



Results of the 2022 NRMP Program Director Survey

September 2022 (Revised)

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

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### Introduction

In March 2022, the National Resident Matching Program (NRMP) conducted its survey of directors of all programs participating in the Main Residency Match<sub>®</sub>. The Program Director Survey has historically been a biennial survey conducted by the NRMP in even years (e.g., 2018, 2020) with the primary purpose of characterizing the factors that Program Directors use to (1) select applicants to interview, and (2) rank applicants for the Main Residency Match. However, because of the unprecedented circumstances resulting from the COVID-19 pandemic and the consequent move to virtual recruitment and interviewing for July 2021 residency appointments, the NRMP decided to administer the Program Director Survey in 2021, in part to characterize programs' experiences with virtual recruitment.

With the continuation of the pandemic, which resulted in a second year of virtual recruitment and interviewing for July 2022 residency appointments, the NRMP deemed it important to obtain an additional year of data concerning the virtual recruitment experience. In addition, this year's survey solicited information on programs' practices related to holistic review of applicants, reflecting the increasing role and importance of holistic review in residency recruitment.

The survey was issued to program directors who certified a rank order list as part of the 2022 Main Residency Match. It was fielded during the 11 days between the Rank Order List Certification Deadline and the start of Match Week to prevent match outcomes from influencing respondents' answers. The 2022 survey included the items from the 2021 questionnaire related to the virtual recruitment process, as well as new items related to holistic review.

#### Survey:

The 2022 Program Director Survey solicited information on:

Interview and Ranking Activities

Number of applications received, screened, and reviewed, as well as the number of applicants interviewed and ranked; the frequencyÂvith which programs interviewed and ranked specific applicant groups; and the use of test scores in considering which applicants to interview.

Virtual Recruitment

Approaches used to engage and communicate with potential applicants, potential challenges posed by the virtual environment, and whether programs anticipated conducting part or all of the application or selection processes virtually in the future.

Programs' Practices related to Holistic Review

Models, including the AAMC's <u>Experiences</u>, <u>Attributes</u>, <u>Competencies</u>, and academic or scholarly <u>Metrics</u>, used as frameworks for review; primary reasons for engaging in holistic review; and components considered in programs' holistic review processes, and the importance of those components.

General findings concerning the virtual recruitment experience of programs, including selected, year-over-year (2022 versus 2021) comparisons, for all specialties combined, have been published to the NRMP website in a <u>Research Brief</u>. Herein we expand on the 2022 findings by providing selected specialty-specific results.

As in 2021, some items from prior administrations of the Program Director Survey were deleted for the 2022 administration in order to allow for robust questioning about the virtual experience and holistic review while minimizing respondent burden. Deleted items included questions about:

- Specific target scores on USMLE Step 1 and Step 2 CK exams below which programs generally did not grant interviews and above which they almost always granted interviews;
- Whether programs offered more invitations than interview slots and reasons for that practice;
- Time allowed for applicants to respond to interview invitations;
- Preferred modes of communication with and about applicants during Supplemental Offer and Acceptance Program (SOAP) rounds;
- Factors considered in decisions about which applicants to interview and to rank, and ratings of the importance of each factor; and
- Importance of factors such as professionalism, quality of patient care, clinical competency, and ethics in assessing residents' success during residency.

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

The overall response rate for all specialties combined was 33.1 percent (n=1,507). Specialty-specific response rates for Transitional Year programs and programs in the 22 specialties where 10 or more responses were submitted are presented in the table below. The "All Others" category combines into a single group 20 specialties, including 16 combined programs (e.g., Emergency Medicine/Anesthesiology, Pediatrics/Psychiatry/Child Psychiatry), that submitted fewer than 10 responses. The "All Others" category was only used in analyses for all specialties combined.

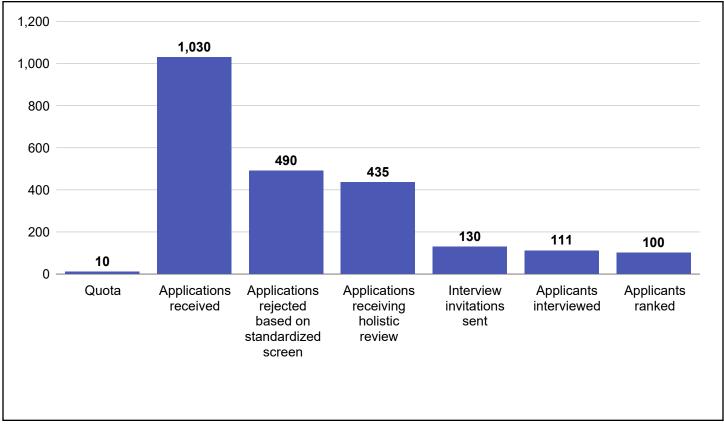
Specialty	Surveys Sent	Number Responding	Response Rate
Anesthesiology	152	65	42.8%
Child Neurology	74	26	35.1%
Dermatology	128	29	22.7%
Emergency Medicine	263	104	39.5%
Family Medicine	648	232	35.8%
Internal Medicine	551	170	30.7%
Internal Medicine-Pediatrics	77	27	35.1%
Interventional Radiology	87	18	20.7%
Neurological Surgery	113	28	24.8%
Neurology	162	52	32.1%
Obstetrics and Gynecology	277	128	46.2%
Orthopaedic Surgery	184	52	28.3%
Otolaryngology	119	39	32.8%
Pathology-Anatomic and Clinical	132	42	31.8%
Pediatrics	191	83	43.5%
Physical Medicine and Rehabilitation	98	28	28.6%
Plastic Surgery (Integrated)	84	17	20.2%
Psychiatry	266	93	35.0%
Radiation Oncology	85	23	27.1%
Radiology-Diagnostic	183	61	33.3%
Surgery-General	318	103	32.4%
Transitional Year	155	38	24.5%
Vascular Surgery	67	11	16.4%
All Others	142	38	26.8%
Total	4556	1507	33.1%

Numbers of responses are presented in most of the graphs. For those graphs reflecting data from multiple survey questions, the largest available N from among the survey questions is listed. Numbers of applicants ranked and positions in the Match are self-reported by respondents.

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

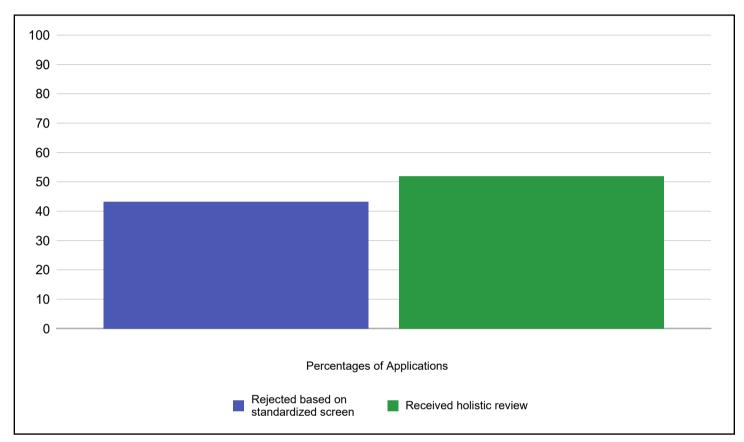
The NRMP's data reporting and research activities are guided by its Data Release and Research Committee. NRMP data and reports can be found at: <u>https://www.nrmp.org/match-data-analytics/</u>.

# All Specialties Combined Total N = 1,507



### Mean Numbers of Applications Received, Interview Invitations, Interviews, and Applicants Ranked, 2022

**Figure PD\_2** All Specialties Summary of Program Interviewing and Ranking Activities (Total N = 1,206)



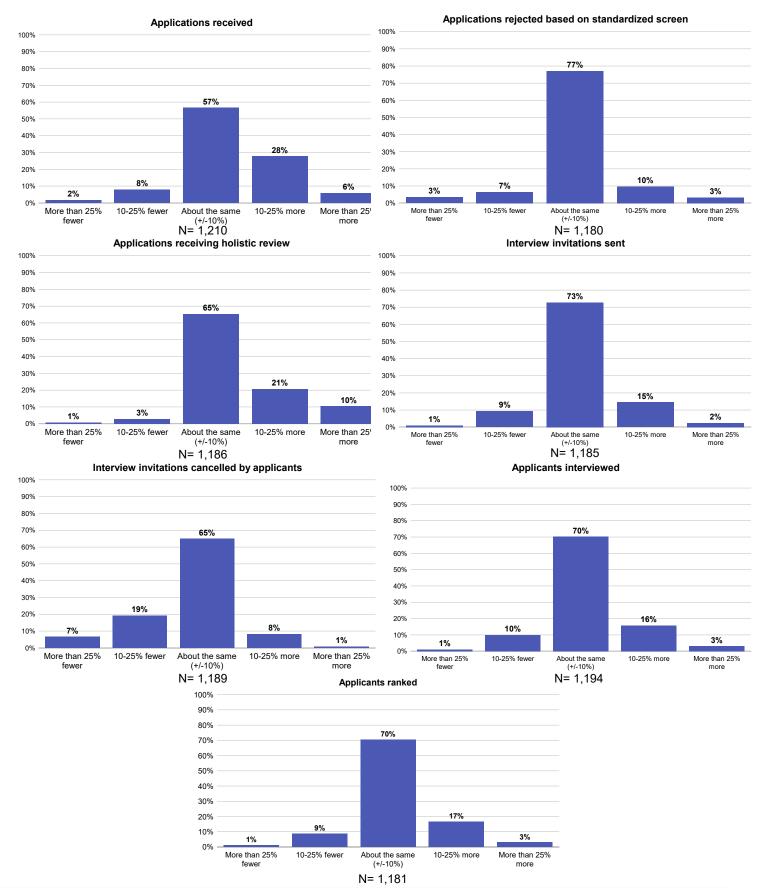
#### Average Percentage of Applications Rejected and Reviewed, 2022

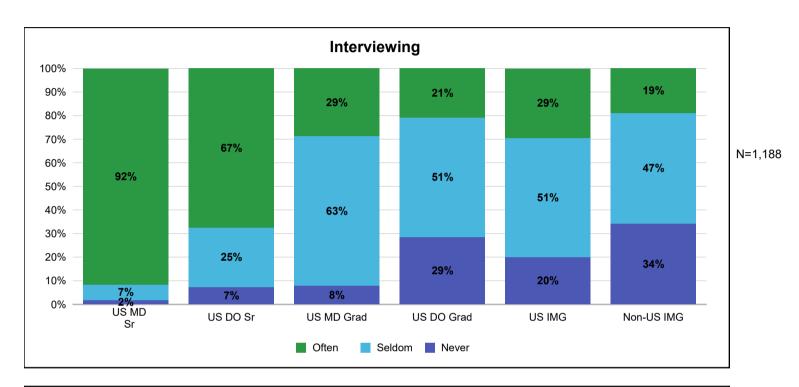
NRMP Program Director Survey Results, 2022

