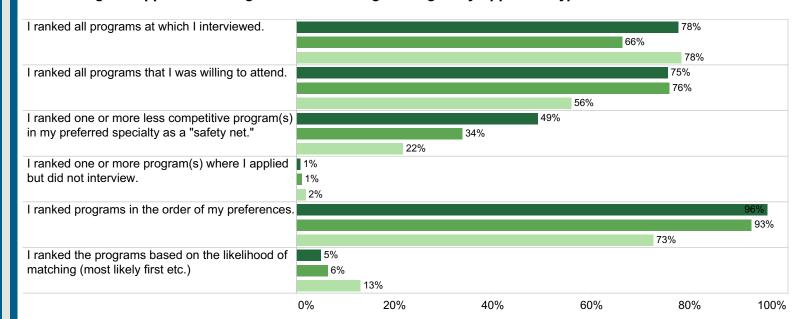
Percent of <u>Other Applicant Types</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Ranking Programs



^{*}Ratings on a scale from 1 (not important) to 5 (extremely important)

Psychiatry

Percentage of Applicants Citing Different Ranking Strategies by Applicant Type



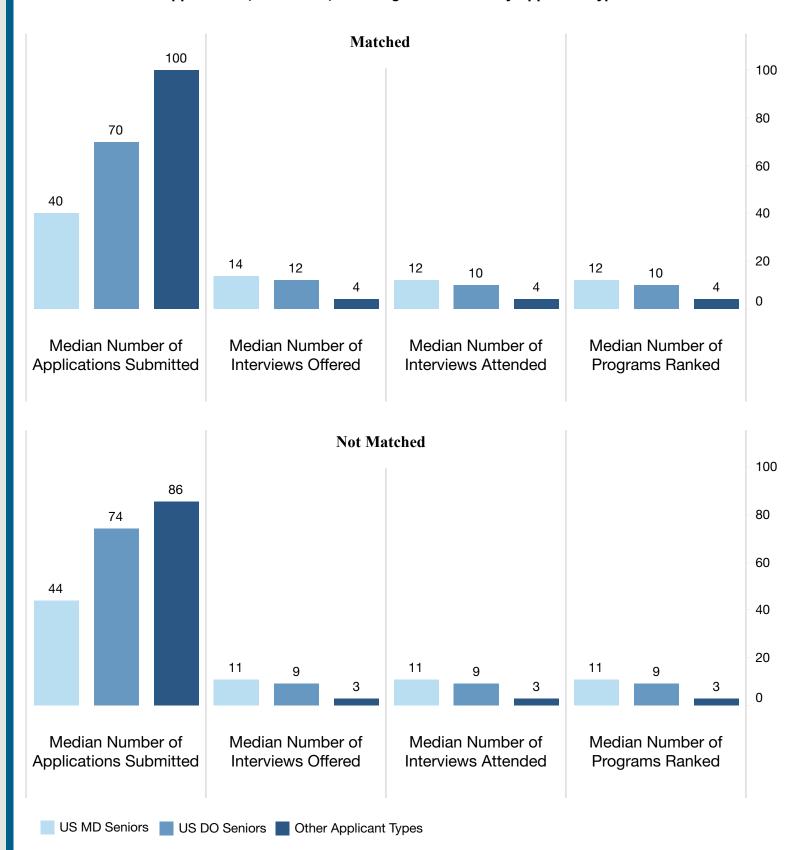
US MD Seniors

US DO Seniors

Other Applicant Types

Psychiatry

Median Number of Applications, Interviews, and Programs Ranked by Applicant Type and Match Outcome*

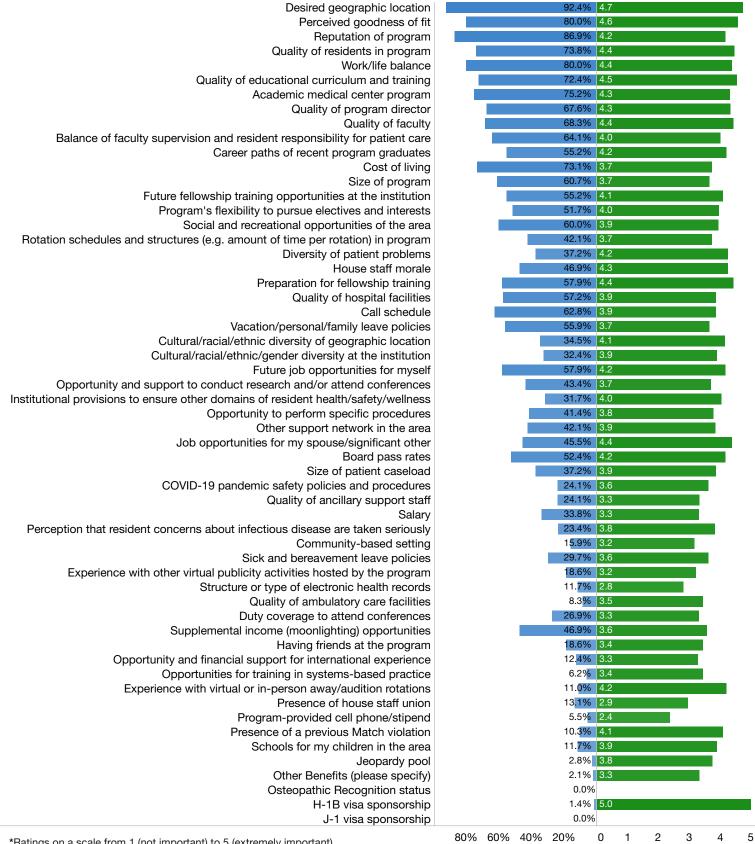


^{*}Match outcome is based on preferred specialty (i.e., specialty listed first on rank order list of programs, excluding preliminary programs).

