

Results of the 2020 NRMP Program Director Survey

Table of Contents

Introduction	1
Charts for Individual Specialties	
Anesthesiology	9
Child Neurology	16
Dermatology	23
Emergency Medicine	30
Family Medicine	37
Internal Medicine	44
Internal Medicine/Pediatrics	51
Interventional Radiology	58
Neurological Surgery	65
Neurology	72
Obstetrics and Gynecology	79
Orthopaedic Surgery	86
Otolaryngology	93
Pathology	100
Pediatrics	107
Physical Medicine and Rehabilitation	114
Plastic Surgery	121
Psychiatry	128
Radiation Oncology	135
Radiology-Diagnostic	142
Surgery	149
Transitional Year	

Introduction

In March 2020, the National Resident Matching Program (NRMP) conducted its biennial survey of the directors of all programs participating in the Main Residency Match[®]. The primary purpose of the survey was to shed light on the factors that program directors use to (1) select applicants to interview and (2) rank applicants for the Match.

The survey was fielded during the 18 days between the Rank Order List Deadline and Match Week so that program match outcomes would not influence respondents' answers.

The survey solicited information on:

- the number of applications received, screened, and reviewed, as well as the number of applicants interviewed and ranked
- the frequency with which programs interview and rank specific applicant groups
- use of test scores in considering which applicants to interview, and
- the factors used for both interview selection and for ranking applicants.

The overall response rate for all specialties in this report was 18.0 percent. Transitional Year programs and programs in 22 specialties with 10 or more responses are included in this report. Response rates are listed in the table below.

In the 2020 Program Director Survey, several new questions were added to learn more about the recruitment process at the program level including whether programs would offer more invitations than interview slots as well as reasons for that practice; time allowed for applicants to respond to interview invitations; and how programs scheduled interviews.

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

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

Specialty	Surveys Sent	Number Responding	Response Rate
Anesthesiology	191	33	17.3%
Child Neurology	77	20	26.0%
Dermatology	142	16	11.3%
Emergency Medicine	248	59	23.8%
Family Medicine	635	142	22.4%
Internal Medicine	854	69	8.1%
Internal Medicine/Pediatrics	77	10	13.0%
Interventional Radiology (Integrated)	84	19	22.6%
Neurological Surgery	112	20	17.9%
Neurology	164	30	18.3%
Obstetrics and Gynecology	288	73	25.3%
Orthopaedic Surgery	189	49	25.9%
Otolaryngology	118	30	25.4%
Pathology-Anatomic and Clinical	136	29	21.3%
Pediatrics	228	52	22.8%
Physical Medicine and Rehabilitation	105	21	20.0%
Plastic Surgery (Integrated)	82	16	19.5%
Psychiatry	250	57	22.8%
Radiation Oncology	85	17	20.0%
Radiology-Diagnostic	195	36	18.5%
Surgery-General	540	70	13.0%
Transitional Year	144	22	15.3%
Vascular Surgery	59	10	16.9%
All Others	140	24	17.1%
Total	5,143	924	18.0%

All Specialties Combined (N=924)

Figure 1

All Specialties

Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Selecting Applicants to Interview (N=650)

(N=03U)	Danaant Citinaa Faataa	A Datina
	Percent Citing Factor	Average Rating
USMLE Step 1 score	90%	4.0
Letters of recommendation in the specialty	84%	4.3
USMLE Step 2 CK score	78%	4.0
Personal Statement	78%	3.9
Medical Student Performance Evaluation (MSPE/Dean's Letter)	76%	4.0
Perceived commitment to specialty	70%	4.4
Grades in required clerkships	69%	4.0
Audition elective/rotation within your department	66%	4.3
Any failed attempt in USMLE	66%	4.5
Class ranking/quartile	65%	4.0
Personal prior knowledge of the applicant	65%	4.3
Leadership qualities	63%	4.2
Grades in clerkship in desired specialty	62%	4.2
Evidence of professionalism and ethics	62%	4.5
Perceived interest in program	61%	4.2
Passing USMLE Step 2 CS	60%	4.0
Other life experience	57%	3.9
COMLEX-USA Level 1 score*	56%	3.9
Alpha Omega Alpha (AOA) membership	52%	3.7
Any failed attempt in COMLEX-USA*	51%	4.4
Volunteer/extracurricular experiences	51%	3.8
COMLEX-USA Level 2 Clinical Evaluation (CE) score*	50%	4.0
Consistency of grades	48%	4.0
Awards or special honors in clinical clerkships	47%	3.5
Graduate of highly-regarded medical (MD/DO) school	46%	3.6
Evidence of continuous medical education without gaps	45%	4.0
Gold Humanism Honor Society (GHHS) membership	44%	3.7
Awards or special honors in clerkship in desired specialty	41%	3.8
Passing COMLEX-USA Level 2 Performance Evaluation*	40%	4.0
Demonstrated involvement and interest in research	36%	3.7
Applicant was flagged with Match violation by the NRMP	31%	4.7
Visa status**	28%	4.1
Away rotation in your specialty at another institution	25%	3.9
Fluency in language spoken by your patient population	21%	3.6
Interest in academic career	20%	3.8
Awards or special honors in basic sciences	20%	3.2
USMLE Step 3 score	1 <mark>5%</mark>	3.3
COMLEX-USA Level 3 score* _	10 <mark>%</mark>	3.5
¹ Ratings on a scale from 1 (not at all important) to 5 (very important)	% 50% 0%	1 2 3 4 5

¹ Ratings on a scale from 1 (not at all important) to 5 (very important). * DO seniors/graduates only.

^{**} International Medical Graduates only.

Figure 2

All Specialties Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each **Factor in Ranking Applicants** (N=641)

	Percent Citing Factor	Average Rating
Interpersonal skills	95%	4.8
Interactions with faculty during interview and visit	95%	4.8
Interactions with housestaff during interview and visit	89%	4.8
Feedback from current residents	88%	4.7
Letters of recommendation in the specialty	70%	4.1
USMLE Step 1 score	67%	3.9
USMLE Step 2 score	64%	4.0
Perceived interest in program	64%	4.3
Evidence of professionalism and ethics	63%	4.7
Perceived commitment to specialty	61%	4.4
Leadership qualities	60%	4.3
Medical Student Performance Evaluation (MSPE/Dean's Letter)	58%	4.0
Audition elective/rotation within your department	57%	4.4
Personal prior knowledge of the applicant	56%	4.4
Personal Statement	54%	3.8
Class ranking/quartile	50%	4.0
Passing USMLE Step 2 CS	49%	4.1
Other life experience	47%	4.0
Any failed attempt in USMLE	46%	4.4
COMLEX-USA Level 2 Clinical Evaluation (CE) score*	43%	4.0
Grades in required clerkships	42%	4.0
COMLEX-USA Level 1 score*	42%	3.9
Grades in clerkship in desired specialty	37%	4.2
Alpha Omega Alpha (AOA) membership	36%	3.8
Any Failed COMLEX attempt*	36%	4.4
Volunteer/extracurricular experiences	35%	3.9
Passing COMLEX-USA Level 2 Performance Evaluation*	34%	4.0
Consistency of grades	34%	4.0
Evidence of continuous medical education without gaps	31%	4.1
Graduate of highly regarded medical (MD/DO) school	30%	3.8
Gold Humanism Honor Society (GHHS) membership	29%	3.8
Demonstrated involvement and interest in research	28%	3.8
Awards or special honors in clerkship in desired specialty	23%	3.9
Awards or special honors in clinical clerkships	23%	3.7
Applicant was flagged with Match violation by the NRMP	21%	4.7
Interest in academic career	20%	3.9
Away rotation in your specialty at another institution	18%	4.0
Other post-interview contact	18%	3.8
Fluency in language spoken by your patient population	17%	3.9
Visa status**	16%	4.0
Second interview/visit	11%	3.9
USMLE Step 3 score	11%	3.4
Awards or special honors in basic sciences	10%	3.4
COMLEX Level 3 score*	8 <mark>%</mark>	3.7
1 Ratings on a scale from 1 (not at all important) to 5 (very important)		

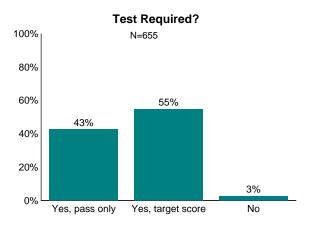
¹ Ratings on a scale from 1 (not at all important) to 5 (very important). * DO seniors/graduates only.

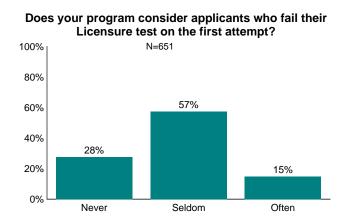
^{**} International Medical Graduates only.

All Specialties

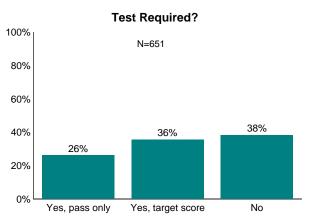
Program Usage of USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

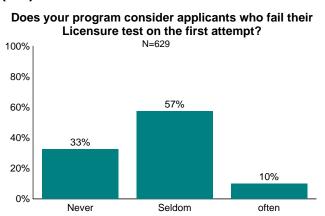
USMLE Step 1 Scores



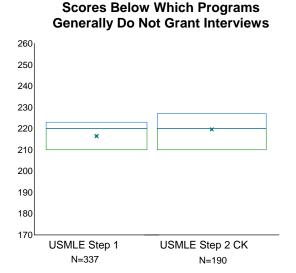


USMLE Step 2 (CK) Scores

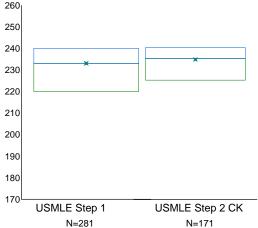




USMLE Step 1 and Step 2 CK Scores Programs Consider When Granting Interviews



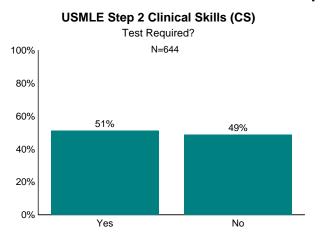


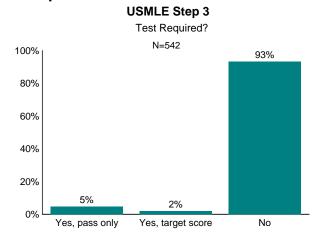


The boxes in the boxplots above represent the interquartile range (IQR), which is the range between the 25th and 75th percentiles, and the line in the box is the median. The x-shaped symbol in the box represents the mean.

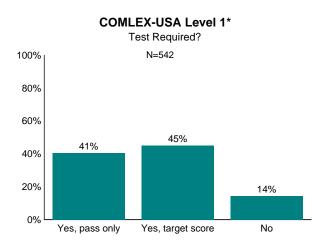
Programs Usage of USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

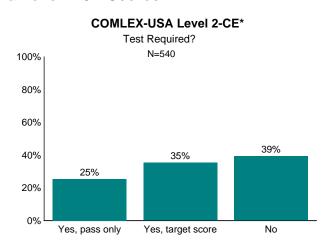
USMLE Step 2 CS and Step 3 Scores



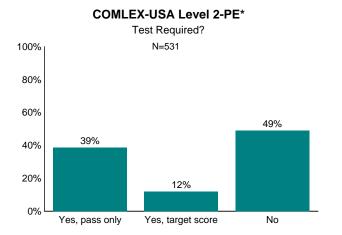


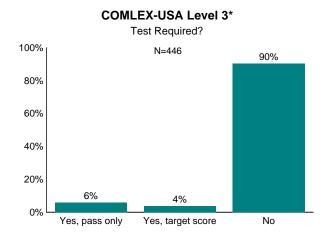
COMLEX-USA Level 1 and Level 2-CE Scores





COMLEX-USA Level 2-PE and Level 3 Scores

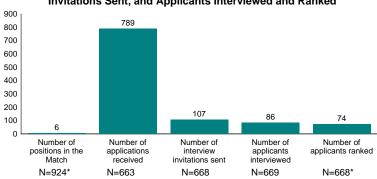




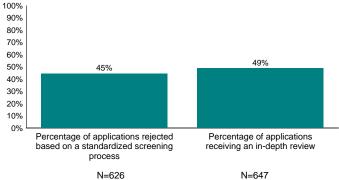
^{*} DO seniors/graduates only

All Specialties Program's Interview Activities

Average Number of Positions, Applications Received, Interview Invitations Sent, and Applicants Interviewed and Ranked

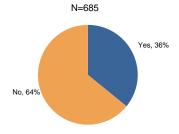


Average Percentage of Applications Rejected and Reviewed

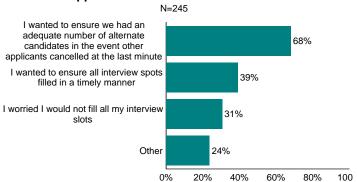


* Data from the NRMP database. All responding programs included

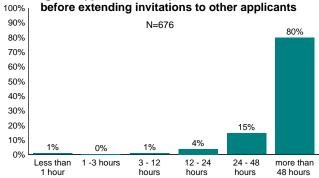
Program offered more interview invitations to applicants than interview slots to fill



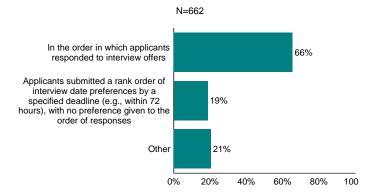
Reason for offering more interview invitations to applicants than interview slots to fill



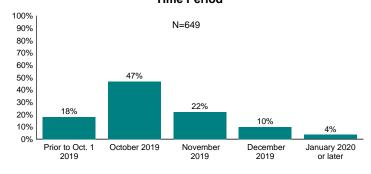
Time given applicants to respond to interview invitations



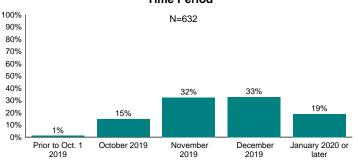
How interviews were scheduled



Percentage of Program's Interviews Extended During Each **Time Period**

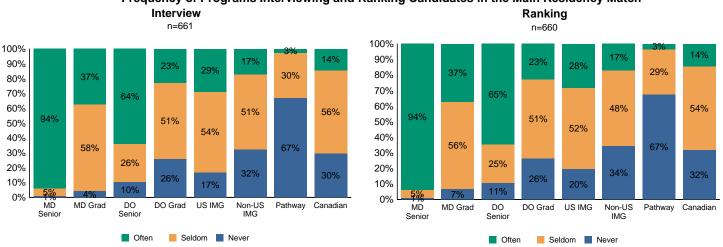


Percentage of Program's Interviews Conducted During Each **Time Period**

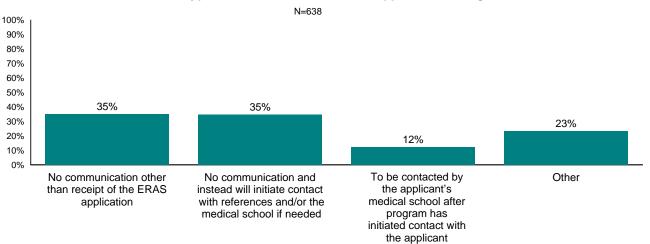


All Specialties Other Topics



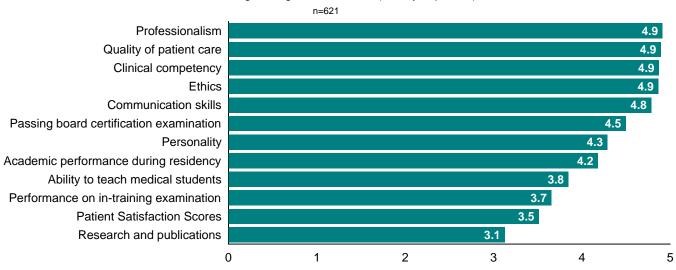


Preferred Type of Communication About Applicants During SOAP



Importance of Factors in Assessing Residents' Success in Residency Program

Average rating on a scale of 5 (5=very important)

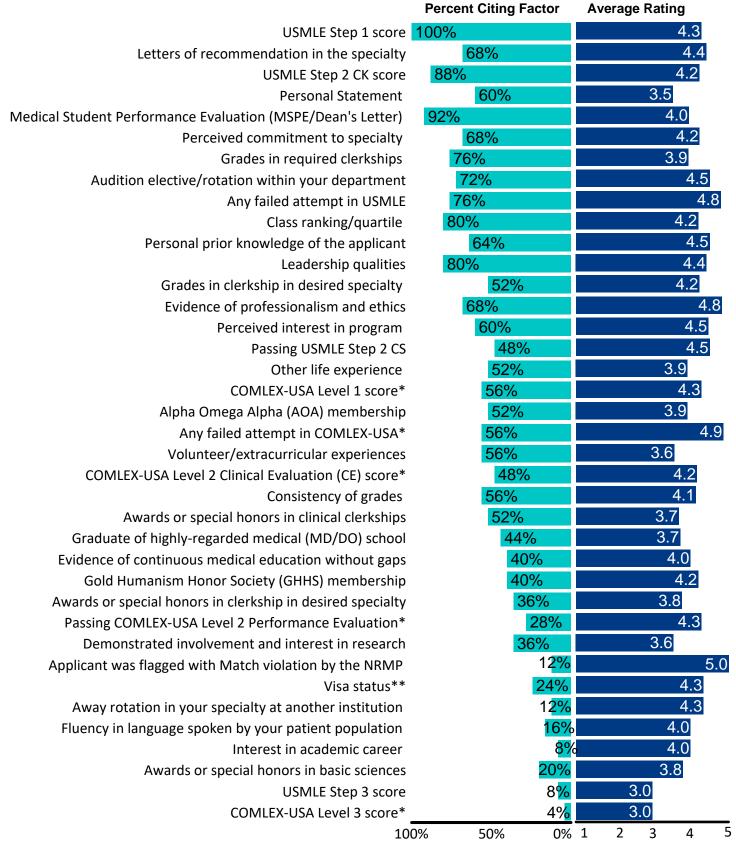


Anesthesiology (N=33)

Figure AN-1

Anesthesiology Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Selecting Applicants to Interview

(N=25)



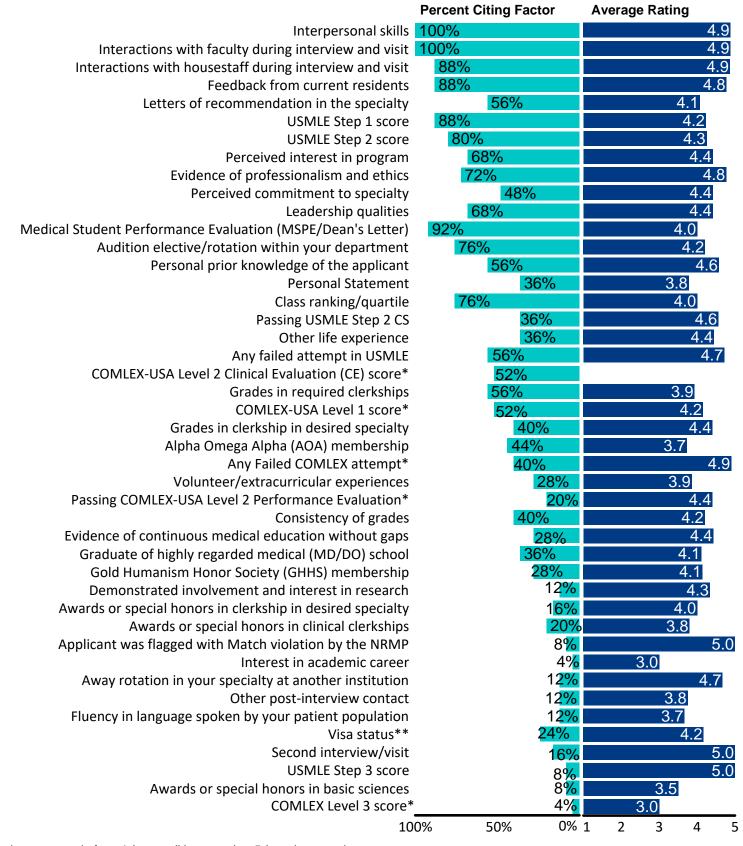
¹ Ratings on a scale from 1 (not at all important) to 5 (very important).

^{*} DO seniors/graduates only.

^{**} International Medical Graduates only.

Figure AN-2

Anesthesiology Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Ranking Applicants (N=25)



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

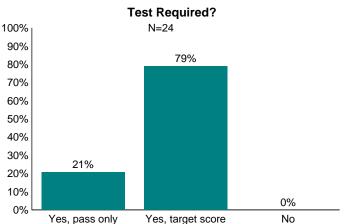
^{*} DO seniors/graduates only.

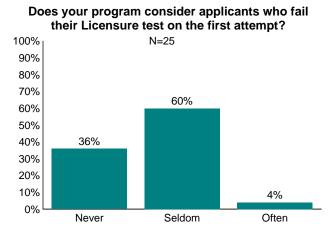
^{**} International Medical Graduates only.

Anesthesiology

Program Usage of USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

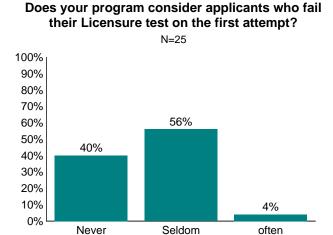
USMLE Step 1 Scores



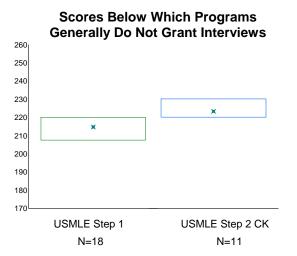


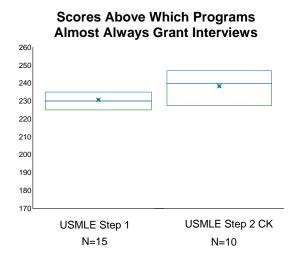
USMLE Step 2 (CK) Scores

Test Required? N=25 100% 90% 80% 70% 60% 48% 50% 40% 40% 30% 20% 12% 10% 0% Yes, pass only Yes, target score No



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



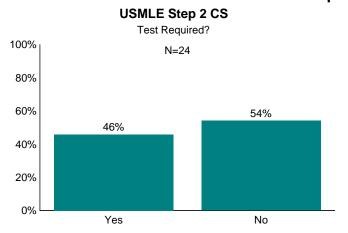


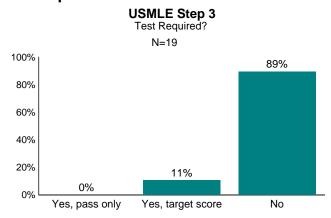
The boxes in the boxplots above represent the interquartile range (IQR), which is the range between the 25th and 75th percentiles, and the line in the box is the median. The x-shaped symbol is the mean.

Anesthesiology

Program Usage of USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

USMLE Step 2 CS and Step 3 Scores

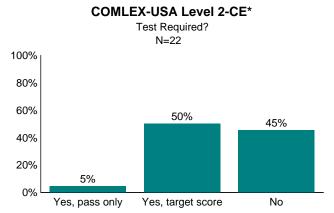




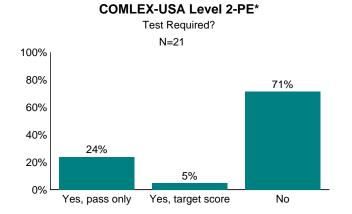
COMLEX-USA Level 1 and Level 2-CE Scores

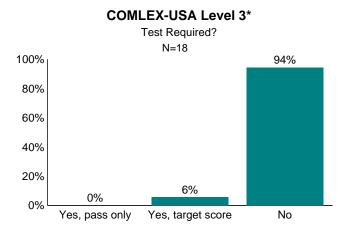
COMLEX-USA Level 1*
Test Required?
N=23

100%
80%
60%
40%
20%
13%
Yes, pass only Yes, target score No



COMLEX-USA Level 2-PE and Level 3 Scores

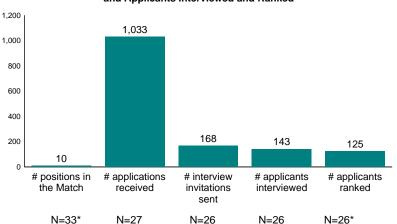




^{*} DO seniors/graduates only

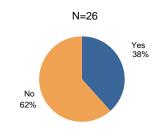
Anesthesiology Program's Interview Activities

Average Number of Positions, Applications Received, Interview Invitations Sent, and Applicants Interviewed and Ranked

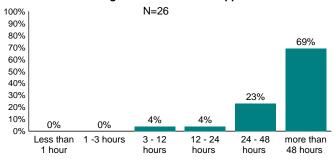


* Data from the NRMP database. All responding programs included

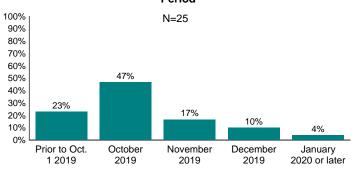
Program offered more interview invitations to applicants than interview slots to fill



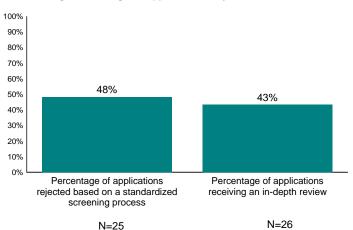
Time given applicants to respond to interview invitations before extending invitations to other applicants



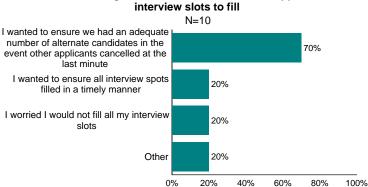
Percentage of Program's Interviews Extended During Each Time Period



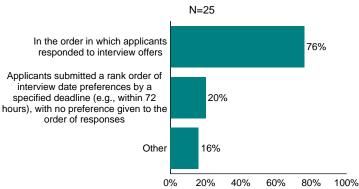
Average Percentage of Applications Rejected and Reviewed



Reason for offering more interview invitations to applicants than



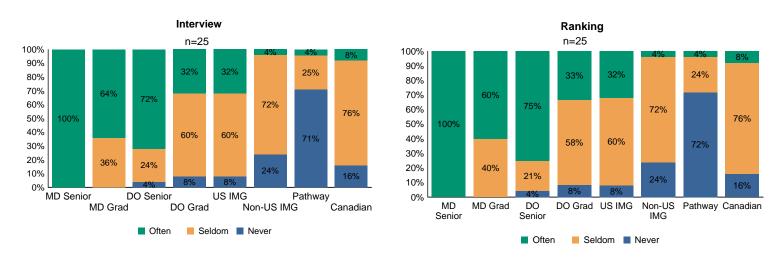
How interviews were scheduled



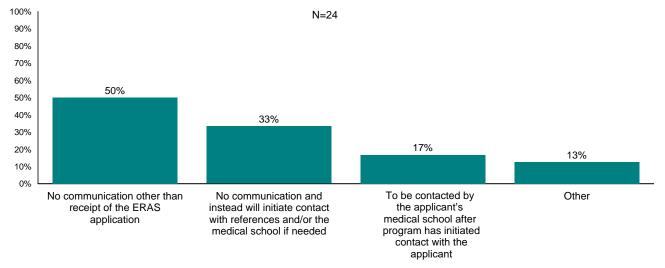
Percentage of Program's Interviews Conducted During Each Time Period



Frequency of Programs Interviewing and Ranking Candidates in the Main Residency Match

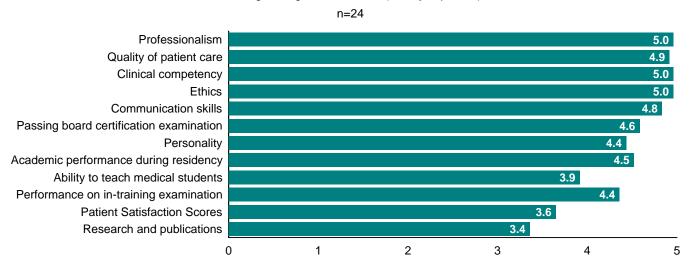


Preferred Type of Communication About Applicants During SOAP



Importance of Factors in Determining Residents' Success in Residency Program

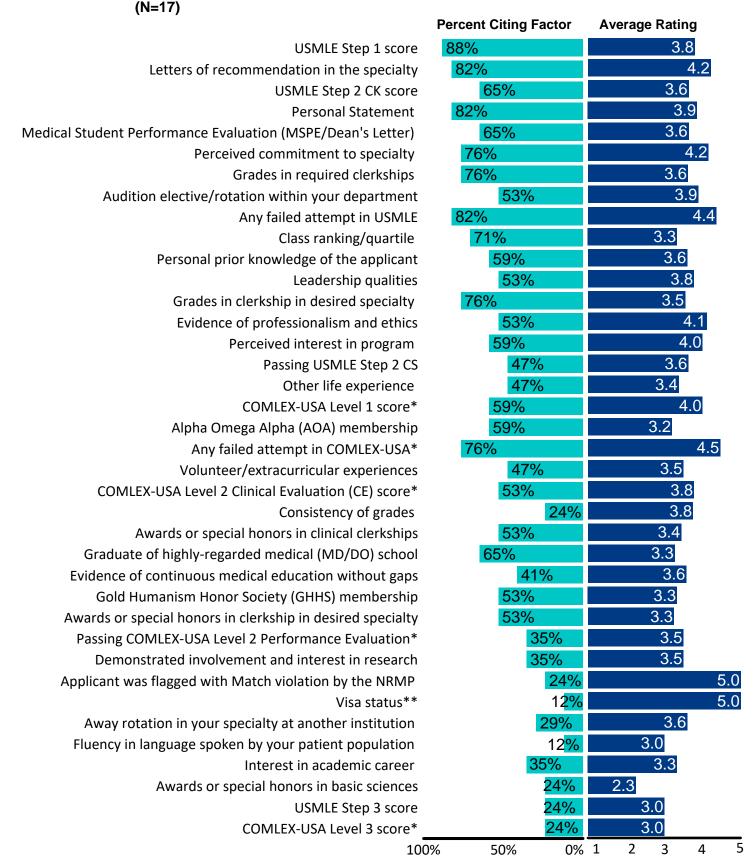
Average rating on a scale of 5 (5=very important)



Child Neurology (N=20)

Figure CN-1

Child Neurology Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Selecting Applicants to Interview



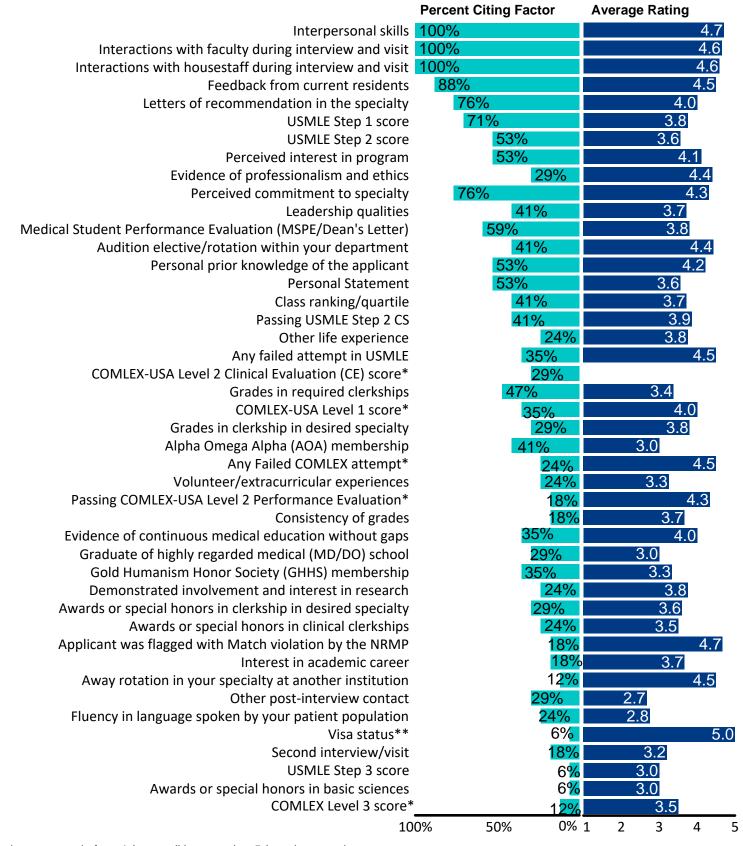
¹ Ratings on a scale from 1 (not at all important) to 5 (very important).

^{*} DO seniors/graduates only.

^{**} International Medical Graduates only.

Figure CN-2

Child Neurology Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Ranking Applicants (N=17)



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

^{*} DO seniors/graduates only.

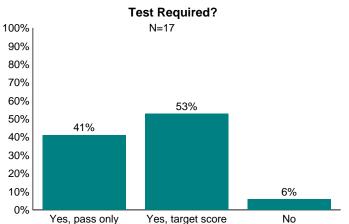
^{**} International Medical Graduates only.

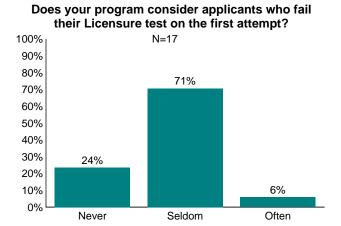
Figure CN-3

Child Neurology

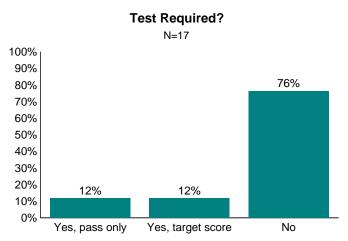
Program Usage of USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

USMLE Step 1 Scores

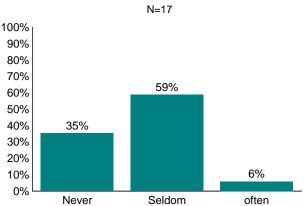




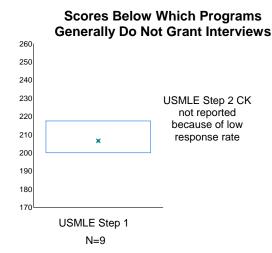
USMLE Step 2 (CK) Scores

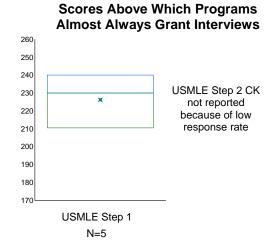


Does your program consider applicants who fail their Licensure test on the first attempt?



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



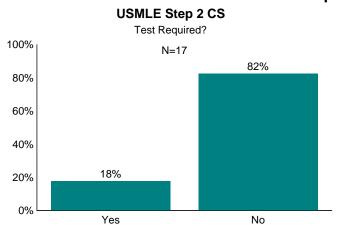


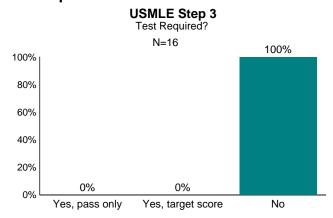
The boxes in the boxplots above represent the interquartile range (IQR), which is the range between the 25th and 75th percentiles, and the line in the box is the median. The x-shaped symbol is the mean.