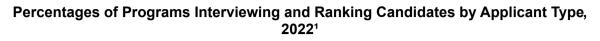
### Figure PD\_3

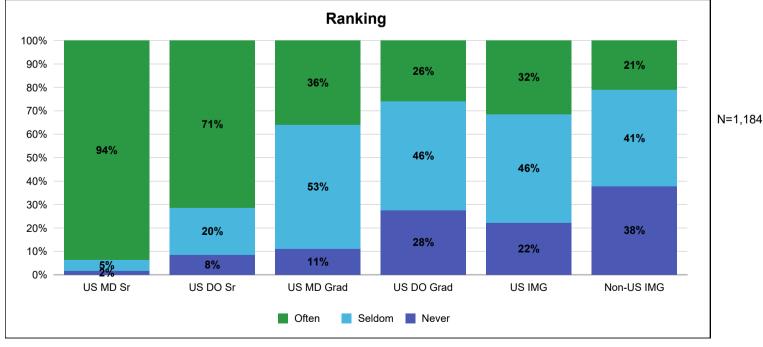
### All Specialties

#### Summary of Program Interviewing and Ranking Activities Compared to 2021



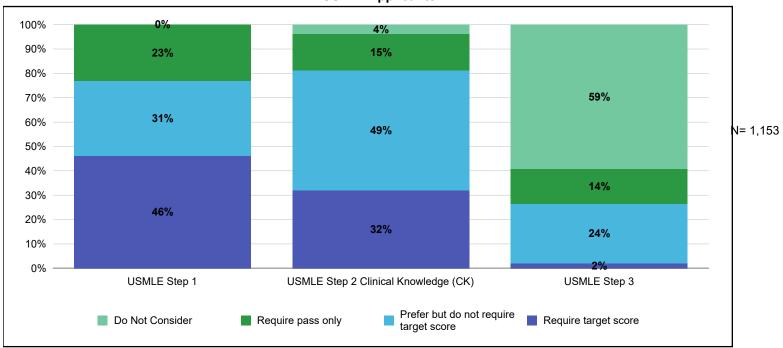






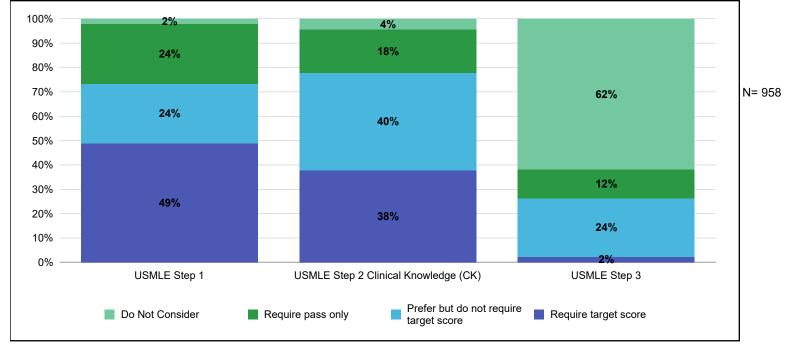
<sup>1</sup>Some percentages may not add to 100 because of rounding.

## Percentages of Programs Using USMLE to Select US MD and IMG Applicants for Interview, 2022<sup>1 2 3</sup>



US MD Applicants

**IMG Applicants** 

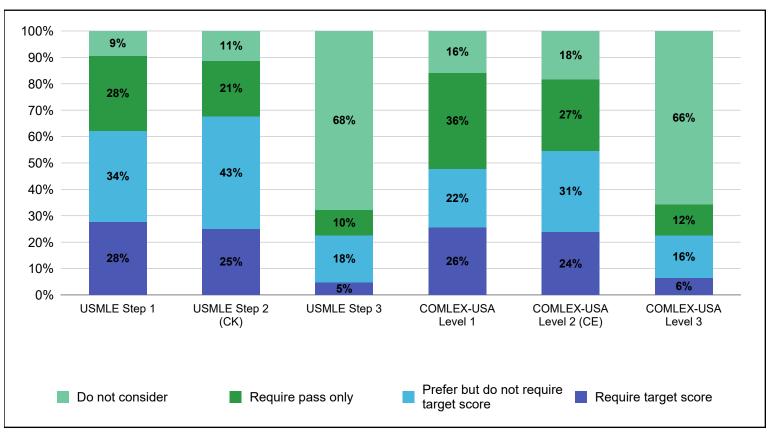


<sup>1</sup>Seniors and graduates are considered together.

<sup>2</sup>Total number of respondents who indicated they "seldom" or "often" consider MD senior and/or graduate, or IMG applicants for interview.

<sup>3</sup>Some percentages may not add to 100 because of rounding.

## Percentages of Programs Using USMLE and COMLEX-USA to Select DO Applicants for Interview, 2022<sup>1 2 3</sup>



**US DO Applicants** 

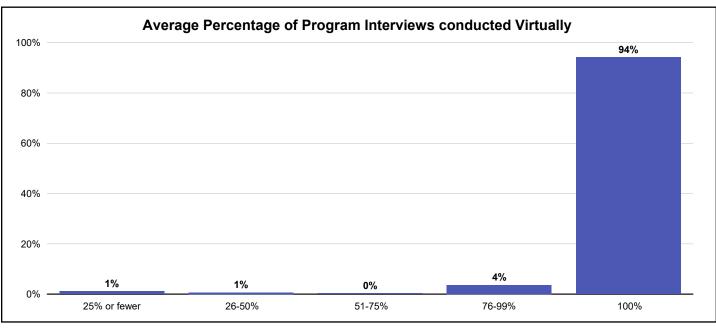
N= 1,095

<sup>1</sup>DO seniors and DO graduates are considered together.

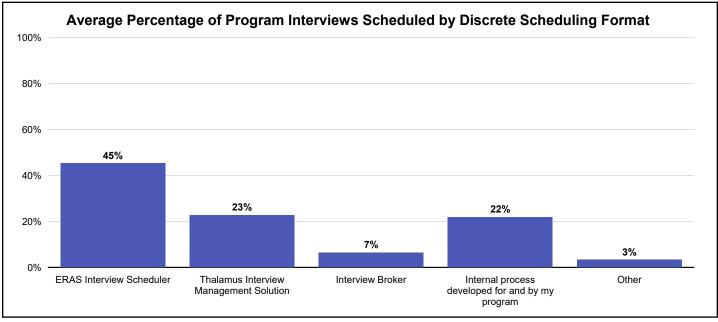
<sup>2</sup>Total number of respondents who indicated they "seldom" or "often" consider DO senior, DO graduate, or both types of applicants for interview.

<sup>3</sup>Some percentages may not add to 100 because of rounding.

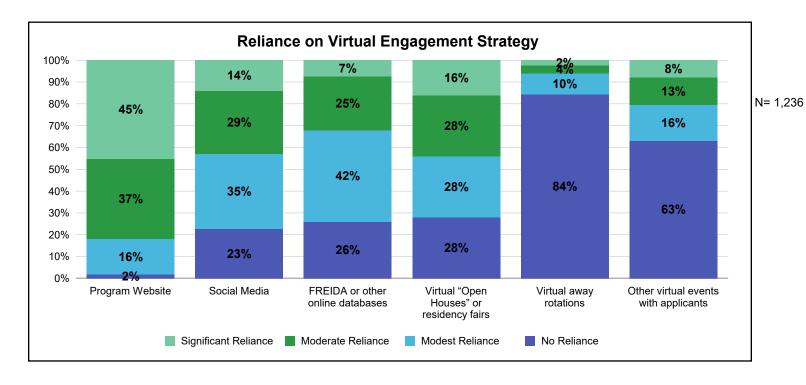
### Impact of Virtual Experience on Applicants Interviewed, 2022



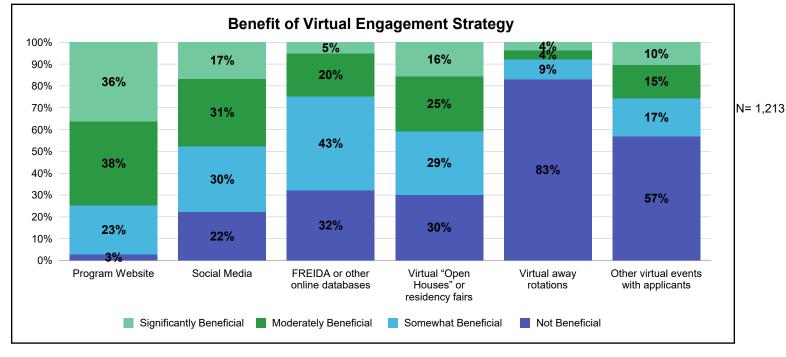
N= 1,230



N= 1,243



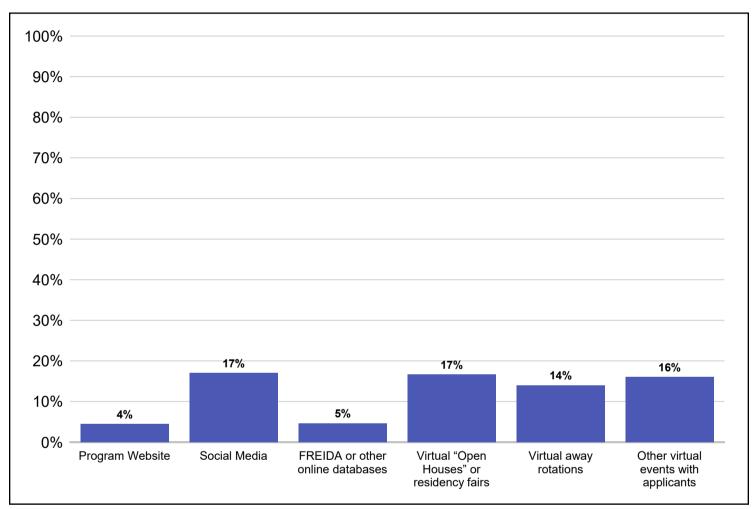
#### Reliance on and Perceived Benefits of Applicant Engagement Strategies, 2022<sup>1</sup>



<sup>1</sup>Some percentages may not add to 100 because of rounding.