Radiology-Diagnostic Total n = 259

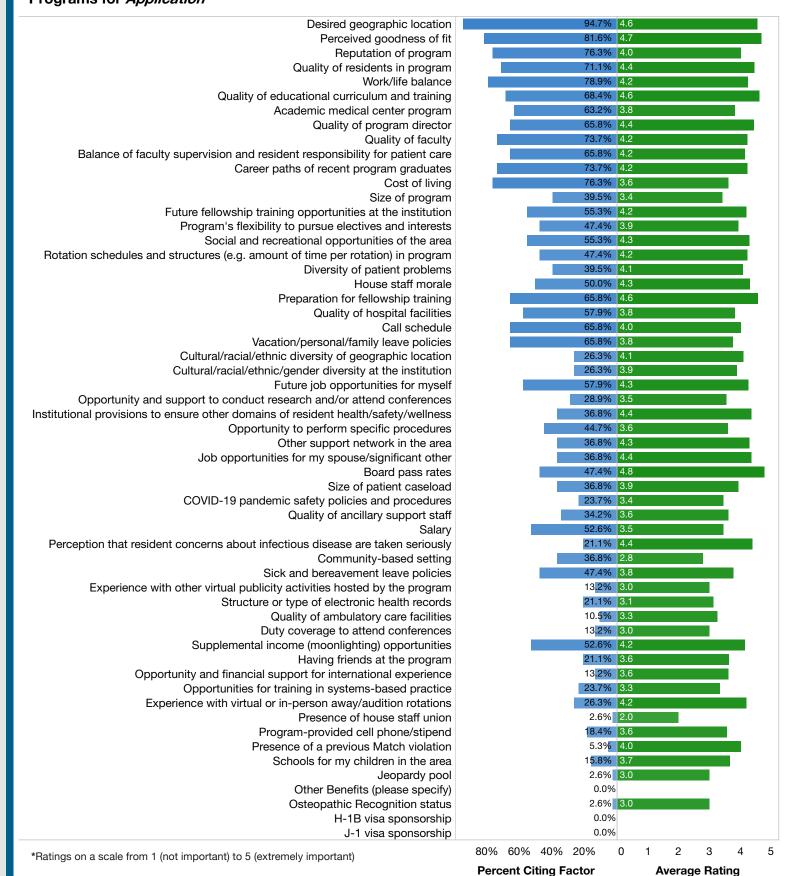
Radiology-Diagnostic

Percent of U.S. MD Seniors Citing Each Factor and Mean Importance Rating* for Each Factor in Selecting **Programs for Application**



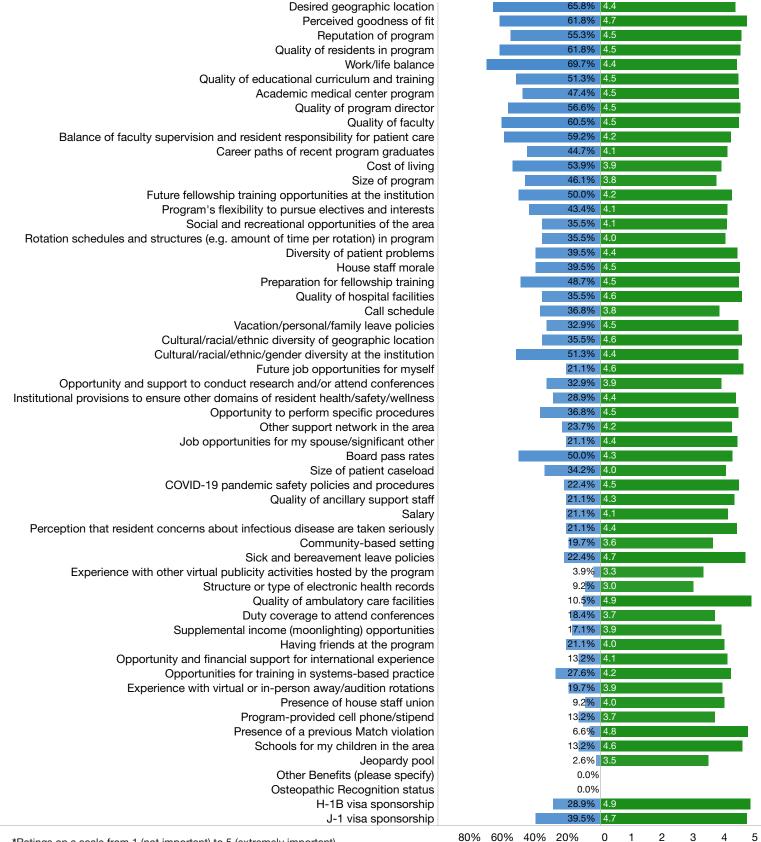
^{*}Ratings on a scale from 1 (not important) to 5 (extremely important)