Child Neurology

Program Usage of USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

USMLE Step 2 CS and Step 3 Scores

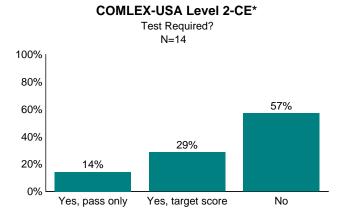




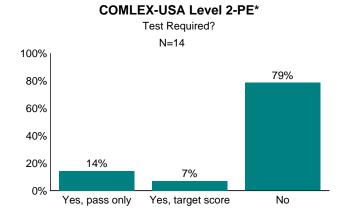
COMLEX-USA Level 1 and Level 2-CE Scores

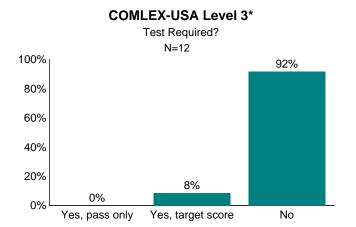
COMLEX-USA Level 1*
Test Required?
N=14

100%
80%
60%
40%
36%
20%
Yes, pass only Yes, target score No



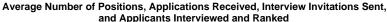
COMLEX-USA Level 2-PE and Level 3 Scores

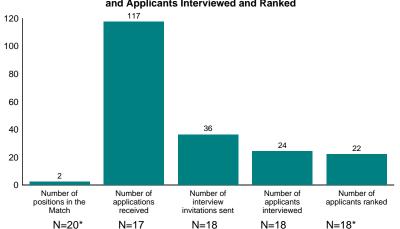


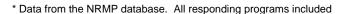


^{*} DO seniors/graduates only

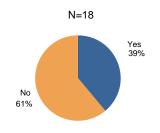
Child Neurology Program's Interview Activities



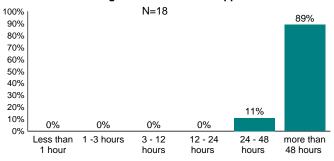




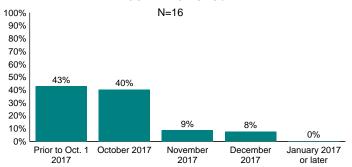
Program offered more interview invitations to applicants than interview slots to fill



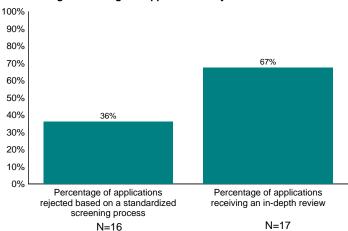
Time given applicants to respond to interview invitations before extending invitations to other applicants



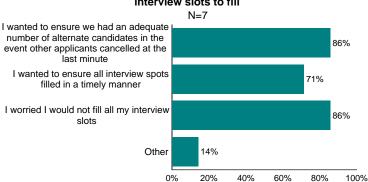
Percentage of Program's Interviews Extended During Each Time Period



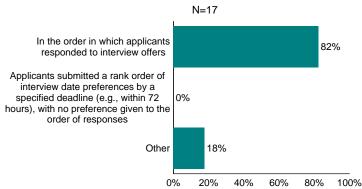
Average Percentage of Applications Rejected and Reviewed



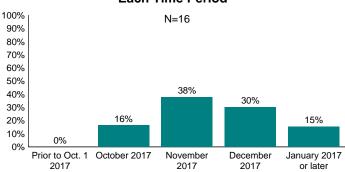
Reason for offering more interview invitations to applicants than interview slots to fill



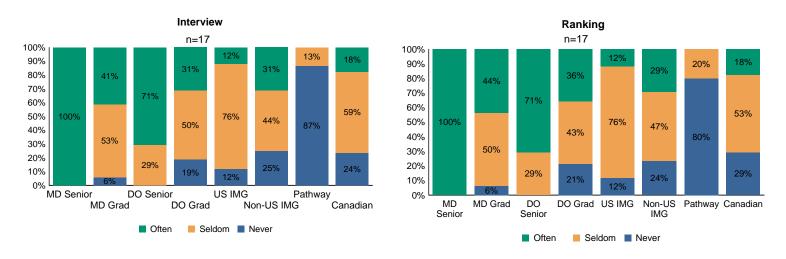
How interviews were scheduled



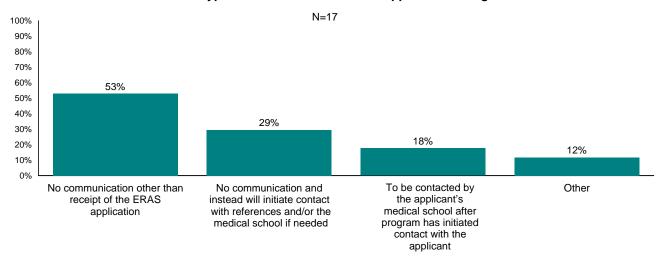
Percentage of Program's Interviews Conducted During Each Time Period



Frequency of Programs Interviewing and Ranking Candidates in the Main Residency Match

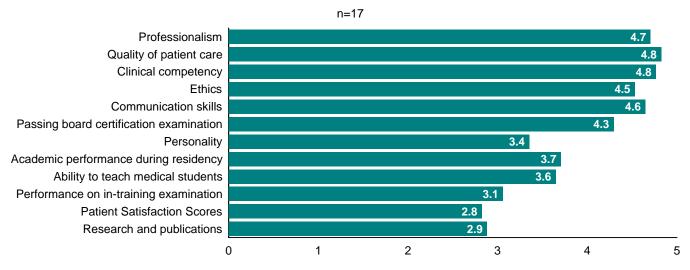


Preferred Type of Communication About Applicants During SOAP



Importance of Factors in Determining Residents' Success in Residency Program

Average rating on a scale of 5 (5=very important)

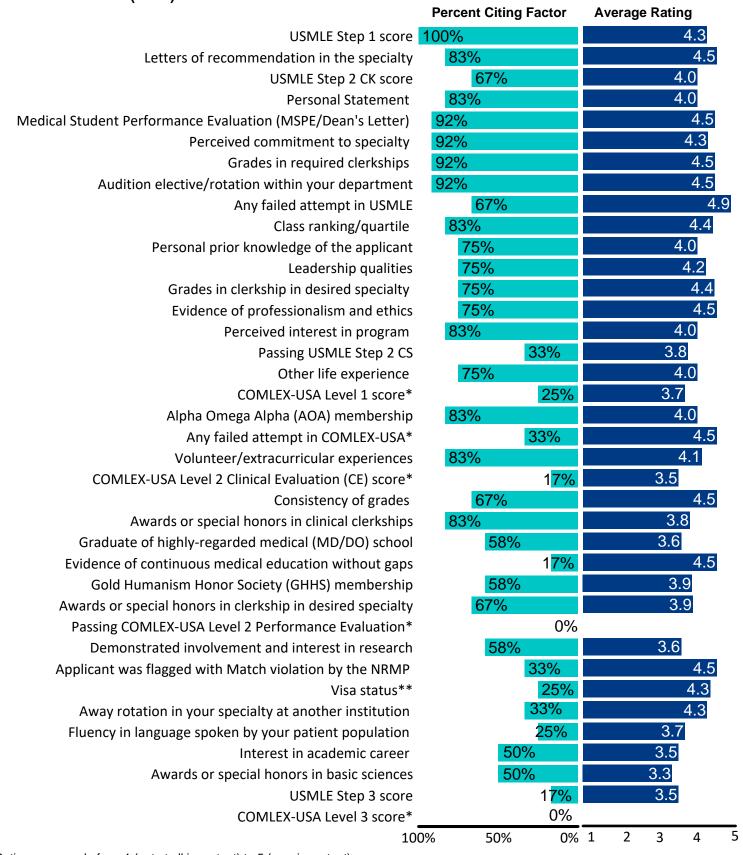


Dermatology (N=16)

Figure D-1

Dermatology

Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Selecting Applicants to Interview (N=12)



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

^{*} DO seniors/graduates only.

^{**} International Medical Graduates only.

Figure D-2

Dermatology Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each **Factor in Ranking Applicants** (N=12)

	D (0''' E (
	Percent Citing Factor	Average Rating
Interpersonal skills	92%	4.8
Interactions with faculty during interview and visit		4.7
Interactions with housestaff during interview and visit		4.7
Feedback from current residents		4.6
Letters of recommendation in the specialty	67%	4.3
USMLE Step 1 score	67%	4.0
USMLE Step 2 score	50%	4.0
Perceived interest in program	67%	4.6
Evidence of professionalism and ethics	75%	4.4
Perceived commitment to specialty	58%	4.4
Leadership qualities	67%	4.3
Medical Student Performance Evaluation (MSPE/Dean's Letter)	50%	4.3
Audition elective/rotation within your department	58%	4.4
Personal prior knowledge of the applicant	58%	4.0
Personal Statement	50%	4.0
Class ranking/quartile	50%	4.3
Passing USMLE Step 2 CS	0%	
Other life experience	67%	4.1
Any failed attempt in USMLE	25%	4.3
COMLEX-USA Level 2 Clinical Evaluation (CE) score*	0%	1
Grades in required clerkships	67%	4.4
COMLEX-USA Level 1 score*	8 <mark>%</mark>	4.0
Grades in clerkship in desired specialty	50%	4.3
Alpha Omega Alpha (AOA) membership	42%	4.2
Any Failed COMLEX attempt*	8%	
Volunteer/extracurricular experiences	67%	4.1
Passing COMLEX-USA Level 2 Performance Evaluation*	0%	
Consistency of grades	50%	4.5
Evidence of continuous medical education without gaps	25%	4.7
Graduate of highly regarded medical (MD/DO) school	25%	3.3
Gold Humanism Honor Society (GHHS) membership	33%	3.5
Demonstrated involvement and interest in research	50%	4.0
Awards or special honors in clerkship in desired specialty	25%	4.3
Awards or special honors in clinical clerkships	33%	4.0
Applicant was flagged with Match violation by the NRMP	17%	
Interest in academic career	42%	3.8
Away rotation in your specialty at another institution	25%	4.3
Other post-interview contact	8%	
Fluency in language spoken by your patient population	25%	3.7
Visa status**	8%	4.0
Second interview/visit	0%	
USMLE Step 3 score	0%	
Awards or special honors in basic sciences	33%	3.8
COMLEX Level 3 score*	· · · · · · · · · · · · · · · · · · ·	
	0% 50% 0%	X

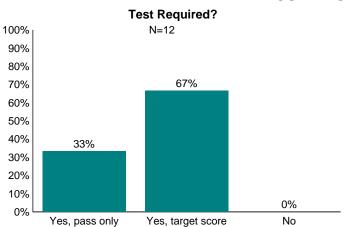
¹ Ratings on a scale from 1 (not at all important) to 5 (very important). * DO seniors/graduates only.

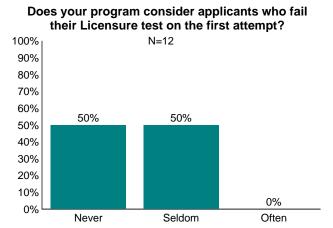
^{**} International Medical Graduates only.

Dermatology

Program Usage of USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

USMLE Step 1 Scores

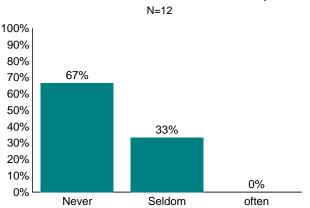




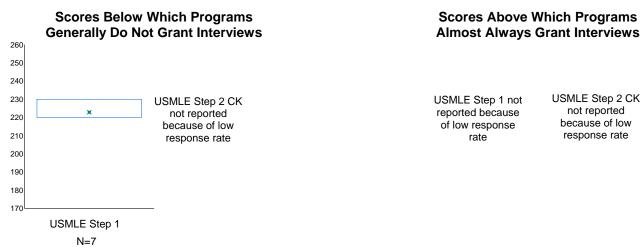
USMLE Step 2 (CK) Scores

Test Required? N=11 100% 90% 80% 73% 70% 60% 50% 40% 27% 30% 20% 10% 0% 0% Yes, pass only Yes, target score No

Does your program consider applicants who fail their Licensure test on the first attempt?



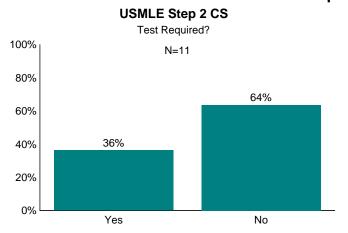
Average USMLE Step 1 and Step 2 CK Scores Programs Consider When Granting Interviews

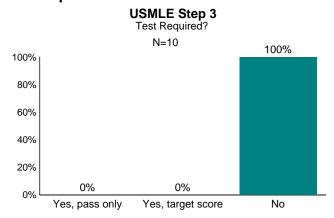


The boxes in the boxplots above represent the interquartile range (IQR), which is the range between the 25th and 75th percentiles, and the line in the box is the median. The x-shaped symbol is the mean.

Program Usage of USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

USMLE Step 2 CS and Step 3 Scores

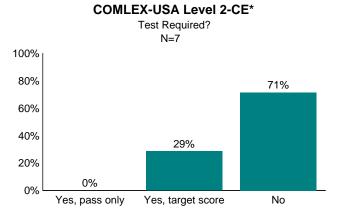




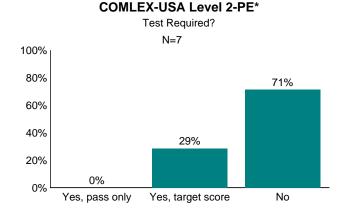
COMLEX-USA Level 1 and Level 2-CE Scores

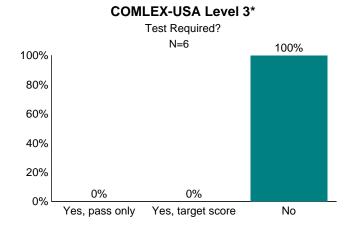
COMLEX-USA Level 1*
Test Required?
N=7

100%
80%
60%
40%
20%
0%
Yes, pass only Yes, target score No



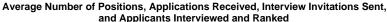
COMLEX-USA Level 2-PE and Level 3 Scores

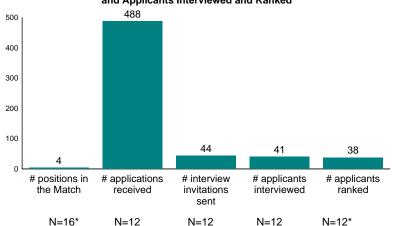


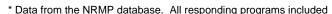


^{*} DO seniors/graduates only

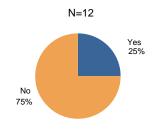
Dermatology **Program's Interview Activities**







Program offered more interview invitations to applicants than interview slots to fill



Reasons for "offering more interview invitations to applicants than interview slots to fill" not

reported because of low response rate.

52%

Percentage of applications

receiving an in-depth review

N=11

Average Percentage of Applications Rejected and Reviewed

41%

Percentage of applications

rejected based on a standardized

screening process

N=11

100%

90%

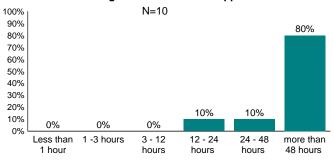
70% 60%

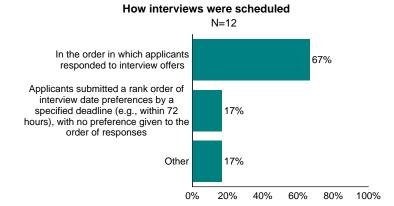
50%

40% 30%

20% 10% 0%

Time given applicants to respond to interview invitations before extending invitations to other applicants

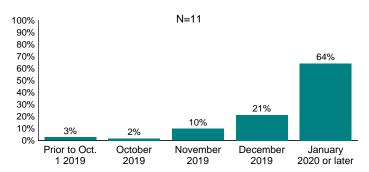




Percentage of Program's Interviews Extended During Each Time Period

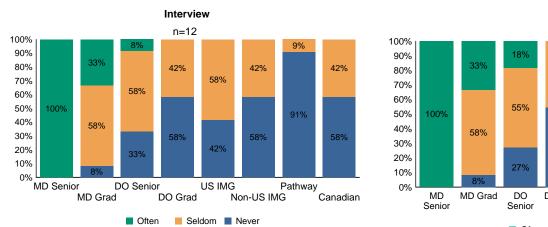


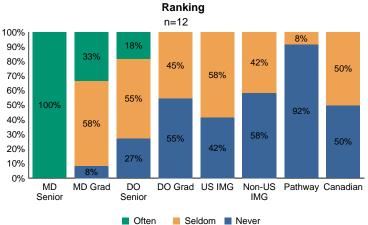
Percentage of Program's Interviews Conducted During Each Time Period



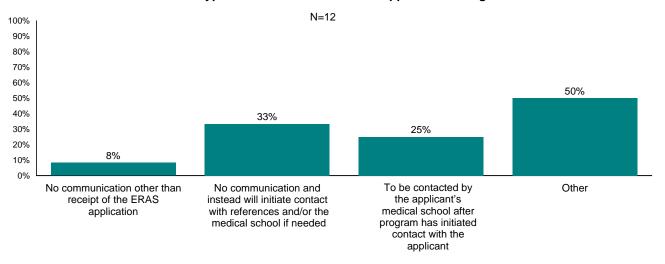
Program's Interview Activities (Continued) and Program Assessment of Residents' Success

Frequency of Programs Interviewing and Ranking Candidates in the Main Residency Match



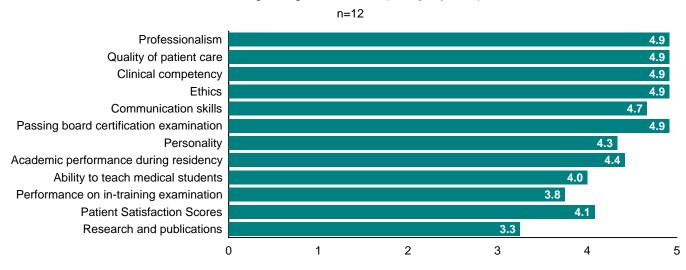


Preferred Type of Communication About Applicants During SOAP



Importance of Factors in Determining Residents' Success in Residency Program

Average rating on a scale of 5 (5=very important)

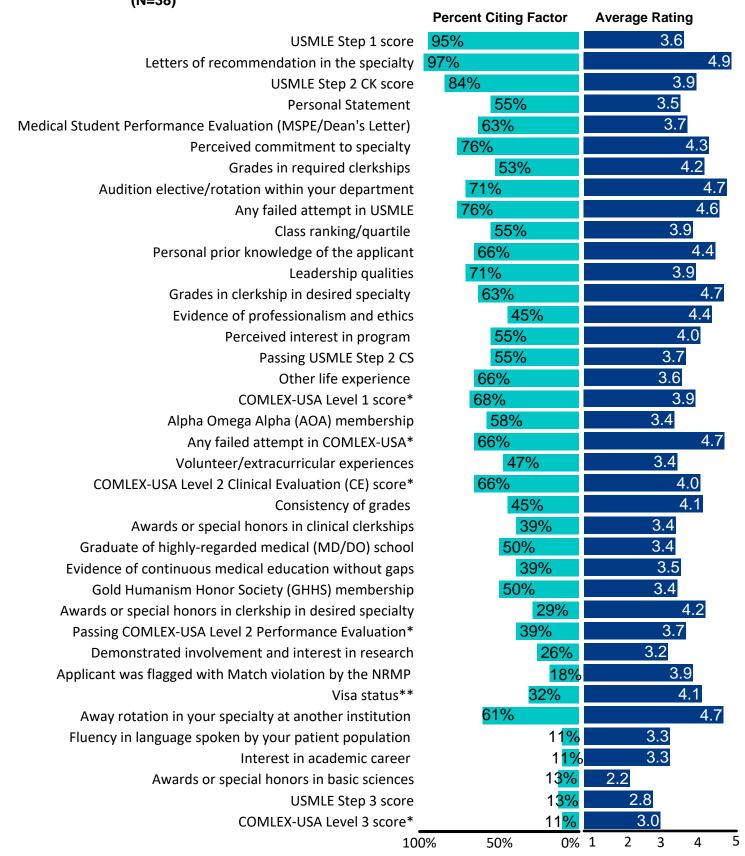


Emergency Medicine (N=59)

Figure EM-1

Emergency Medicine

Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Selecting Applicants to Interview (N=38)



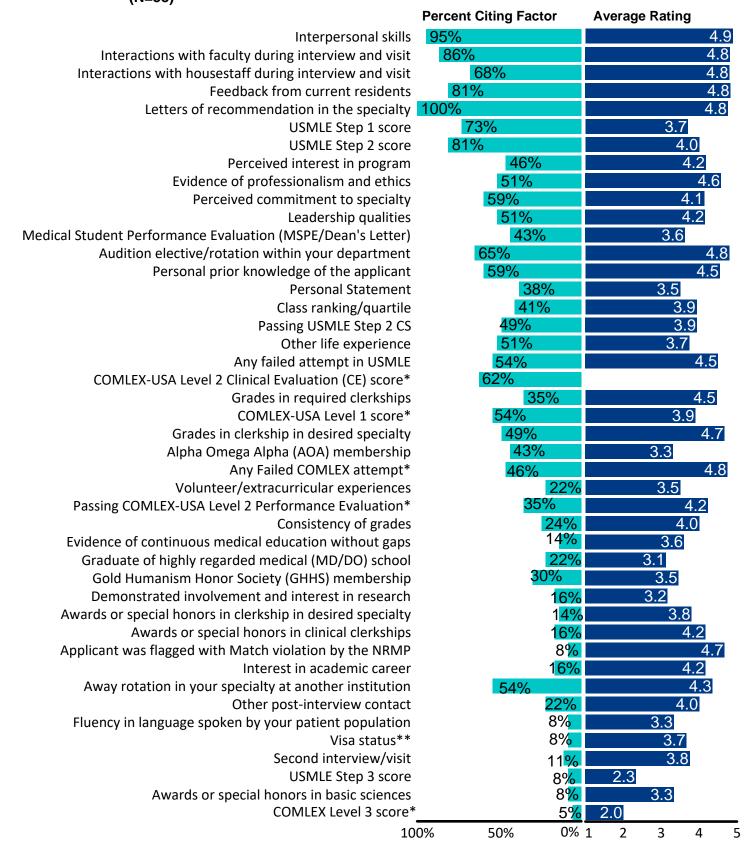
¹ Ratings on a scale from 1 (not at all important) to 5 (very important).

^{*} DO seniors/graduates only.

^{**} International Medical Graduates only.

Figure EM-2

Emergency Medicine Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Ranking Applicants (N=38)



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

^{*} DO seniors/graduates only.

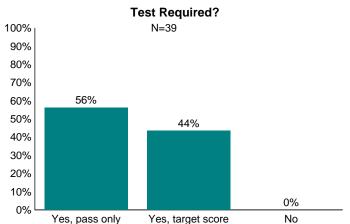
^{**} International Medical Graduates only.

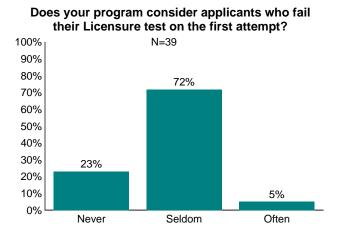
Figure EM-3

Emergency Medicine

Program Usage of USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When **Considering Which Applicants to Interview**

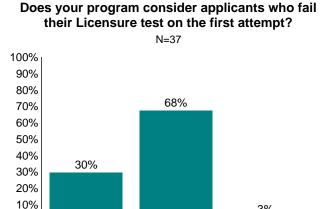
USMLE Step 1 Scores





USMLE Step 2 (CK) Scores

Test Required? N=39 100% 90% 80% 70% 60% 50% 36% 36% 40% 28% 30% 20% 10% 0% Yes, pass only Yes, target score No



Seldom

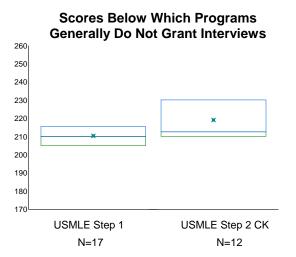
3%

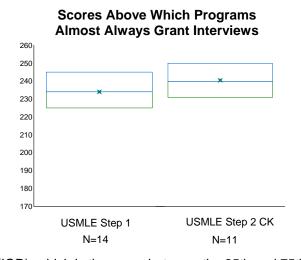
often

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

0%

Never





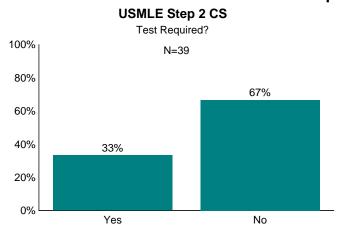
The boxes in the boxplots above represent the interquartile range (IQR), which is the range between the 25th and 75th percentiles, and the line in the box is the median. The x-shaped symbol is the mean.

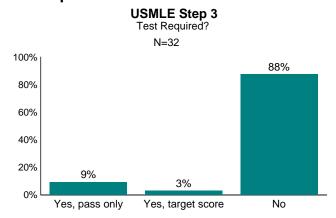
Figure EM-4

Emergency Medicine

Program Usage of USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

USMLE Step 2 CS and Step 3 Scores

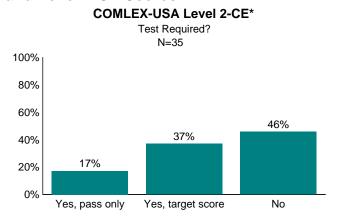




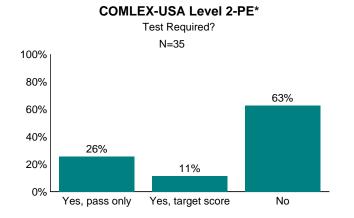
COMLEX-USA Level 1 and Level 2-CE Scores

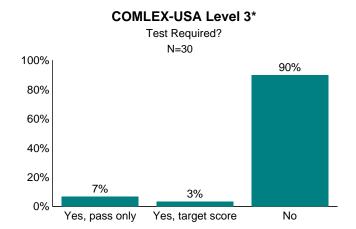
COMLEX-USA Level 1*
Test Required?
N=35

100%
80%
60%
40%
20%
Yes, pass only Yes, target score No



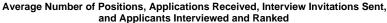
COMLEX-USA Level 2-PE and Level 3 Scores

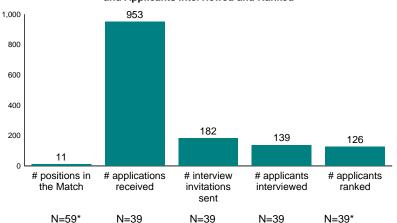




^{*} DO seniors/graduates only

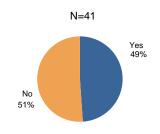
Emergency Medicine Program's Interview Activities



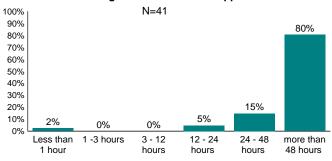


* Data from the NRMP database. All responding programs included

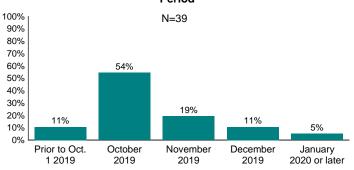
Program offered more interview invitations to applicants than interview slots to fill



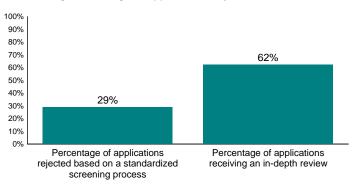
Time given applicants to respond to interview invitations before extending invitations to other applicants



Percentage of Program's Interviews Extended During Each Time Period



Average Percentage of Applications Rejected and Reviewed

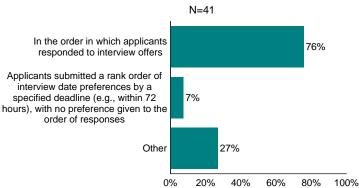


N=38 Reason for offering more interview invitations to applicants than

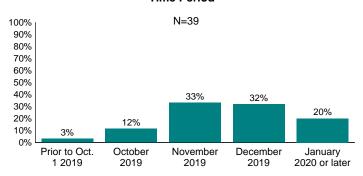
N=39

interview slots to fill N=20 I wanted to ensure we had an adequate number of alternate candidates in the 80% event other applicants cancelled at the last minute I wanted to ensure all interview spots 35% filled in a timely manner I worried I would not fill all my interview 30% Other 30% 0% 20% 40% 60% 80% 100%

How interviews were scheduled

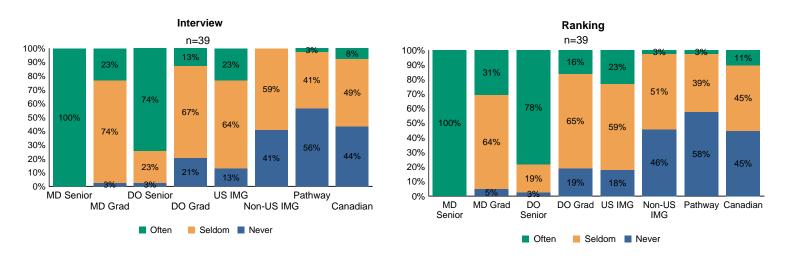


Percentage of Program's Interviews Conducted During Each **Time Period**

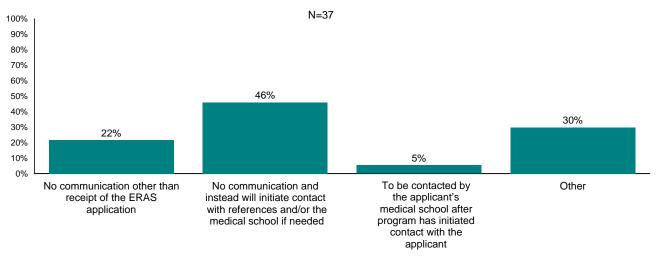


Program's Interview Activities (Continued) and Program Assessment of Residents' Success

Frequency of Programs Interviewing and Ranking Candidates in the Main Residency Match

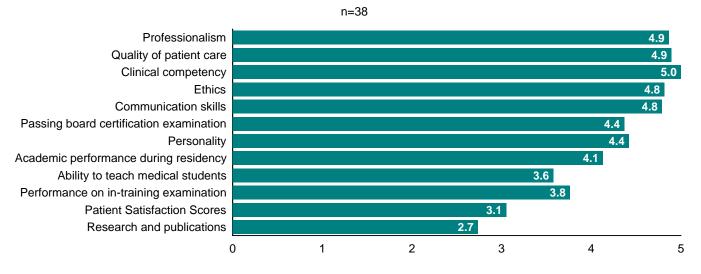


Preferred Type of Communication About Applicants During SOAP



Importance of Factors in Determining Residents' Success in Residency Program

Average rating on a scale of 5 (5=very important)

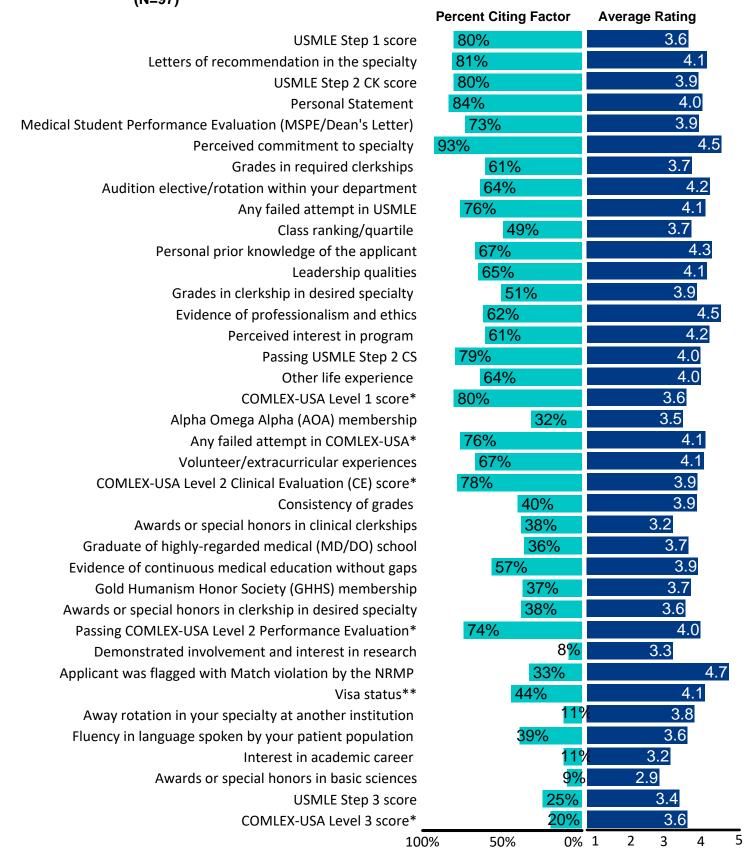


Family Medicine (N=142)

Figure FM-1

Family Medicine

Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Selecting Applicants to Interview (N=97)



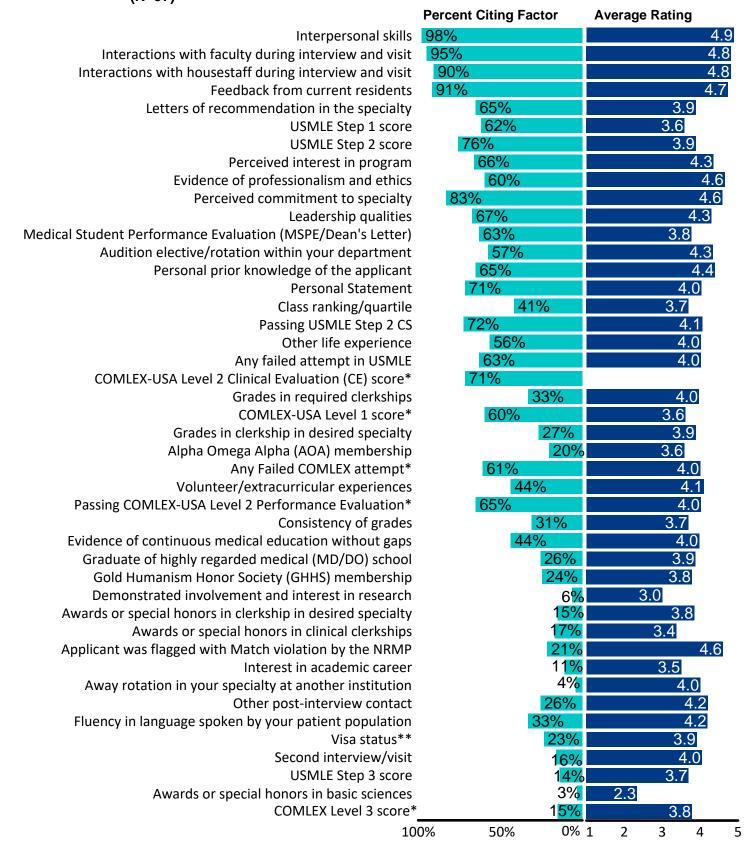
¹ Ratings on a scale from 1 (not at all important) to 5 (very important).

^{*} DO seniors/graduates only.

^{**} International Medical Graduates only.

Figure FM-2

Family Medicine Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Ranking Applicants (N=97)



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

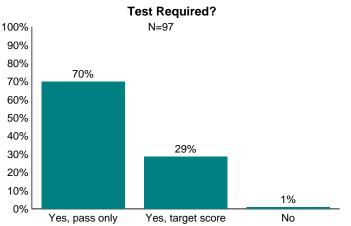
^{*} DO seniors/graduates only.

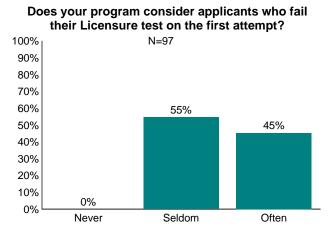
^{**} International Medical Graduates only.

Family Medicine

Program Usage of USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

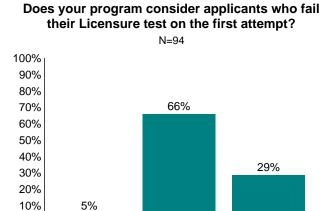
USMLE Step 1 Scores





USMLE Step 2 (CK) Scores

Test Required? N=97 100% 90% 80% 70% 60% 46% 50% 40% 32% 30% 22% 20% 10% 0% Yes, pass only Yes, target score No



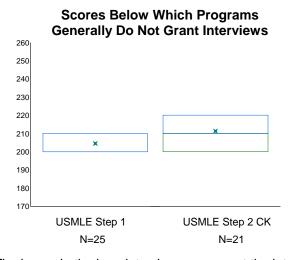
Seldom

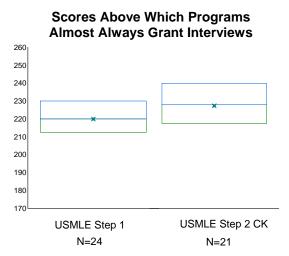
often

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

0%

Never



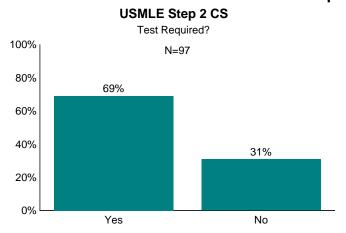


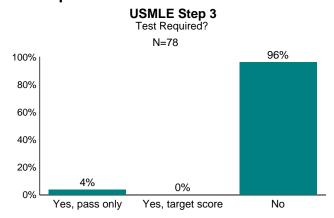
The boxes in the boxplots above represent the interquartile range (IQR), which is the range between the 25th and 75th percentiles, and the line in the box is the median. The x-shaped symbol is the mean.