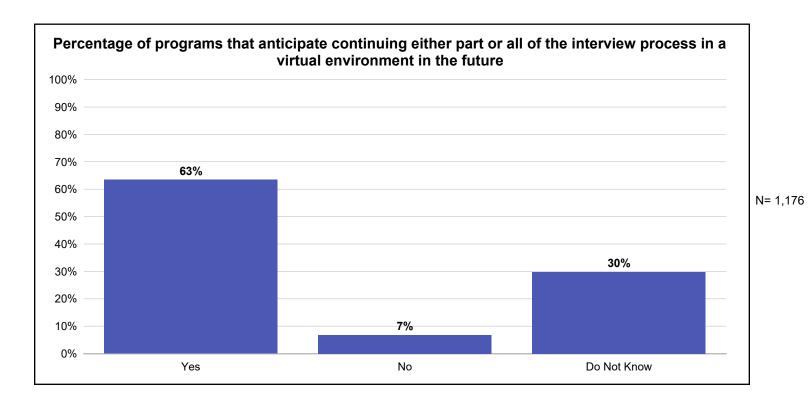
### First Time Reliance on Applicant Engagement Strategies, 2022

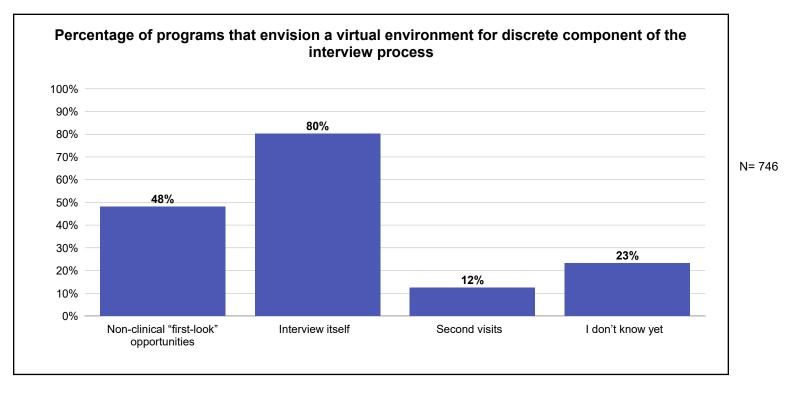


N= 1,223



Intention to Rely on Virtual Recruitment for Future Match Cycles, 2022





## Perceived Advantages/Disadvantages of Virtual Recruitment, 2022<sup>1</sup>

Virtual R	ecruit	tment (	Circu	mstanc	e					
Creating new web-based info materials about program	8%	18	8%		29%		18%		20%	8%
More applications to cull through	10%	1	5%		34%		17	% 1	0%	14%
Fewer applications to cull through	2 <mark>%5%</mark>		3	7%	21/8	0		54%		
Time/ability to research, select online mtg platform	3%	17%			52	2%		8%	5%	13%
Time to create virtual interview agenda/itinerary	4%	23%	6			49%			13%	5% 6%
Time to train staff to use online mtg software	6%		31%			4	17%		7	<mark>% 2%</mark> 7%
Applicants cancelling interviews at last minute	9%		24%			39%		9%	5%	14%
Tech issues during interviews	8%			49%				31%		<mark>3%</mark> % 8%
Ensuring confidentiality of interviews	4%	15%				61%			2% <mark>%</mark>	16%
Assessment of applicant competency	15	5%		24%			50%			3%% 7%
Assessment of applicant interest in and understanding of program		20%			38%			31%		6% <mark>3%2%</mark>
Assessment of applicant interpersonal skills, alignment with interview team	1	18%			42%			29%		6% <mark>3%2%</mark>
Assessment of whether program showcased adequately		23%			42%			24%		6% <mark>3%2%</mark>
Reduced applicant-related hosting expenses	6%		14%		24%			43%		6%
Fewer cancelled interviews	<mark>4%</mark> 8			40%			24%		2%	13%
More efficiency of interview process	2%4%		24%			35%		3	0%	4%
More flexibility for interview dates	2 <mark>%</mark> 2%		37%			27%			6%	6%
More difficulty of scheduling interviews for applicants outside U.S.	<mark>2%</mark> 6%			48%			<mark>63%</mark>	3	8%	
Less difficulty of scheduling interviews for applicants outside U.S.	<mark>28%</mark>		40			15%	10%		31%	
More access to faculty and residents to participate in interview process	4% 8	3%		36%			29%		17%	
Need for more outreach to identify and capture interested applicants	9%		25%			46%	6		7%	<u>3% 10% </u>
	0%		20%		40%	(	60%	80	1%	100%
	0%		20%	dv Nor Disadv		(		80		

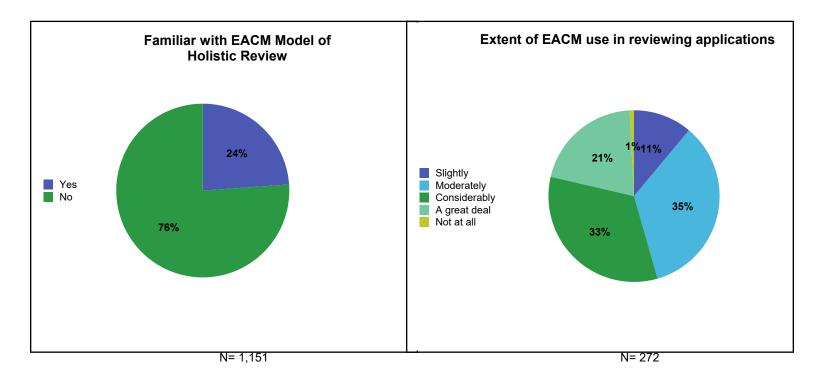
<sup>1</sup>Some percentages may not add to 100 because of rounding.

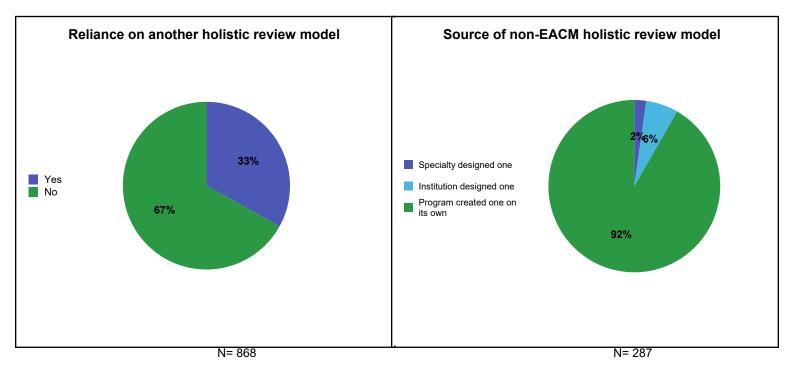
NRMP Program Director Survey Results, 2022

N= 1,159

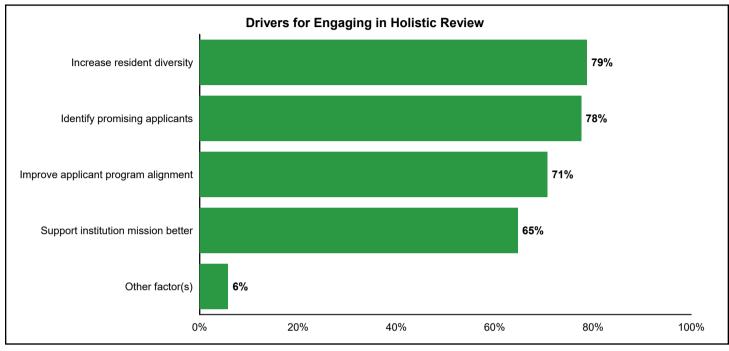


## Familiarity with and Use of the AAMC EACM Model of Holistic Review and Other Holistic Review Models, 2022<sup>1</sup>



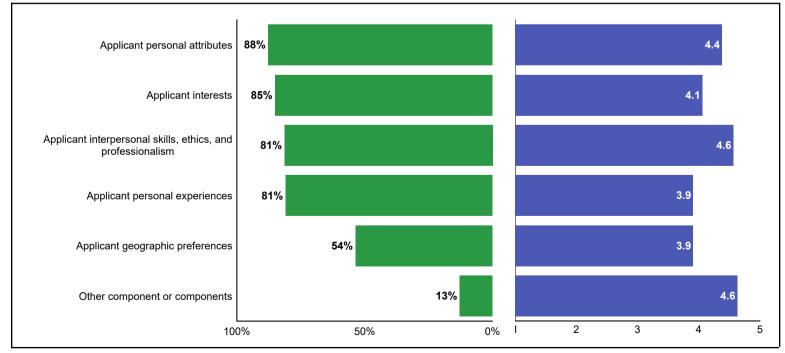


<sup>1</sup>Some percentages may not add to 100 because of rounding.



#### Drivers for Engaging in Holistic Review (For Those Indicating that they Performed Holistic Review), 2022

Percentage of Programs Citing Discrete Factors in Holistic Review and Mean Importance Rating<sup>1</sup> of Said Factors, 2022



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

### Anesthesiology Total N = 65

Figure PD\_AN-1 Anesthesiology Summary of Program Interviewing and Ranking Activities (Total N = 54 )

## Mean Numbers of Applications Received, Interview Invitations, Interviews, and Applicants Ranked, 2022

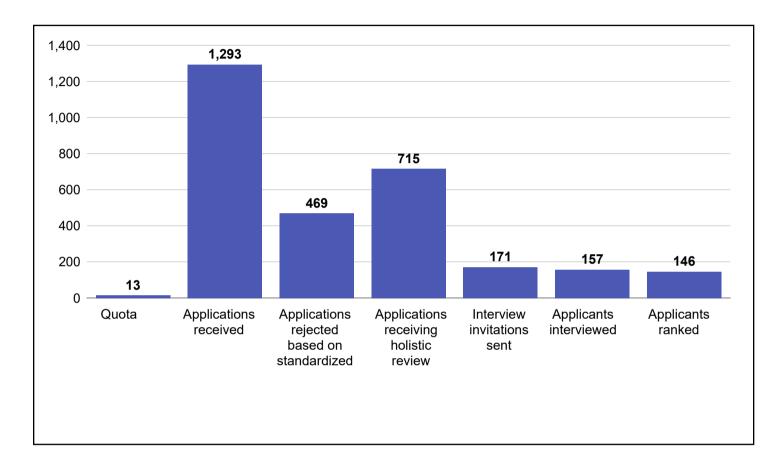
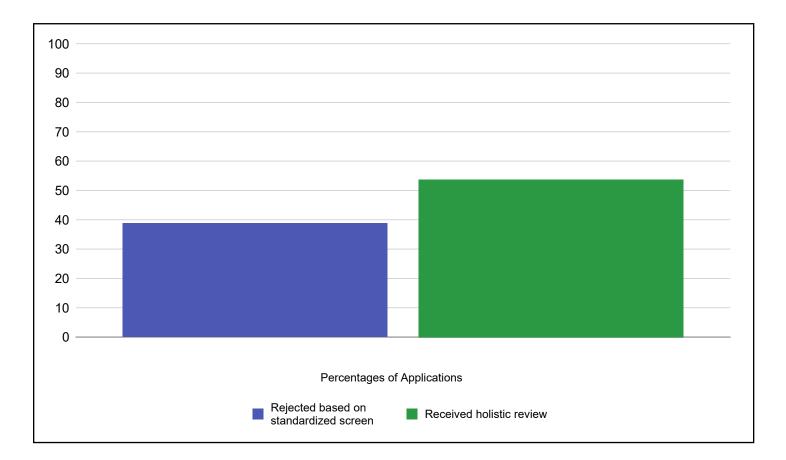


Figure PD\_AN-2 Anesthesiology Summary of Program Interviewing and Ranking Activities (Total N = 49)