Radiology-Diagnostic Percent of <u>U.S. DO Seniors</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Selecting Programs for Application



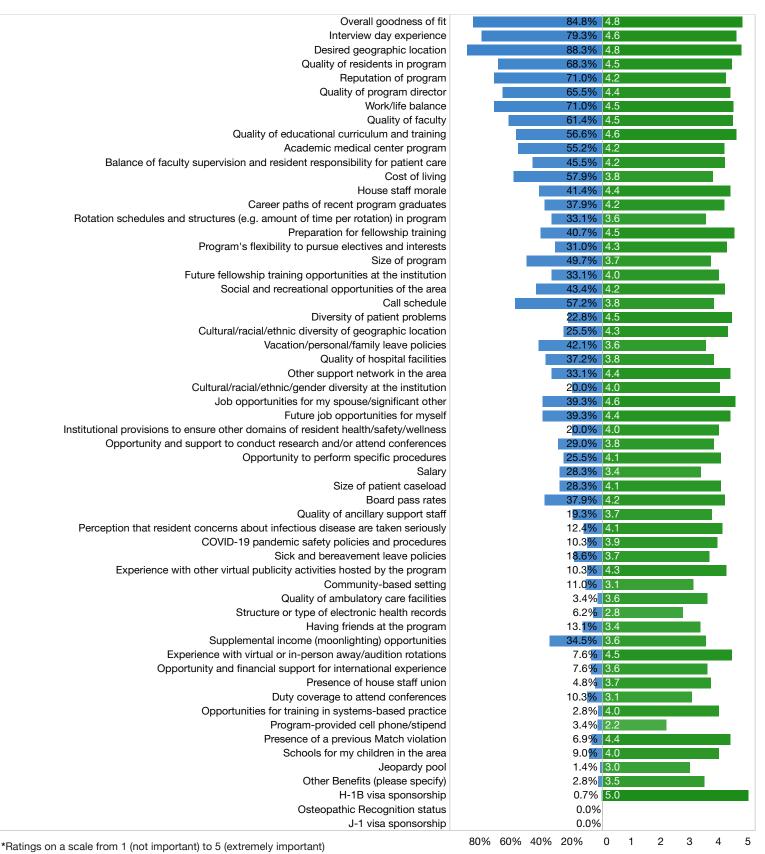
Radiology-Diagnostic

Percent of <u>Other Applicant Types</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Selecting Programs for <u>Application</u>

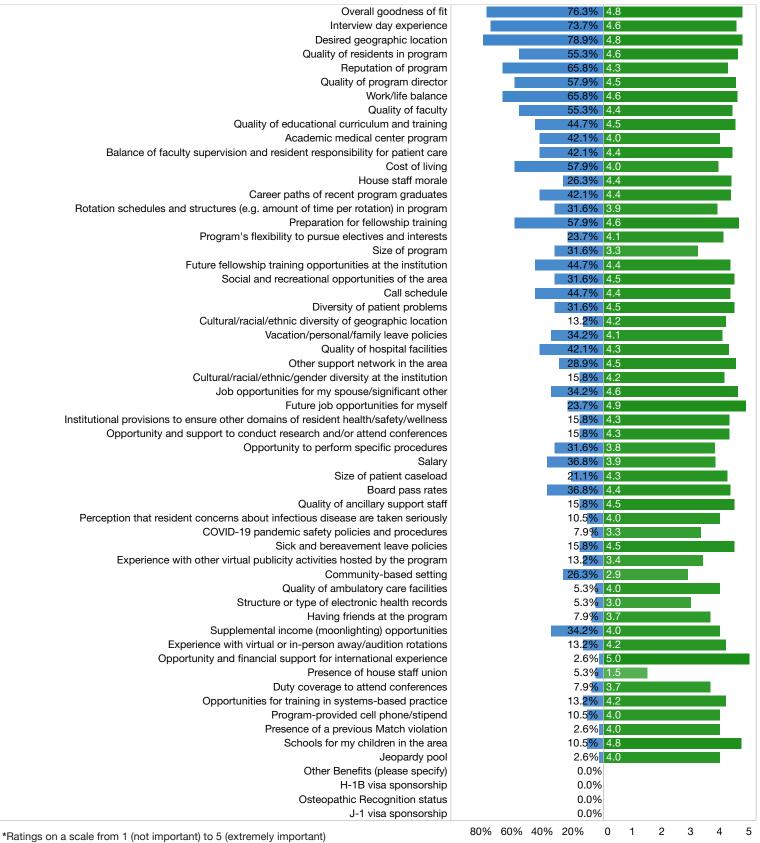


^{*}Ratings on a scale from 1 (not important) to 5 (extremely important)