Family Medicine

Program Usage of USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

USMLE Step 2 CS and Step 3 Scores

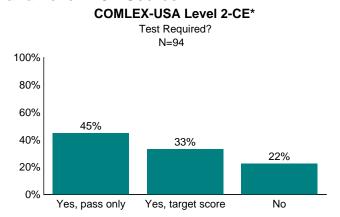




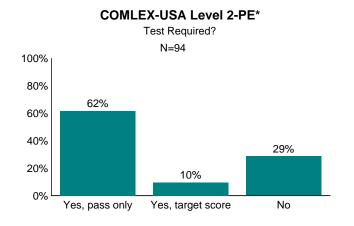
COMLEX-USA Level 1 and Level 2-CE Scores

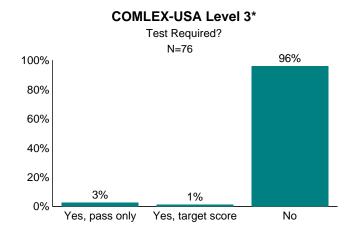
COMLEX-USA Level 1*
Test Required?
N=97

100%
80%
60%
40%
20%
Yes, pass only Yes, target score No



COMLEX-USA Level 2-PE and Level 3 Scores

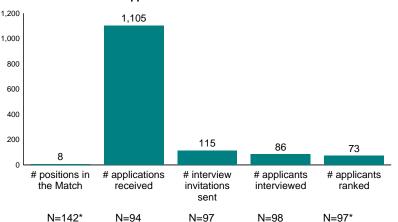




^{*} DO seniors/graduates only

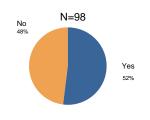
Family Medicine Program's Interview Activities

Average Number of Positions, Applications Received, Interview Invitations Sent, and Applicants Interviewed and Ranked

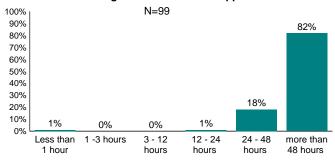


* Data from the NRMP database. All responding programs included

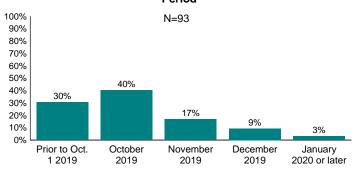
Program offered more interview invitations to applicants than interview slots to fill



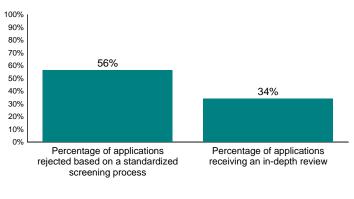
Time given applicants to respond to interview invitations before extending invitations to other applicants



Percentage of Program's Interviews Extended During Each Time Period

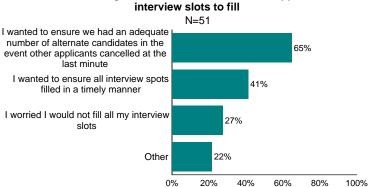


Average Percentage of Applications Rejected and Reviewed

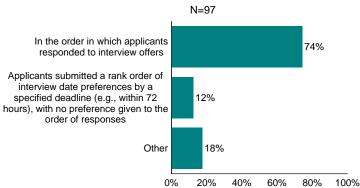


N=88 Reason for offering more interview invitations to applicants than

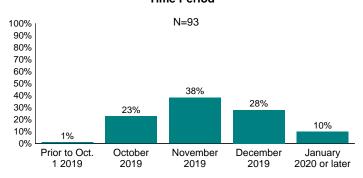
N=89



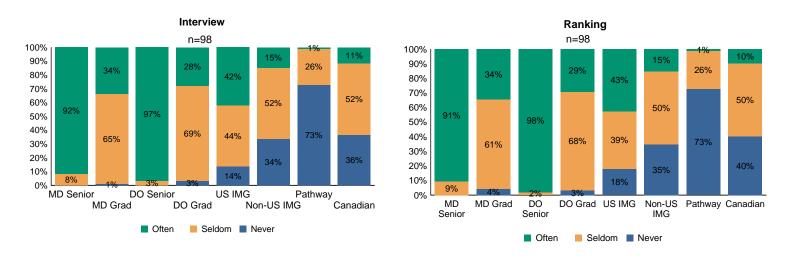
How interviews were scheduled



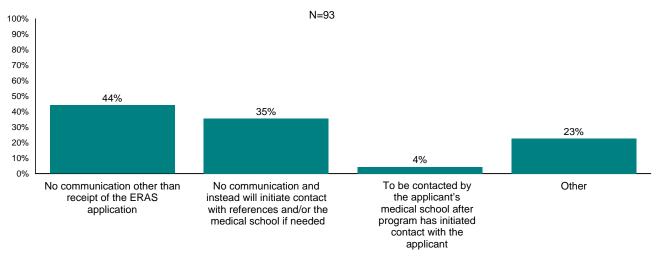
Percentage of Program's Interviews Conducted During Each **Time Period**



Frequency of Programs Interviewing and Ranking Candidates in the Main Residency Match

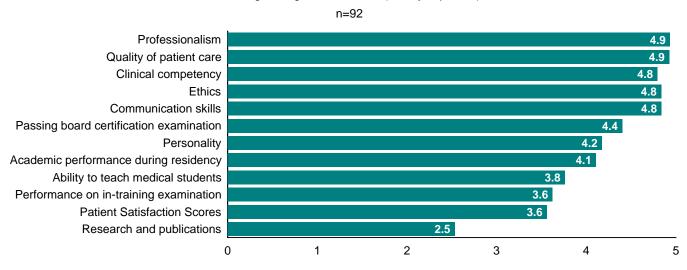


Preferred Type of Communication About Applicants During SOAP



Importance of Factors in Determining Residents' Success in Residency Program

Average rating on a scale of 5 (5=very important)



Internal Medicine (N=69)

Internal Medicine Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Selecting Applicants to Interview

(N=44)

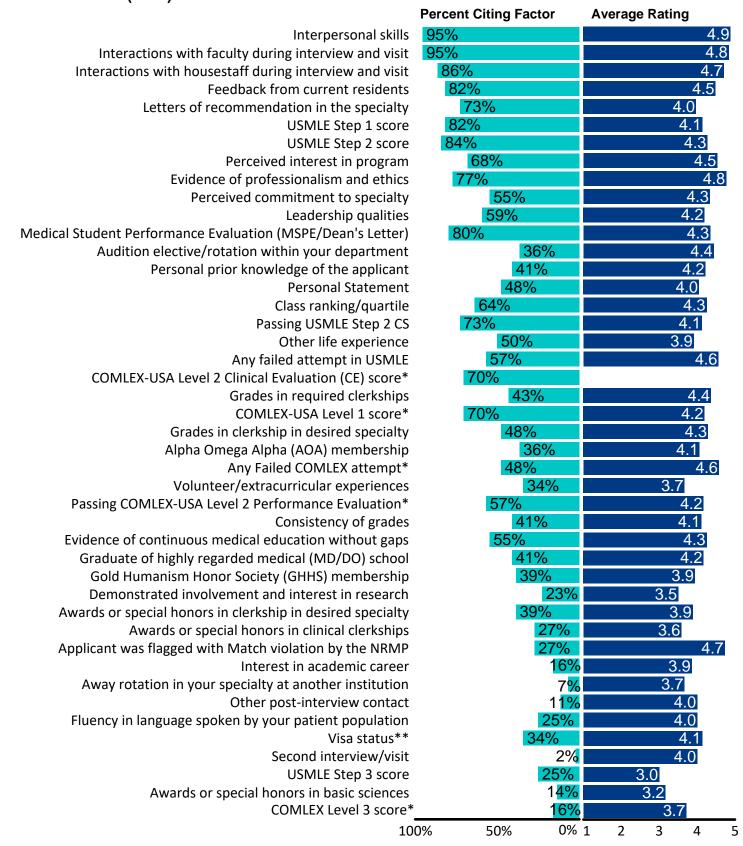
(N=44)		
	Percent Citing Factor	Average Rating
USMLE Step 1 score	91%	4.1
Letters of recommendation in the specialty	75%	4.0
USMLE Step 2 CK score	93%	4.4
Personal Statement	70%	3.9
Medical Student Performance Evaluation (MSPE/Dean's Letter)	89%	4.2
Perceived commitment to specialty	55%	4.3
Grades in required clerkships	77%	3.9
Audition elective/rotation within your department	55%	4.2
Any failed attempt in USMLE	73%	4.4
Class ranking/quartile	80%	4.1
Personal prior knowledge of the applicant	48%	4.2
Leadership qualities	57%	4.0
Grades in clerkship in desired specialty	66%	3.9
Evidence of professionalism and ethics	52%	4.7
Perceived interest in program	57%	4.2
Passing USMLE Step 2 CS	84%	4.1
Other life experience	55%	3.9
COMLEX-USA Level 1 score*	80%	4.2
Alpha Omega Alpha (AOA) membership	48%	4.0
Any failed attempt in COMLEX-USA*	59%	4.3
Volunteer/extracurricular experiences	39%	3.7
COMLEX-USA Level 2 Clinical Evaluation (CE) score*	80%	4.3
Consistency of grades	57%	3.9
Awards or special honors in clinical clerkships	50%	3.4
Graduate of highly-regarded medical (MD/DO) school	52%	3.7
Evidence of continuous medical education without gaps	61%	4.1
Gold Humanism Honor Society (GHHS) membership	48%	4.0
Awards or special honors in clerkship in desired specialty	43%	3.7
Passing COMLEX-USA Level 2 Performance Evaluation*	61%	4.2
Demonstrated involvement and interest in research	27%	3.7
Applicant was flagged with Match violation by the NRMP	48%	4.8
Visa status**	34%	4.1
Away rotation in your specialty at another institution	16 <mark>%</mark>	3.7
Fluency in language spoken by your patient population	32%	3.6
Interest in academic career	20%	3.3
Awards or special honors in basic sciences	23%	3.3
USMLE Step 3 score	27%	3.2
COMLEX-USA Level 3 score*	1 <mark>6%</mark>	3.4
100	0% 50% 0%	1 2 3 4 5

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

^{*} DO seniors/graduates only.

^{**} International Medical Graduates only.

Internal Medicine Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Ranking Applicants (N=44)



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

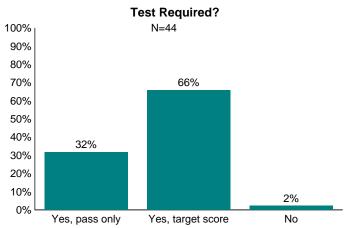
^{*} DO seniors/graduates only.

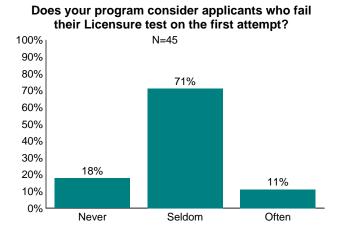
^{**} International Medical Graduates only.

Internal Medicine

Program Usage of USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

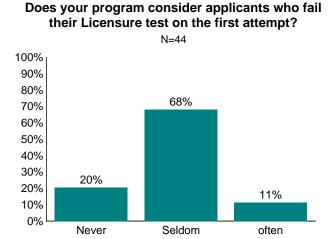
USMLE Step 1 Scores



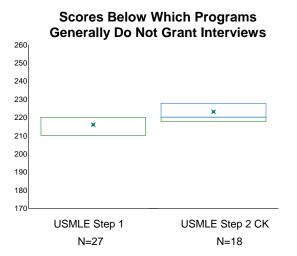


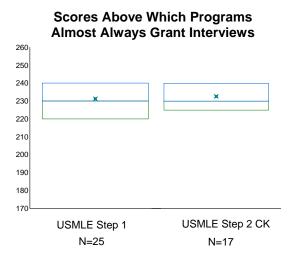
USMLE Step 2 (CK) Scores

Test Required? N=44 100% 90% 80% 70% 60% 50% 50% 40% 30% 25% 25% 20% 10% 0% Yes, pass only Yes, target score No



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



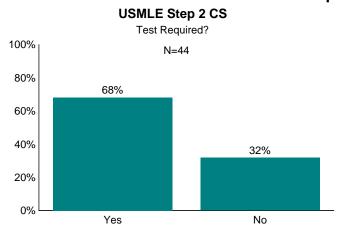


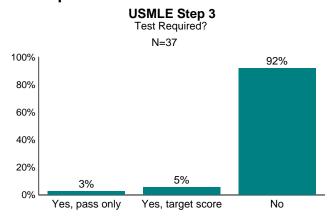
The boxes in the boxplots above represent the interquartile range (IQR), which is the range between the 25th and 75th percentiles, and the line in the box is the median. The x-shaped symbol is the mean.

Internal Medicine

Program Usage of USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

USMLE Step 2 CS and Step 3 Scores

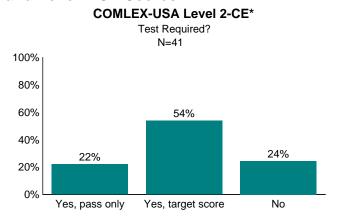




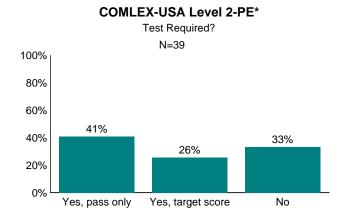
COMLEX-USA Level 1 and Level 2-CE Scores

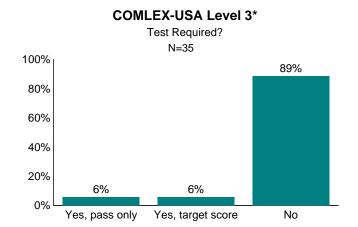
COMLEX-USA Level 1*
Test Required?
N=40

100%
80%
60%
40%
28%
20%
Yes, pass only Yes, target score No



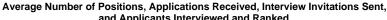
COMLEX-USA Level 2-PE and Level 3 Scores

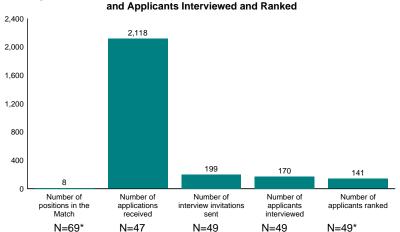




^{*} DO seniors/graduates only

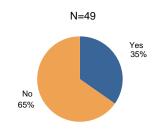
Internal Medicine Program's Interview Activities



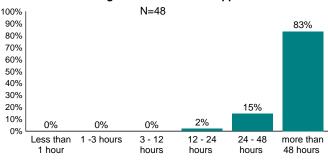




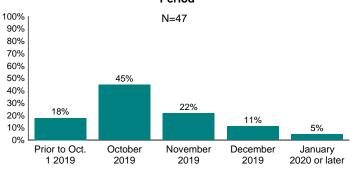
Program offered more interview invitations to applicants than interview slots to fill



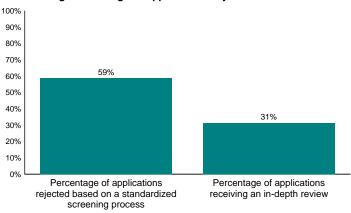
Time given applicants to respond to interview invitations before extending invitations to other applicants



Percentage of Program's Interviews Extended During Each Time Period



Average Percentage of Applications Rejected and Reviewed



N=44 Reason for offering more interview invitations to applicants than

24%

20%

40%

60%

80%

100%

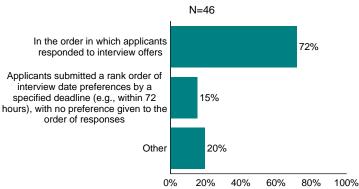
N=46

interview slots to fill I wanted to ensure we had an adequate number of alternate candidates in the 65% event other applicants cancelled at the last minute I wanted to ensure all interview spots 53% filled in a timely manner I worried I would not fill all my interview 59%

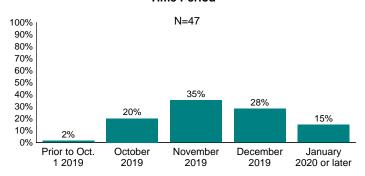
How interviews were scheduled

0%

Other

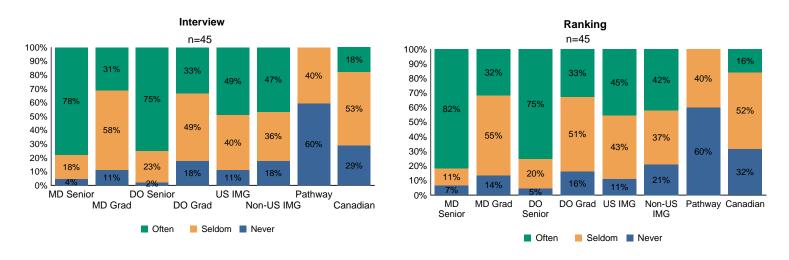


Percentage of Program's Interviews Conducted During Each **Time Period**

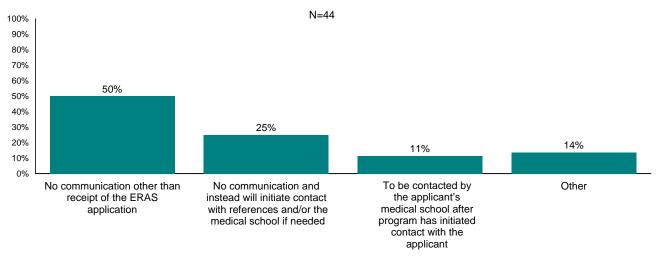


Program's Interview Activities (Continued) and Program Assessment of Residents' Success

Frequency of Programs Interviewing and Ranking Candidates in the Main Residency Match

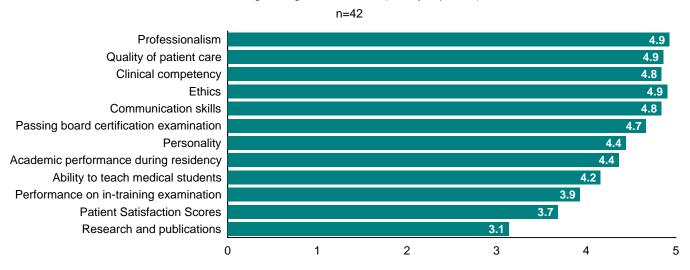


Preferred Type of Communication About Applicants During SOAP



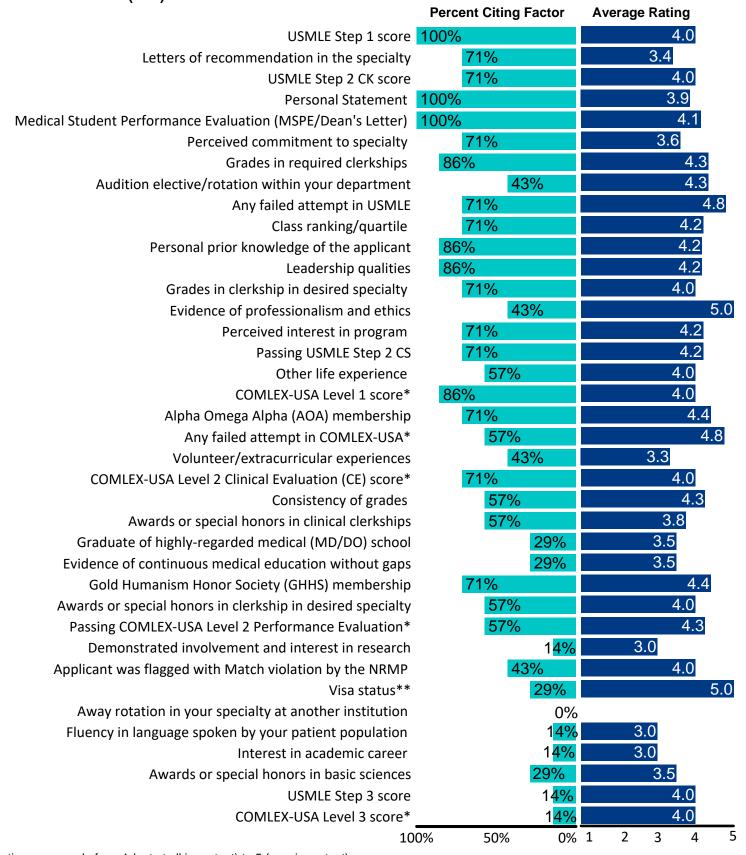
Importance of Factors in Determining Residents' Success in Residency Program

Average rating on a scale of 5 (5=very important)



Internal Medicine/Pediatrics

Internal Medicine/Pediatrics Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Selecting Applicants to Interview (N=7)

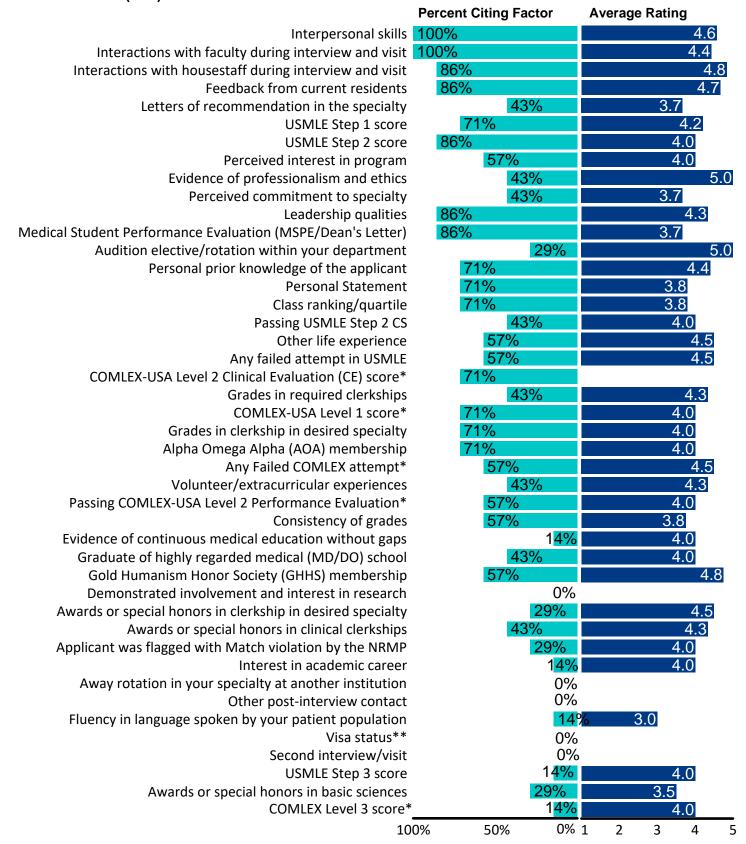


¹ Ratings on a scale from 1 (not at all important) to 5 (very important).

^{*} DO seniors/graduates only.

^{**} International Medical Graduates only.

Internal Medicine/Pediatrics Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Ranking Applicants (N=7)



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

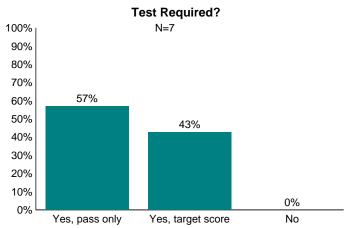
^{*} DO seniors/graduates only.

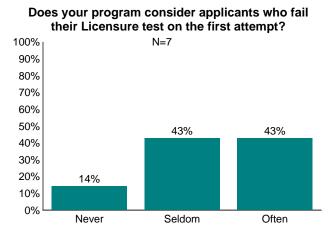
^{**} International Medical Graduates only.

Internal Medicine/Pediatrics

Program Usage of USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

USMLE Step 1 Scores

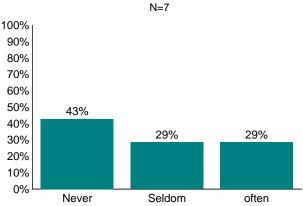




USMLE Step 2 (CK) Scores

Test Required? N=7 100% 90% 80% 71% 70% 60% 50% 40% 30% 20% 14% 14% 10% 0% Yes, pass only Yes, target score No

Does your program consider applicants who fail their Licensure test on the first attempt?



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

Scores Below Which Programs Generally Do Not Grant Interviews Scores Above Which Programs Almost Always Grant Interviews

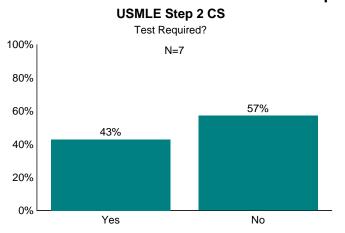
USMLE Step 1 not reported because of low response rate USMLE Step 2 CK not reported because of low response rate USMLE Step 1 not reported because of low response rate USMLE Step 2 CK not reported because of low response rate

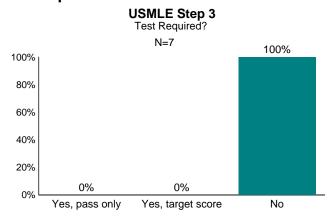
The boxes in the boxplots above represent the interquartile range (IQR), which is the range between the 25th and 75th percentiles, and the line in the box is the median. The x-shaped symbol is the mean.

Internal Medicine/Pediatrics

Program Usage of USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

USMLE Step 2 CS and Step 3 Scores

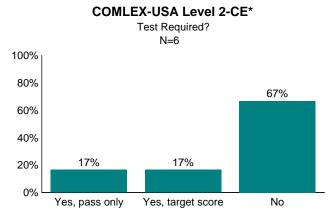




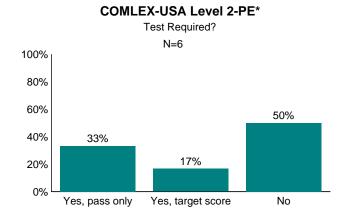
COMLEX-USA Level 1 and Level 2-CE Scores

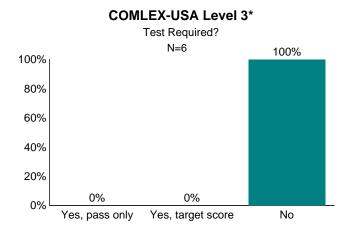
COMLEX-USA Level 1*
Test Required?
N=6

100%
80%
60%
40%
20%
Yes, pass only Yes, target score No



COMLEX-USA Level 2-PE and Level 3 Scores

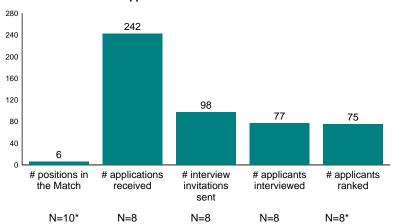




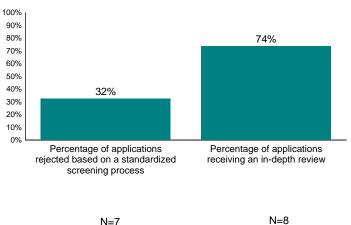
^{*} DO seniors/graduates only

Internal Medicine/Pediatrics Program's Interview Activities

Average Number of Positions, Applications Received, Interview Invitations Sent, and Applicants Interviewed and Ranked

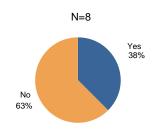


Average Percentage of Applications Rejected and Reviewed



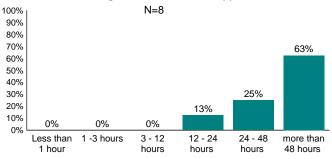
N=7

Program offered more interview invitations to applicants than interview slots to fill

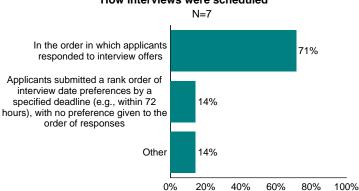


Reasons for "offering more interview invitations to applicants than interview slots to fill" not reported because of low response rate.

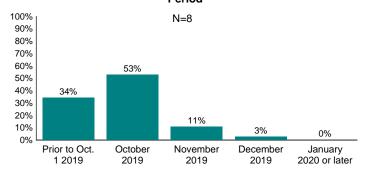
Time given applicants to respond to interview invitations before extending invitations to other applicants



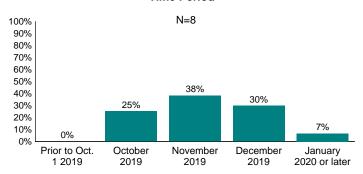
How interviews were scheduled



Percentage of Program's Interviews Extended During Each Time Period



Percentage of Program's Interviews Conducted During Each **Time Period**

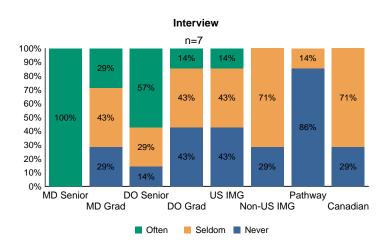


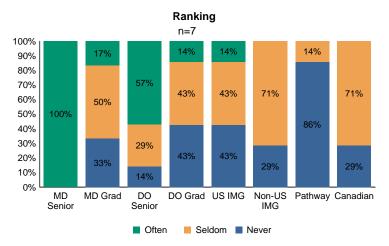
^{*} Data from the NRMP database. All responding programs included

Internal Medicine/Pediatrics

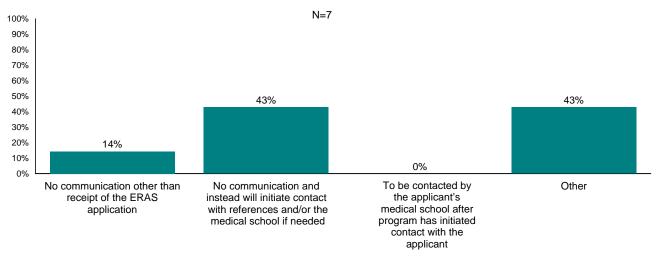
Program's Interview Activities (Continued) and Program Assessment of Residents' Success

Frequency of Programs Interviewing and Ranking Candidates in the Main Residency Match



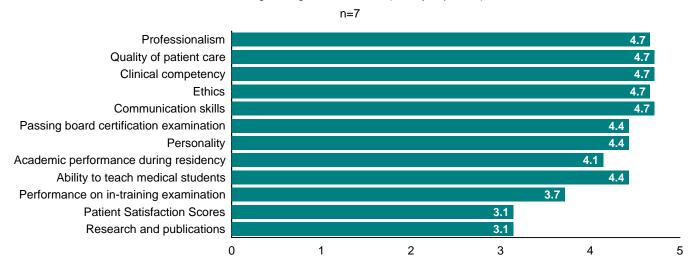


Preferred Type of Communication About Applicants During SOAP



Importance of Factors in Determining Residents' Success in Residency Program

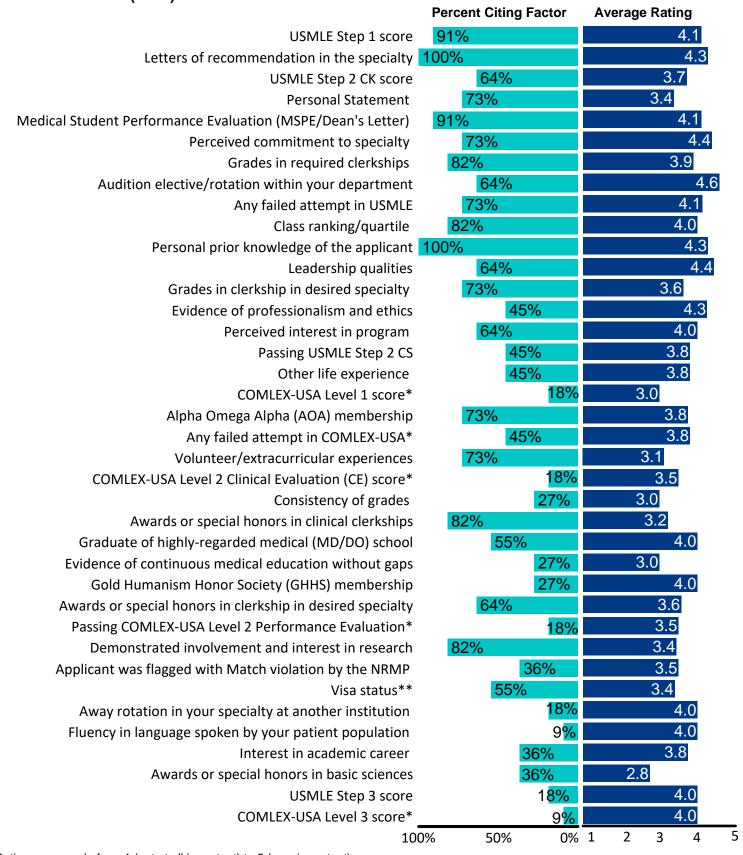
Average rating on a scale of 5 (5=very important)



Interventional Radiology (N=19)

Figure IR-1

Interventional Radiology Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Selecting Applicants to Interview (N=11)



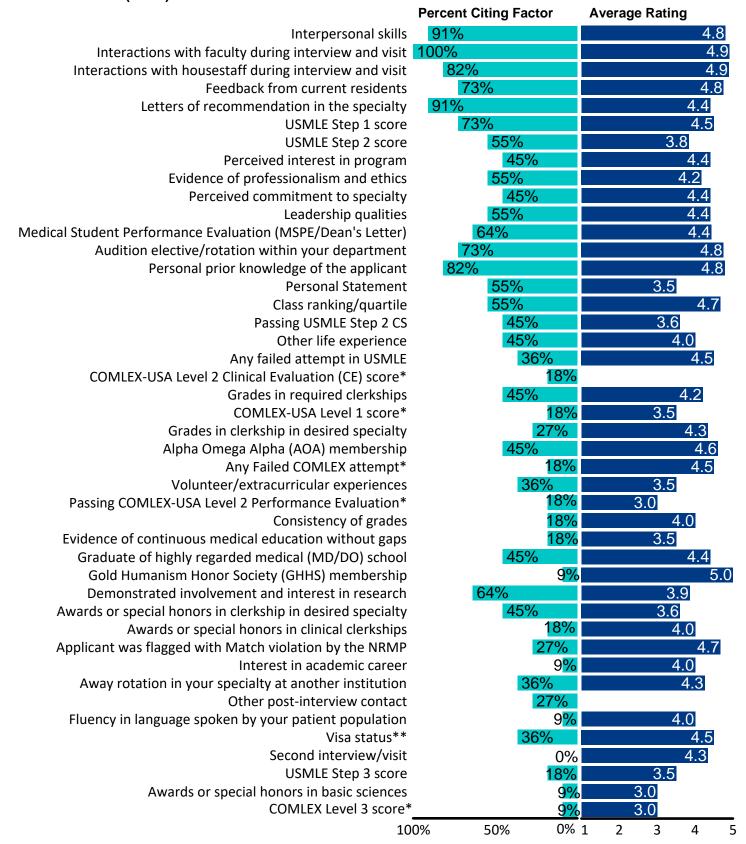
¹ Ratings on a scale from 1 (not at all important) to 5 (very important).

^{*} DO seniors/graduates only.

^{**} International Medical Graduates only.

Figure IR-2

Interventional Radiology Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Ranking Applicants (N=11)



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

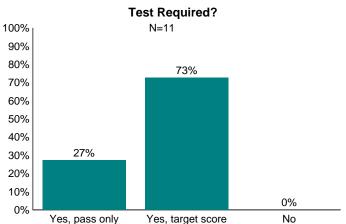
^{*} DO seniors/graduates only.

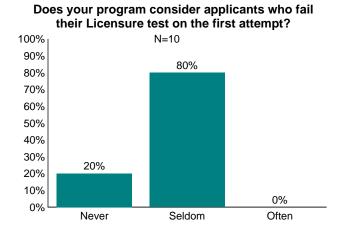
^{**} International Medical Graduates only.

Interventional Radiology

Program Usage of USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

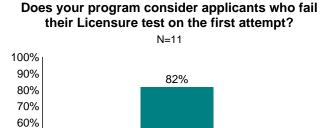
USMLE Step 1 Scores





USMLE Step 2 (CK) Scores

Test Required? N=11 100% 90% 80% 70% 60% 55% 50% 40% 27% 30% 18% 20% 10% 0% Yes, pass only Yes, target score No



Seldom

9%

often

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

50%

40%

30%

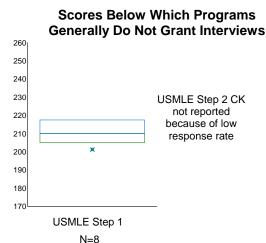
20%

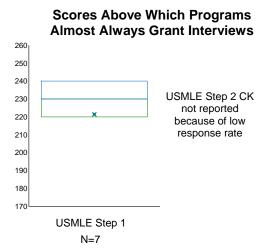
10%

0%

9%

Never



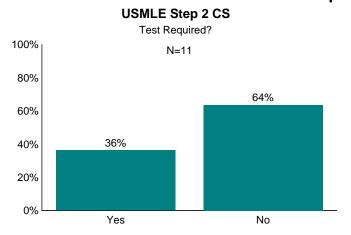


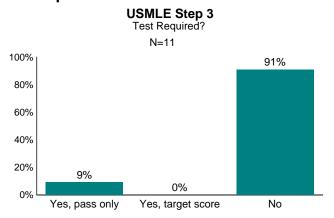
The boxes in the boxplots above represent the interquartile range (IQR), which is the range between the 25th and 75th percentiles, and the line in the box is the median. The x-shaped symbol is the mean.

Interventional Radiology

Program Usage of USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

USMLE Step 2 CS and Step 3 Scores

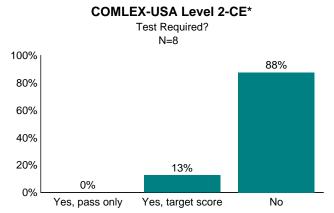




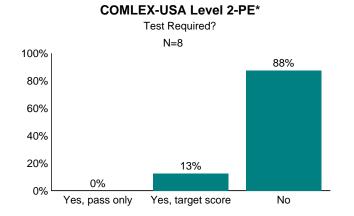
COMLEX-USA Level 1 and Level 2-CE Scores

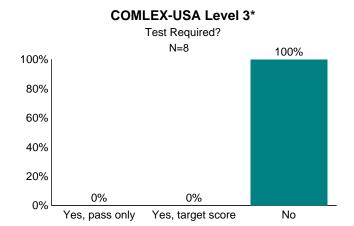
COMLEX-USA Level 1*
Test Required?
N=8

100%
80%
60%
40%
20%
Yes, pass only Yes, target score No



COMLEX-USA Level 2-PE and Level 3 Scores

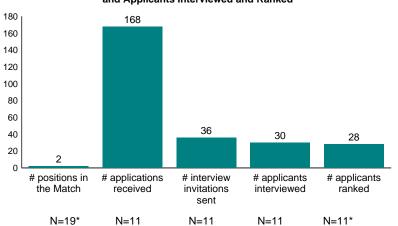


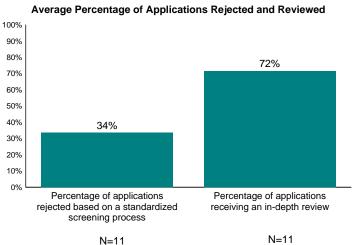


^{*} DO seniors/graduates only

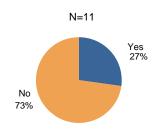
Interventional Radiology Program's Interview Activities

Average Number of Positions, Applications Received, Interview Invitations Sent, and Applicants Interviewed and Ranked



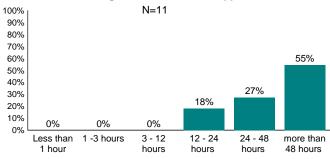


Program offered more interview invitations to applicants than interview slots to fill

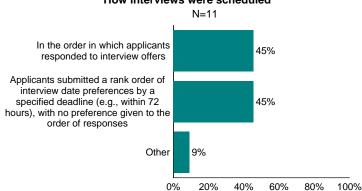


Reasons for "offering more interview invitations to applicants than interview slots to fill" not reported because of low response rate.