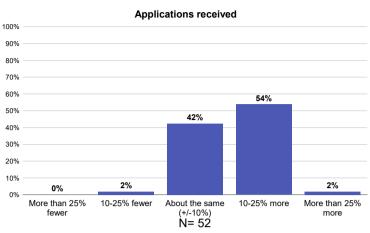


Average Percentage of Applications Rejected and Reviewed, 2022

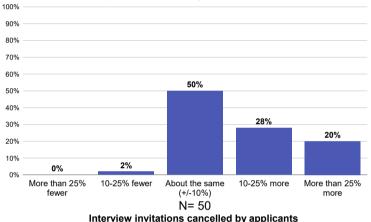
### Figure PD\_AN-3

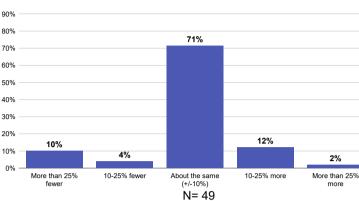
#### Anesthesiology

#### Summary of Program Interviewing and Ranking Activities Compared to 2021



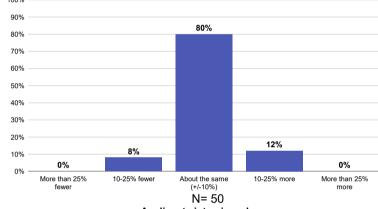




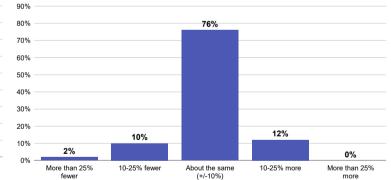


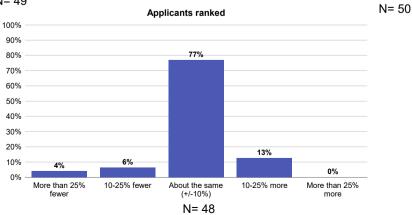
Applications rejected based on standardized screen

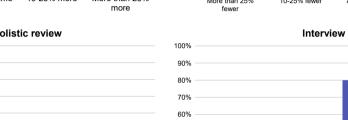
Interview invitations sent



Applicants interviewed





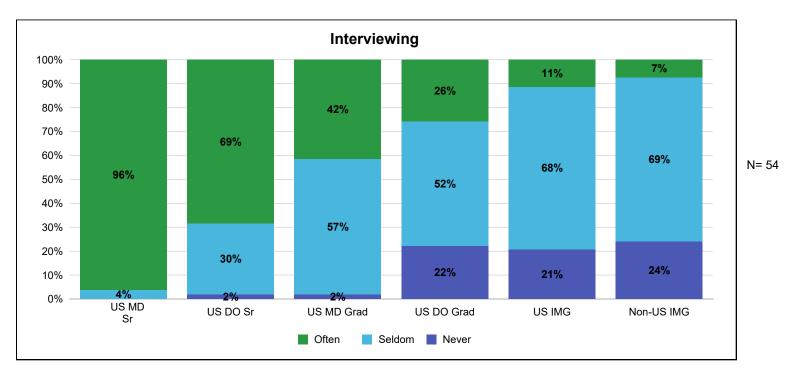


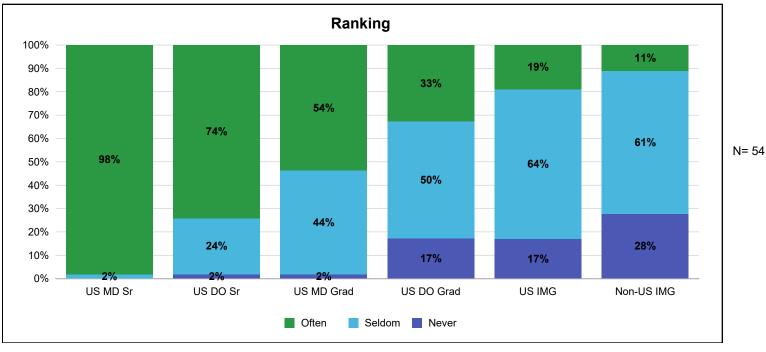
100%

Interview invitations cancelled by applicants 100% 100% 90% 80% 67% 70% 60% 50% 40% 30% 22% 20% 10% 10% 0% 0% 0% More than 25% 10-25% fewer More than 25% About the same 10-25% more fewer (+/-10%) more N= 49

### **Figure PD\_AN-4** Anesthesiology Summary of Program Interviewing and Ranking Activities





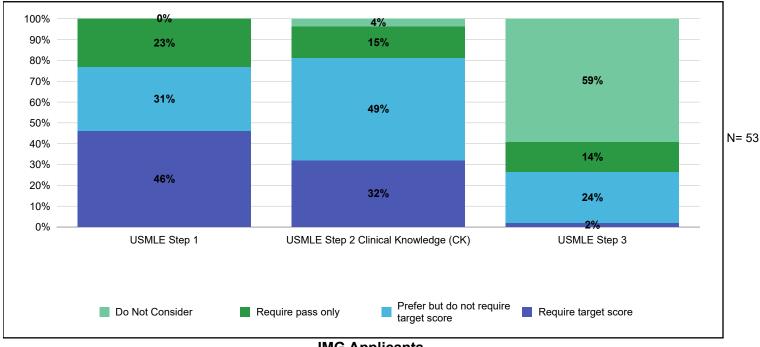


<sup>1</sup>Some percentages may not add to 100 because of rounding.

### Figure PD\_AN-5

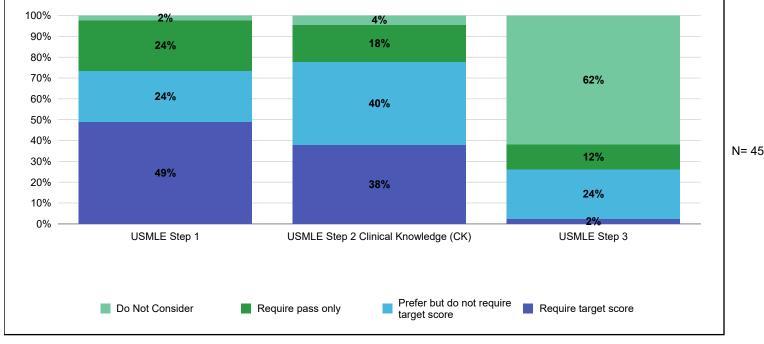
### Anesthesiology Use of Standardized Licensure Exams to Select Applicants for Interview

## Percentages of Programs Using USMLE to Select US MD and IMG Applicants for Interview, $2022^{123}$



**US MD Applicants** 

**IMG Applicants** 



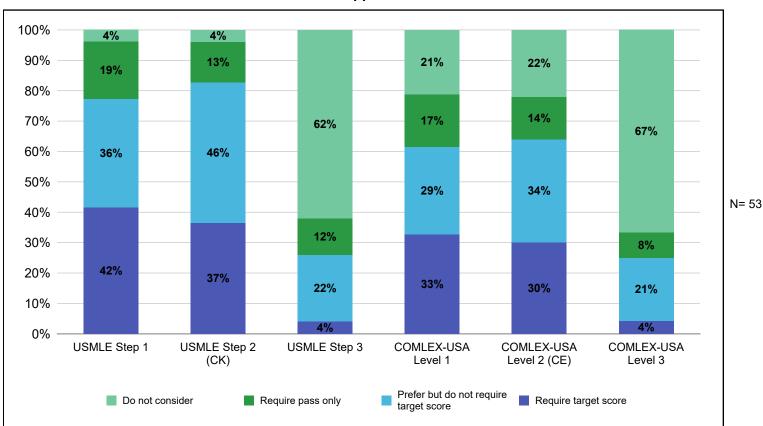
<sup>1</sup>Seniors and graduates are considered together.

<sup>2</sup>Total number of respondents who indicated they "seldom" or "often" consider MD senior and/or graduate, or IMG applicants for interview.

<sup>3</sup>Some percentages may not add to 100 because of rounding.

### Figure PD\_AN-6 Anesthesiology Use of Standardized Licensure Exams to Select Applicants for Interview

## Percentages of Programs Using USMLE and COMLEX-USA to Select DO Applicants for Interview, 2022<sup>1 2 3</sup>



US DO Applicants

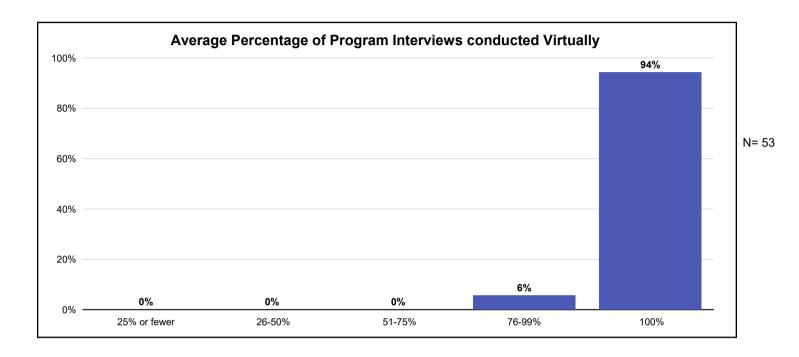
<sup>1</sup>DO seniors and DO graduates are considered together.

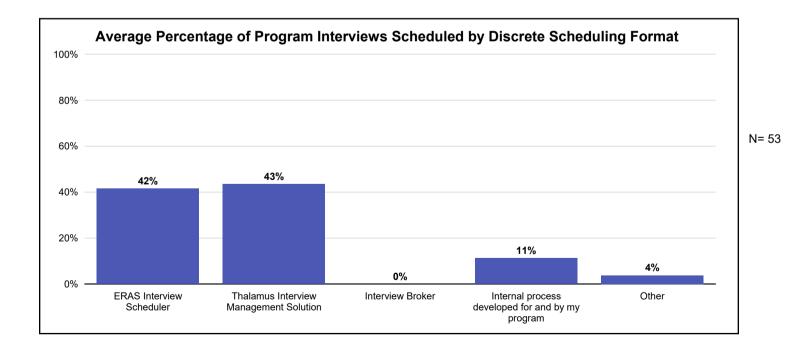
<sup>2</sup>Total number of respondents who indicated they "seldom" or "often" consider DO senior, DO graduate, or both types of applicants for interview.

<sup>3</sup>Some percentages may not add to 100 because of rounding.