Radiology-Diagnostic Percent of <u>U.S. MD Seniors</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Ranking Programs



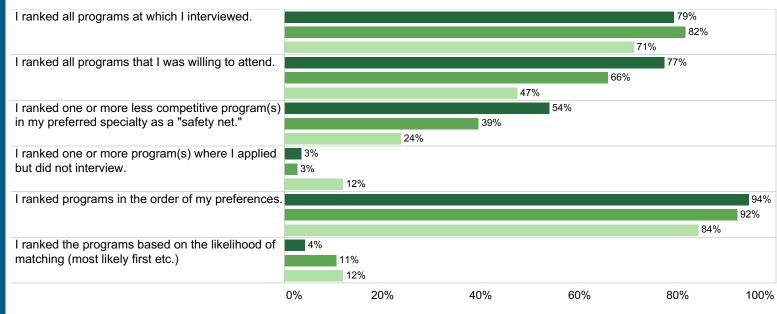
Radiology-Diagnostic Percent of U.S. DO Seniors Citing Each Factor and Mean Importance Rating* for Each Factor in Ranking **Programs**



Radiology-Diagnostic Percent of <u>Other Applicant Types</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Ranking Programs

0	74 40/ 40
Overall goodness of fit Interview day experience	71.1% 4.8 67.1% 4.6
Desired geographic location	59.2% 4.5
Quality of residents in program	57.9% 4.6
Reputation of program	43.4% 4.7
Quality of program director	57.9% 4.7
Work/life balance	50.0% 4.6
Quality of faculty	52.6% 4.6
Quality of educational curriculum and training	47.4% 4.6
Academic medical center program	44.7% 4.6
Balance of faculty supervision and resident responsibility for patient care	38.2% 4.4
Cost of living	48.7% 4.1
House staff morale	28.9% 4.6
Career paths of recent program graduates	32.9% 4.3
Rotation schedules and structures (e.g. amount of time per rotation) in program	30.3% 4.2
Preparation for fellowship training	36.8% 4.5
Program's flexibility to pursue electives and interests	28.9% 4.4
Size of program	26.3% 4.4
Future fellowship training opportunities at the institution	43.4% 4.5
Social and recreational opportunities of the area	22.4% 4.1
Call schedule	22.4% 3.9
Diversity of patient problems	23.7% 4.2
Cultural/racial/ethnic diversity of geographic location	32.9% 4.5
Vacation/personal/family leave policies	28.9% 4.2
Quality of hospital facilities	36.8% 4.3
Other support network in the area	14.5% 4.6
Cultural/racial/ethnic/gender diversity at the institution	32.9% 4.7
Job opportunities for my spouse/significant other	14.5% 4.4
Future job opportunities for myself	13.2% 4.7
Institutional provisions to ensure other domains of resident health/safety/wellness	19.7% 4.5
Opportunity and support to conduct research and/or attend conferences	14.5% 4.4 21.1% 4.3
Opportunity to perform specific procedures Salary	21.1% 4.3 21.1% 3.7
Size of patient caseload	25.0% 4.2
Board pass rates	47.4% 4.2
Quality of ancillary support staff	11.8% 4.4
Perception that resident concerns about infectious disease are taken seriously	7.9% 4.2
COVID-19 pandemic safety policies and procedures	11.8% 4.4
Sick and bereavement leave policies	11.8% 4.4
Experience with other virtual publicity activities hosted by the program	11.8% 4.4
Community-based setting	11.8% 4.1
Quality of ambulatory care facilities	11.8% 4.5
Structure or type of electronic health records	3.9% 3.3
Having friends at the program	10.5% 4.3
Supplemental income (moonlighting) opportunities	9.2 <mark>% 3.1</mark>
Experience with virtual or in-person away/audition rotations	11. <mark>8% 4</mark> .9
Opportunity and financial support for international experience	10.5 <mark>%</mark> 3.7
Presence of house staff union	7.9% 4.0
Duty coverage to attend conferences	14. <mark>5%</mark> 4.1
Opportunities for training in systems-based practice	10.5 <mark>%</mark> 4.6
Program-provided cell phone/stipend	6.6% 4.0
Presence of a previous Match violation	3.9% 4.0
Schools for my children in the area	5.3% 4.8
Jeopardy pool	1.3% 4.0
Other Benefits (please specify)	0.0%
H-1B visa sponsorship	22.4% 4.6
Osteopathic Recognition status	0.0%
J-1 visa sponsorship	35.5% 4.8
gs on a scale from 1 (not important) to 5 (extremely important)	80% 60% 40% 20% 0 1 2 3 4 5