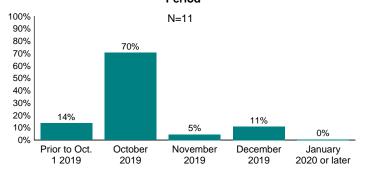
Time given applicants to respond to interview invitations before extending invitations to other applicants



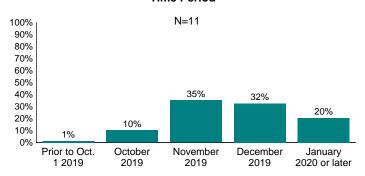
How interviews were scheduled



Percentage of Program's Interviews Extended During Each Time Period

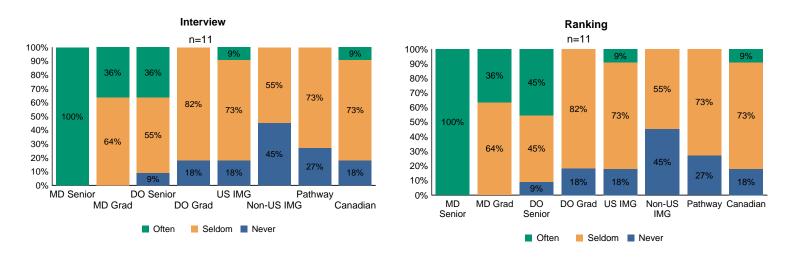


Percentage of Program's Interviews Conducted During Each Time Period

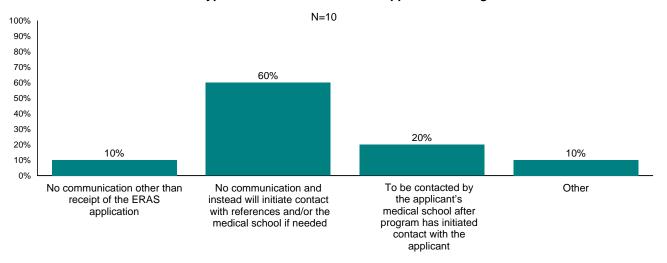


^{*} Data from the NRMP database. All responding programs included

Frequency of Programs Interviewing and Ranking Candidates in the Main Residency Match

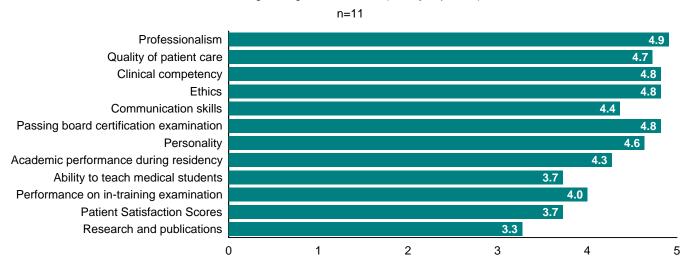


Preferred Type of Communication About Applicants During SOAP



Importance of Factors in Determining Residents' Success in Residency Program

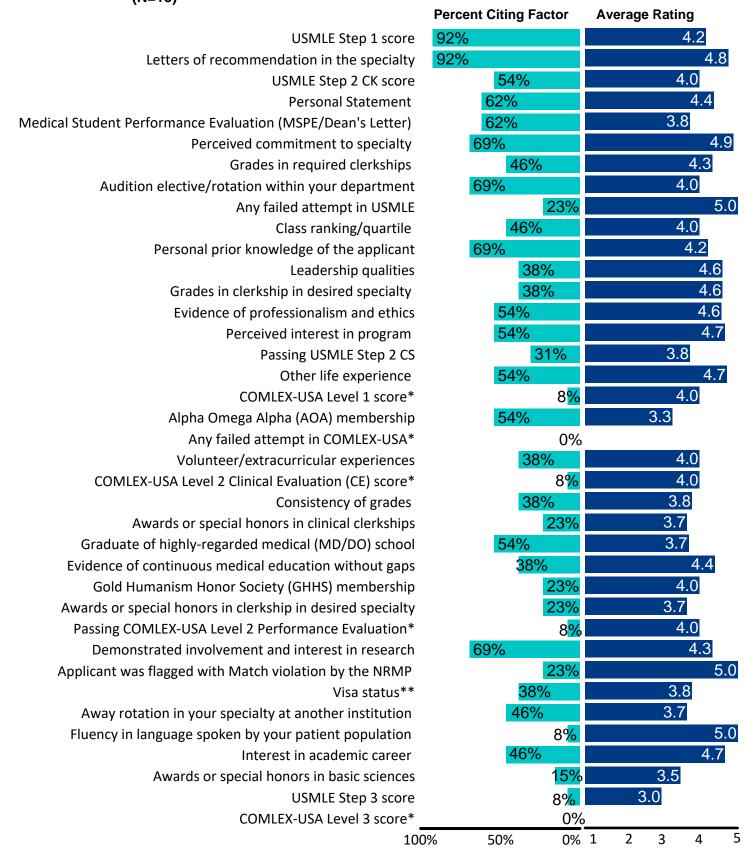
Average rating on a scale of 5 (5=very important)



Neurological Surgery (N=20)

Figure NS-1

Neurological Surgery Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Selecting Applicants to Interview (N=13)



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

^{*} DO seniors/graduates only.

^{**} International Medical Graduates only.

Figure NS-2

Neurological Surgery Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Ranking Applicants (N=13)

,	Percent Citing Factor	Average Rating
Interpersonal skills	92%	4.9
Interactions with faculty during interview and visit	85%	4.9
Interactions with housestaff during interview and visit	85%	4.9
Feedback from current residents	85%	4.8
Letters of recommendation in the specialty	92%	4.3
USMLE Step 1 score	69%	4.0
USMLE Step 2 score	46%	4.2
Perceived interest in program	77%	4.3
Evidence of professionalism and ethics	62%	4.9
Perceived commitment to specialty	69%	4.9
Leadership qualities	46%	4.5
Medical Student Performance Evaluation (MSPE/Dean's Letter)	54%	3.9
Audition elective/rotation within your department	69%	4.2
Personal prior knowledge of the applicant	62%	4.8
Personal Statement	46%	4.5
Class ranking/quartile	38%	4.2
Passing USMLE Step 2 CS	31%	3.8
Other life experience	62%	4.4
Any failed attempt in USMLE	23%	4.3
COMLEX-USA Level 2 Clinical Evaluation (CE) score*	8 <mark>%</mark>	
Grades in required clerkships	38%	4.4
COMLEX-USA Level 1 score*	8 <mark>%</mark>	
Grades in clerkship in desired specialty	31%	4.5
Alpha Omega Alpha (AOA) membership	38%	3.4
Any Failed COMLEX attempt*	0%	1.0
Volunteer/extracurricular experiences	38%	4.0
Passing COMLEX-USA Level 2 Performance Evaluation*	8%	· · · · · · · · · · · · · · · · · · ·
Consistency of grades	46%	4.2
Evidence of continuous medical education without gaps	31%	4.5
Graduate of highly regarded medical (MD/DO) school	23%	4.0
Gold Humanism Honor Society (GHHS) membership	15%	
Demonstrated involvement and interest in research	54% 15%	4.4
Awards or special honors in clerkship in desired specialty		
Awards or special honors in clinical clerkships	23%	4.0
Applicant was flagged with Match violation by the NRMP	15%	
Interest in academic career	46% 38%	4.3
Away rotation in your specialty at another institution Other post-interview contact	46%	3.6 3.5
Fluency in language spoken by your patient population	8%	
Visa status**	31%	3.5
Second interview/visit	46%	4.0
USMLE Step 3 score	8%	
Awards or special honors in basic sciences	15%	
COMLEX Level 3 score*		·
10		
10'	0/0 30/0 0/0	1 2 3 4 3

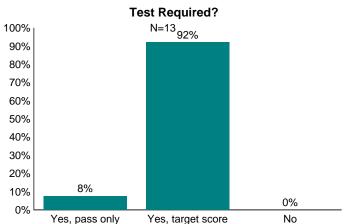
¹ Ratings on a scale from 1 (not at all important) to 5 (very important). * DO seniors/graduates only.

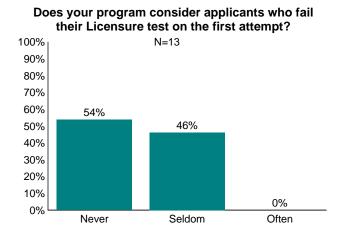
^{**} International Medical Graduates only.

Neurological Surgery

Program Usage of USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

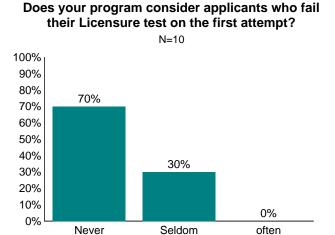
USMLE Step 1 Scores



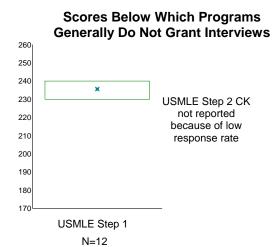


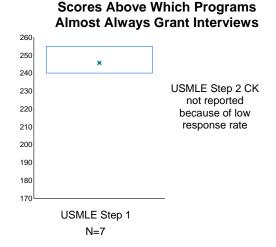
USMLE Step 2 (CK) Scores

Test Required? N=13 100% 90% 80% 70% 60% 54% 50% 40% 31% 30% 20% 15% 10% 0% Yes, pass only Yes, target score No



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



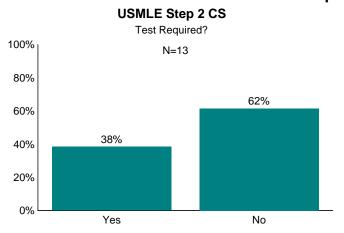


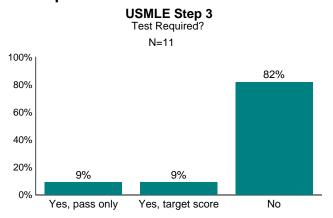
The boxes in the boxplots above represent the interquartile range (IQR), which is the range between the 25th and 75th percentiles, and the line in the box is the median. The x-shaped symbol is the mean.

Neurological Surgery

Program Usage of USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

USMLE Step 2 CS and Step 3 Scores

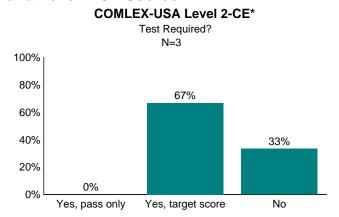




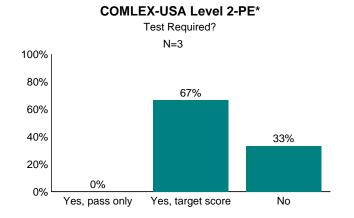
COMLEX-USA Level 1 and Level 2-CE Scores

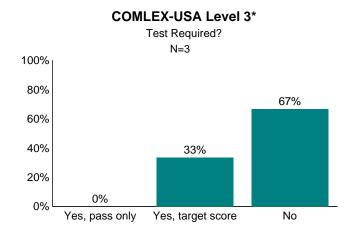
COMLEX-USA Level 1*
Test Required?
N=3

100%
80%
60%
40%
33%
20%
Yes, pass only Yes, target score No



COMLEX-USA Level 2-PE and Level 3 Scores

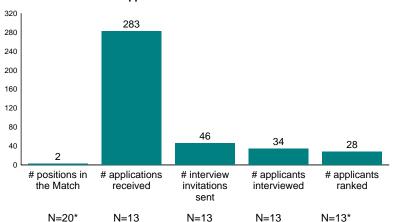




^{*} DO seniors/graduates only

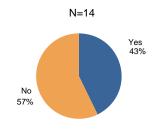
Neurological Surgery Program's Interview Activities

Average Number of Positions, Applications Received, Interview Invitations Sent, and Applicants Interviewed and Ranked

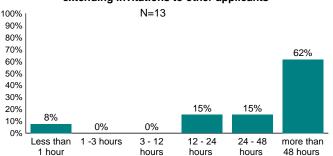


* Data from the NRMP database. All responding programs included

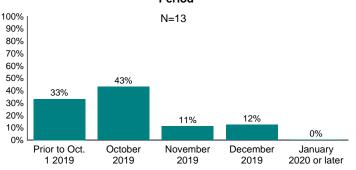
Program offered more interview invitations to applicants than interview slots to fill



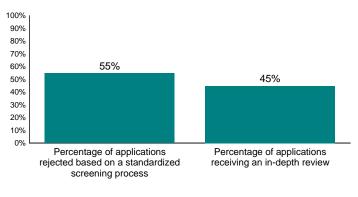
Time given applicants to respond to interview invitations before extending invitations to other applicants



Percentage of Program's Interviews Extended During Each Time Period



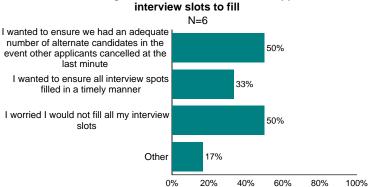
Average Percentage of Applications Rejected and Reviewed



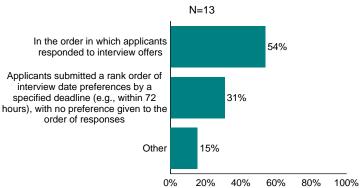
Reason for offering more interview invitations to applicants than

N = 13

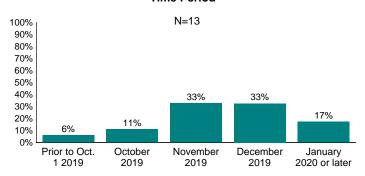
N=13



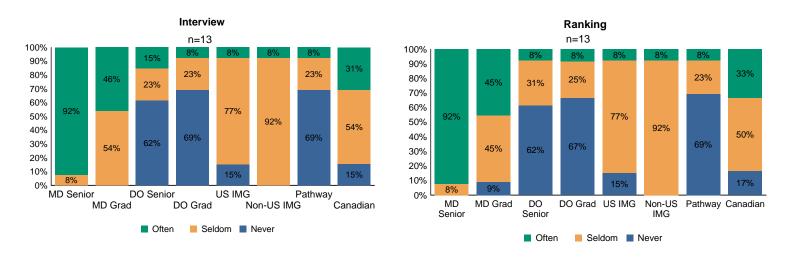
How interviews were scheduled



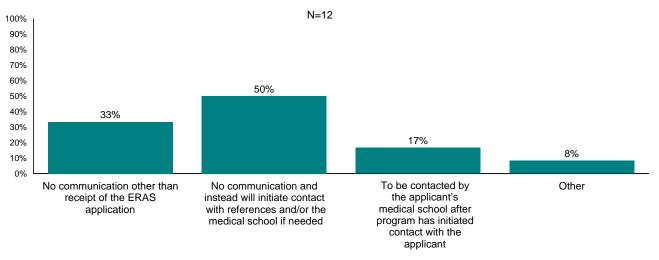
Percentage of Program's Interviews Conducted During Each Time Period



Frequency of Programs Interviewing and Ranking Candidates in the Main Residency Match

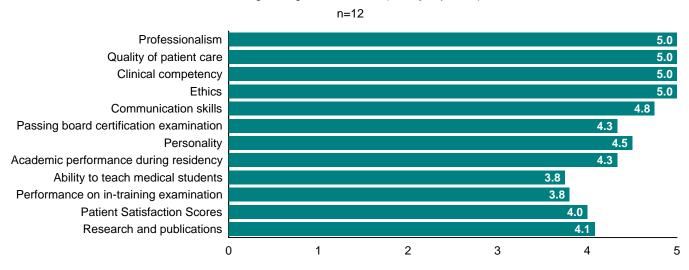


Preferred Type of Communication About Applicants During SOAP



Importance of Factors in Determining Residents' Success in Residency Program

Average rating on a scale of 5 (5=very important)



Neurology (N=30)

Figure N-1

Neurology

Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Selecting Applicants to Interview (N=25)

(14-23)		
	Percent Citing Factor	Average Rating
USMLE Step 1 score	96%	3.9
Letters of recommendation in the specialty	92%	4.2
USMLE Step 2 CK score	84%	3.8
Personal Statement	84%	3.9
Medical Student Performance Evaluation (MSPE/Dean's Letter)	92%	4.1
Perceived commitment to specialty	64%	4.5
Grades in required clerkships	64%	3.9
Audition elective/rotation within your department	76%	4.3
Any failed attempt in USMLE	68%	4.3
Class ranking/quartile	80%	4.0
Personal prior knowledge of the applicant	64%	4.4
Leadership qualities	64%	3.9
Grades in clerkship in desired specialty	68%	3.9
Evidence of professionalism and ethics	76%	4.2
Perceived interest in program	64%	4.1
Passing USMLE Step 2 CS	68%	4.2
Other life experience	36%	3.7
COMLEX-USA Level 1 score*	44%	3.6
Alpha Omega Alpha (AOA) membership	52%	3.8
Any failed attempt in COMLEX-USA*	44%	4.4
Volunteer/extracurricular experiences	48%	3.8
COMLEX-USA Level 2 Clinical Evaluation (CE) score*	44%	3.7
Consistency of grades	44%	4.1
Awards or special honors in clinical clerkships	52%	3.5
Graduate of highly-regarded medical (MD/DO) school	44%	4.0
Evidence of continuous medical education without gaps	48%	4.4
Gold Humanism Honor Society (GHHS) membership	52%	3.5
Awards or special honors in clerkship in desired specialty	44%	3.6
Passing COMLEX-USA Level 2 Performance Evaluation*	40%	4.0
Demonstrated involvement and interest in research	44%	3.2
Applicant was flagged with Match violation by the NRMP	32%	4.4
Visa status**	24%	3.7
Away rotation in your specialty at another institution	36%	3.8
Fluency in language spoken by your patient population	28%	3.4
Interest in academic career	20%	3.6
Awards or special honors in basic sciences	20%	3.2
USMLE Step 3 score	20%	3.2
COMLEX-USA Level 3 score*	12 <mark>%</mark>	3.7
100		1 2 3 4 5

¹ Ratings on a scale from 1 (not at all important) to 5 (very important). * DO seniors/graduates only.

^{**} International Medical Graduates only.

Figure N-2

Neurology Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Ranking Applicants (N=25)

(11–20)	Daniel Oilian Factor	Assess Delines
	Percent Citing Factor	Average Rating
Interpersonal skills		5.0
Interactions with faculty during interview and visit		4.9
Interactions with housestaff during interview and visit		4.7
Feedback from current residents	88%	4.5
Letters of recommendation in the specialty	68%	4.2
USMLE Step 1 score	72%	3.8
USMLE Step 2 score	64%	3.6
Perceived interest in program	68%	4.3
Evidence of professionalism and ethics	64%	4.7
Perceived commitment to specialty	68%	4.5
Leadership qualities	56%	3.9
Medical Student Performance Evaluation (MSPE/Dean's Letter)	64%	4.1
Audition elective/rotation within your department	52%	4.2
Personal prior knowledge of the applicant	64%	4.3
Personal Statement	60%	3.7
Class ranking/quartile	48%	4.0
Passing USMLE Step 2 CS	60%	4.1
Other life experience	44%	3.7
Any failed attempt in USMLE	60%	4.5
COMLEX-USA Level 2 Clinical Evaluation (CE) score*	36%	
Grades in required clerkships	40%	3.9
COMLEX-USA Level 1 score*	28%	3.9
Grades in clerkship in desired specialty	32%	4.0
Alpha Omega Alpha (AOA) membership	32%	4.4
Any Failed COMLEX attempt*	40%	4.5
Volunteer/extracurricular experiences	32%	3.6
Passing COMLEX-USA Level 2 Performance Evaluation*	36%	3.9
Consistency of grades	24%	3.6
Evidence of continuous medical education without gaps	32%	4.5
Graduate of highly regarded medical (MD/DO) school	36%	3.8
Gold Humanism Honor Society (GHHS) membership	20%	· · · · · · · · · · · · · · · · · · ·
Demonstrated involvement and interest in research	24%	
Awards or special honors in clerkship in desired specialty	20%	
Awards or special honors in clinical clerkships	20%	
Applicant was flagged with Match violation by the NRMP	20%	
Interest in academic career	20%	
Away rotation in your specialty at another institution	24%	3.6
Other post-interview contact	24%	
Fluency in language spoken by your patient population	20%	
Visa status**	20%	
Second interview/visit	16%	
USMLE Step 3 score	16%	
Awards or special honors in basic sciences	8%	
COMLEX Level 3 score*	8%	
10		
10	J0/0 J0/0 U/0	1 2 3 4 3

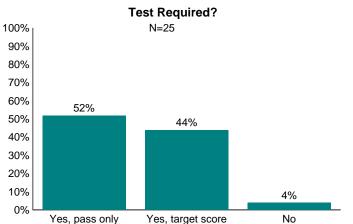
¹ Ratings on a scale from 1 (not at all important) to 5 (very important). * DO seniors/graduates only.

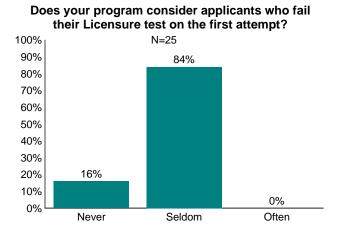
^{**} International Medical Graduates only.

Neurology

Program Usage of USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

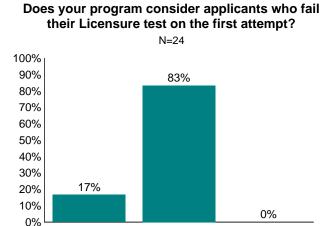
USMLE Step 1 Scores





USMLE Step 2 (CK) Scores

Test Required? N=25 100% 90% 80% 70% 60% 50% 40% 40% 32% 28% 30% 20% 10% 0% Yes, pass only Yes, target score No

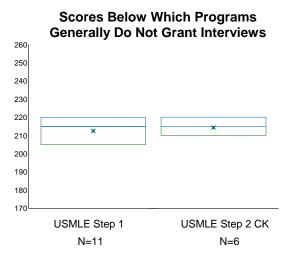


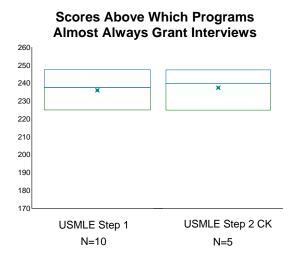
Seldom

often

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

Never



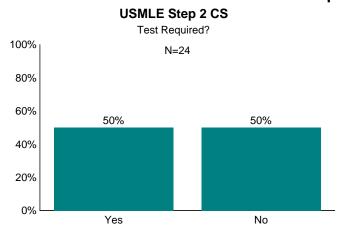


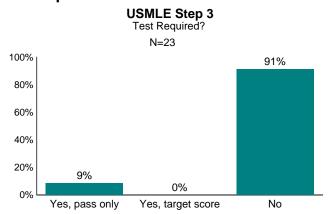
The boxes in the boxplots above represent the interquartile range (IQR), which is the range between the 25th and 75th percentiles, and the line in the box is the median. The x-shaped symbol is the mean.

Neurology

Program Usage of USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

USMLE Step 2 CS and Step 3 Scores

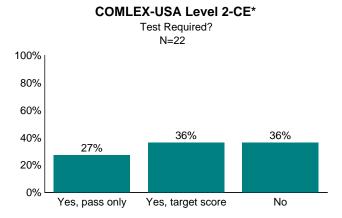




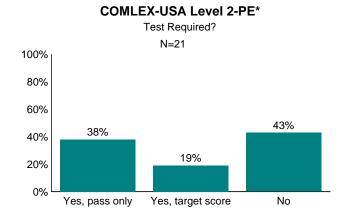
COMLEX-USA Level 1 and Level 2-CE Scores

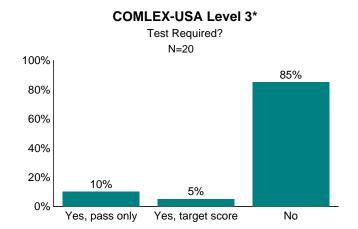
COMLEX-USA Level 1*
Test Required?
N=22

100%
80%
60%
45%
41%
20%
Yes, pass only Yes, target score No



COMLEX-USA Level 2-PE and Level 3 Scores

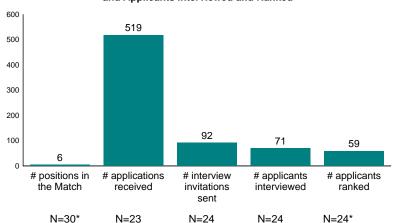




^{*} DO seniors/graduates only

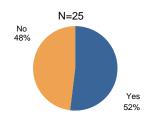
Neurology Program's Interview Activities

Average Number of Positions, Applications Received, Interview Invitations Sent, and Applicants Interviewed and Ranked

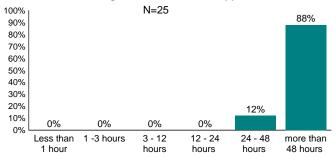


* Data from the NRMP database. All responding programs included

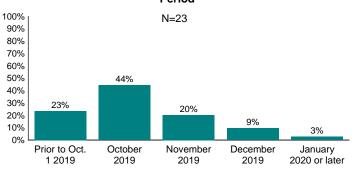
Program offered more interview invitations to applicants than interview slots to fill



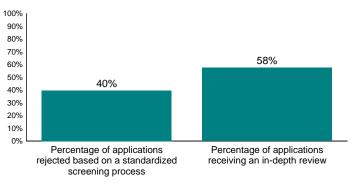
Time given applicants to respond to interview invitations before extending invitations to other applicants



Percentage of Program's Interviews Extended During Each Time Period



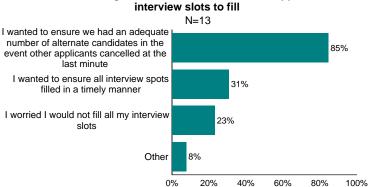
Average Percentage of Applications Rejected and Reviewed



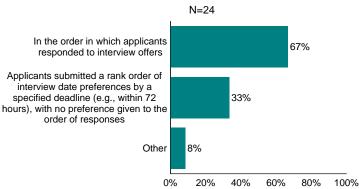
Reason for offering more interview invitations to applicants than

N = 21

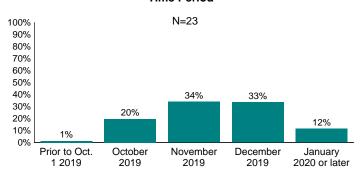
N=22



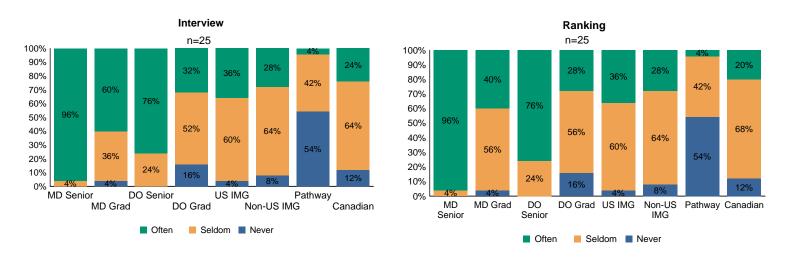
How interviews were scheduled



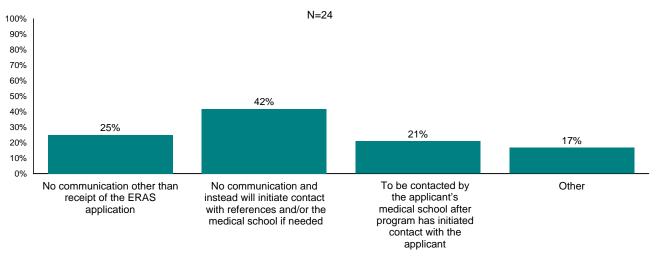
Percentage of Program's Interviews Conducted During Each Time Period



Frequency of Programs Interviewing and Ranking Candidates in the Main Residency Match

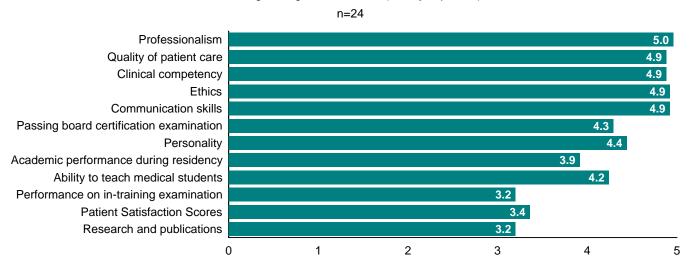


Preferred Type of Communication About Applicants During SOAP



Importance of Factors in Determining Residents' Success in Residency Program

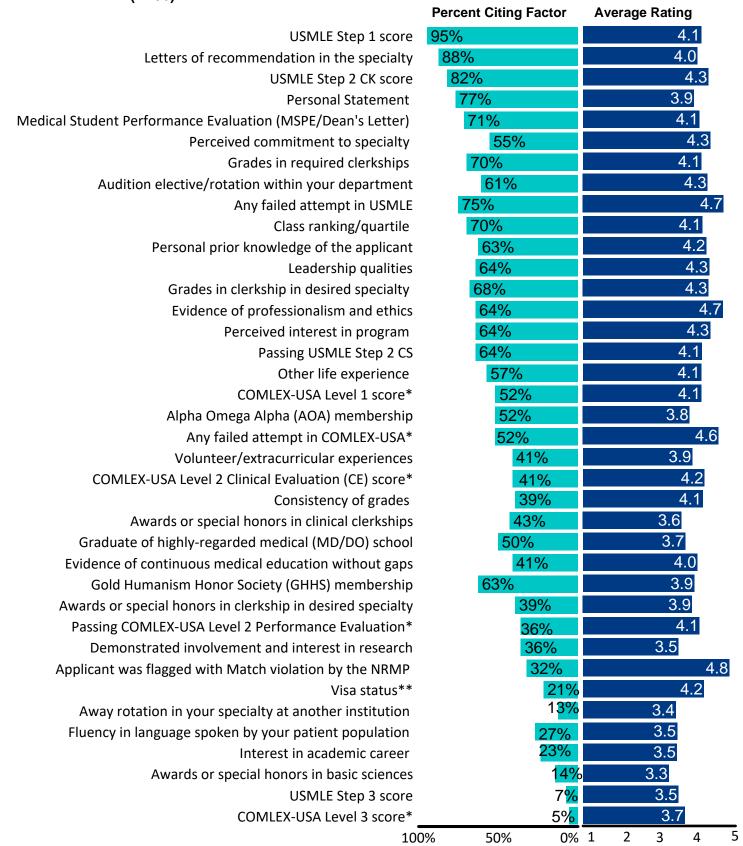
Average rating on a scale of 5 (5=very important)



Obstetrics and Gynecology (N=73)

Figure OG-1

Obstetrics and Gynecology Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Selecting Applicants to Interview (N=56)



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

^{*} DO seniors/graduates only.

^{**} International Medical Graduates only.

Figure OG-2

Obstetrics and Gynecology Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each **Factor in Ranking Applicants** (N=56)

,	Percent Citing Factor	Average Rating
Interpersonal skills	93%	4.9
Interactions with faculty during interview and visit	93%	4.8
Interactions with housestaff during interview and visit	93%	4.9
Feedback from current residents	93%	4.8
Letters of recommendation in the specialty	55%	3.9
USMLE Step 1 score	59%	4.2
USMLE Step 2 score	63%	4.2
Perceived interest in program	66%	4.3
Evidence of professionalism and ethics	66%	4.7
Perceived commitment to specialty	52%	4.3
Leadership qualities	55%	4.3
Medical Student Performance Evaluation (MSPE/Dean's Letter)	46%	3.9
Audition elective/rotation within your department	55%	4.3
Personal prior knowledge of the applicant	50%	4.3
Personal Statement	41%	3.6
Class ranking/quartile	48%	4.0
Passing USMLE Step 2 CS	43%	4.3
Other life experience	43%	4.1
Any failed attempt in USMLE	38%	4.2
COMLEX-USA Level 2 Clinical Evaluation (CE) score*	36%	
Grades in required clerkships	32%	4.0
COMLEX-USA Level 1 score*	29%	4.3
Grades in clerkship in desired specialty	43%	4.1
Alpha Omega Alpha (AOA) membership	29%	3.9
Any Failed COMLEX attempt*	29%	4.4
Volunteer/extracurricular experiences	25%	3.9
Passing COMLEX-USA Level 2 Performance Evaluation*	25%	4.4
Consistency of grades	32%	4.1
Evidence of continuous medical education without gaps	18%	4.0
Graduate of highly regarded medical (MD/DO) school	29%	3.8
Gold Humanism Honor Society (GHHS) membership	36%	4.0
Demonstrated involvement and interest in research	25%	3.4
Awards or special honors in clerkship in desired specialty	21%	
Awards or special honors in clinical clerkships	21%	3.9
Applicant was flagged with Match violation by the NRMP	18%	4.7
Interest in academic career	21%	
Away rotation in your specialty at another institution	1 <mark>1%</mark>	
Other post-interview contact	119	
Fluency in language spoken by your patient population	14%	
Visa status**	5%	
Second interview/visit	14%	
USMLE Step 3 score	5 <mark>%</mark>	
Awards or special honors in basic sciences	11%	
COMLEX Level 3 score*	5%	4.7
10	0% 50% 0%	1 2 3 4

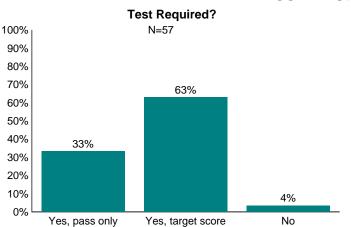
¹ Ratings on a scale from 1 (not at all important) to 5 (very important). * DO seniors/graduates only.

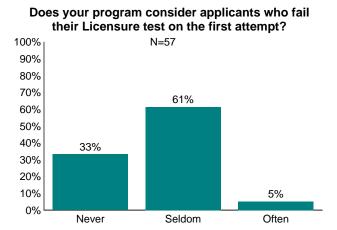
^{**} International Medical Graduates only.

Obstetrics and Gynecology

Program Usage of USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

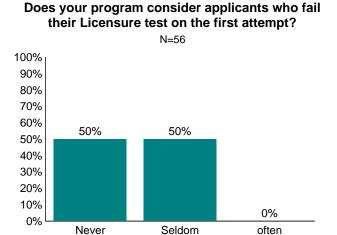
USMLE Step 1 Scores



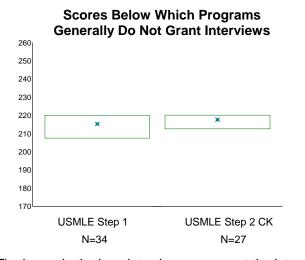


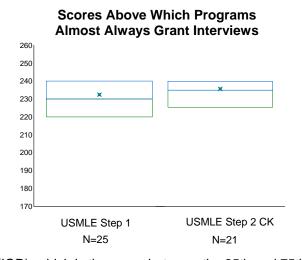
USMLE Step 2 (CK) Scores

Test Required? N=57 100% 90% 80% 70% 60% 53% 50% 40% 28% 30% 19% 20% 10% 0% Yes, pass only Yes, target score No



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



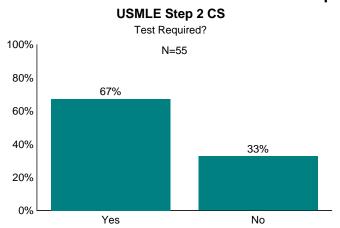


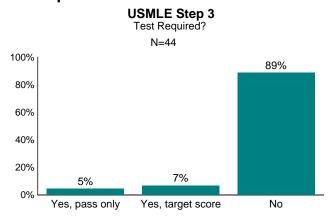
The boxes in the boxplots above represent the interquartile range (IQR), which is the range between the 25th and 75th percentiles, and the line in the box is the median. The x-shaped symbol is the mean.