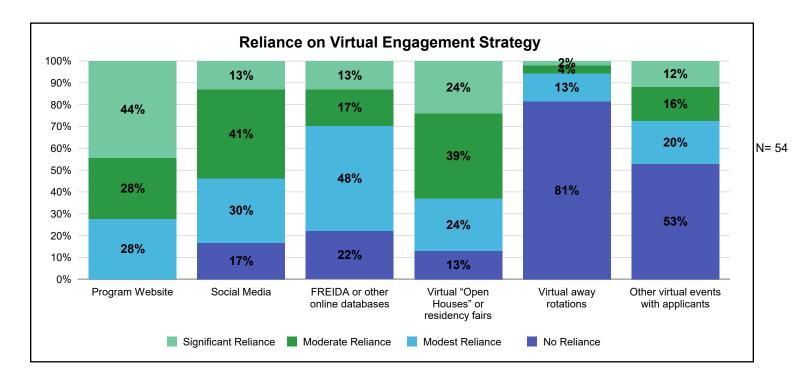


### Impact of Virtual Experience on Applicants Interviewed, 2022

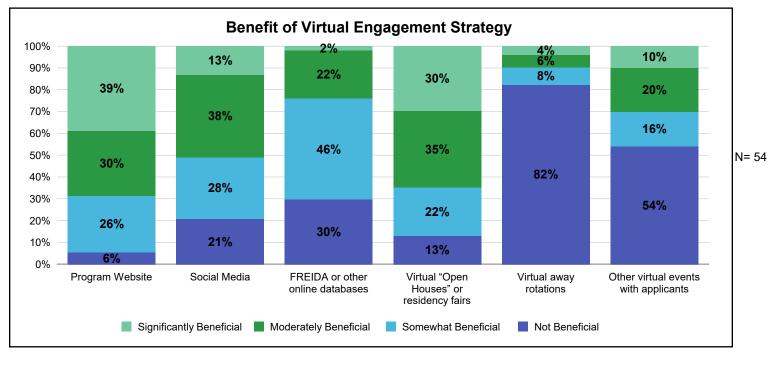




### Figure PD\_AN-8 Anesthesiology Summary of Program Virtual Experience



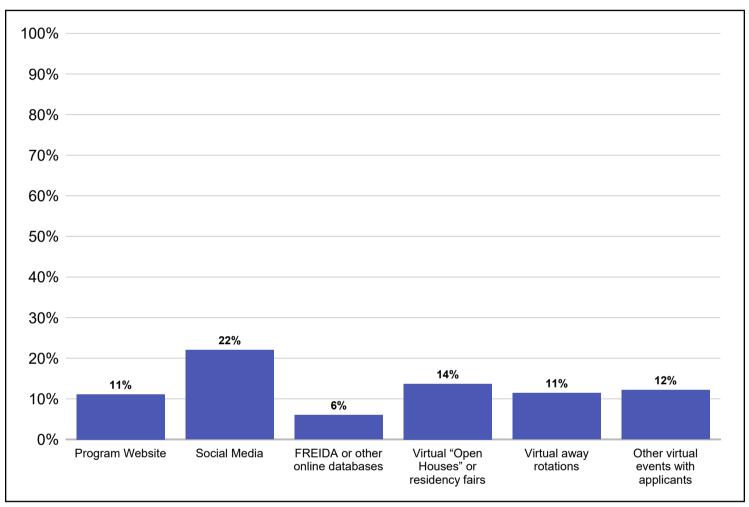
### Reliance on and Perceived Benefits of Applicant Engagement Strategies, 2022<sup>1</sup>



<sup>1</sup>Some percentages may not add to 100 because of rounding.



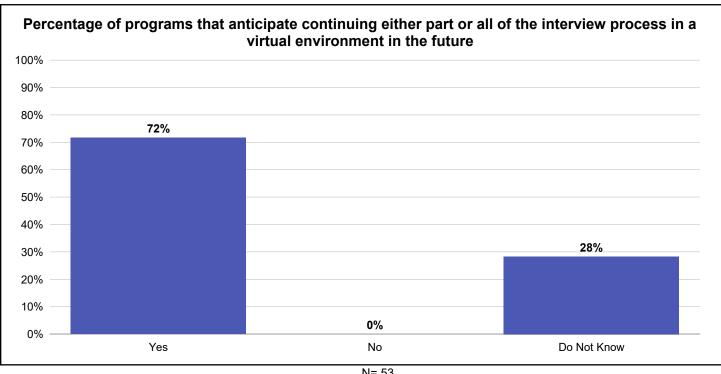
First Time Reliance on Applicant Engagement Strategies, 2022



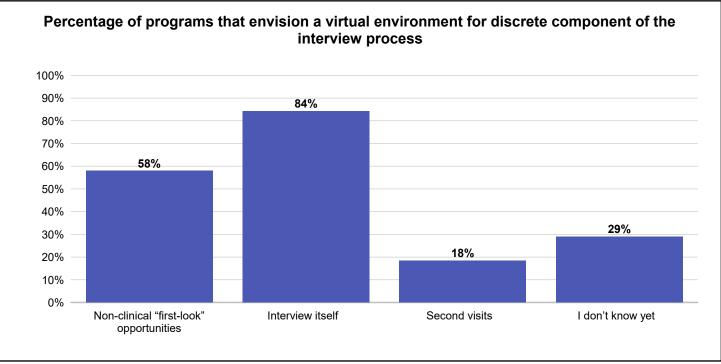
N= 54



Intention to Rely on Virtual Recruitment for Future Match Cycles, 2022







N= 38

## Perceived Advantages/Disadvantages of Virtual Recruitment, 2022<sup>1</sup>

### **Virtual Recruitment Circumstance**

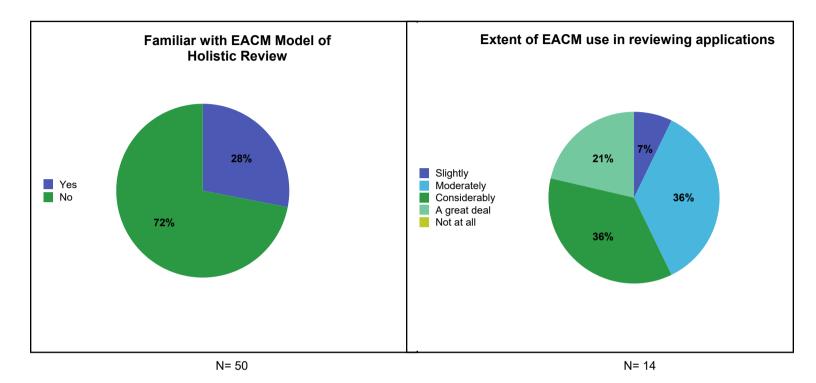
Creating new web-based info materials about program	6%	15%	37%	13%	25%	4%
More applications to cull through		26%	26%	23%	13%	6% 6%
Fewer applications to cull through		24% 2%		75%		
Time/ability to research, select online mtg platform	8%	11%	6:	2%	4% <mark>4</mark> %	
Time to create virtual interview agenda/itinerary	9%	17%		53%		3% 8%
Time to train staff to use online mtg software	13%			51%		<mark>2% 9</mark> %
Applicants cancelling interviews at last minute	6%	21%	40%		9% 11%	13%
Tech issues during interviews	4%		51%		42%	<mark>4%</mark>
Ensuring confidentiality of interviews	11%			51%		15%
Assessment of applicant competency		25%	26%		43%	6%
Assessment of applicant interest in and understanding of program		7%	34%		43%	4% <mark>2%</mark>
Assessment of applicant interpersonal skills, alignment with interview team	9%		38%		2%	6% <mark>4%2%</mark>
Assessment of whether program showcased adequately		26%	42%		23%	6% 2 <mark>%</mark> %
Reduced applicant-related hosting expenses	4% <mark>4%</mark>	11%	25%		55%	2%
Fewer cancelled interviews	8%	29%		29%	27%	8%
More efficiency of interview process	2 <mark>%</mark>	26%	28%		38%	6%
More flexibility for interview dates		30%	30%		32%	8%
More difficulty of scheduling interviews for applicants outside U.S.		50%		6% <mark>4%</mark>	40%	
Less difficulty of scheduling interviews for applicants outside U.S.	2%	42%		3% 9%	34%	
More access to faculty and residents to participate in interview process	6%	15%	30%	25%	19%	6%
Need for more outreach to identify and capture interested applicants	15	%	29%	449	/o	<mark>2%</mark> 10%
	0%	20%	40%	60%	80%	100%
Mod/Sig Disadv Slight Disadv		Neither Adv Nor Dis	sadv 📕 Slight Advantage	Mod/Sig A	dv N/A	
		N= 52				

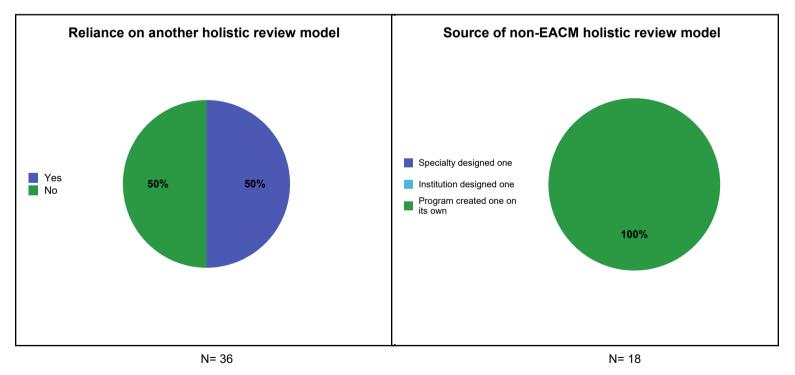
N= 52

<sup>1</sup>Some percentages may not add to 100 because of rounding.



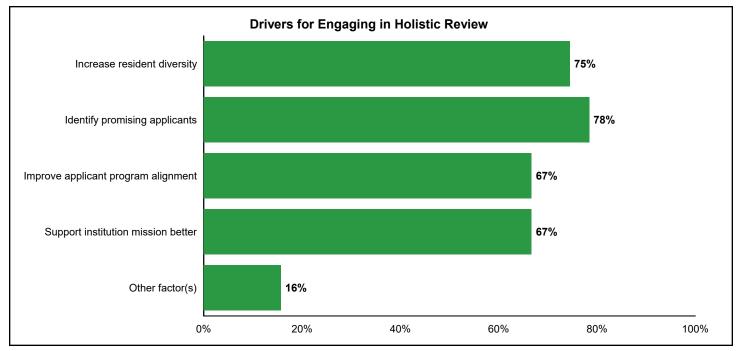
## Familiarity with and Use of the AAMC EACM Model of Holistic Review and Other Holistic Review Models, 2022<sup>1</sup>



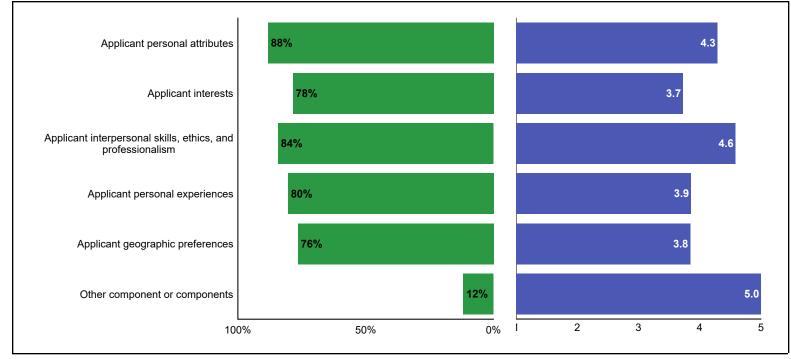


<sup>1</sup>Some percentages may not add to 100 because of rounding.