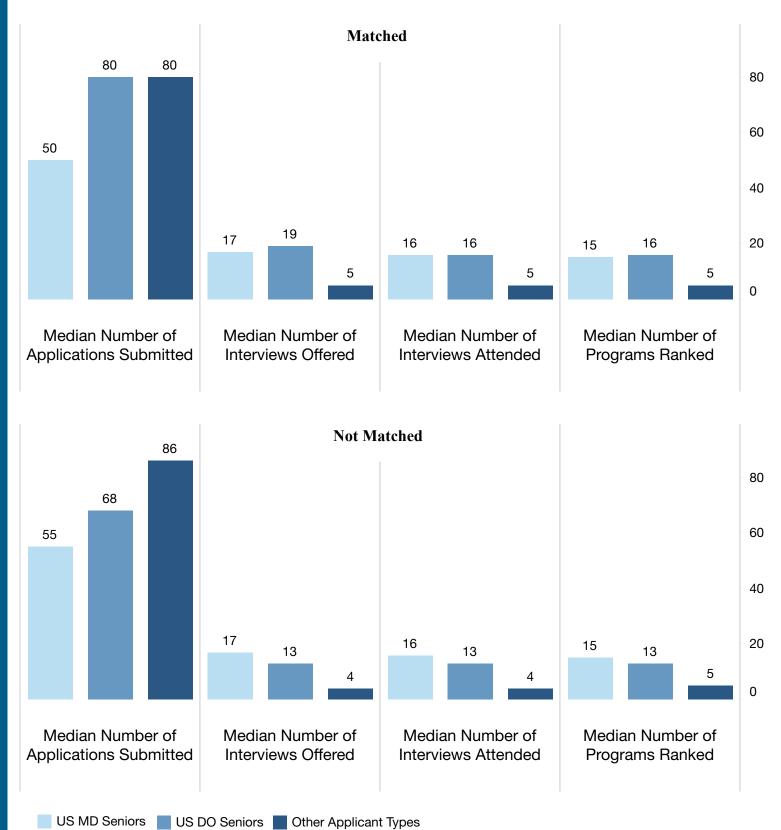
Radiology-Diagnostic Percentage of Applicants Citing Different Ranking Strategies by Applicant Type



US MD Seniors
US DO Seniors

Radiology-Diagnostic

Median Number of Applications, Interviews, and Programs Ranked by Applicant Type and Match Outcome*

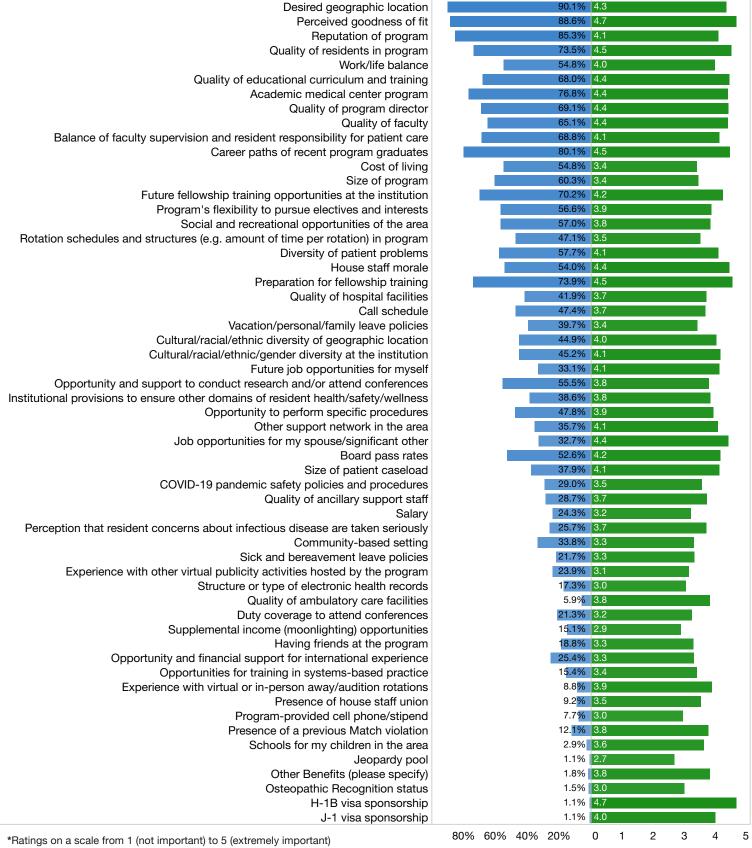


^{*}Match outcome is based on preferred specialty (i.e., specialty listed first on rank order list of programs, excluding preliminary programs).