Obstetrics and Gynecology

Program Usage of USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

USMLE Step 2 CS and Step 3 Scores

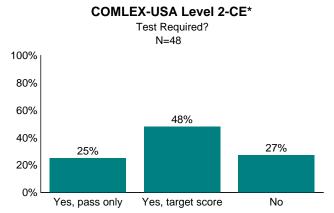




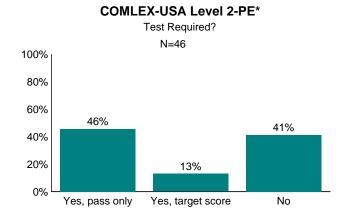
COMLEX-USA Level 1 and Level 2-CE Scores

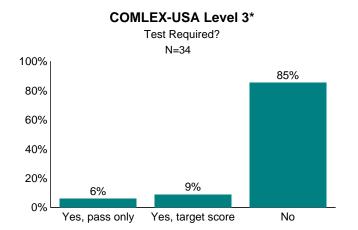
COMLEX-USA Level 1*
Test Required?
N=48

100%
80%
60%
54%
40%
27%
20%
Yes, pass only Yes, target score No



COMLEX-USA Level 2-PE and Level 3 Scores



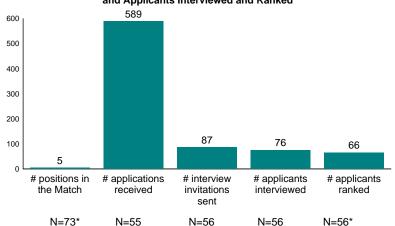


^{*} DO seniors/graduates only

Figure OG-5

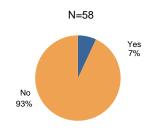
Obstetrics and Gynecology Program's Interview Activities



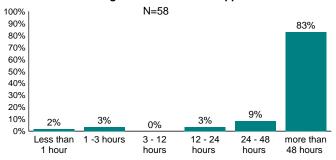


* Data from the NRMP database. All responding programs included

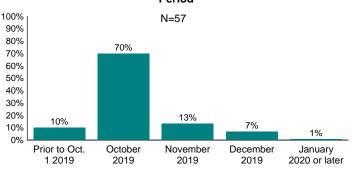
Program offered more interview invitations to applicants than interview slots to fill



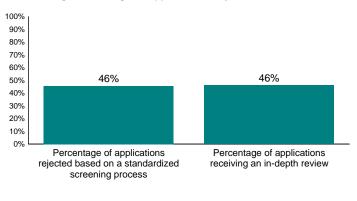
Time given applicants to respond to interview invitations before extending invitations to other applicants



Percentage of Program's Interviews Extended During Each Time Period



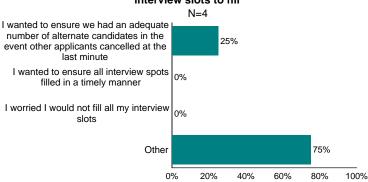
Average Percentage of Applications Rejected and Reviewed



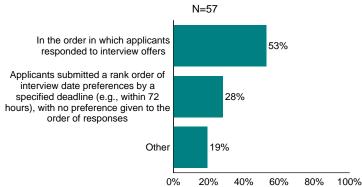
Reason for offering more interview invitations to applicants than interview slots to fill

N=51

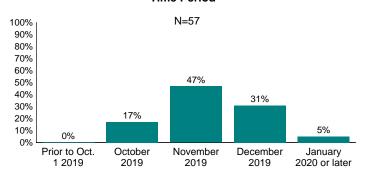
N=54



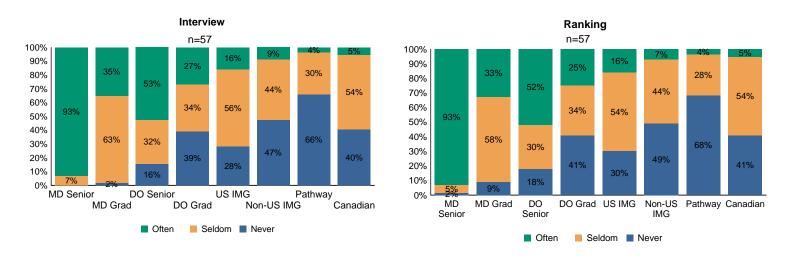
How interviews were scheduled



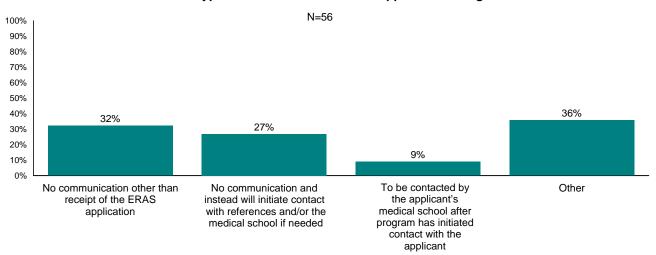
Percentage of Program's Interviews Conducted During Each Time Period



Frequency of Programs Interviewing and Ranking Candidates in the Main Residency Match

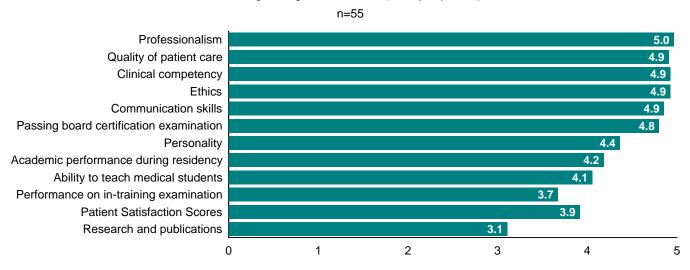


Preferred Type of Communication About Applicants During SOAP



Importance of Factors in Determining Residents' Success in Residency Program

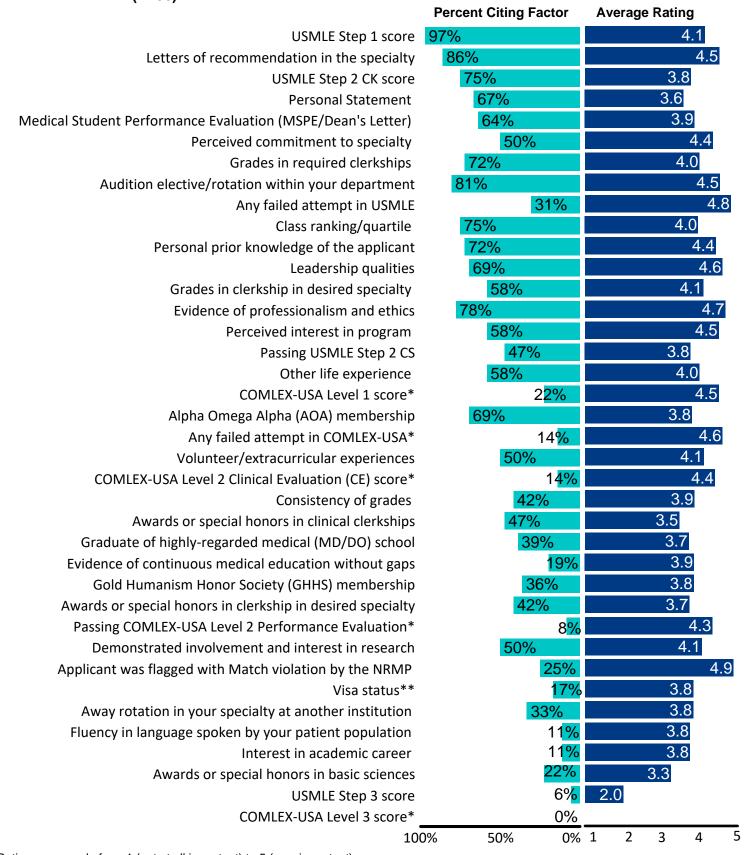
Average rating on a scale of 5 (5=very important)



Orthopaedic Surgery (N=49)

Figure OS-1

Orthopaedic Surgery Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Selecting Applicants to Interview (N=36)



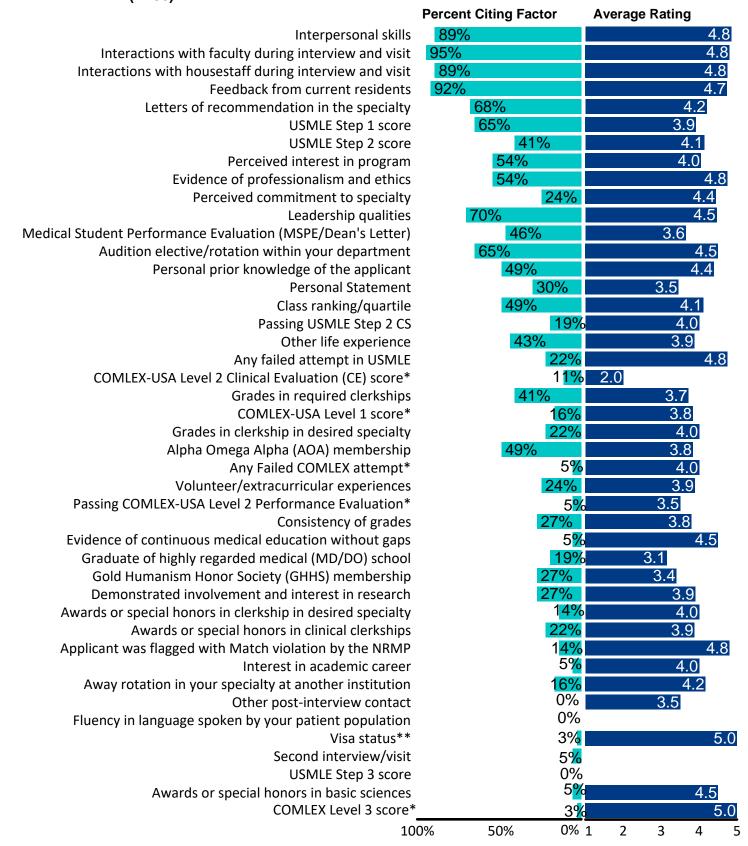
¹ Ratings on a scale from 1 (not at all important) to 5 (very important).

^{*} DO seniors/graduates only.

^{**} International Medical Graduates only.

Figure OS-2

Orthopaedic Surgery Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Ranking Applicants (N=36)



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

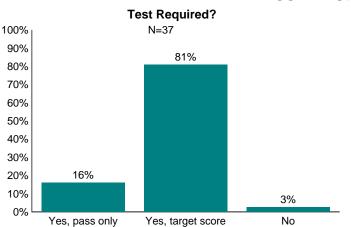
^{*} DO seniors/graduates only.

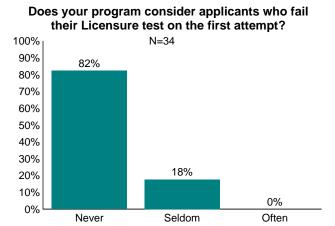
^{**} International Medical Graduates only.

Orthopaedic Surgery

Program Usage of USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

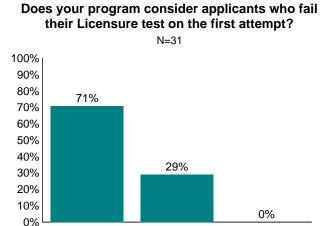
USMLE Step 1 Scores





USMLE Step 2 (CK) Scores

Test Required? N=37 100% 90% 80% 70% 60% 54% 50% 40% 27% 30% 19% 20% 10% 0% Yes, pass only Yes, target score No

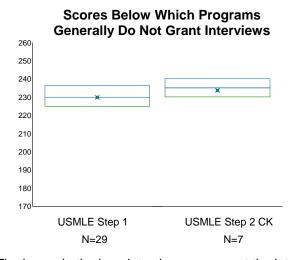


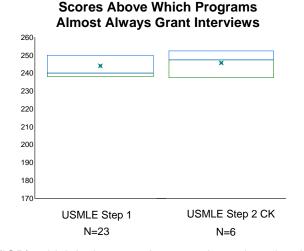
Seldom

often

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

Never



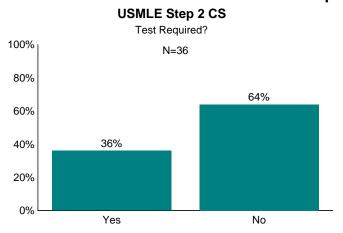


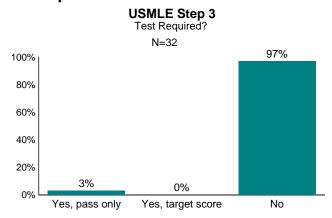
The boxes in the boxplots above represent the interquartile range (IQR), which is the range between the 25th and 75th percentiles, and the line in the box is the median. The x-shaped symbol is the mean.

Orthopaedic Surgery

Program Usage of USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

USMLE Step 2 CS and Step 3 Scores

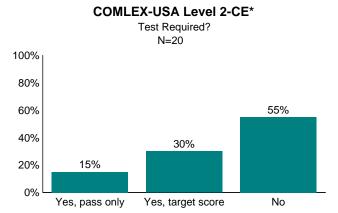




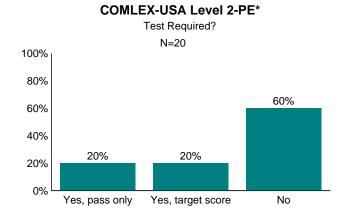
COMLEX-USA Level 1 and Level 2-CE Scores

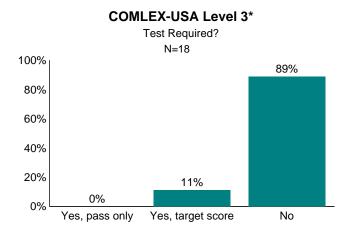
COMLEX-USA Level 1*
Test Required?
N=20

100%
80%
60%
40%
20%
15%
Yes, pass only Yes, target score No



COMLEX-USA Level 2-PE and Level 3 Scores

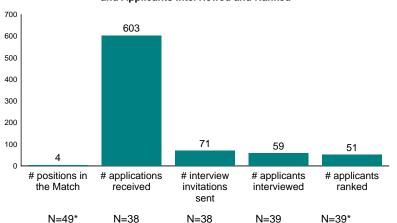




^{*} DO seniors/graduates only

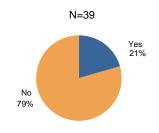
Orthopaedic Surgery Program's Interview Activities

Average Number of Positions, Applications Received, Interview Invitations Sent, and Applicants Interviewed and Ranked

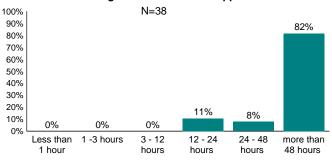


* Data from the NRMP database. All responding programs included

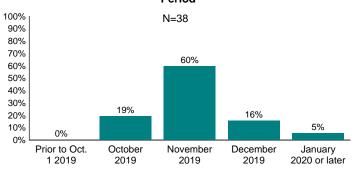
Program offered more interview invitations to applicants than interview slots to fill



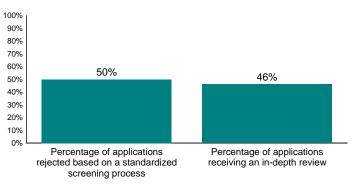
Time given applicants to respond to interview invitations before extending invitations to other applicants



Percentage of Program's Interviews Extended During Each Time Period



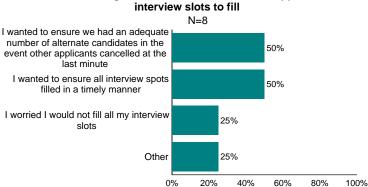
Average Percentage of Applications Rejected and Reviewed



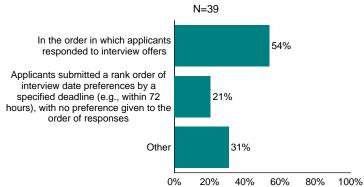
Reason for offering more interview invitations to applicants than

N = 37

N=38



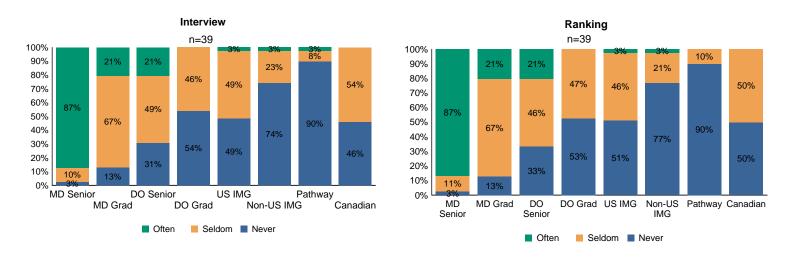
How interviews were scheduled



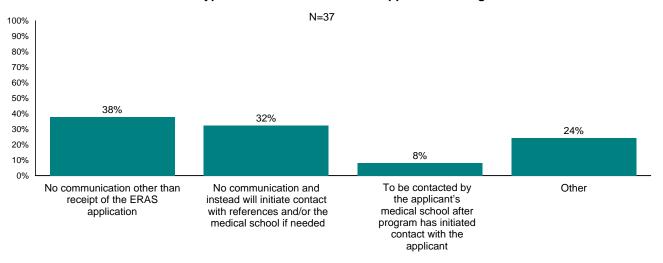
Percentage of Program's Interviews Conducted During Each Time Period



Frequency of Programs Interviewing and Ranking Candidates in the Main Residency Match

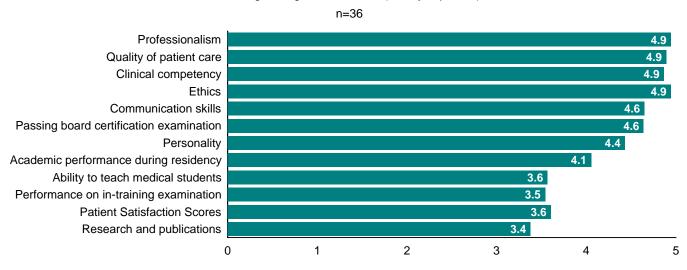


Preferred Type of Communication About Applicants During SOAP



Importance of Factors in Determining Residents' Success in Residency Program

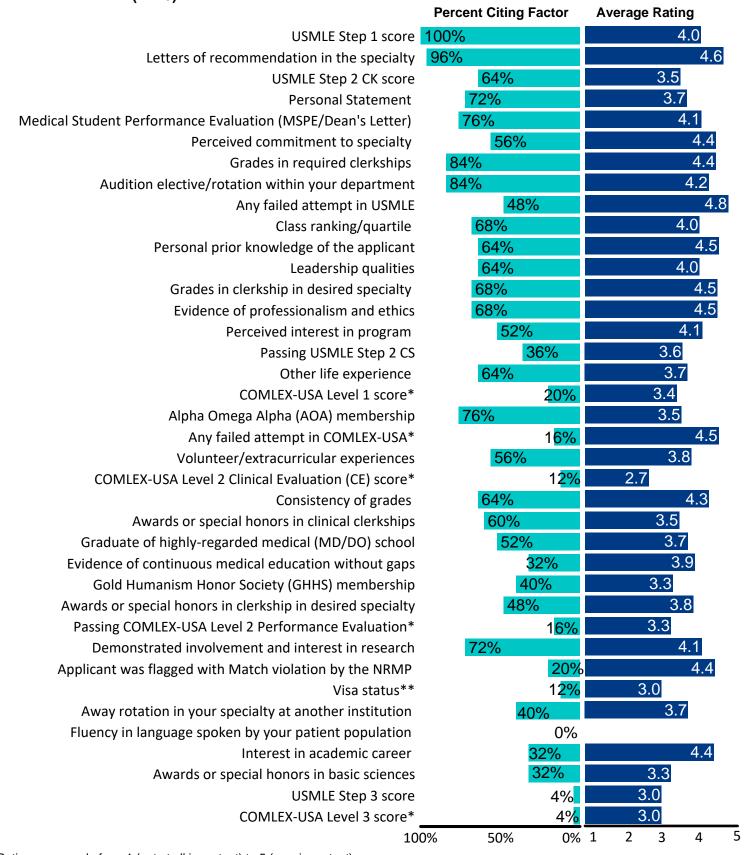
Average rating on a scale of 5 (5=very important)



Otolaryngology (N=30)

Figure O-1

Otolaryngology
Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Selecting Applicants to Interview (N=25)



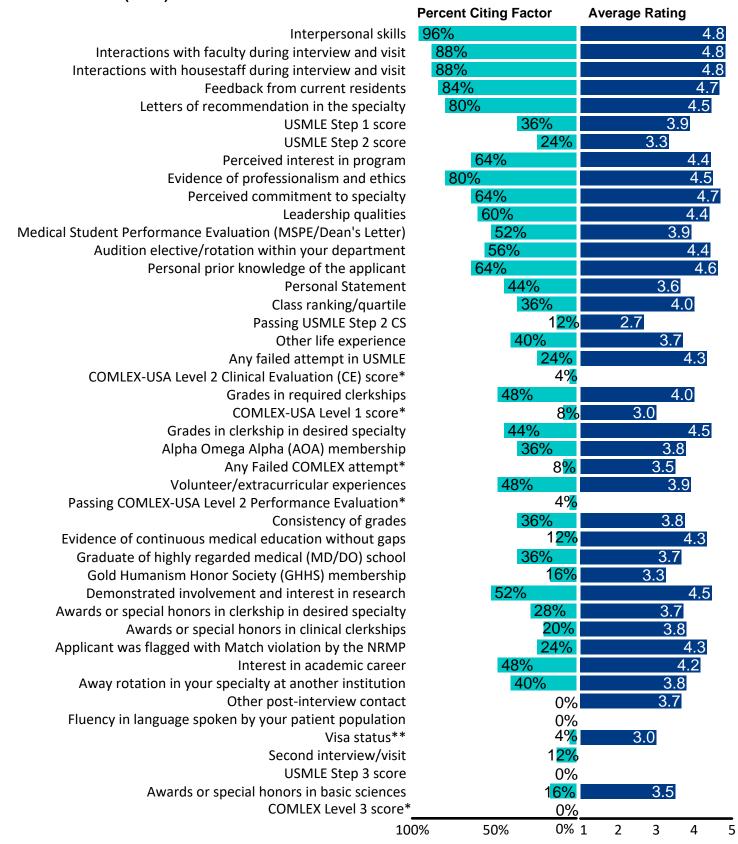
¹ Ratings on a scale from 1 (not at all important) to 5 (very important).

^{*} DO seniors/graduates only.

^{**} International Medical Graduates only.

Figure O-2

Otolaryngology Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Ranking Applicants (N=25)



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

^{*} DO seniors/graduates only.

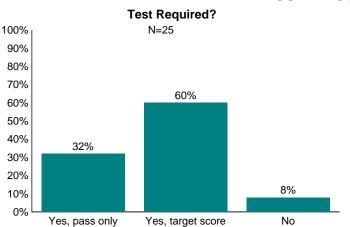
^{**} International Medical Graduates only.

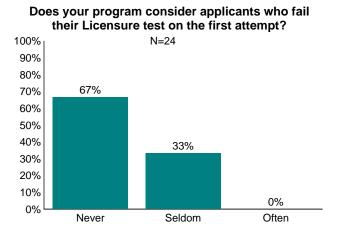
Figure O-3

Otolaryngology

Program Usage of USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

USMLE Step 1 Scores

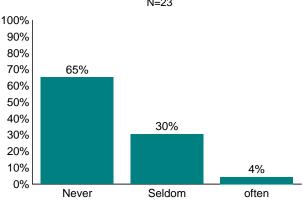




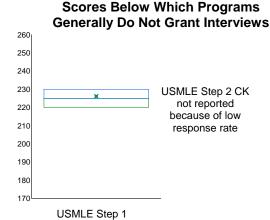
USMLE Step 2 (CK) Scores

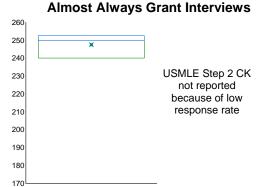
Test Required? N=24 100% 90% 80% 67% 70% 60% 50% 40% 30% 21% 20% 13% 10% 0% Yes, pass only Yes, target score No

Does your program consider applicants who fail their Licensure test on the first attempt? N=23



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





USMLE Step 1 N=12

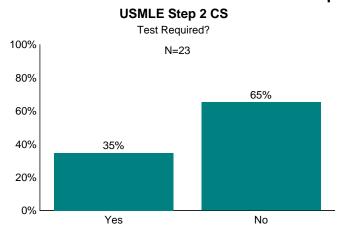
Scores Above Which Programs

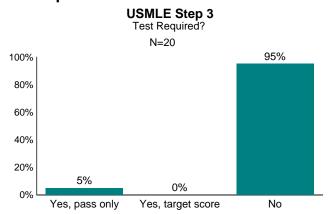
The boxes in the boxplots above represent the interquartile range (IQR), which is the range between the 25th and 75th percentiles, and the line in the box is the median. The x-shaped symbol is the mean.

N=15

Program Usage of USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

USMLE Step 2 CS and Step 3 Scores

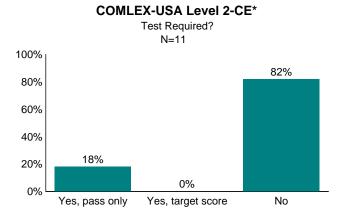




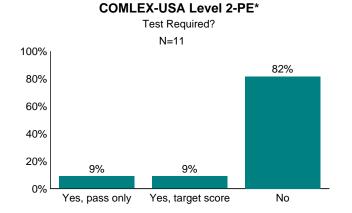
COMLEX-USA Level 1 and Level 2-CE Scores

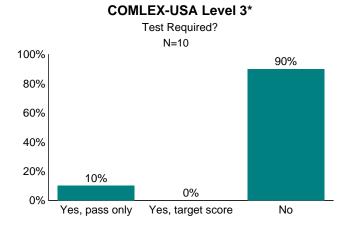
COMLEX-USA Level 1*
Test Required?
N=11

100%
80%
60%
40%
27%
27%
Yes, pass only Yes, target score No



COMLEX-USA Level 2-PE and Level 3 Scores

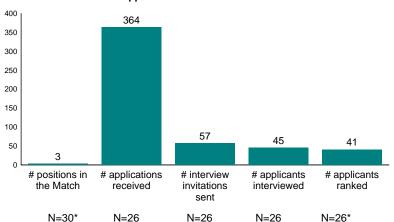




^{*} DO seniors/graduates only

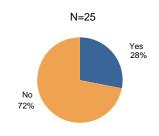
Otolaryngology Program's Interview Activities

Average Number of Positions, Applications Received, Interview Invitations Sent, and Applicants Interviewed and Ranked

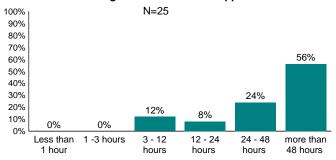


* Data from the NRMP database. All responding programs included

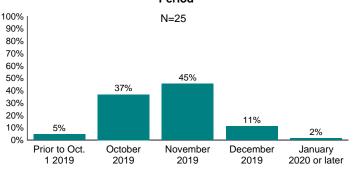
Program offered more interview invitations to applicants than interview slots to fill



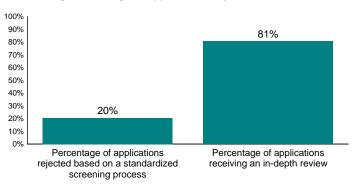
Time given applicants to respond to interview invitations before extending invitations to other applicants



Percentage of Program's Interviews Extended During Each Time Period



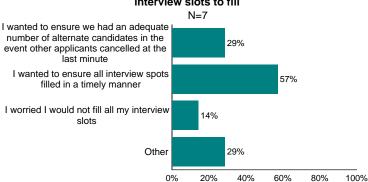
Average Percentage of Applications Rejected and Reviewed



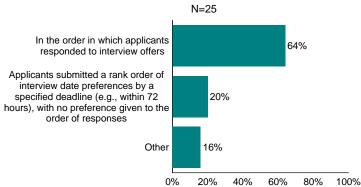
Reason for offering more interview invitations to applicants than interview slots to fill

N = 24

N=26



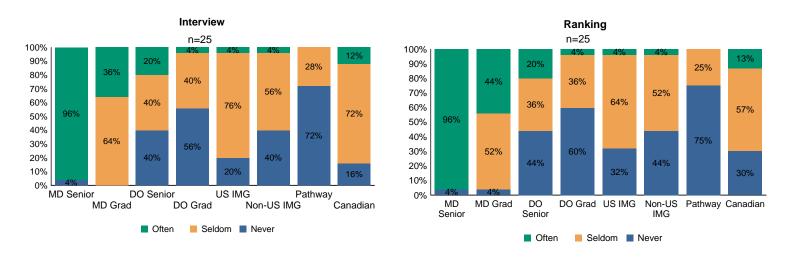
How interviews were scheduled



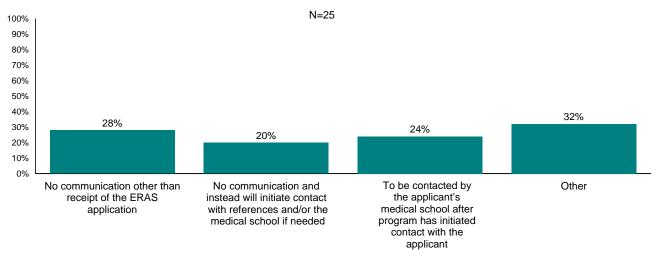
Percentage of Program's Interviews Conducted During Each Time Period



Frequency of Programs Interviewing and Ranking Candidates in the Main Residency Match

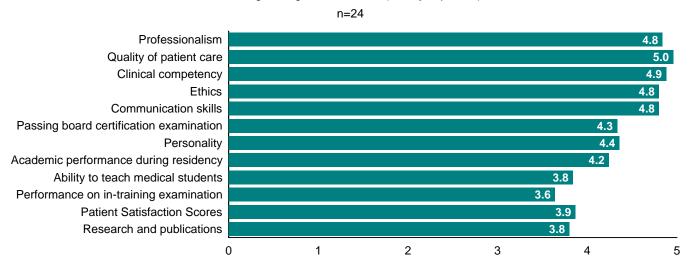


Preferred Type of Communication About Applicants During SOAP



Importance of Factors in Determining Residents' Success in Residency Program

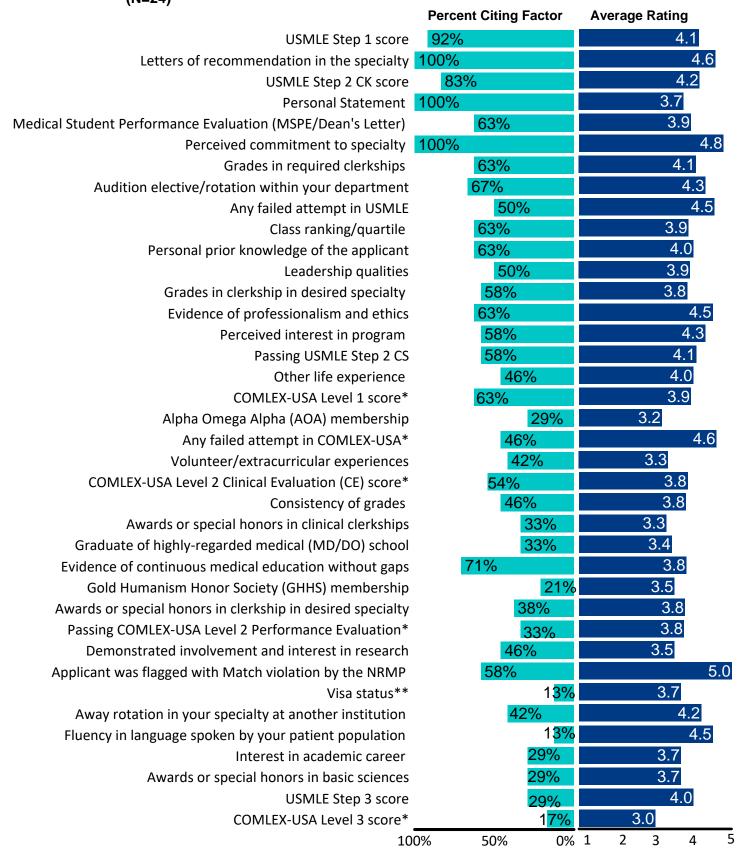
Average rating on a scale of 5 (5=very important)



Pathology (N=29)

Pathology

Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Selecting Applicants to Interview (N=24)

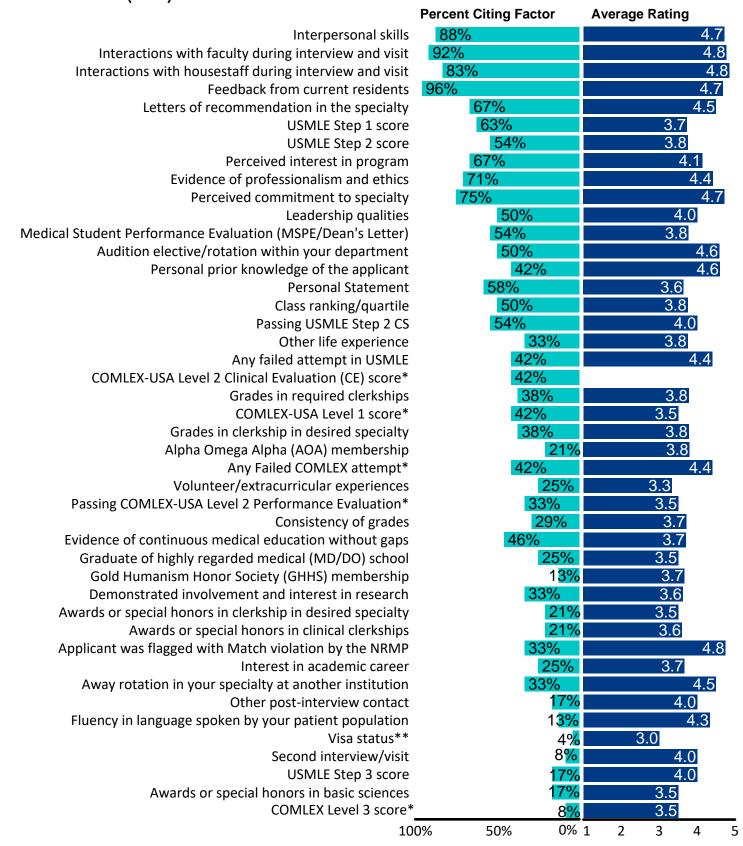


¹ Ratings on a scale from 1 (not at all important) to 5 (very important).

^{*} DO seniors/graduates only.

^{**} International Medical Graduates only.

Pathology Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Ranking Applicants (N=24)



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

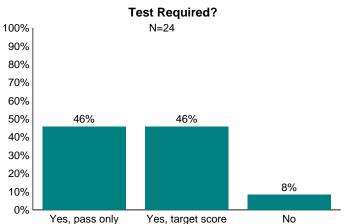
^{*} DO seniors/graduates only.

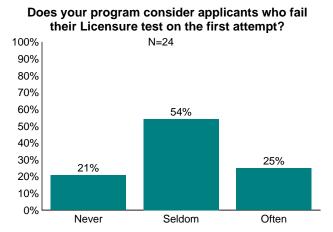
^{**} International Medical Graduates only.

Pathology

Program Usage of USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

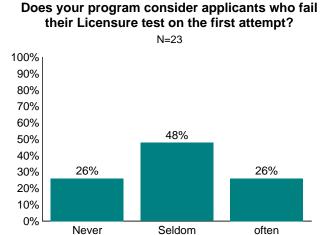
USMLE Step 1 Scores



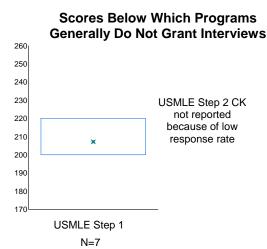


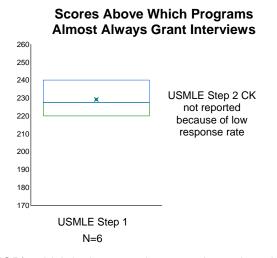
USMLE Step 2 (CK) Scores

Test Required? N=24 100% 90% 80% 70% 60% 50% 50% 40% 29% 30% 21% 20% 10% 0% Yes, pass only Yes, target score No



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



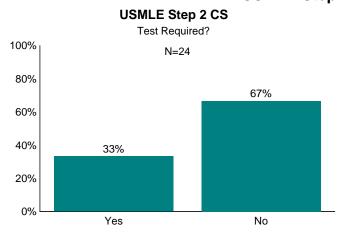


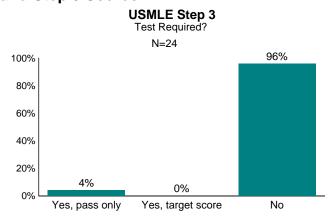
The boxes in the boxplots above represent the interquartile range (IQR), which is the range between the 25th and 75th percentiles, and the line in the box is the median. The x-shaped symbol is the mean.

Pathology

Program Usage of USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

USMLE Step 2 CS and Step 3 Scores

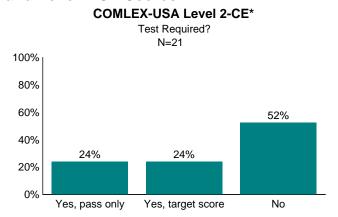




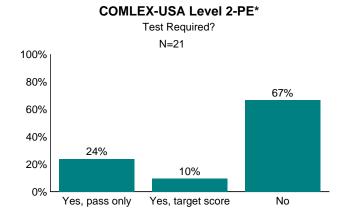
COMLEX-USA Level 1 and Level 2-CE Scores

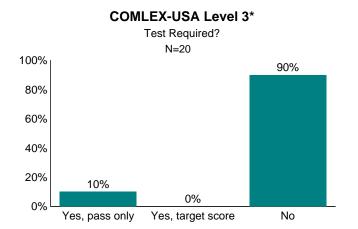
COMLEX-USA Level 1*
Test Required?
N=21

100%
80%
60%
40%
20%
Yes, pass only Yes, target score No



COMLEX-USA Level 2-PE and Level 3 Scores

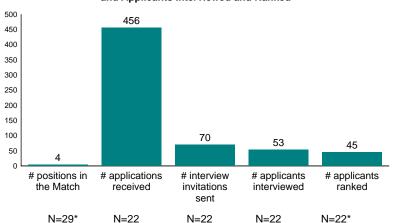




^{*} DO seniors/graduates only

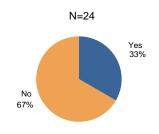
Pathology Program's Interview Activities

Average Number of Positions, Applications Received, Interview Invitations Sent, and Applicants Interviewed and Ranked

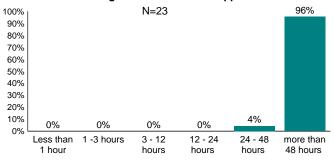


* Data from the NRMP database. All responding programs included

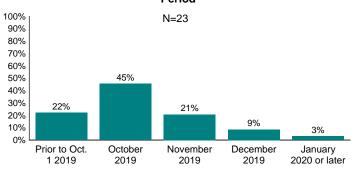
Program offered more interview invitations to applicants than interview slots to fill



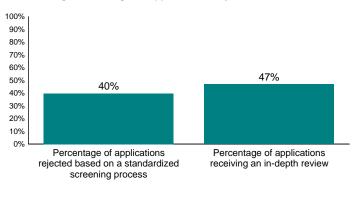
Time given applicants to respond to interview invitations before extending invitations to other applicants



Percentage of Program's Interviews Extended During Each Time Period

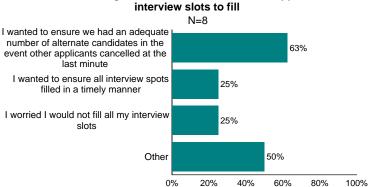


Average Percentage of Applications Rejected and Reviewed

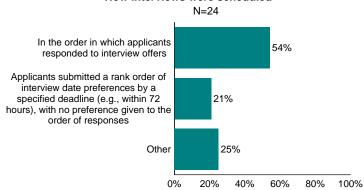


N = 21Reason for offering more interview invitations to applicants than

N=21



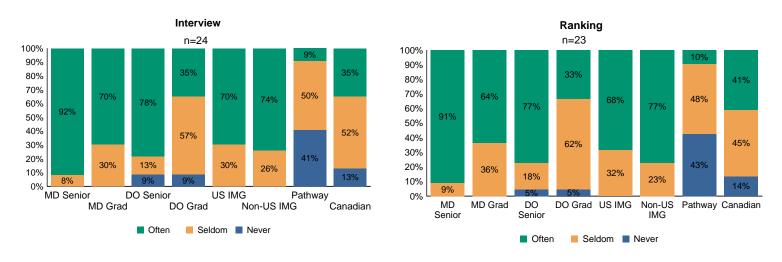
How interviews were scheduled



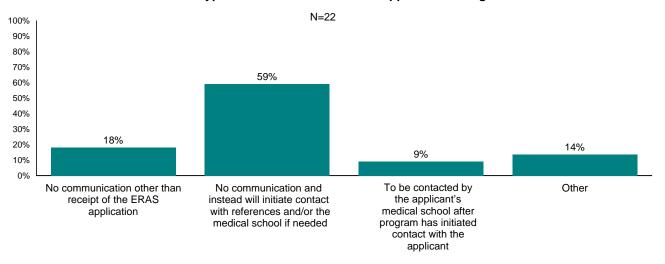
Percentage of Program's Interviews Conducted During Each **Time Period**



Frequency of Programs Interviewing and Ranking Candidates in the Main Residency Match

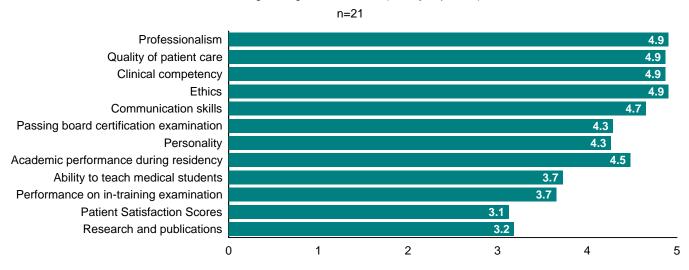


Preferred Type of Communication About Applicants During SOAP



Importance of Factors in Determining Residents' Success in Residency Program

Average rating on a scale of 5 (5=very important)



Pediatrics (N=52)

Figure P-1

Pediatrics

Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Selecting Applicants to Interview (N=38)

Percent Citing Factor Average Rating 3.8 92% USMLE Step 1 score 3.9 Letters of recommendation in the specialty 68% 4.0 84% USMLE Step 2 CK score 3.3 71% **Personal Statement** 4.4 82% Medical Student Performance Evaluation (MSPE/Dean's Letter) 47% 4.1 Perceived commitment to specialty 4.1 76% Grades in required clerkships 4.4 74% Audition elective/rotation within your department 4.5 82% Any failed attempt in USMLE 4.0 68% Class ranking/quartile 4.4 Personal prior knowledge of the applicant 68% 4.0 Leadership qualities 61% 4.0 Grades in clerkship in desired specialty 66% 4.3 Evidence of professionalism and ethics 61% 3.9 63% Perceived interest in program 4.0 68% Passing USMLE Step 2 CS 3.7 Other life experience 53% 87% 4.0 COMLEX-USA Level 1 score* 3.7 Alpha Omega Alpha (AOA) membership 58% 4.5 Any failed attempt in COMLEX-USA* 74% 3.7 58% Volunteer/extracurricular experiences 4.0 76% COMLEX-USA Level 2 Clinical Evaluation (CE) score* 3.6 47% Consistency of grades 3.5 45% Awards or special honors in clinical clerkships 3.7 58% Graduate of highly-regarded medical (MD/DO) school 71% 3.9 Evidence of continuous medical education without gaps 3.8 50% Gold Humanism Honor Society (GHHS) membership 3.9 Awards or special honors in clerkship in desired specialty 39% 4.0 58% Passing COMLEX-USA Level 2 Performance Evaluation* 3.3 29% Demonstrated involvement and interest in research 4.8 32% Applicant was flagged with Match violation by the NRMP 4.3 Visa status** 29% 3.3 Away rotation in your specialty at another institution 18% 3.6 29% Fluency in language spoken by your patient population 3.9 21% Interest in academic career 2.7 Awards or special honors in basic sciences 18% 2.8 13% **USMLE Step 3 score** 11% 3.0 COMLEX-USA Level 3 score* 0% 1 2 3 4 100% 50%

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

^{*} DO seniors/graduates only.