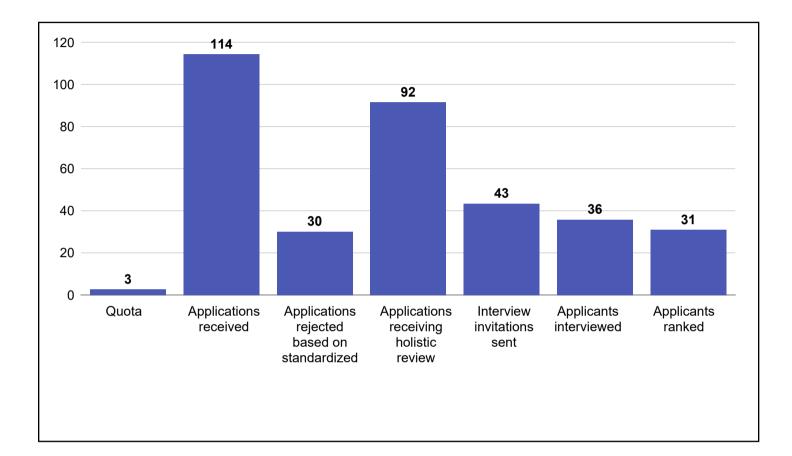
Percentage of Programs Citing Discrete Factors and Mean Importance Rating<sup>1</sup> of Said Factors, 2022



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

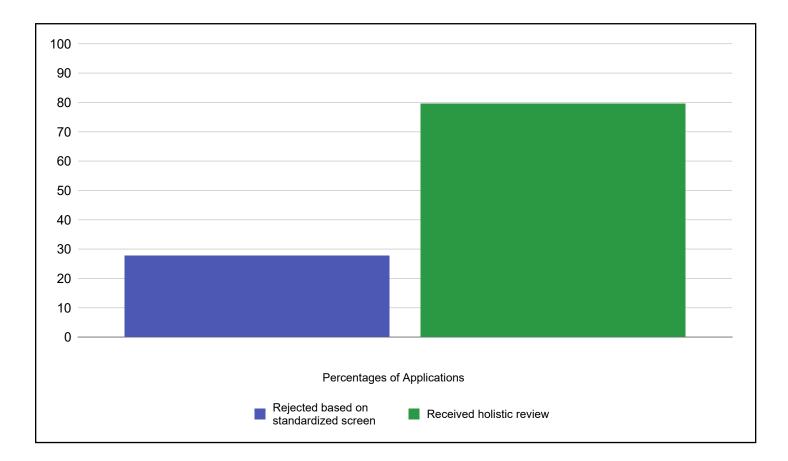
### Child Neurology Total N = 26

Figure PD\_CN-1 Child Neurology Summary of Program Interviewing and Ranking Activities (Total N = 20)



## Mean Numbers of Applications Received, Interview Invitations, Interviews, and Applicants Ranked, 2022

Figure PD\_CN-2 Child Neurology Summary of Program Interviewing and Ranking Activities (Total N = 19)

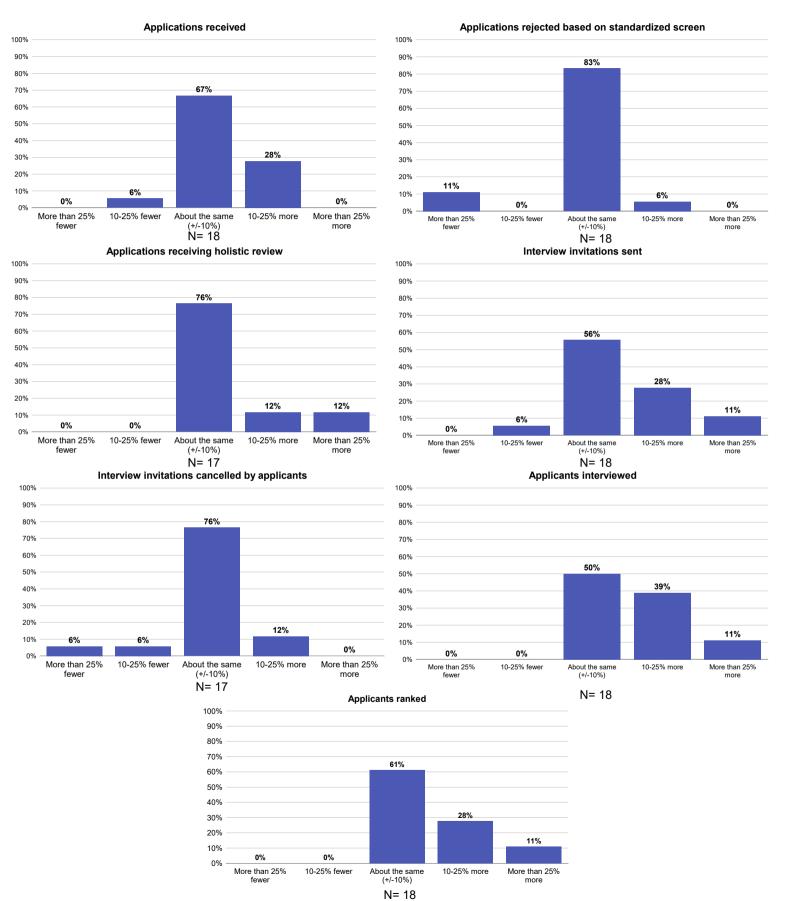


Average Percentage of Applications Rejected and Reviewed, 2022

# Figure PD\_CN-3

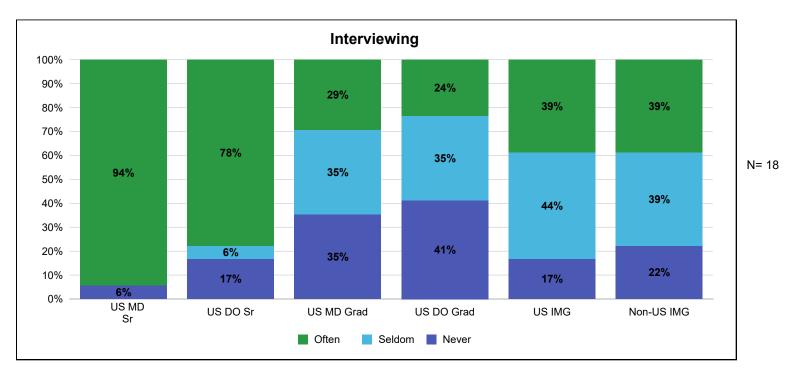
Child Neurology

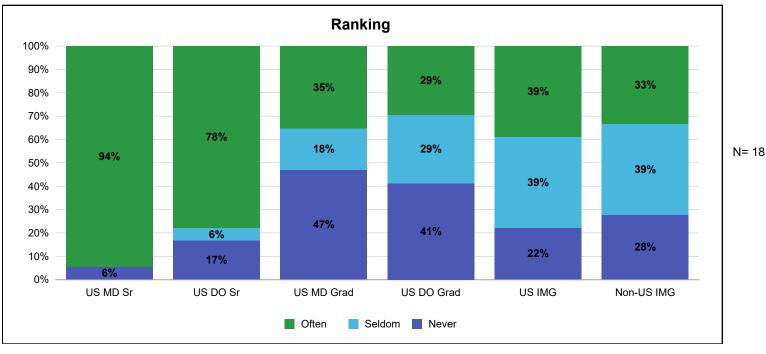
#### Summary of Program Interviewing and Ranking Activities Compared to 2021



### **Figure PD\_CN-4** Child Neurology Summary of Program Interviewing and Ranking Activities



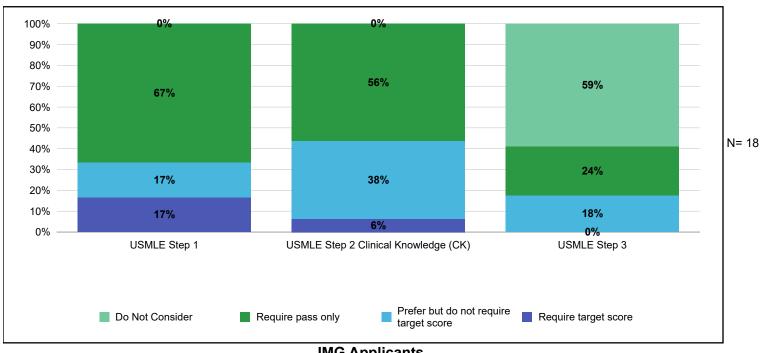




# Figure PD\_CN-5

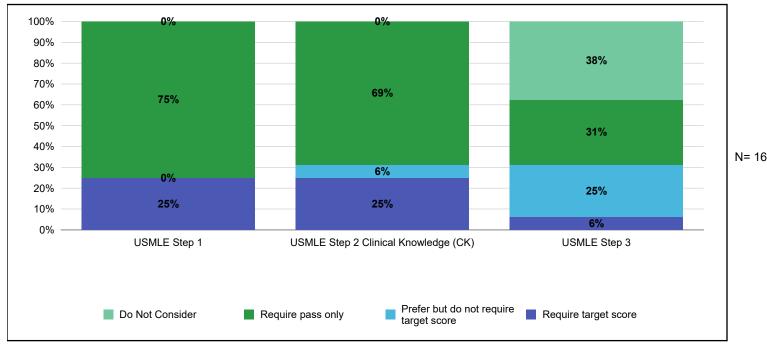
## Child Neurology Use of Standardized Licensure Exams to Select Applicants for Interview

#### Percentages of Programs Using USMLE to Select US MD and IMG Applicants for Interview, 2022<sup>1 2 3</sup>



**US MD Applicants** 



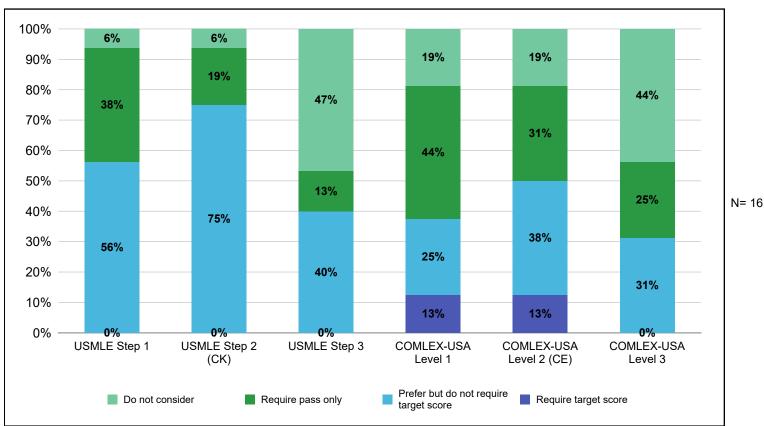


<sup>1</sup>Seniors and graduates are considered together.

<sup>2</sup>Total number of respondents who indicated they "seldom" or "often" consider MD senior and/or graduate, or IMG applicants for interview.