Surgery-General Total n = 444

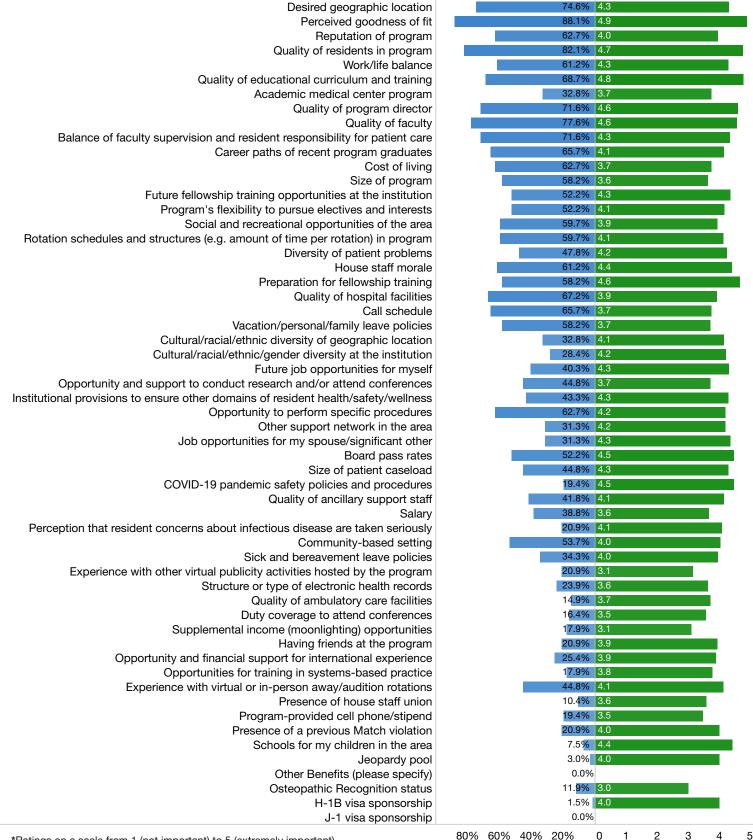
Surgery-General

Percent of <u>U.S. MD Seniors</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Selecting Programs for *Application*



Surgery-General

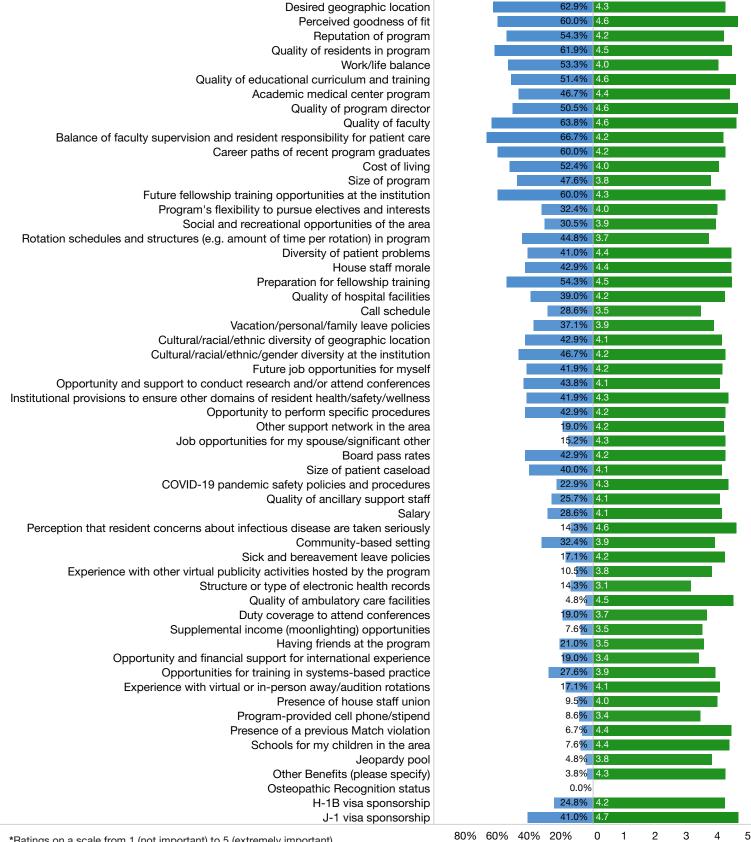
Percent of <u>U.S. DO Seniors</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Selecting Programs for *Application*



^{*}Ratings on a scale from 1 (not important) to 5 (extremely important)

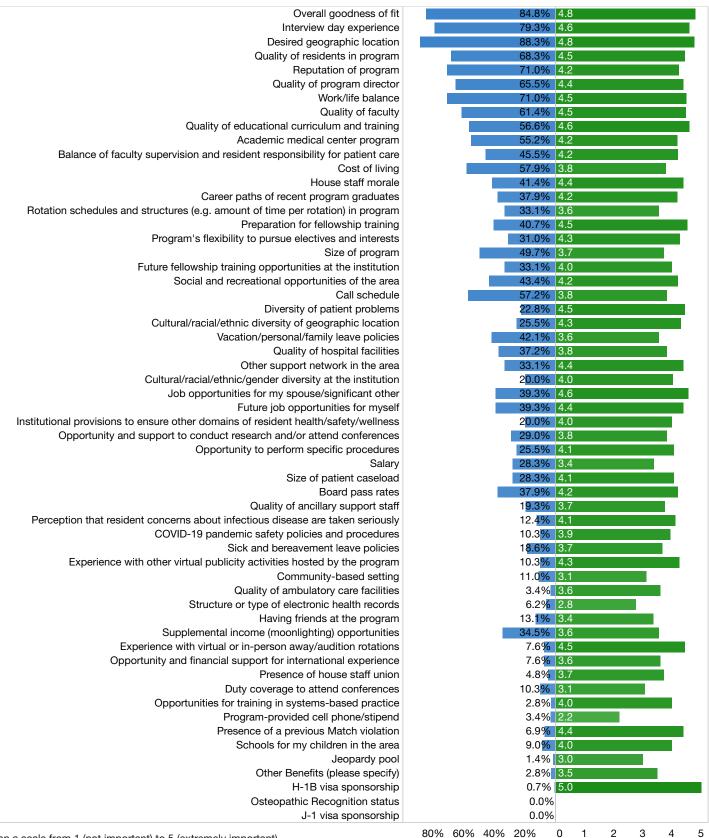
Surgery-General

Percent of Other Applicant Types Citing Each Factor and Mean Importance Rating* for Each Factor in Selecting Programs for Application