^{**} International Medical Graduates only.

Figure P-2

Pediatrics Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Ranking Applicants

(N=38)

(11–00)		
	Percent Citing Factor	Average Rating
Interpersonal skills	100%	4.9
Interactions with faculty during interview and visit	97%	4.8
Interactions with housestaff during interview and visit	100%	4.8
Feedback from current residents	95%	4.7
Letters of recommendation in the specialty	78%	3.8
USMLE Step 1 score	78%	3.9
USMLE Step 2 score	86%	4.1
Perceived interest in program	62%	4.1
Evidence of professionalism and ethics	70%	4.6
Perceived commitment to specialty	70%	4.0
Leadership qualities	70%	4.1
Medical Student Performance Evaluation (MSPE/Dean's Letter)	73%	4.2
Audition elective/rotation within your department	76%	4.3
Personal prior knowledge of the applicant	65%	4.4
Personal Statement	54%	3.8
Class ranking/quartile	68%	4.2
Passing USMLE Step 2 CS	73%	4.2
Other life experience	57%	4.0
Any failed attempt in USMLE	73%	4.6
COMLEX-USA Level 2 Clinical Evaluation (CE) score*	76%	
Grades in required clerkships	54%	4.1
COMLEX-USA Level 1 score*	81%	4.0
Grades in clerkship in desired specialty	41%	4.4
Alpha Omega Alpha (AOA) membership	43%	3.9
Any Failed COMLEX attempt*	68%	4.6
Volunteer/extracurricular experiences	51%	4.1
Passing COMLEX-USA Level 2 Performance Evaluation*	70%	4.1
Consistency of grades	38%	3.7
Evidence of continuous medical education without gaps	54%	4.0
Graduate of highly regarded medical (MD/DO) school	41%	3.6
Gold Humanism Honor Society (GHHS) membership	51%	3.8
Demonstrated involvement and interest in research	35%	3.6
Awards or special honors in clerkship in desired specialty	32%	4.1
Awards or special honors in clinical clerkships	27%	3.8
Applicant was flagged with Match violation by the NRMP	35%	4.4
Interest in academic career	19%	4.0
Away rotation in your specialty at another institution	14%	·
Other post-interview contact	19%	3.9
Fluency in language spoken by your patient population	35%	3.8
Visa status**	24%	3.9
Second interview/visit	19%	4.0
USMLE Step 3 score	19%	
Awards or special honors in basic sciences	16%	
COMLEX Level 3 score*		
	0% 50% 0%	
10	0/0 50/0 0/0	1 2 3 4 3

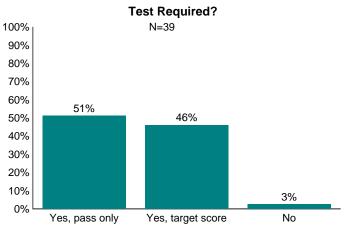
¹ Ratings on a scale from 1 (not at all important) to 5 (very important). * DO seniors/graduates only.

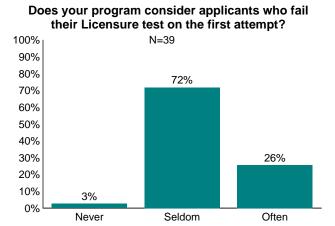
^{**} International Medical Graduates only.

Pediatrics

Program Usage of USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

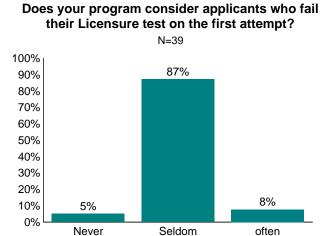
USMLE Step 1 Scores



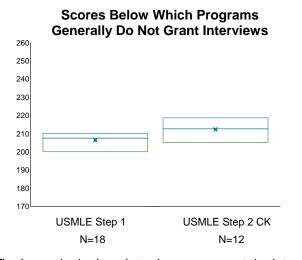


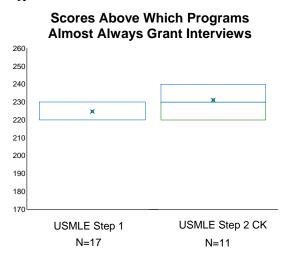
USMLE Step 2 (CK) Scores

Test Required? N=39 100% 90% 80% 70% 60% 46% 50% 36% 40% 30% 18% 20% 10% 0% Yes, pass only Yes, target score No



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





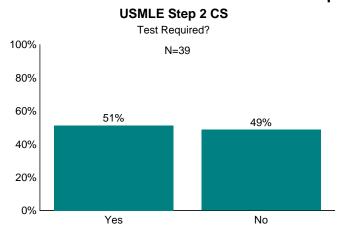
The boxes in the boxplots above represent the interquartile range (IQR), which is the range between the 25th and 75th percentiles, and the line in the box is the median. The x-shaped symbol is the mean.

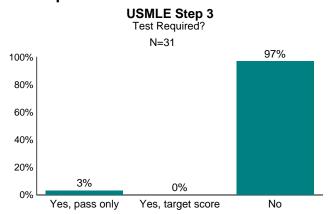
Figure P-4

Pediatrics

Program Usage of USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

USMLE Step 2 CS and Step 3 Scores

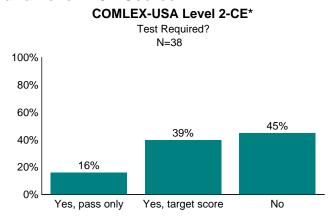




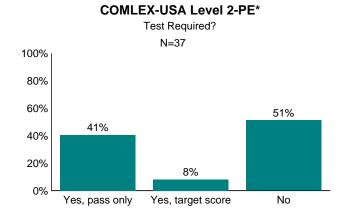
COMLEX-USA Level 1 and Level 2-CE Scores

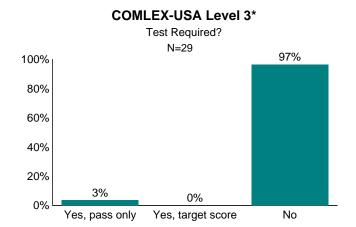
COMLEX-USA Level 1*
Test Required?
N=38

100%
80%
60%
40%
37%
20%
Yes, pass only Yes, target score No



COMLEX-USA Level 2-PE and Level 3 Scores

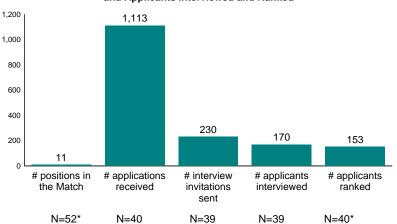




^{*} DO seniors/graduates only

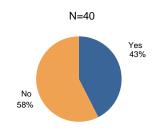
Pediatrics Program's Interview Activities

Average Number of Positions, Applications Received, Interview Invitations Sent, and Applicants Interviewed and Ranked

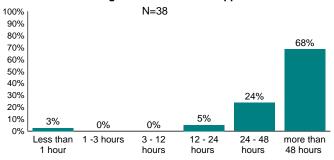


* Data from the NRMP database. All responding programs included

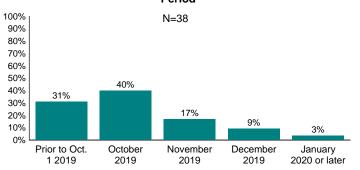
Program offered more interview invitations to applicants than interview slots to fill



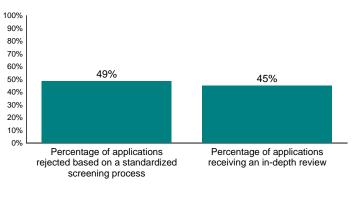
Time given applicants to respond to interview invitations before extending invitations to other applicants



Percentage of Program's Interviews Extended During Each Time Period



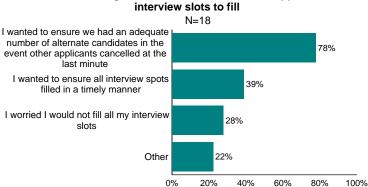
Average Percentage of Applications Rejected and Reviewed



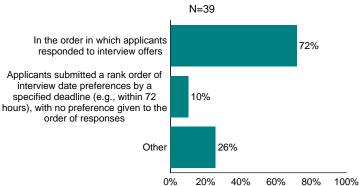
Reason for offering more interview invitations to applicants than

N = 36

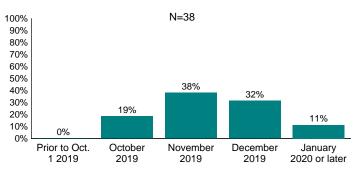
N=40



How interviews were scheduled

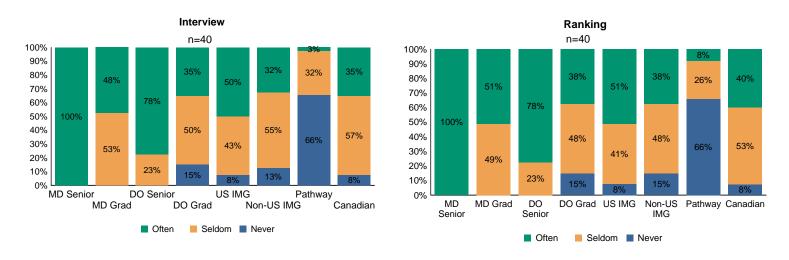


Percentage of Program's Interviews Conducted During Each Time Period

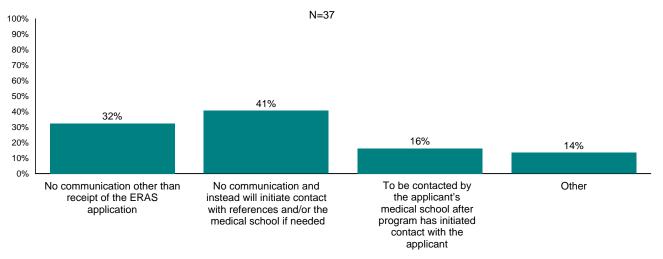


Program's Interview Activities (Continued) and Program Assessment of Residents' Success

Frequency of Programs Interviewing and Ranking Candidates in the Main Residency Match

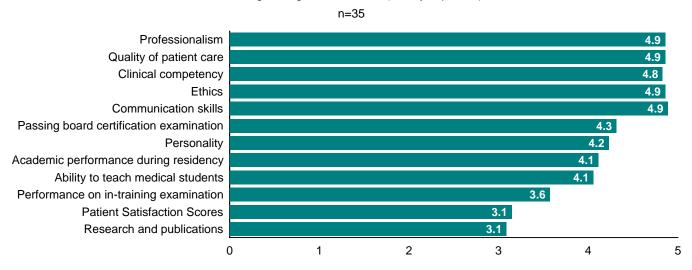


Preferred Type of Communication About Applicants During SOAP



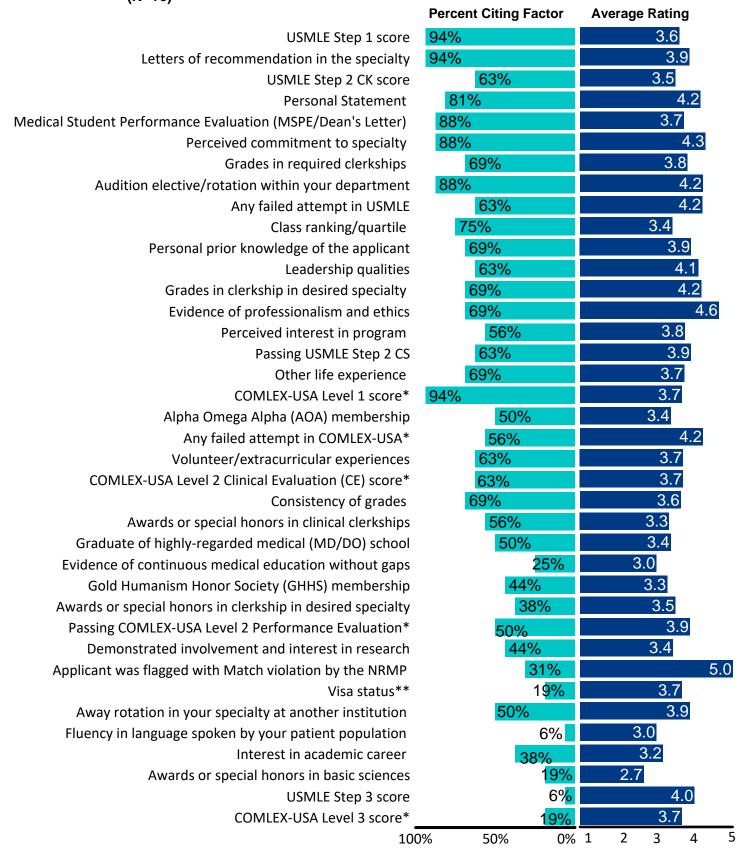
Importance of Factors in Determining Residents' Success in Residency Program

Average rating on a scale of 5 (5=very important)



Physical Medicine and Rehabilitation (N=21)

Physical Medicine and Rehabilitation
Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each
Factor in Selecting Applicants to Interview
(N=16)

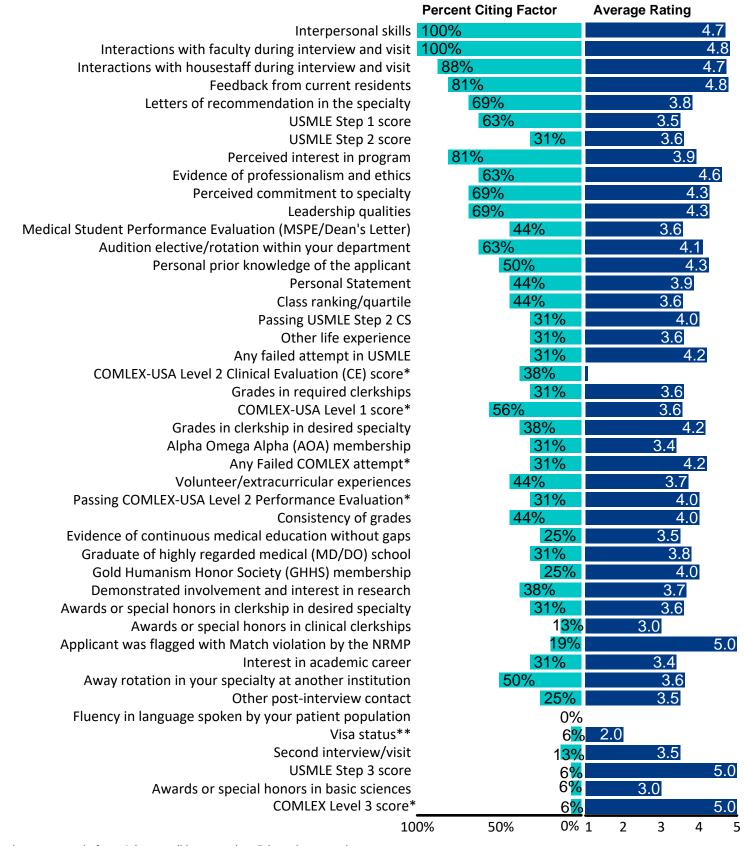


¹ Ratings on a scale from 1 (not at all important) to 5 (very important).

^{*} DO seniors/graduates only.

^{**} International Medical Graduates only.

Physical Medicine and Rehabilitation Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Ranking Applicants (N=16)



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

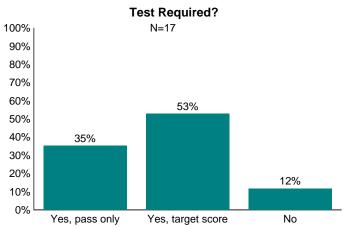
^{*} DO seniors/graduates only.

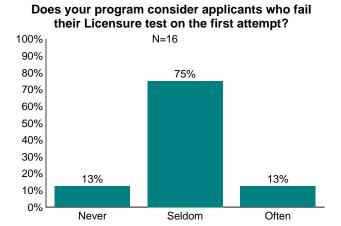
^{**} International Medical Graduates only.

Physical Medicine and Rehabilitation

Program Usage of USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

USMLE Step 1 Scores

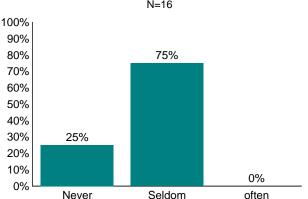




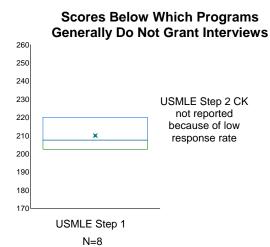
USMLE Step 2 (CK) Scores

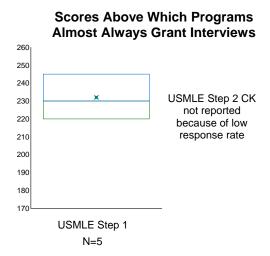
Test Required? N=17 100% 90% 80% 70% 59% 60% 50% 40% 29% 30% 20% 12% 10% 0% Yes, pass only Yes, target score No

Does your program consider applicants who fail their Licensure test on the first attempt? N=16 00%



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

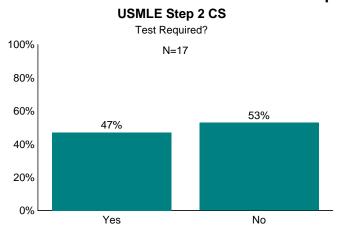


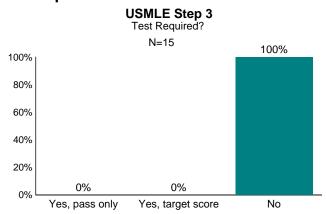


The boxes in the boxplots above represent the interquartile range (IQR), which is the range between the 25th and 75th percentiles, and the line in the box is the median. The x-shaped symbol is the mean.

Physical Medicine and Rehabilitation Program Usage of USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

USMLE Step 2 CS and Step 3 Scores

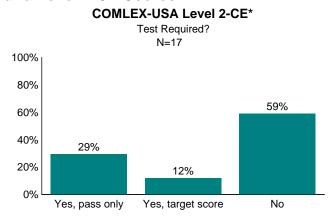




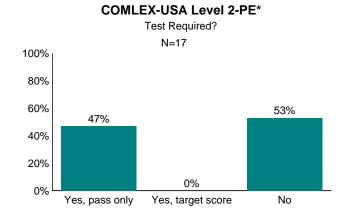
COMLEX-USA Level 1 and Level 2-CE Scores

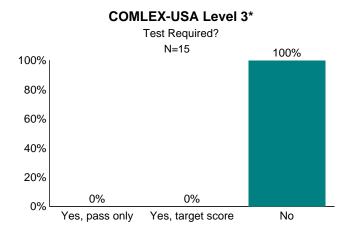
COMLEX-USA Level 1*
Test Required?
N=17

100%
80%
60%
53%
40%
35%
20%
Yes, pass only Yes, target score No



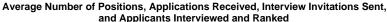
COMLEX-USA Level 2-PE and Level 3 Scores

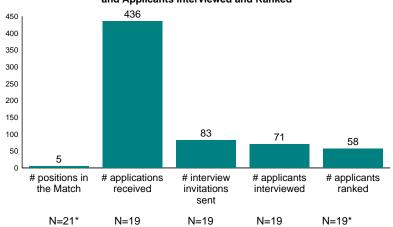




^{*} DO seniors/graduates only

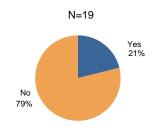
Physical Medicine and Rehabilitation Program's Interview Activities



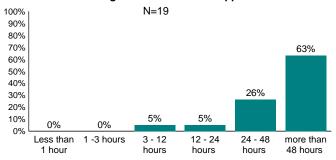


* Data from the NRMP database. All responding programs included

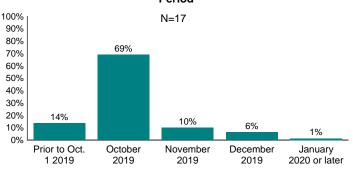
Program offered more interview invitations to applicants than interview slots to fill



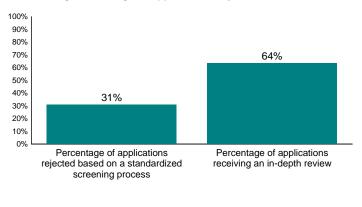
Time given applicants to respond to interview invitations before extending invitations to other applicants



Percentage of Program's Interviews Extended During Each Time Period



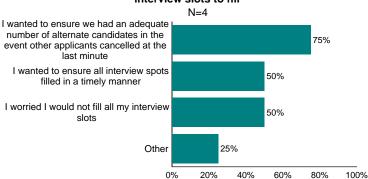
Average Percentage of Applications Rejected and Reviewed



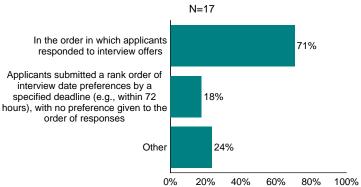
N = 19Reason for offering more interview invitations to applicants than

N=19

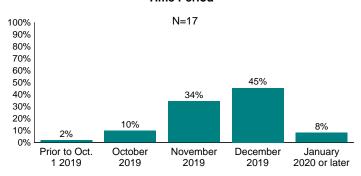
interview slots to fill



How interviews were scheduled

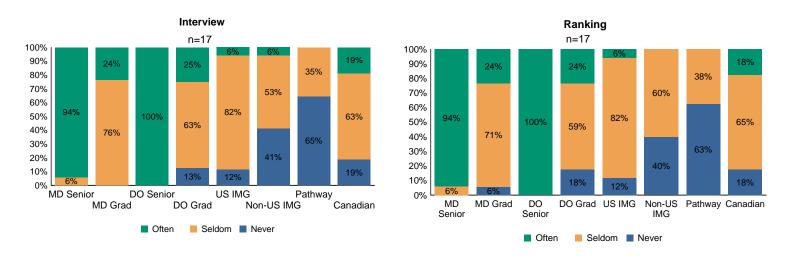


Percentage of Program's Interviews Conducted During Each **Time Period**

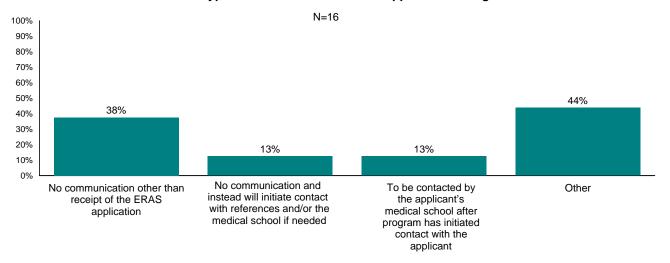


Physical Medicine and Rehabilitation Program's Interview Activities (Continued) and Program Assessment of Residents' Success

Frequency of Programs Interviewing and Ranking Candidates in the Main Residency Match

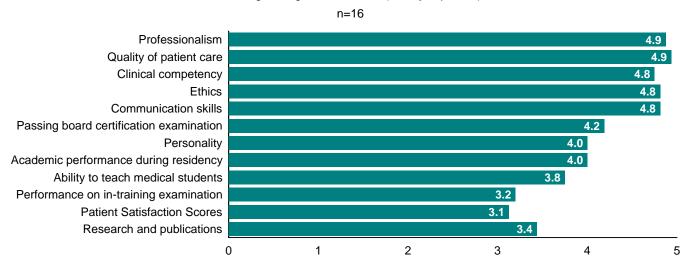


Preferred Type of Communication About Applicants During SOAP



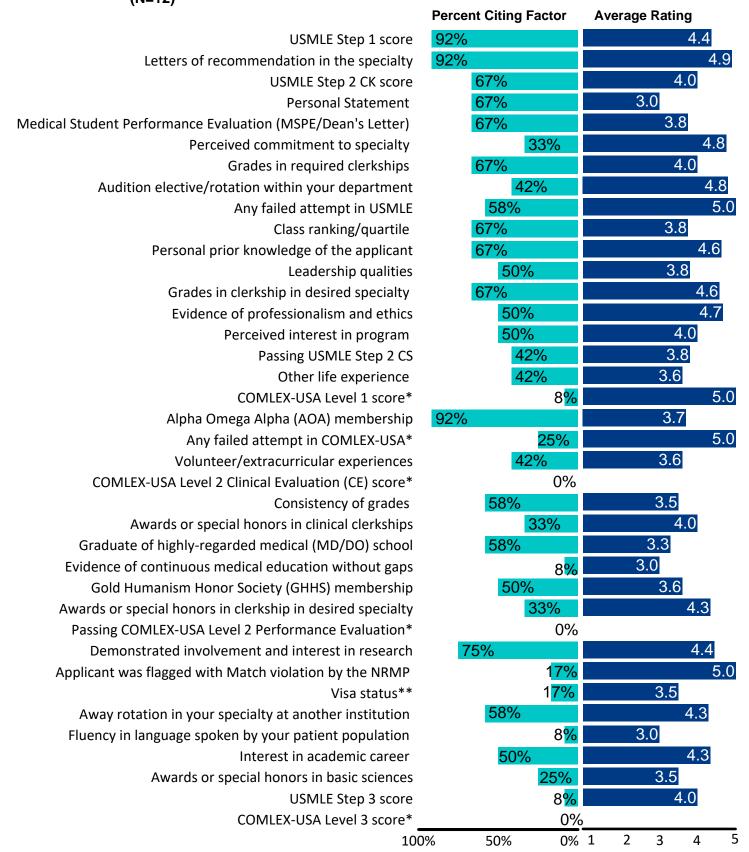
Importance of Factors in Determining Residents' Success in Residency Program

Average rating on a scale of 5 (5=very important)



Plastic Surgery (N=16)

Plastic Surgery Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Selecting Applicants to Interview (N=12)

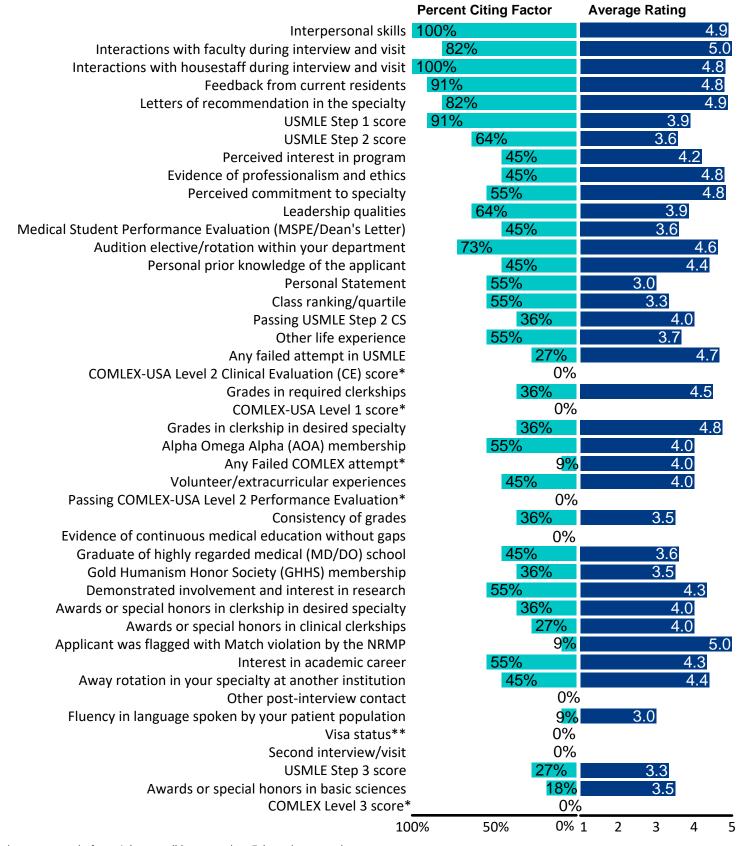


¹ Ratings on a scale from 1 (not at all important) to 5 (very important).

^{*} DO seniors/graduates only.

^{**} International Medical Graduates only.

Plastic Surgery Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Ranking Applicants (N=12)



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

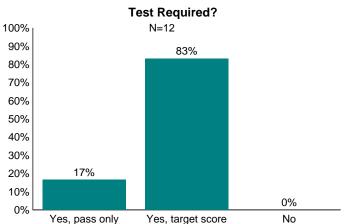
^{*} DO seniors/graduates only.

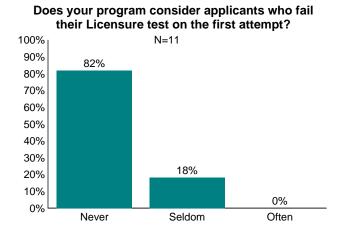
^{**} International Medical Graduates only.

Plastic Surgery

Program Usage of USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

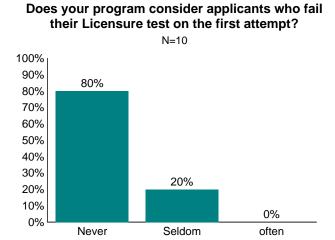
USMLE Step 1 Scores



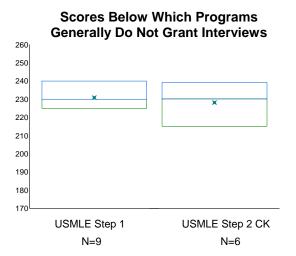


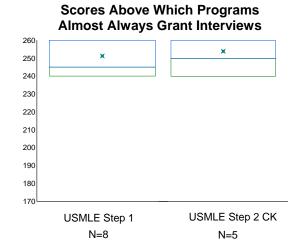
USMLE Step 2 (CK) Scores

Test Required? N=12 100% 90% 80% 70% 60% 50% 50% 42% 40% 30% 20% 8% 10% 0% Yes, pass only Yes, target score No



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



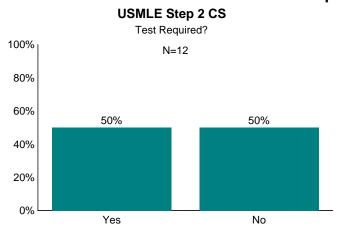


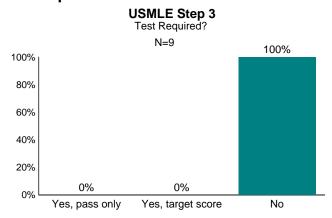
The boxes in the boxplots above represent the interquartile range (IQR), which is the range between the 25th and 75th percentiles, and the line in the box is the median. The x-shaped symbol is the mean.

Plastic Surgery

Program Usage of USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

USMLE Step 2 CS and Step 3 Scores

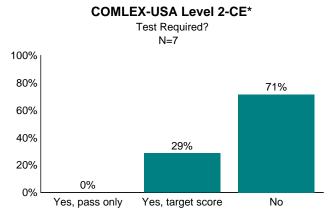




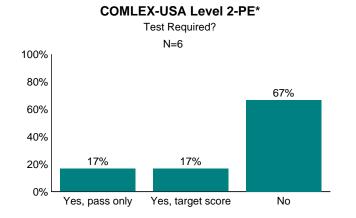
COMLEX-USA Level 1 and Level 2-CE Scores

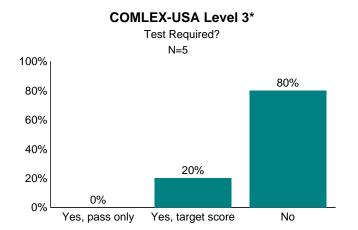
COMLEX-USA Level 1*
Test Required?
N=7

100%
80%
60%
40%
29%
29%
Yes, pass only Yes, target score No



COMLEX-USA Level 2-PE and Level 3 Scores

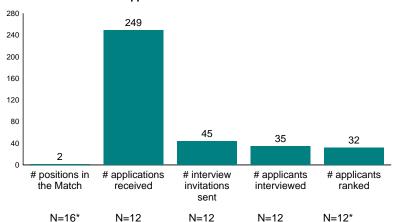


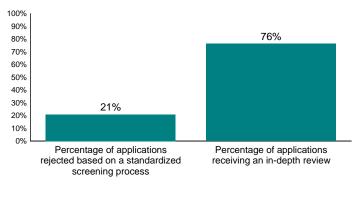


^{*} DO seniors/graduates only

Plastic Surgery Program's Interview Activities

Average Number of Positions, Applications Received, Interview Invitations Sent, and Applicants Interviewed and Ranked

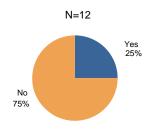




Average Percentage of Applications Rejected and Reviewed

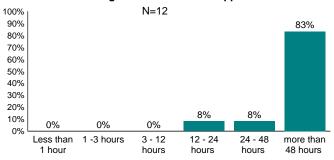
N=12 N=12

Program offered more interview invitations to applicants than interview slots to fill

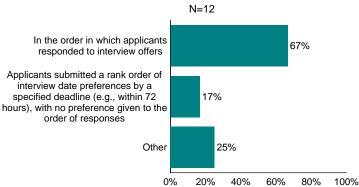


Reasons for "offering more interview invitations to applicants than interview slots to fill" not reported because of low response rate.