### Figure PD\_CN-6 Child Neurology Use of Standardized Licensure Exams to Select Applicants for Interview

# Percentages of Programs Using USMLE and COMLEX-USA to Select DO Applicants for Interview, 2022<sup>1 2 3</sup>



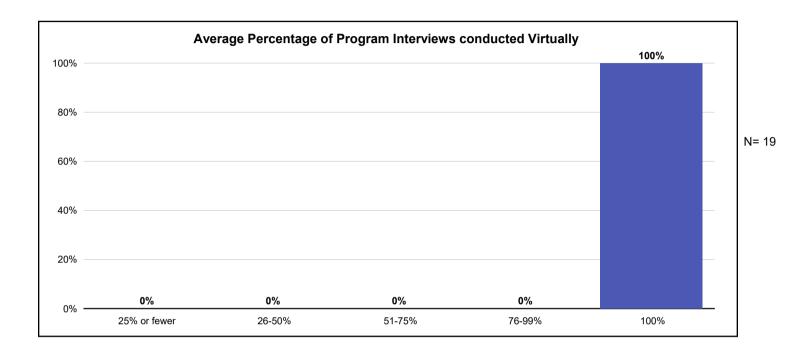
US DO Applicants

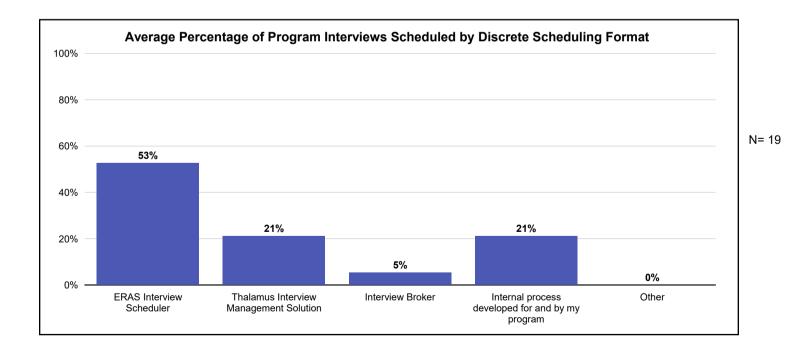
<sup>1</sup>DO seniors and DO graduates are considered together.

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



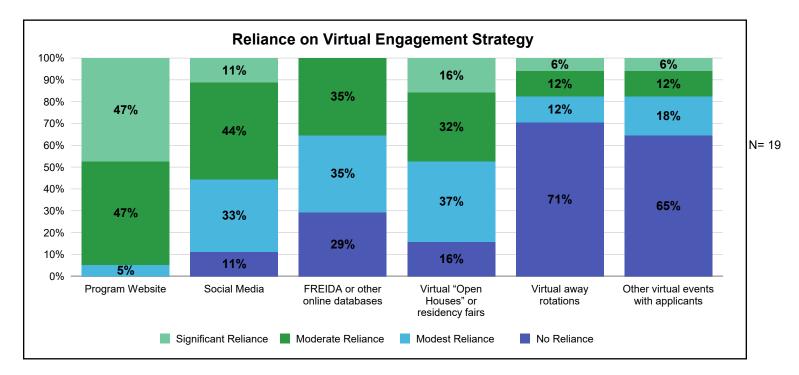
#### Impact of Virtual Experience on Applicants Interviewed, 2022

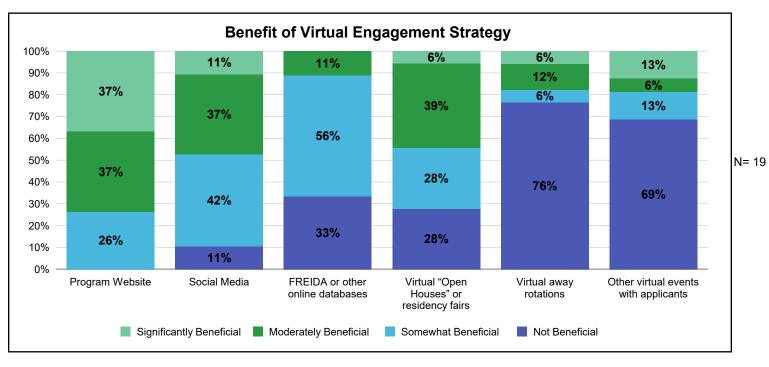




## Figure PD\_CN-8 Child Neurology Summary of Program Virtual Experience

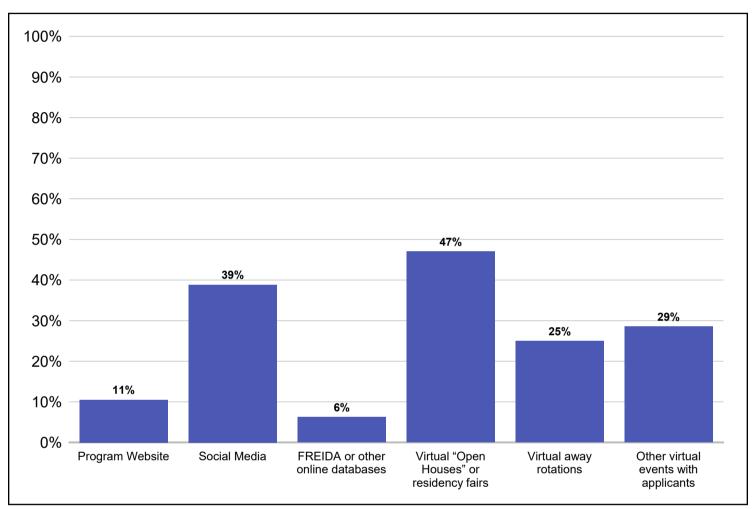








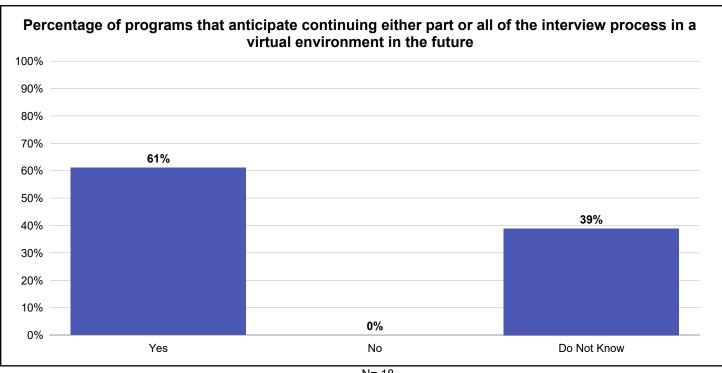
First Time Reliance on Applicant Engagement Strategies, 2022



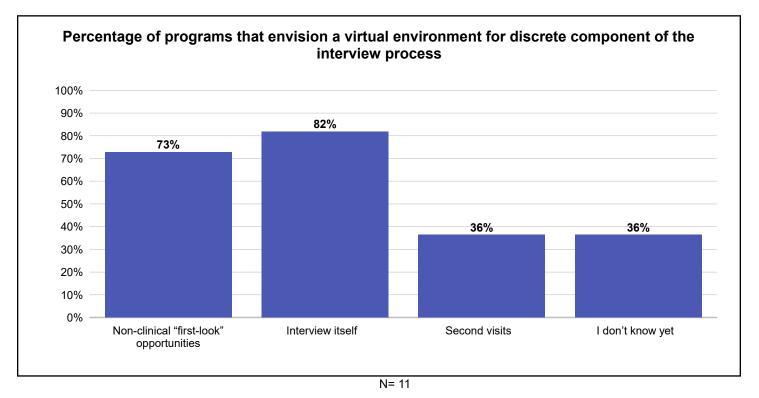
N= 19



Intention to Rely on Virtual Recruitment for Future Match Cycles, 2022



N= 18



# Perceived Advantages/Disadvantages of Virtual Recruitment, 2022<sup>1</sup>

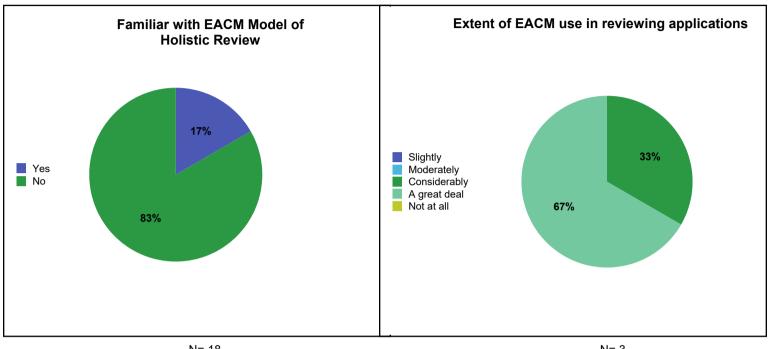
## **Virtual Recruitment Circumstance**

Creating new web based information about program	4.90/	2	00/	<b>C</b> 9/	250/	4.00/
Creating new web-based info materials about program	18%		9%	6%	35%	12%
More applications to cull through	6%	41%		18%	24%	12%
Fewer applications to cull through	13%	25%	40/	100/	63%	20/
Time/ability to research, select online mtg platform	6% 6%		1%	12%		35%
Time to create virtual interview agenda/itinerary	6% 12%		47%	4.40/	18%	6% <u>12%</u>
Time to train staff to use online mtg software	13%	19%		44%	6%	
Applicants cancelling interviews at last minute		<u>6%</u> 24%	D	24%	12%	24%
Tech issues during interviews	6%	35%		18% 6%	3	35%
Ensuring confidentiality of interviews	6%		65%			29%
Assessment of applicant competency	18%	12%		59%		12%
Assessment of applicant interest in and understanding of program	12%		53%		29%	
Assessment of applicant interpersonal skills, alignment with interview team	12%		53%		29%	
Assessment of whether program showcased adequately	-	29%		59%		12%
Reduced applicant-related hosting expenses	12%	12%	41%		<b>29</b> %	
Fewer cancelled interviews	6%	29%		29%	18%	18%
More efficiency of interview process	6%	29%	24		41%	
More flexibility for interview dates	6%	35%		18%	29%	12%
More difficulty of scheduling interviews for applicants outside U.S.		47%		6% 6%	41%	
Less difficulty of scheduling interviews for applicants outside U.S.	6%	29%	12%	29%		24%
More access to faculty and residents to participate in interview process	6%	41%			41%	12%
Need for more outreach to identify and capture interested applicants	12%	24%		41%	6%	18%
(	0%	20%	40%	60%	80%	% 100%
Mod/Sig Disadv Slight Disadv	Ne	ither Adv Nor Disadv	Slight Advantag	je Mod/Sig	g Adv	N/A
		N= 17				