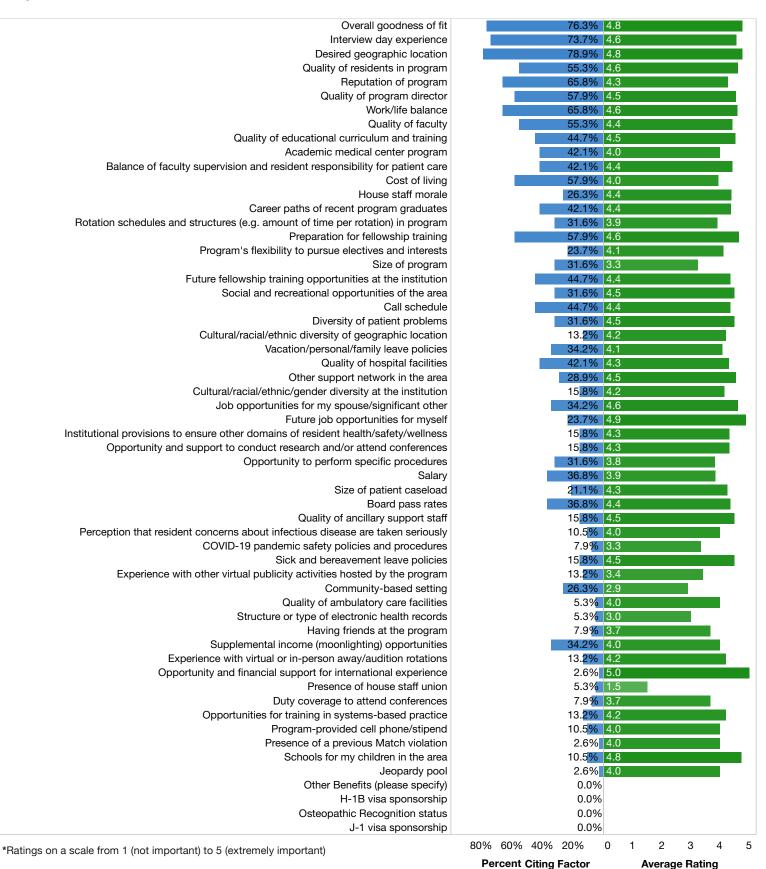


^{*}Ratings on a scale from 1 (not important) to 5 (extremely important)

Surgery-General Percent of <u>U.S. MD Seniors</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Ranking Programs



Surgery-General Percent of <u>U.S. DO Seniors</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Ranking Programs



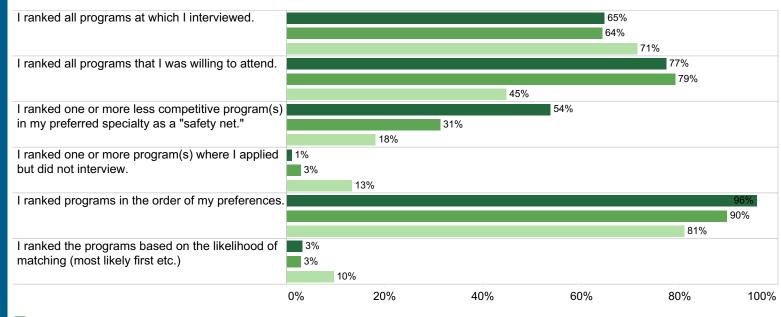
Surgery-General Percent of <u>Other Applicant Types</u> Citing Each Factor and Mean Importance Rating* for Each Factor in Ranking Programs