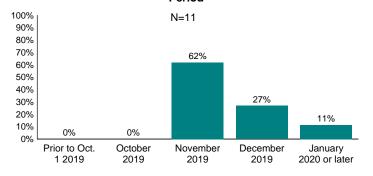
Time given applicants to respond to interview invitations before extending invitations to other applicants



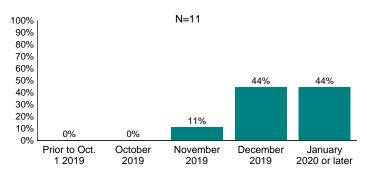
How interviews were scheduled



Percentage of Program's Interviews Extended During Each Time Period



Percentage of Program's Interviews Conducted During Each Time Period

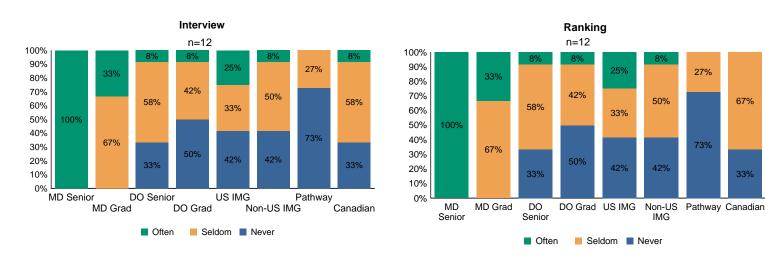


^{*} Data from the NRMP database. All responding programs included

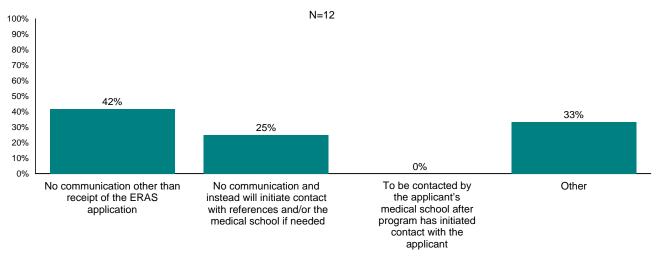
Program's Interview Activities (Continued) and Program Assessment of Residents' Success

67%

Frequency of Programs Interviewing and Ranking Candidates in the Main Residency Match

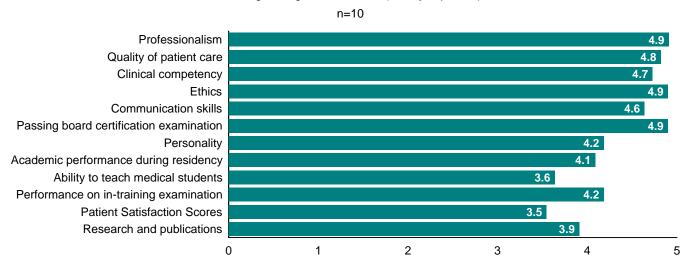


Preferred Type of Communication About Applicants During SOAP



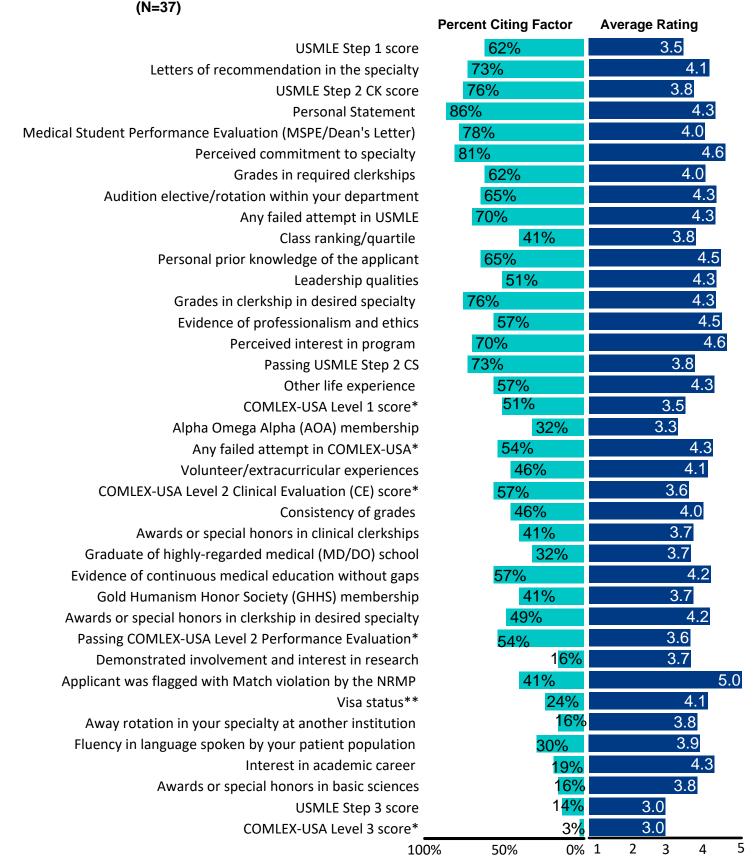
Importance of Factors in Determining Residents' Success in Residency Program

Average rating on a scale of 5 (5=very important)



Psychiatry (N=57)

Psychiatry Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Selecting Applicants to Interview



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

^{*} DO seniors/graduates only.

^{**} International Medical Graduates only.

Psychiatry Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Ranking Applicants (N=37)

	Percent Citing Factor	Average Rating
Interpersonal skills	100%	4.9
Interactions with faculty during interview and visit	97%	4.9
Interactions with housestaff during interview and visit	95%	4.9
Feedback from current residents	97%	4.9
Letters of recommendation in the specialty	59%	4.0
USMLE Step 1 score	49%	3.4
USMLE Step 2 score	57%	3.6
Perceived interest in program	78%	4.4
Evidence of professionalism and ethics	59%	4.9
Perceived commitment to specialty	62%	4.5
Leadership qualities	43%	4.5
Medical Student Performance Evaluation (MSPE/Dean's Letter)	68%	4.2
Audition elective/rotation within your department	54%	4.5
Personal prior knowledge of the applicant	54%	4.6
Personal Statement	68%	4.2
Class ranking/quartile	35%	3.8
e ,	59%	3.8
Passing USMLE Step 2 CS	43%	4.1
Other life experience	43%	4.3
Any failed attempt in USMLE	51%	4.3
COMLEX-USA Level 2 Clinical Evaluation (CE) score*		2.0
Grades in required clerkships	46%	3.9
Condes in all rights in designed as a sight.	41%	3.3
Grades in clerkship in desired specialty	49%	4.3
Alpha Omega Alpha (AOA) membership	22%	3.3
Any Failed COMLEX attempt*	35%	4.1
Volunteer/extracurricular experiences	35%	4.2
Passing COMLEX-USA Level 2 Performance Evaluation*	49%	3.8
Consistency of grades	32%	4.1
Evidence of continuous medical education without gaps	46%	4.1
Graduate of highly regarded medical (MD/DO) school	19%	4.2
Gold Humanism Honor Society (GHHS) membership	30%	3.5
Demonstrated involvement and interest in research	22%	4.1
Awards or special honors in clerkship in desired specialty	24%	4.0
Awards or special honors in clinical clerkships	22%	3.5
Applicant was flagged with Match violation by the NRMP	30%	4.8
Interest in academic career	22%	4.1
Away rotation in your specialty at another institution	5 <mark>%</mark>	
Other post-interview contact	27%	3.3
Fluency in language spoken by your patient population	22%	3.8
Visa status**	16%	
Second interview/visit	8 <mark>%</mark>	
USMLE Step 3 score	14%	·
Awards or special honors in basic sciences	8 <mark>%</mark>	
COMLEX Level 3 score*	⁴ 1 <mark>1%</mark>	3.5
10	00% 50% 0%	1 2 3 4 5

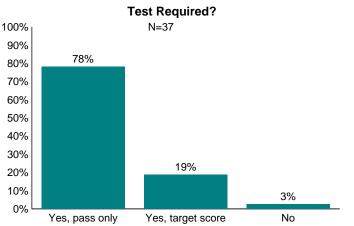
¹ Ratings on a scale from 1 (not at all important) to 5 (very important). * DO seniors/graduates only.

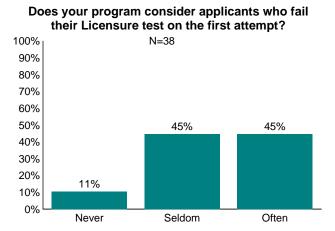
^{**} International Medical Graduates only.

Psychiatry

Program Usage of USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

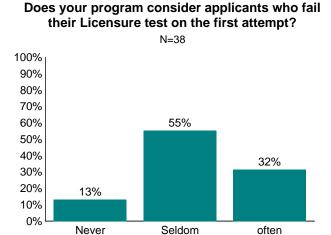
USMLE Step 1 Scores



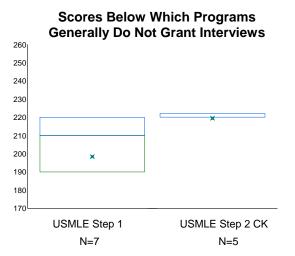


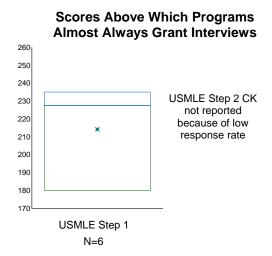
USMLE Step 2 (CK) Scores

Test Required? N=36 100% 90% 80% 70% 60% 50% 50% 40% 31% 30% 19% 20% 10% 0% Yes, pass only Yes, target score No



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



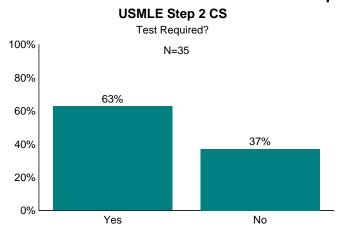


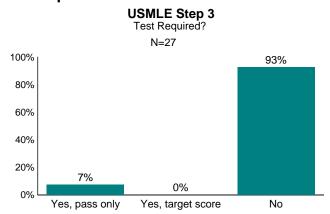
The boxes in the boxplots above represent the interquartile range (IQR), which is the range between the 25th and 75th percentiles, and the line in the box is the median. The x-shaped symbol is the mean.

Psychiatry

Program Usage of USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

USMLE Step 2 CS and Step 3 Scores

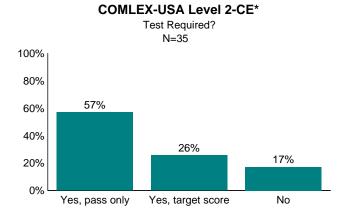




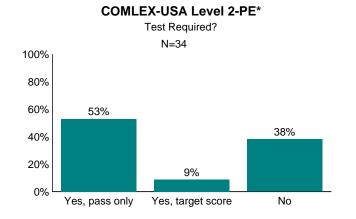
COMLEX-USA Level 1 and Level 2-CE Scores

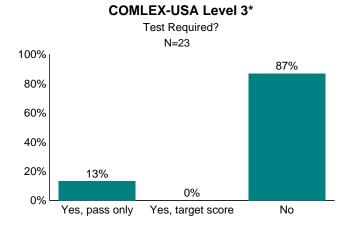
COMLEX-USA Level 1*
Test Required?
N=34

100%
80%
74%
60%
40%
20%
Yes, pass only Yes, target score No



COMLEX-USA Level 2-PE and Level 3 Scores

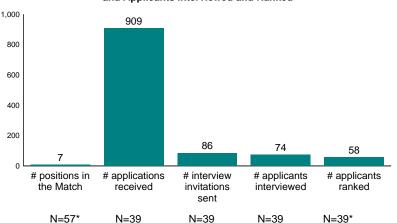




^{*} DO seniors/graduates only

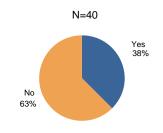
Psychiatry Program's Interview Activities

Average Number of Positions, Applications Received, Interview Invitations Sent, and Applicants Interviewed and Ranked

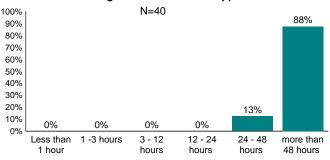


* Data from the NRMP database. All responding programs included

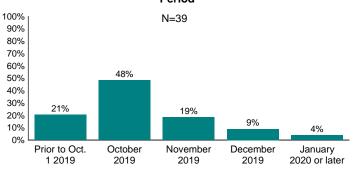
Program offered more interview invitations to applicants than interview slots to fill



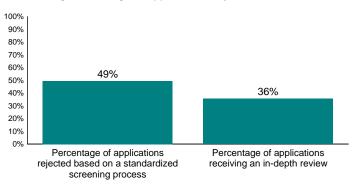
Time given applicants to respond to interview invitations before extending invitations to other applicants



Percentage of Program's Interviews Extended During Each Time Period

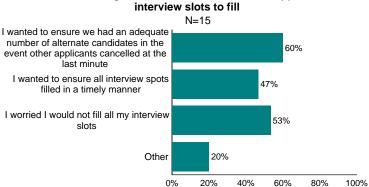


Average Percentage of Applications Rejected and Reviewed

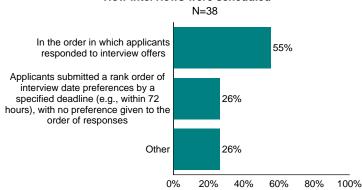


N = 35Reason for offering more interview invitations to applicants than

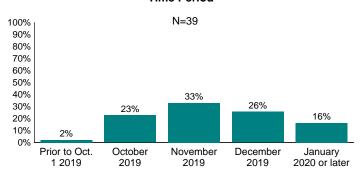
N=38



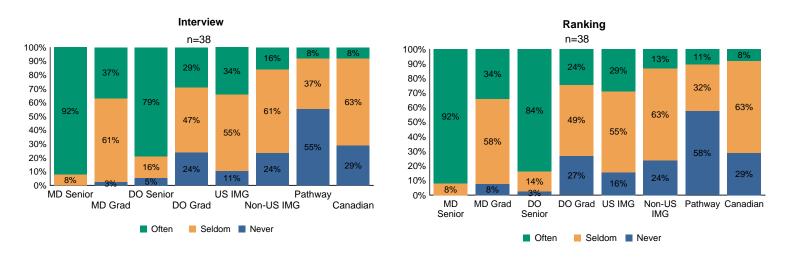
How interviews were scheduled



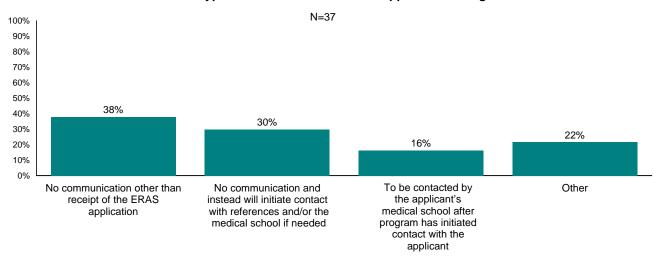
Percentage of Program's Interviews Conducted During Each **Time Period**



Frequency of Programs Interviewing and Ranking Candidates in the Main Residency Match

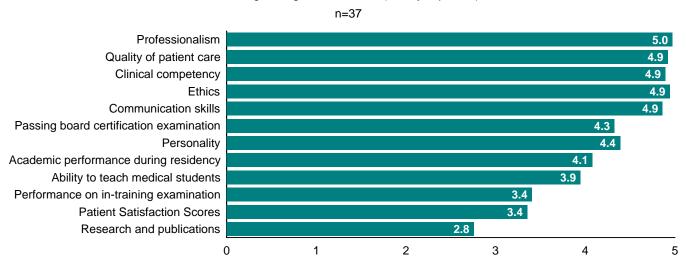


Preferred Type of Communication About Applicants During SOAP



Importance of Factors in Determining Residents' Success in Residency Program

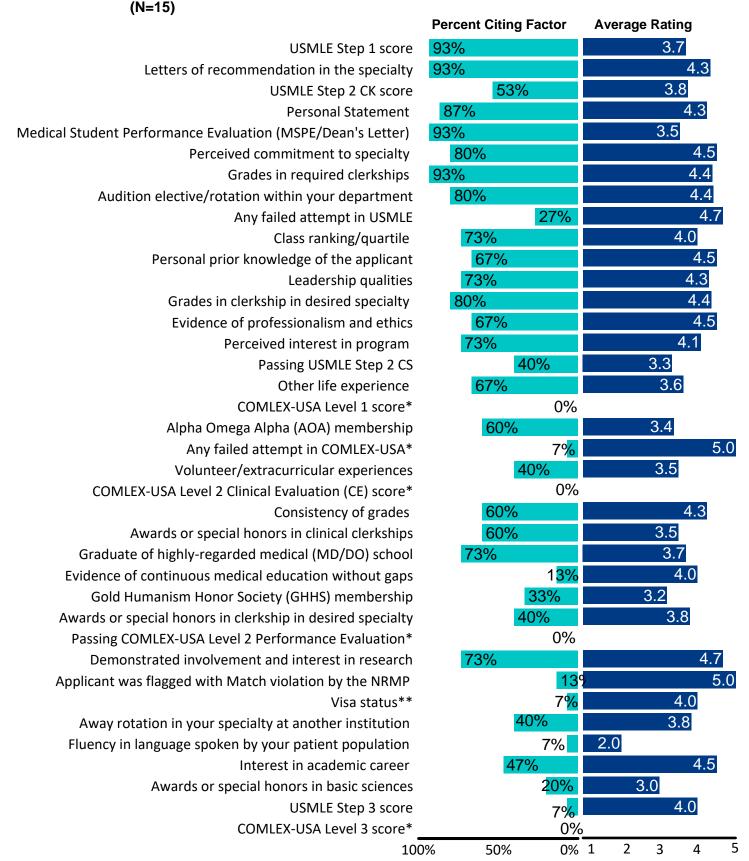
Average rating on a scale of 5 (5=very important)



Radiation Oncology (N=17)

Figure RO-1

Radiation Oncology Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Selecting Applicants to Interview



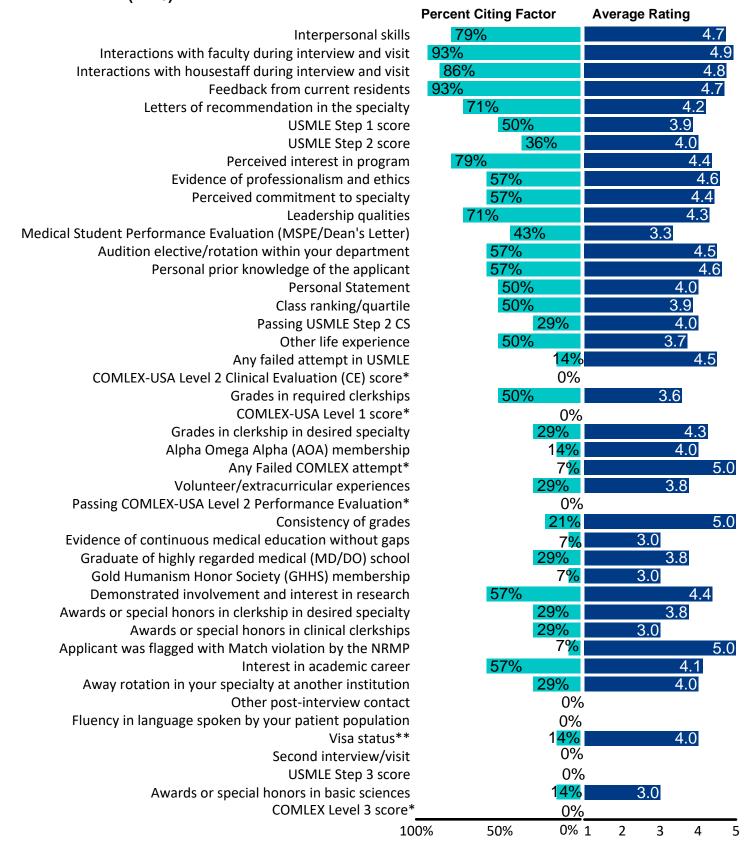
¹ Ratings on a scale from 1 (not at all important) to 5 (very important).

^{*} DO seniors/graduates only.

^{**} International Medical Graduates only.

Figure RO-2

Radiation Oncology Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Ranking Applicants (N=15)



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

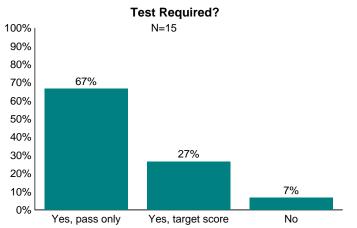
^{*} DO seniors/graduates only.

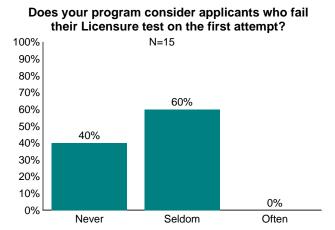
^{**} International Medical Graduates only.

Radiation Oncology

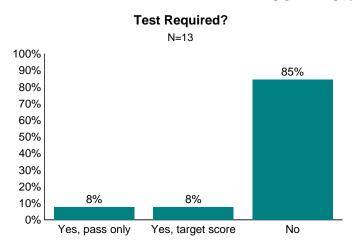
Program Usage of USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

USMLE Step 1 Scores

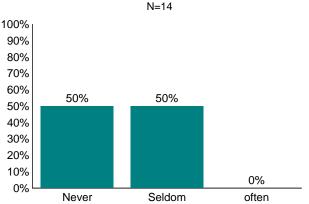




USMLE Step 2 (CK) Scores



Does your program consider applicants who fail their Licensure test on the first attempt?



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

Scores Below Which Programs Generally Do Not Grant Interviews Scores Above Which Programs Almost Always Grant Interviews

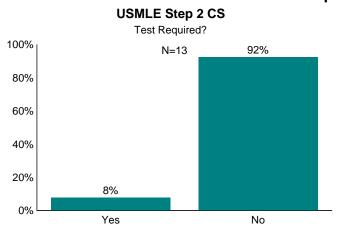
USMLE Step 1 not reported because of low response rate USMLE Step 2 CK not reported because of low response rate USMLE Step 1 not reported because of low response rate USMLE Step 2 CK not reported because of low response rate

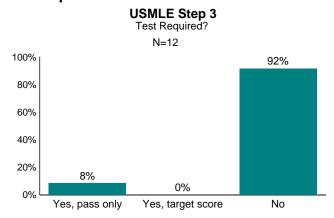
The boxes in the boxplots above represent the interquartile range (IQR), which is the range between the 25th and 75th percentiles, and the line in the box is the median. The x-shaped symbol is the mean.

Radiation Oncology

Program Usage of USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

USMLE Step 2 CS and Step 3 Scores

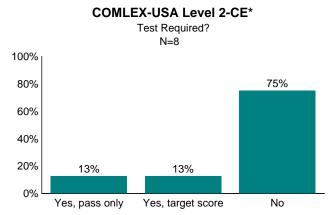




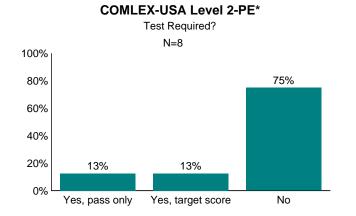
COMLEX-USA Level 1 and Level 2-CE Scores

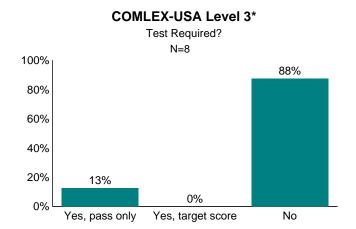
COMLEX-USA Level 1*
Test Required?
N=8

100%
80%
60%
40%
25%
25%
25%
Yes, pass only Yes, target score No



COMLEX-USA Level 2-PE and Level 3 Scores

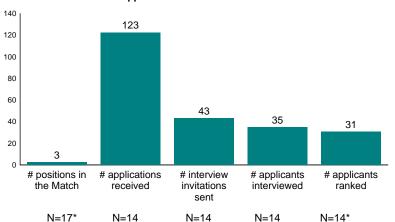




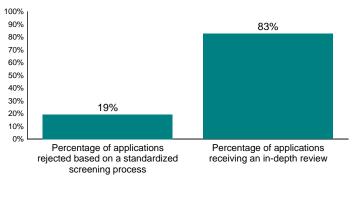
^{*} DO seniors/graduates only

Radiation Oncology Program's Interview Activities

Average Number of Positions, Applications Received, Interview Invitations Sent, and Applicants Interviewed and Ranked

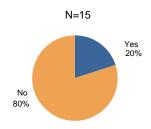


Average Percentage of Applications Rejected and Reviewed



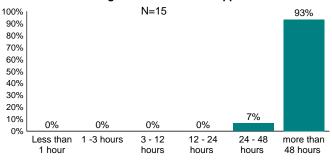
N=13 N=13

Program offered more interview invitations to applicants than interview slots to fill

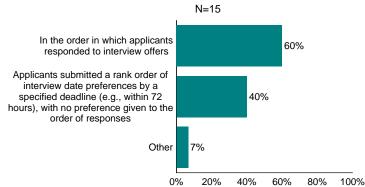


Reasons for "offering more interview invitations to applicants than interview slots to fill" not reported because of low response rate.

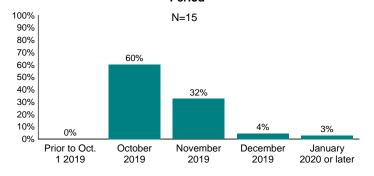
Time given applicants to respond to interview invitations before extending invitations to other applicants



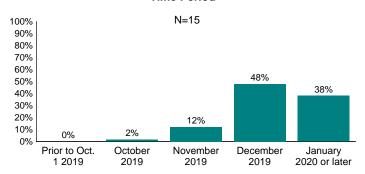
How interviews were scheduled



Percentage of Program's Interviews Extended During Each Time Period

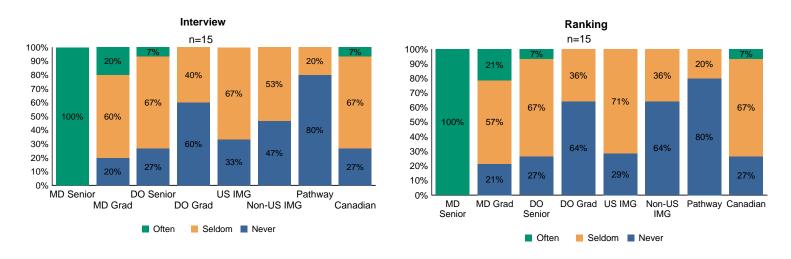


Percentage of Program's Interviews Conducted During Each Time Period

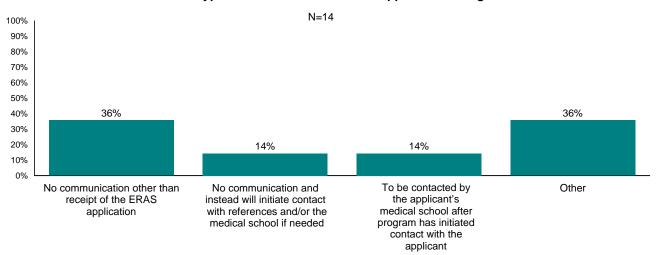


^{*} Data from the NRMP database. All responding programs included

Frequency of Programs Interviewing and Ranking Candidates in the Main Residency Match

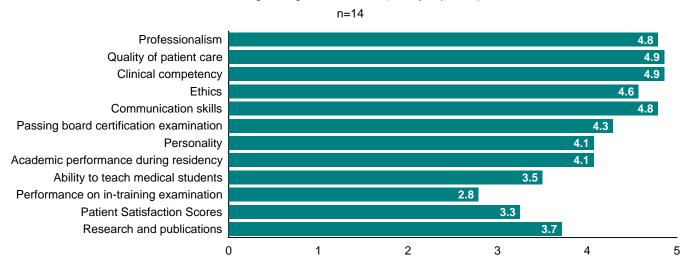


Preferred Type of Communication About Applicants During SOAP



Importance of Factors in Determining Residents' Success in Residency Program

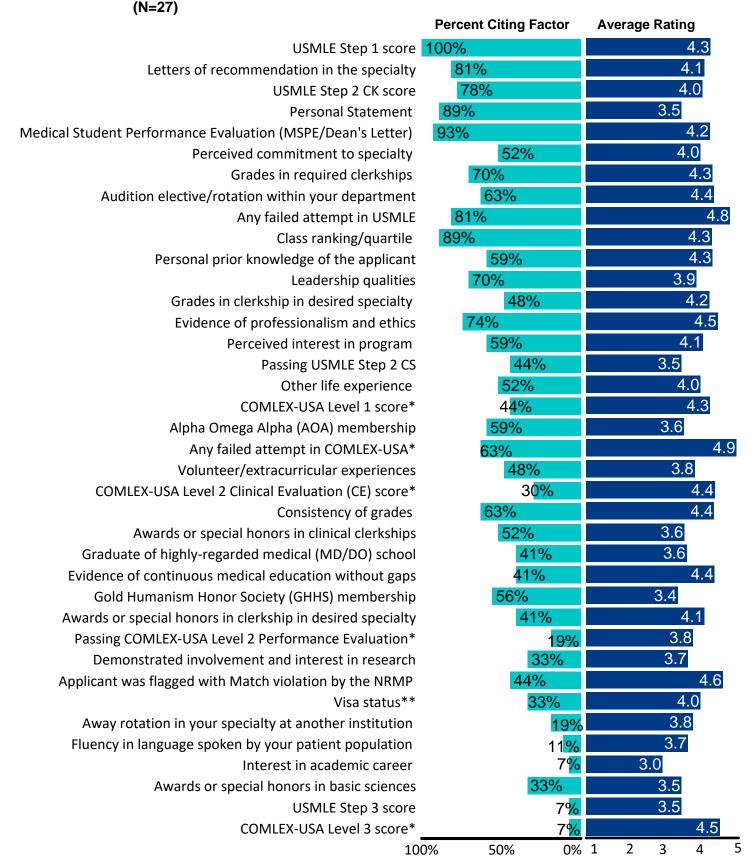
Average rating on a scale of 5 (5=very important)



Radiology (N=36)

Figure RD-1

Radiology-Diagnostic Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Selecting Applicants to Interview



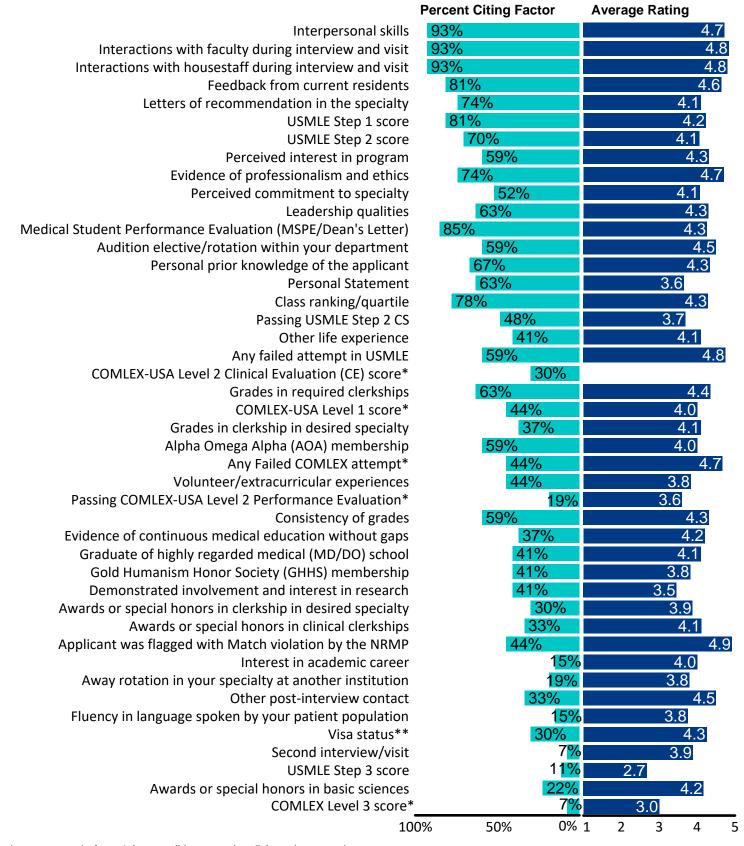
¹ Ratings on a scale from 1 (not at all important) to 5 (very important).

^{*} DO seniors/graduates only.

^{**} International Medical Graduates only.

Figure RD-2

Radiology-Diagnostic Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Ranking Applicants (N=27)



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

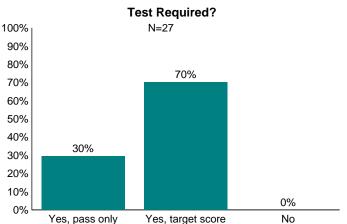
^{*} DO seniors/graduates only.

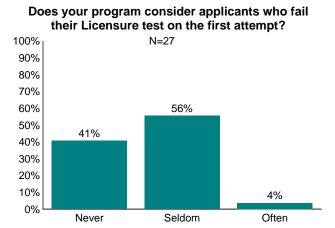
^{**} International Medical Graduates only.

Radiology-Diagnostic

Program Usage of USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

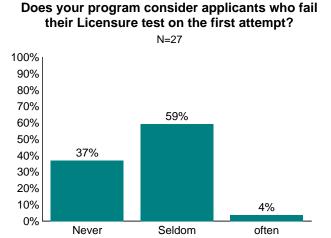
USMLE Step 1 Scores



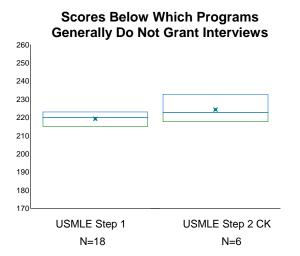


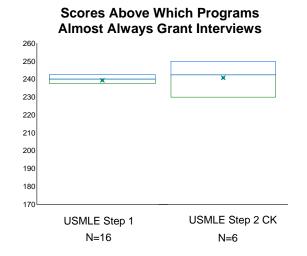
USMLE Step 2 (CK) Scores

Test Required? N=27 100% 90% 80% 70% 60% 52% 50% 40% 26% 30% 22% 20% 10% 0% Yes, pass only Yes, target score No



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



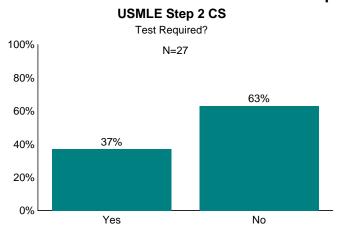


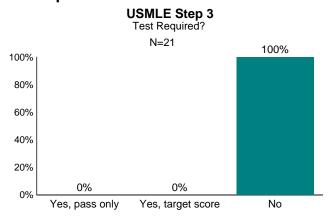
The boxes in the boxplots above represent the interquartile range (IQR), which is the range between the 25th and 75th percentiles, and the line in the box is the median. The x-shaped symbol is the mean.

Radiology-Diagnostic

Program Usage of USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

USMLE Step 2 CS and Step 3 Scores



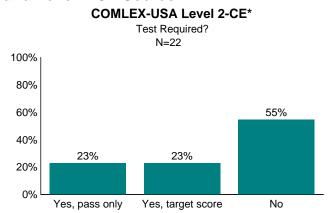


COMLEX-USA Level 1 and Level 2-CE Scores

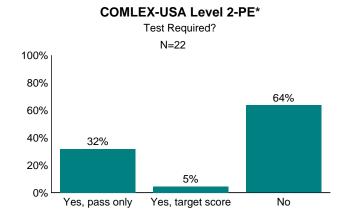
COMLEX-USA Level 1*
Test Required?
N=22

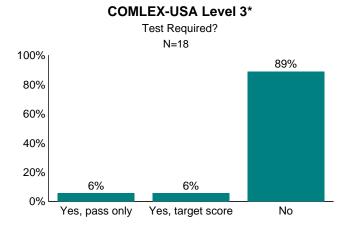
100%
80%
60%
40%
32%
32%
36%

Yes, pass only Yes, target score No



COMLEX-USA Level 2-PE and Level 3 Scores

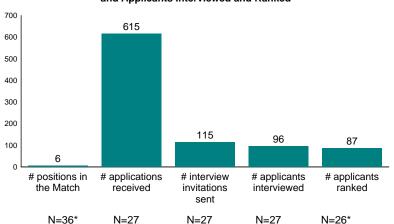




^{*} DO seniors/graduates only

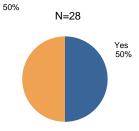
Radiology-Diagnostic Program's Interview Activities

Average Number of Positions, Applications Received, Interview Invitations Sent, and Applicants Interviewed and Ranked

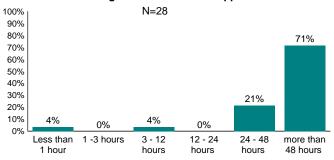


* Data from the NRMP database. All responding programs included

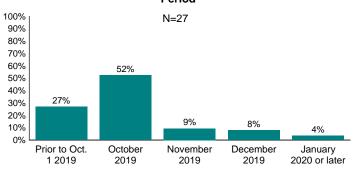
Program offered more interview invitations to applicants than interview slots to fill



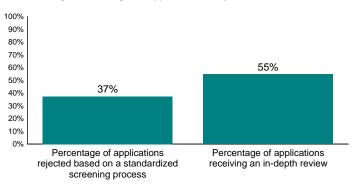
Time given applicants to respond to interview invitations before extending invitations to other applicants



Percentage of Program's Interviews Extended During Each Time Period



Average Percentage of Applications Rejected and Reviewed



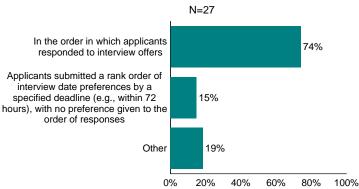
Reason for offering more interview invitations to applicants than

N=26

N=26

interview slots to fill N=14 I wanted to ensure we had an adequate number of alternate candidates in the 86% event other applicants cancelled at the last minute I wanted to ensure all interview spots filled in a timely manner I worried I would not fill all my interview 36% Other 29% 0% 20% 40% 60% 80% 100%

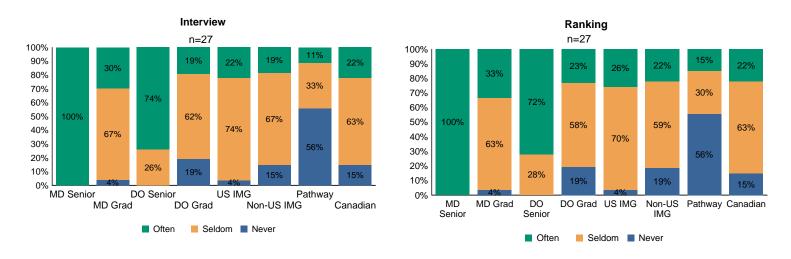
How interviews were scheduled



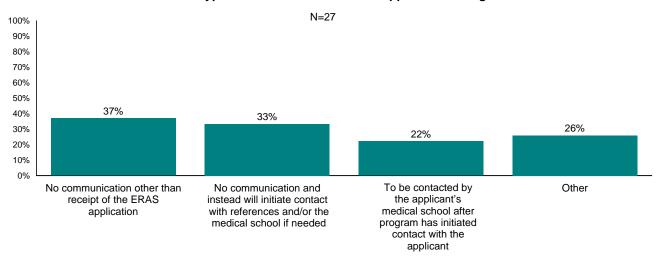
Percentage of Program's Interviews Conducted During Each Time Period



Frequency of Programs Interviewing and Ranking Candidates in the Main Residency Match

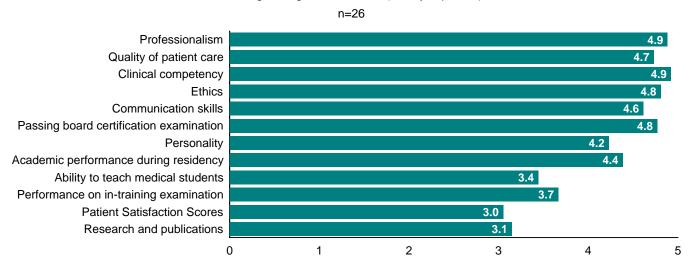


Preferred Type of Communication About Applicants During SOAP



Importance of Factors in Determining Residents' Success in Residency Program

Average rating on a scale of 5 (5=very important)



Surgery (N=70)

Figure GS-1

Surgery Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Selecting Applicants to Interview (N=42)

(14-42)		
	Percent Citing Factor	Average Rating
USMLE Step 1 score	90%	4.3
Letters of recommendation in the specialty	88%	4.2
USMLE Step 2 CK score	86%	4.3
Personal Statement	81%	4.0
Medical Student Performance Evaluation (MSPE/Dean's Letter)	60%	3.9
Perceived commitment to specialty	67%	4.5
Grades in required clerkships	67%	4.2
Audition elective/rotation within your department	60%	4.1
Any failed attempt in USMLE	45%	4.9
Class ranking/quartile	62%	4.3
Personal prior knowledge of the applicant	67%	4.2
Leadership qualities	69%	4.4
Grades in clerkship in desired specialty	71%	4.3
Evidence of professionalism and ethics	69%	4.5
Perceived interest in program	60%	4.6
Passing USMLE Step 2 CS	45%	4.3
Other life experience	69%	4.0
COMLEX-USA Level 1 score*	45%	4.2
Alpha Omega Alpha (AOA) membership	52%	4.2
Any failed attempt in COMLEX-USA*	33%	4.9
Volunteer/extracurricular experiences	43%	3.9
COMLEX-USA Level 2 Clinical Evaluation (CE) score*	38%	4.6
Consistency of grades	50%	4.3
Awards or special honors in clinical clerkships	52%	3.6
Graduate of highly-regarded medical (MD/DO) school	48%	3.6
Evidence of continuous medical education without gaps	43%	4.1
Gold Humanism Honor Society (GHHS) membership	40%	4.0
Awards or special honors in clerkship in desired specialty	40%	4.2
Passing COMLEX-USA Level 2 Performance Evaluation*	19%	4.4
Demonstrated involvement and interest in research	38%	3.8
Applicant was flagged with Match violation by the NRMP	29%	4.7
Visa status**	29%	4.2
Away rotation in your specialty at another institution	10 <mark>%</mark>	3.5
Fluency in language spoken by your patient population	12 <mark>%</mark>	4.0
Interest in academic career	14%	4.0
Awards or special honors in basic sciences	19%	3.9
USMLE Step 3 score	10%	4.3
COMLEX-USA Level 3 score*	7%	4.3
100	% 50% 0%	1 2 3 4 5

¹ Ratings on a scale from 1 (not at all important) to 5 (very important). * DO seniors/graduates only.

^{**} International Medical Graduates only.

Figure GS-2

Surgery Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Ranking Applicants (N=42)

	Percent Citing Factor	Average Rating
Interpersonal skills	95%	4.8
Interactions with faculty during interview and visit	95%	4.9
Interactions with housestaff during interview and visit	83%	4.8
Feedback from current residents	88%	4.8
Letters of recommendation in the specialty	71%	4.0
USMLE Step 1 score	78%	4.2
USMLE Step 2 score	71%	4.3
Perceived interest in program	73%	4.6
Evidence of professionalism and ethics	59%	4.8
Perceived commitment to specialty	56%	4.7
Leadership qualities	66%	4.5
Medical Student Performance Evaluation (MSPE/Dean's Letter)	27%	3.8
Audition elective/rotation within your department	51%	4.4
Personal prior knowledge of the applicant	51%	4.5
Personal Statement	59%	4.0
Class ranking/quartile	44%	4.2
Passing USMLE Step 2 CS	32%	4.2
Other life experience	59%	4.2
Any failed attempt in USMLE	37%	4.7
COMLEX-USA Level 2 Clinical Evaluation (CE) score*	27%	
Grades in required clerkships	44%	3.8
COMLEX-USA Level 1 score*	32%	4.2
Grades in clerkship in desired specialty	39%	4.1
Alpha Omega Alpha (AOA) membership	41%	4.0
Any Failed COMLEX attempt*	20%	
Volunteer/extracurricular experiences	34%	3.9
Passing COMLEX-USA Level 2 Performance Evaluation*	15%	
Consistency of grades	34%	3.8
Evidence of continuous medical education without gaps	24%	4.2
Graduate of highly regarded medical (MD/DO) school	29%	3.4
Gold Humanism Honor Society (GHHS) membership	32%	3.8
Demonstrated involvement and interest in research	34%	3.9
Awards or special honors in clerkship in desired specialty	22%	-
Awards or special honors in clinical clerkships	32%	4.0
Applicant was flagged with Match violation by the NRMP	12%	
Interest in academic career	22%	
Away rotation in your specialty at another institution	10%	<u> </u>
Other post-interview contact	20%	-
Fluency in language spoken by your patient population	7%	
Visa status**	15%	
Second interview/visit	10%	
USMLE Step 3 score	10%	
Awards or special honors in basic sciences	7 <mark>%</mark>	
COMLEX Level 3 score*		
10	0% 50% 0%	1 2 3 4 5

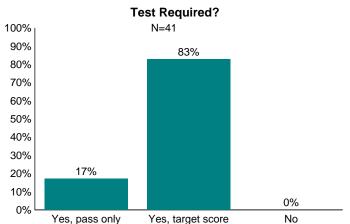
¹ Ratings on a scale from 1 (not at all important) to 5 (very important). * DO seniors/graduates only.

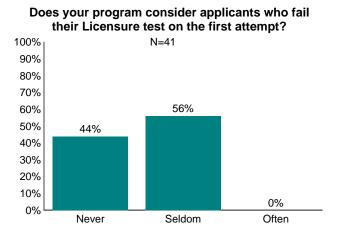
^{**} International Medical Graduates only.

Surgery

Program Usage of USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

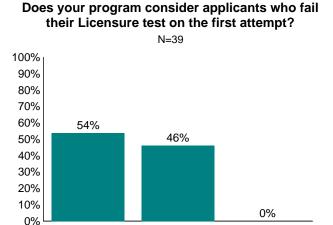
USMLE Step 1 Scores





USMLE Step 2 (CK) Scores

Test Required? N=41 100% 90% 80% 71% 70% 60% 50% 40% 30% 17% 20% 12% 10% 0% Yes, pass only Yes, target score No

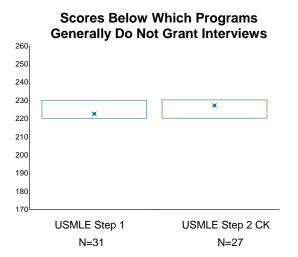


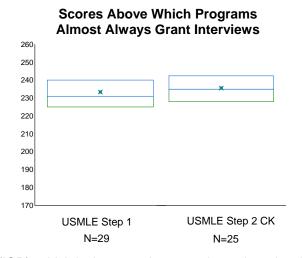
Seldom

often

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

Never





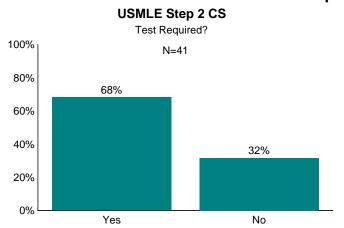
The boxes in the boxplots above represent the interquartile range (IQR), which is the range between the 25th and 75th percentiles, and the line in the box is the median. The x-shaped symbol is the mean.

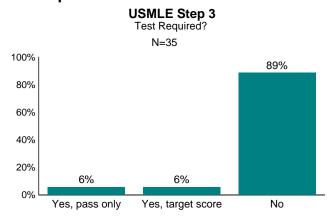
Figure GS-4

Surgery

Program Usage of USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

USMLE Step 2 CS and Step 3 Scores

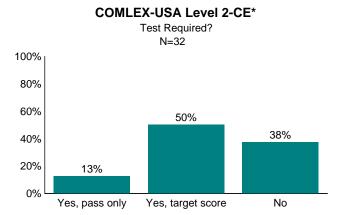




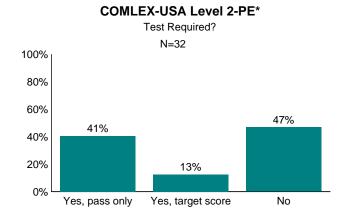
COMLEX-USA Level 1 and Level 2-CE Scores

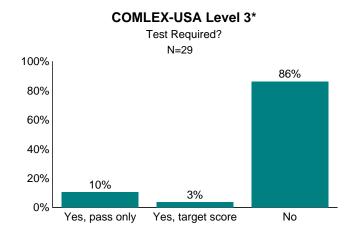
COMLEX-USA Level 1*
Test Required?
N=32

100%
80%
60%
40%
28%
22%
Yes, pass only Yes, target score No



COMLEX-USA Level 2-PE and Level 3 Scores

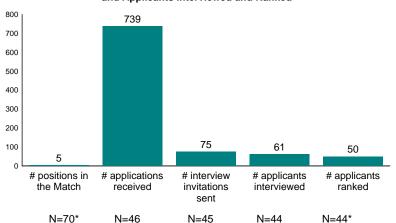




^{*} DO seniors/graduates only

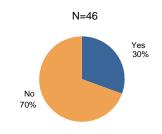
Surgery Program's Interview Activities

Average Number of Positions, Applications Received, Interview Invitations Sent, and Applicants Interviewed and Ranked

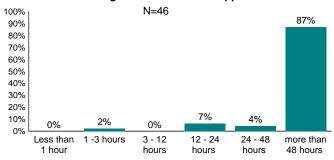


* Data from the NRMP database. All responding programs included

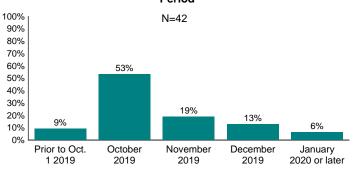
Program offered more interview invitations to applicants than interview slots to fill



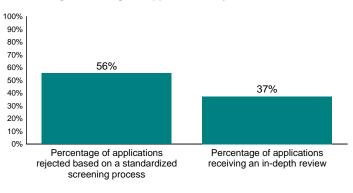
Time given applicants to respond to interview invitations before extending invitations to other applicants



Percentage of Program's Interviews Extended During Each Time Period

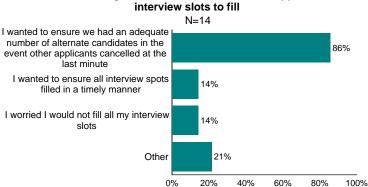


Average Percentage of Applications Rejected and Reviewed

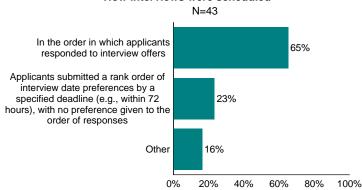


Reason for offering more interview invitations to applicants than

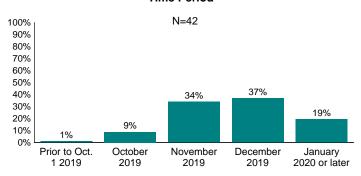
N = 44



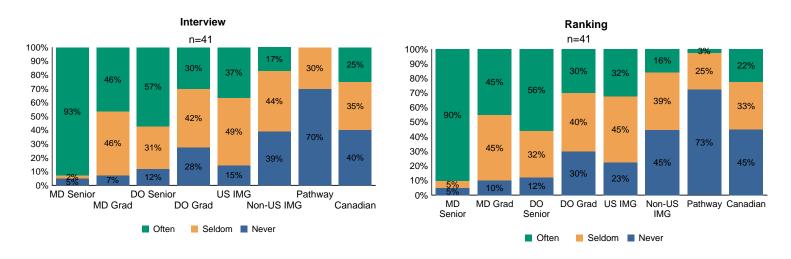
How interviews were scheduled



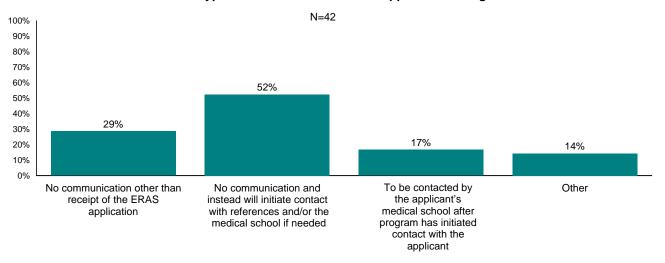
Percentage of Program's Interviews Conducted During Each Time Period



Frequency of Programs Interviewing and Ranking Candidates in the Main Residency Match

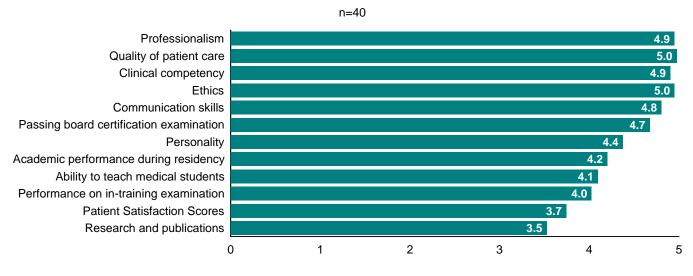


Preferred Type of Communication About Applicants During SOAP



Importance of Factors in Determining Residents' Success in Residency Program

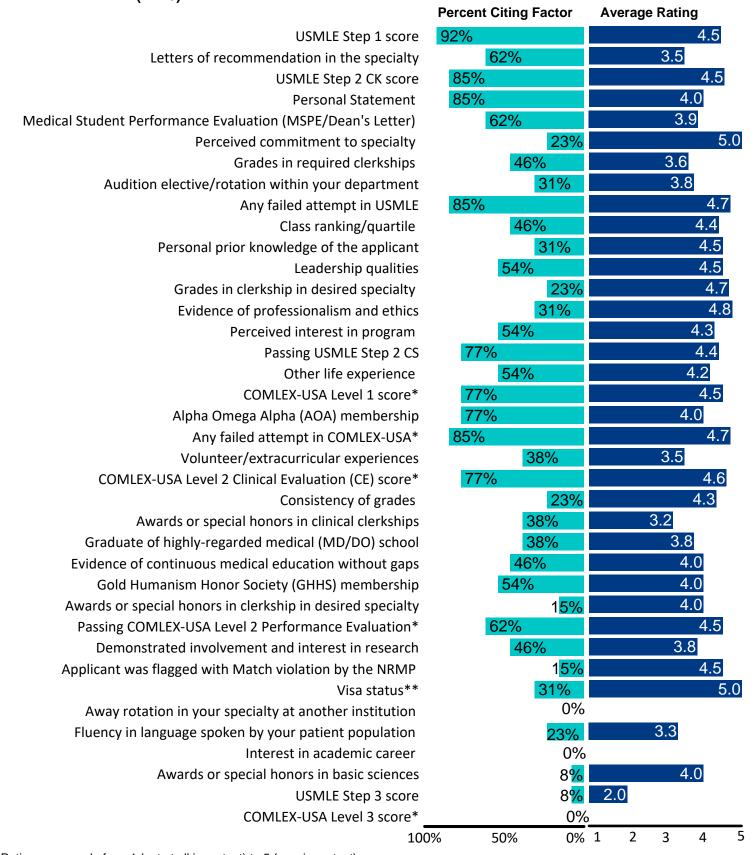
Average rating on a scale of 5 (5=very important)



Transitional Year

Figure TY-1

Transitional Year Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Selecting Applicants to Interview (N=13)



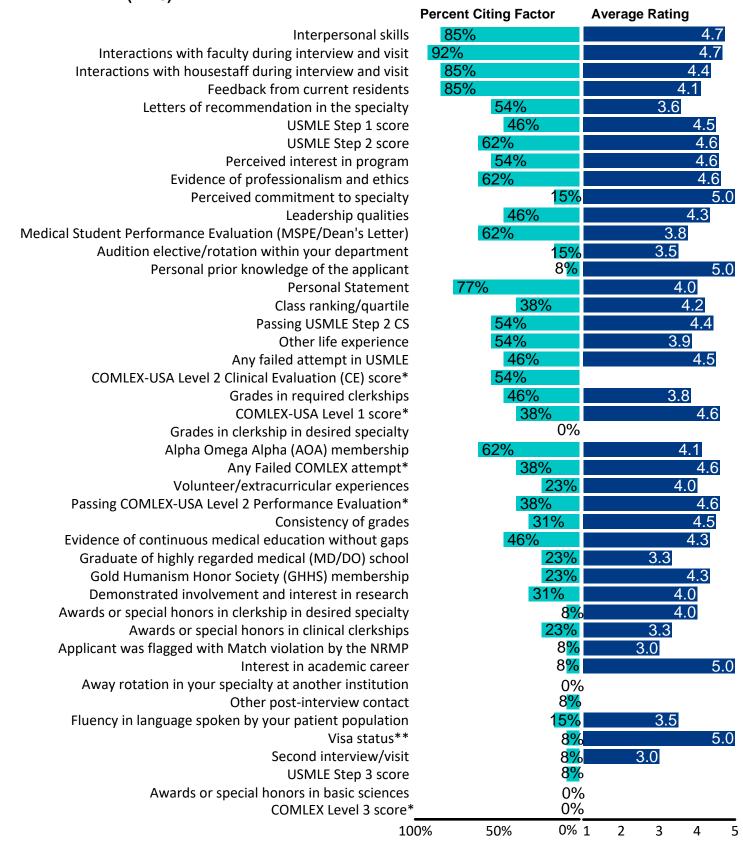
¹ Ratings on a scale from 1 (not at all important) to 5 (very important).

^{*} DO seniors/graduates only.

^{**} International Medical Graduates only.

Figure TY-2

Transitional Year Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Ranking Applicants (N=13)



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

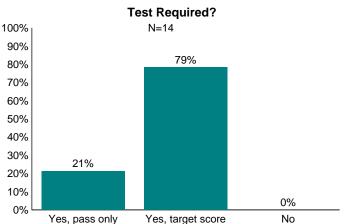
^{*} DO seniors/graduates only.

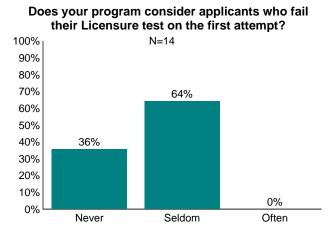
^{**} International Medical Graduates only.

Transitional Year

Program Usage of USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

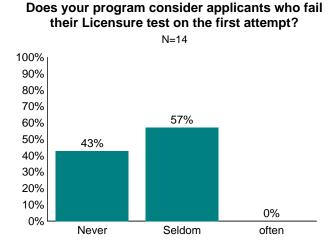
USMLE Step 1 Scores



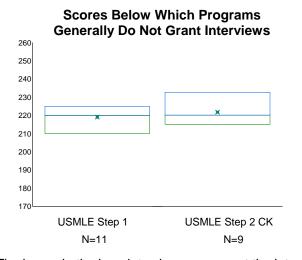


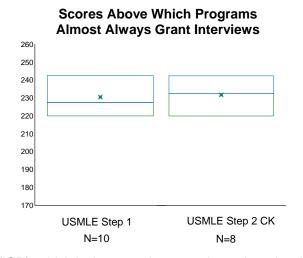
USMLE Step 2 (CK) Scores

Test Required? N=14 100% 90% 80% 70% 64% 60% 50% 40% 30% 21% 20% 14% 10% 0% Yes, pass only Yes, target score No



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





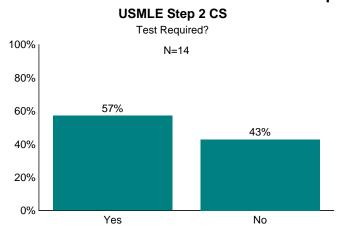
The boxes in the boxplots above represent the interquartile range (IQR), which is the range between the 25th and 75th percentiles, and the line in the box is the median. The x-shaped symbol is the mean.

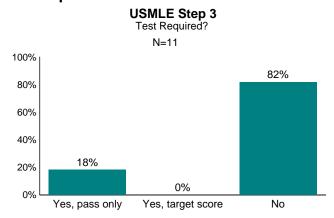
Figure TY-4

Transitional Year

Program Usage of USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

USMLE Step 2 CS and Step 3 Scores

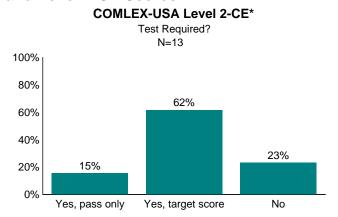




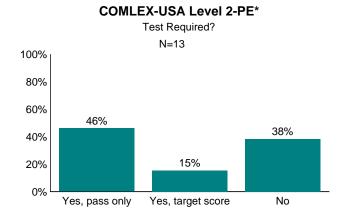
COMLEX-USA Level 1 and Level 2-CE Scores

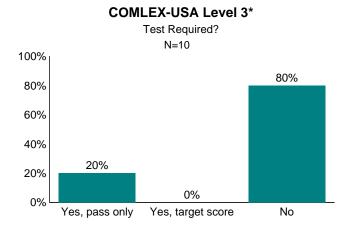
COMLEX-USA Level 1*
Test Required?
N=13

100%
80%
60%
40%
20%
15%
Yes, pass only Yes, target score No



COMLEX-USA Level 2-PE and Level 3 Scores

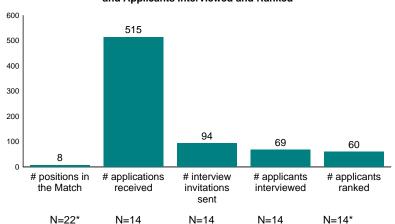




^{*} DO seniors/graduates only

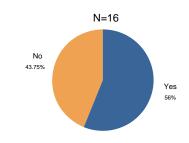
Transitional Year Program's Interview Activities

Average Number of Positions, Applications Received, Interview Invitations Sent, and Applicants Interviewed and Ranked

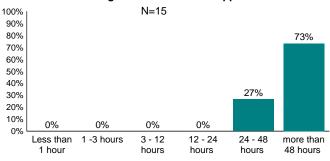


* Data from the NRMP database. All responding programs included

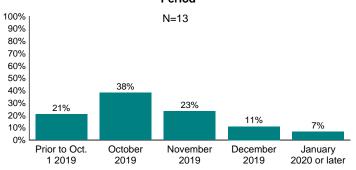
Program offered more interview invitations to applicants than interview slots to fill



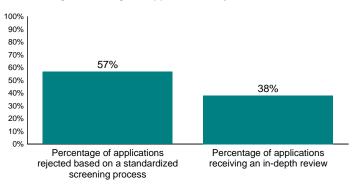
Time given applicants to respond to interview invitations before extending invitations to other applicants



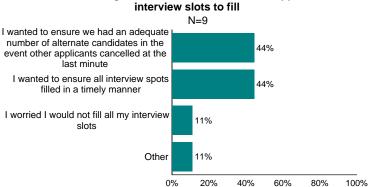
Percentage of Program's Interviews Extended During Each Time Period



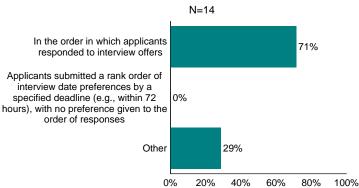
Average Percentage of Applications Rejected and Reviewed



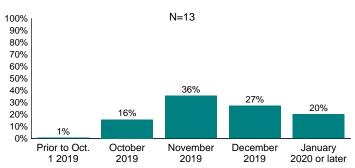
N=14 N=14
Reason for offering more interview invitations to applicants than



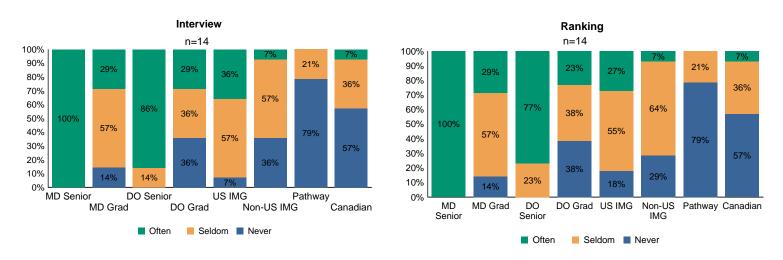
How interviews were scheduled



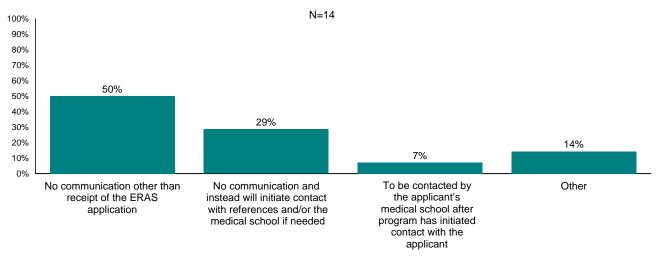
Percentage of Program's Interviews Conducted During Each Time Period



Frequency of Programs Interviewing and Ranking Candidates in the Main Residency Match

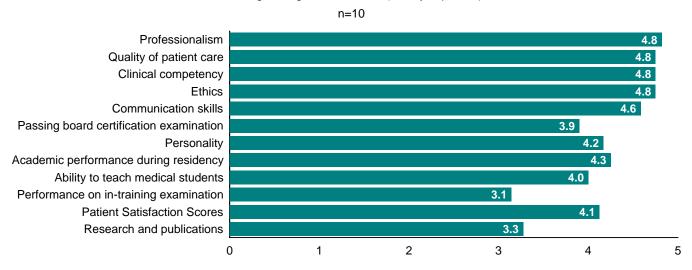


Preferred Type of Communication About Applicants During SOAP



Importance of Factors in Determining Residents' Success in Residency Program

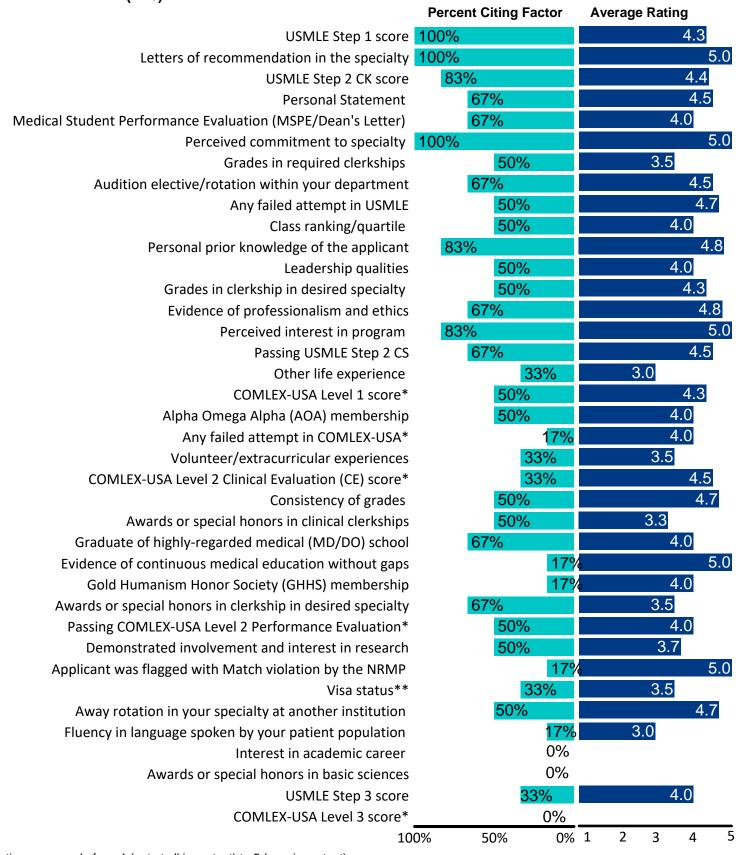
Average rating on a scale of 5 (5=very important)



Vascular Surgery

Figure VS-1

Vascular Surgery Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Selecting Applicants to Interview (N=6)



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

^{*} DO seniors/graduates only.

^{**} International Medical Graduates only.

Figure VS-2

Vascular Surgery Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each **Factor in Ranking Applicants** (N=6)

(11-5)	Percent Citing Factor	Average Rating
1		
Interpersonal skills		4.7
Interactions with faculty during interview and visit		5.0
Interactions with housestaff during interview and visit		4.8
Feedback from current residents	67%	4.8
Letters of recommendation in the specialty	100%	4.7
USMLE Step 1 score	67%	4.5
USMLE Step 2 score	83%	4.2
Perceived interest in program	83%	5.0
Evidence of professionalism and ethics	50%	5.0
Perceived commitment to specialty		4.8
Leadership qualities	33%	4.5
Medical Student Performance Evaluation (MSPE/Dean's Letter)	33%	4.0
Audition elective/rotation within your department	83%	4.4
Personal prior knowledge of the applicant	83%	4.6
Personal Statement	50%	4.0
Class ranking/quartile	50%	4.0
Passing USMLE Step 2 CS	50%	4.7
Other life experience	17%	4.0
Any failed attempt in USMLE	33%	4.5
COMLEX-USA Level 2 Clinical Evaluation (CE) score*	33%	
Grades in required clerkships	0%	
COMLEX-USA Level 1 score*	33%	4.5
Grades in clerkship in desired specialty	33%	4.0
Alpha Omega Alpha (AOA) membership	33%	4.5
Any Failed COMLEX attempt*	17%	4.0
Volunteer/extracurricular experiences	17%	4.0
Passing COMLEX-USA Level 2 Performance Evaluation*	33%	4.5
Consistency of grades	33%	4.5
Evidence of continuous medical education without gaps	33%	4.0
Graduate of highly regarded medical (MD/DO) school	33%	4.5
Gold Humanism Honor Society (GHHS) membership	0%	
Demonstrated involvement and interest in research	50%	4.3
Awards or special honors in clerkship in desired specialty	33%	4.0
Awards or special honors in clinical clerkships	17%	
Applicant was flagged with Match violation by the NRMP	33%	4.5
Interest in academic career	17%	
Away rotation in your specialty at another institution	33%	4.0
Other post-interview contact	33%	5.0
Fluency in language spoken by your patient population	17%	
Visa status**	17%	
Second interview/visit	17%	
USMLE Step 3 score	0%	
Awards or special honors in basic sciences	0%	
COMLEX Level 3 score*		
10	0% 50% 0%	1 2 3 4 5

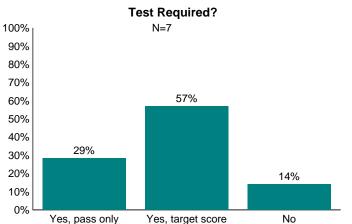
¹ Ratings on a scale from 1 (not at all important) to 5 (very important). * DO seniors/graduates only.

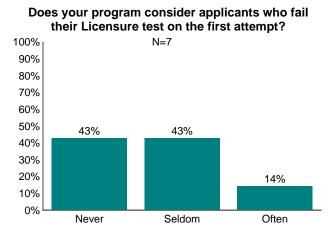
^{**} International Medical Graduates only.

Vascular Surgery

Program Usage of USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

USMLE Step 1 Scores

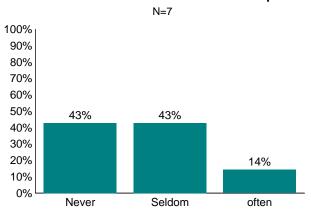




USMLE Step 2 (CK) Scores

Test Required? N=7 100% 90% 80% 70% 60% 50% 43% 43% 40% 30% 20% 14% 10% 0% Yes, pass only Yes, target score No

Does your program consider applicants who fail their Licensure test on the first attempt?



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

Scores Below Which Programs Generally Do Not Grant Interviews Scores Above Which Programs Almost Always Grant Interviews

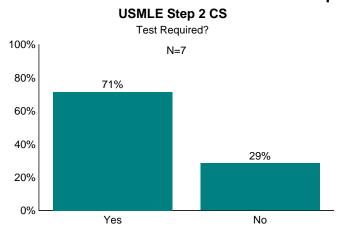
USMLE Step 1 not reported because of low response rate USMLE Step 2 CK not reported because of low response rate USMLE Step 1 not reported because of low response rate USMLE Step 2 CK not reported because of low response rate

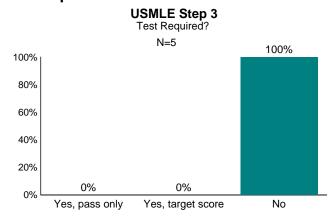
The boxes in the boxplots above represent the interquartile range (IQR), which is the range between the 25th and 75th percentiles, and the line in the box is the median. The x-shaped symbol is the mean.

Vascular Surgery

Program Usage of USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

USMLE Step 2 CS and Step 3 Scores

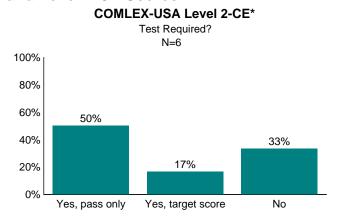




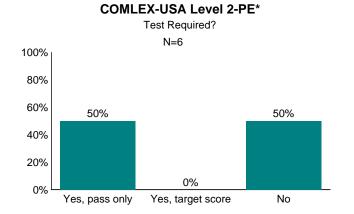
COMLEX-USA Level 1 and Level 2-CE Scores

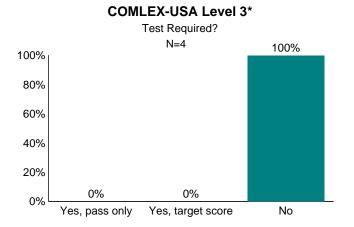
COMLEX-USA Level 1*
Test Required?
N=6

100%
80%
60%
40%
33%
33%
33%
33%
33%
Yes, pass only Yes, target score No



COMLEX-USA Level 2-PE and Level 3 Scores

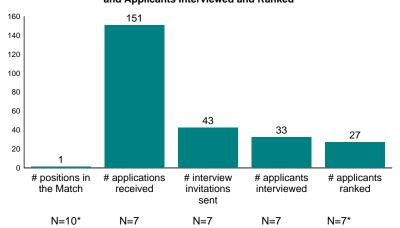




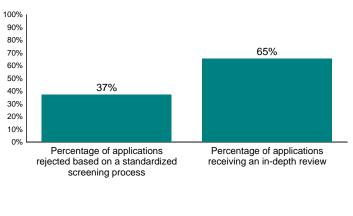
^{*} DO seniors/graduates only

Vascular Surgery Program's Interview Activities

Average Number of Positions, Applications Received, Interview Invitations Sent, and Applicants Interviewed and Ranked

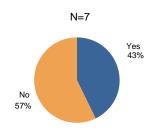


Average Percentage of Applications Rejected and Reviewed



N=7

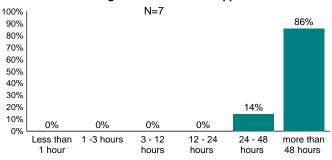
Program offered more interview invitations to applicants than interview slots to fill



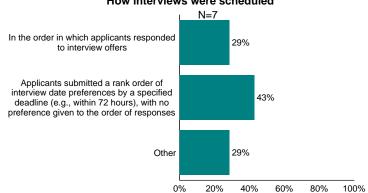
Reasons for "offering more interview invitations to applicants than interview slots to fill" not reported because of low response rate.

N=7

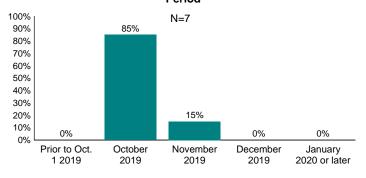
Time given applicants to respond to interview invitations before extending invitations to other applicants



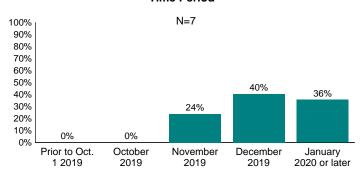
How interviews were scheduled



Percentage of Program's Interviews Extended During Each Time Period

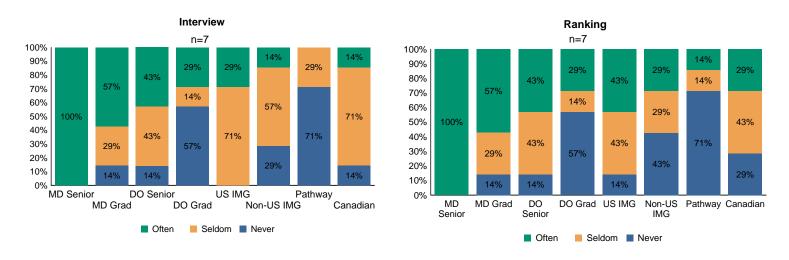


Percentage of Program's Interviews Conducted During Each Time Period

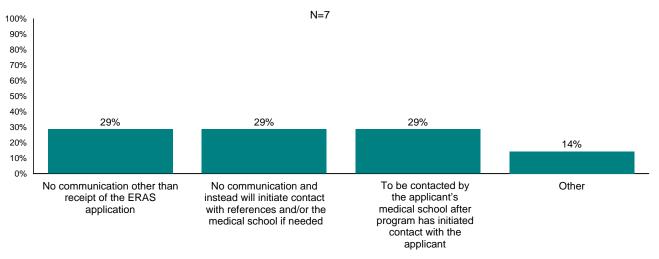


^{*} Data from the NRMP database. All responding programs included

Frequency of Programs Interviewing and Ranking Candidates in the Main Residency Match



Preferred Type of Communication About Applicants During SOAP



Importance of Factors in Determining Residents' Success in Residency Program

Average rating on a scale of 5 (5=very important)