Overall goodness of fit	71.1% 4.8
Interview day experience	67.1% 4.6
Desired geographic location	59.2% 4.5
Quality of residents in program	57.9% 4.6
Reputation of program	43.4% 4.7
Quality of program director	57.9% 4.7
Work/life balance	50.0% 4.6
Quality of faculty	52.6% 4.6
Quality of educational curriculum and training	47.4% 4.6
Academic medical center program	44.7% 4.6
Balance of faculty supervision and resident responsibility for patient care	38.2% 4.4
Cost of living	48.7% 4.1
House staff morale	28.9% 4.6
Career paths of recent program graduates	32.9% 4.3
Rotation schedules and structures (e.g. amount of time per rotation) in program	30.3% 4.2
Preparation for fellowship training	36.8% 4.5
Program's flexibility to pursue electives and interests	28.9% 4.4
Size of program	26.3% 4.4
Future fellowship training opportunities at the institution	43.4% 4.5
Social and recreational opportunities of the area	22.4% 4.1
Call schedule	22.4% 3.9
Diversity of patient problems	23.7% 4.2
Cultural/racial/ethnic diversity of geographic location	32.9% 4.5
Vacation/personal/family leave policies	28.9% 4.2
Quality of hospital facilities	36.8% 4.3
Other support network in the area	14. <mark>5%</mark> 4.6
Cultural/racial/ethnic/gender diversity at the institution	32.9% 4.7
Job opportunities for my spouse/significant other	14. <mark>5%</mark> 4.4
Future job opportunities for myself	13. <mark>2%</mark> 4.7
Institutional provisions to ensure other domains of resident health/safety/wellness	19.7% 4.5
Opportunity and support to conduct research and/or attend conferences	14. <mark>5%</mark> 4.4
Opportunity to perform specific procedures	21.1% 4.3
Salary	21.1% 3.7
Size of patient caseload	25.0% 4.2
Board pass rates	47.4% 4.2
Quality of ancillary support staff	11.8% 4.4
Perception that resident concerns about infectious disease are taken seriously	7.9% 4.2
COVID-19 pandemic safety policies and procedures	11.8% 4.4
Sick and bereavement leave policies	11.8% 4.4
Experience with other virtual publicity activities hosted by the program	11.8% 4.4
Community-based setting	11.8% 4.1
Quality of ambulatory care facilities	11.8% 4.5
Structure or type of electronic health records	3.9% 3.3
Having friends at the program	10.5% 4.3
Supplemental income (moonlighting) opportunities	9.2% 3.1
Experience with virtual or in-person away/audition rotations	11.8% 4.9
Opportunity and financial support for international experience	10.5% 3.7
Presence of house staff union	7.9% 4.0
Duty coverage to attend conferences	14.5% 4.1
Opportunities for training in systems-based practice	10.5% 4.6
Opportunities for training in systems-based practice Program-provided cell phone/stipend	
• , , , ,	6.6% 4.0
Presence of a previous Match violation	3.9% 4.0
Schools for my children in the area	5.3% 4.8
Jeopardy pool	1.3% 4.0
Other Benefits (please specify)	0.0%
H-1B visa sponsorship	22.4% 4.6
Osteopathic Recognition status	0.0%
J-1 visa sponsorship	35.5% 4.8
ngs on a scale from 1 (not important) to 5 (extremely important)	80% 60% 40% 20% 0 1 2 3 4
go on a obaio nom i (not important) to o (oxtromory important)	

^{*}Ratings on a scale from 1 (not important) to 5 (extremely important)

Surgery-General

Percentage of Applicants Citing Different Ranking Strategies by Applicant Type



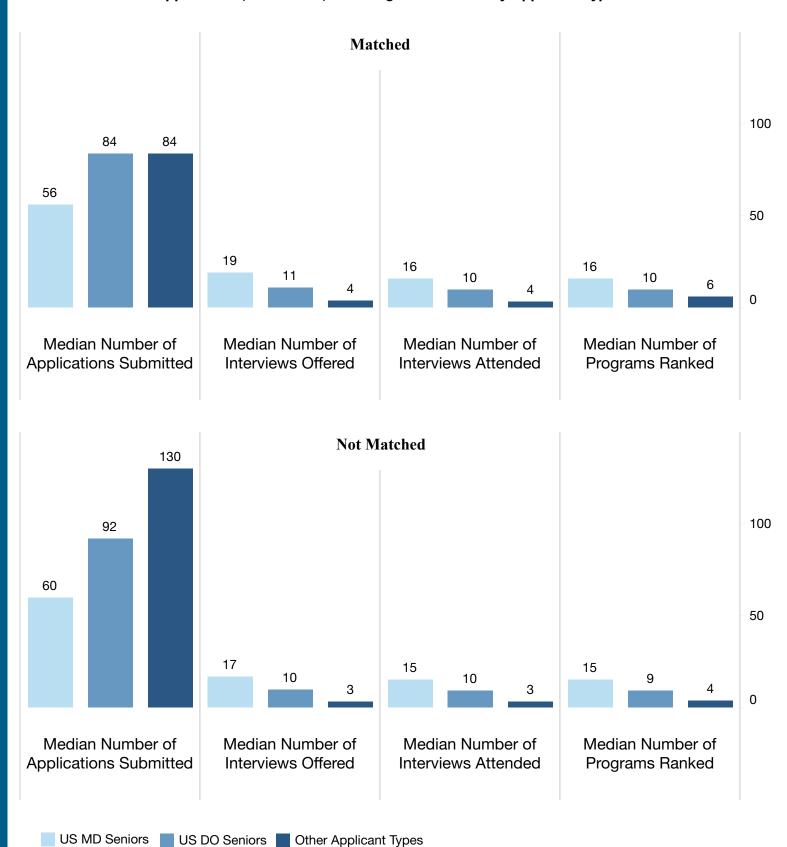
US MD Seniors

US DO Seniors

Other Applicant Types

Surgery-General

Median Number of Applications, Interviews, and Programs Ranked by Applicant Type and Match Outcome*



^{*}Match outcome is based on preferred specialty (i.e., specialty listed first on rank order list of programs, excluding preliminary programs).