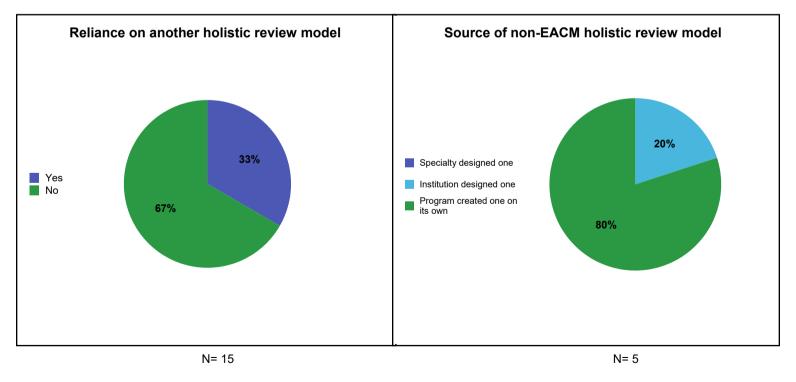
## Summary of Program Holistic Review

#### Familiarity with and Use of the AAMC EACM Model of Holistic Review and Other Holistic Review **Models**, 2022<sup>1</sup>

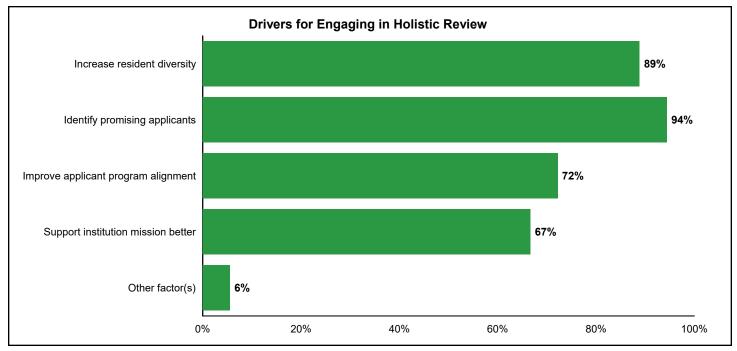


N= 18

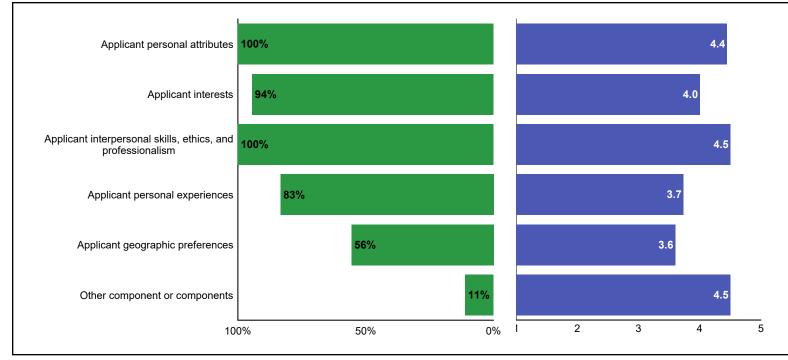




#### Drivers for Engaging in Holistic Review (For Those Indicating that they Performed Holistic Review), 2022



Percentage of Programs Citing Discrete Factors and Mean Importance Rating<sup>1</sup> of Said Factors, 2022

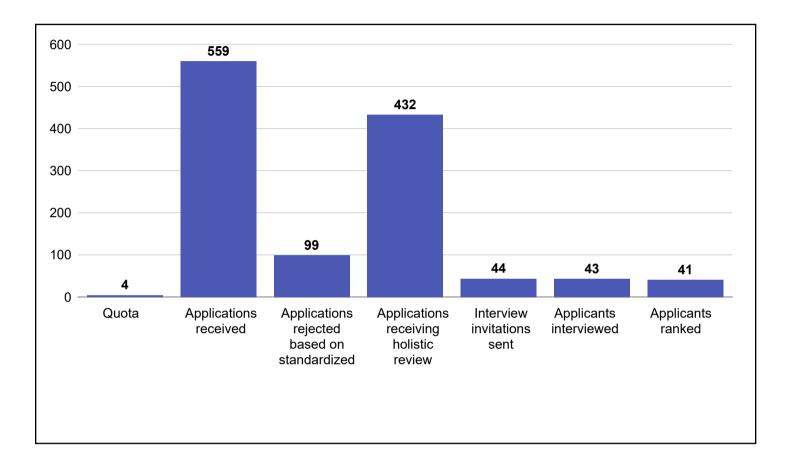


<sup>1</sup> Ratings on a scale from 1 (not at all important) to 5 (very important).

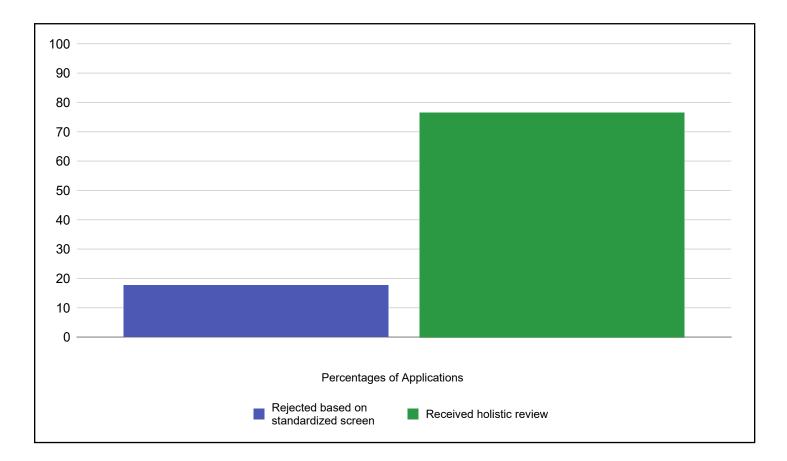


Figure PD\_D-1 Dermatology Summary of Program Interviewing and Ranking Activities (Total N = 22)

# Mean Numbers of Applications Received, Interview Invitations, Interviews, and Applicants Ranked, 2022



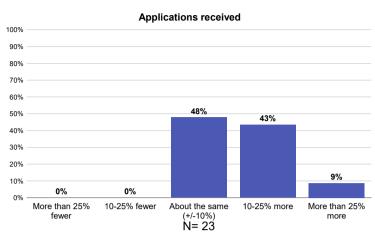
**Figure PD\_D-2** Dermatology Summary of Program Interviewing and Ranking Activities (Total N = 22)



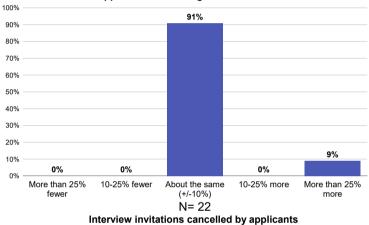
Average Percentage of Applications Rejected and Reviewed, 2022

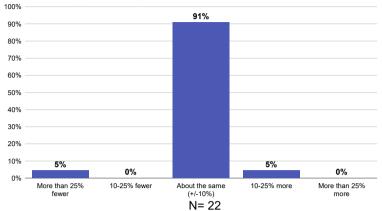
# Figure PD\_D-3

#### Dermatology Summary of Program Interviewing and Ranking Activities Compared to 2021



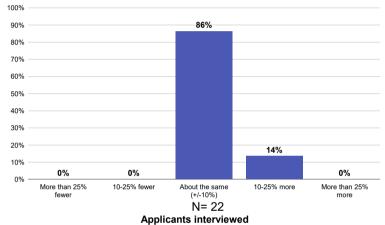
Applications receiving holistic review



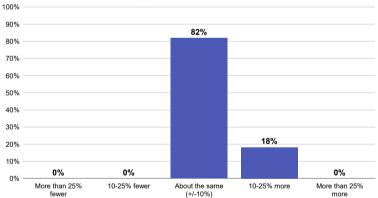


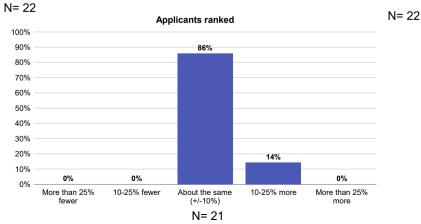
Applications rejected based on standardized screen

Interview invitations sent



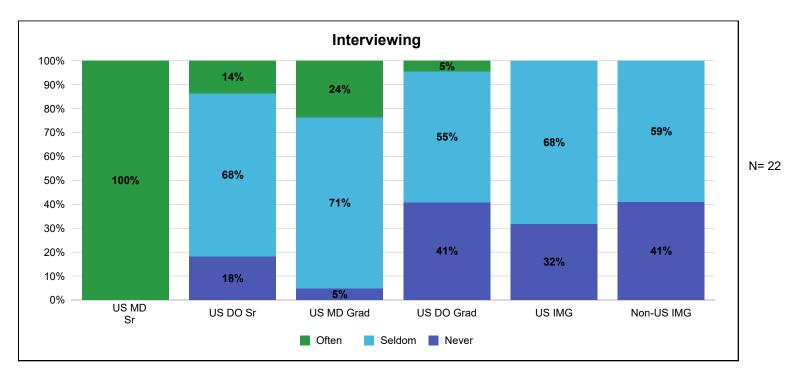
100% 90% 80% 73% 70% 60% 50% 40% 30% 20% 14% 14% 10% 0% 0% 0% 10-25% fewer More than 25% More than 25% About the same 10-25% more fewer (+/-10%) more

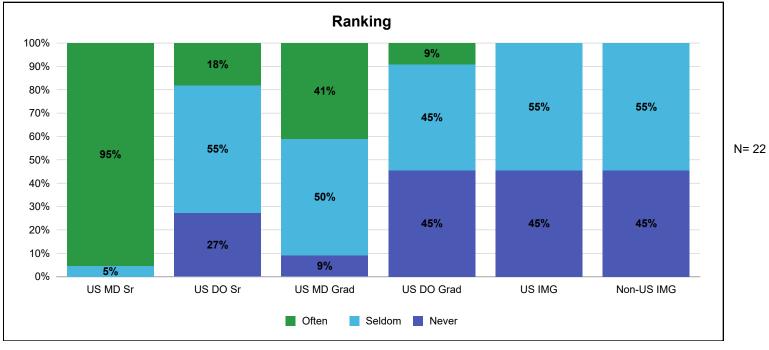




## **Figure PD\_D-4** Dermatology Summary of Program Interviewing and Ranking Activities

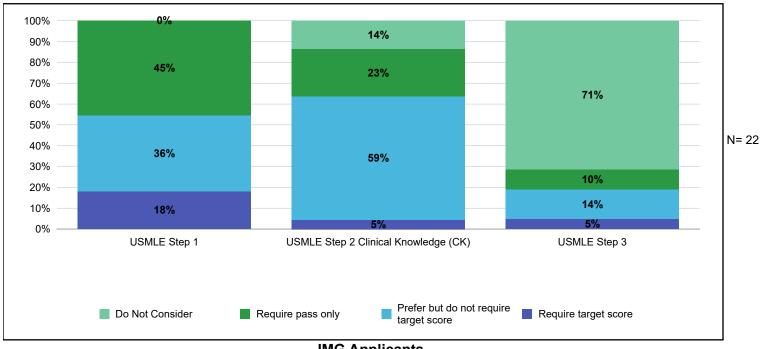






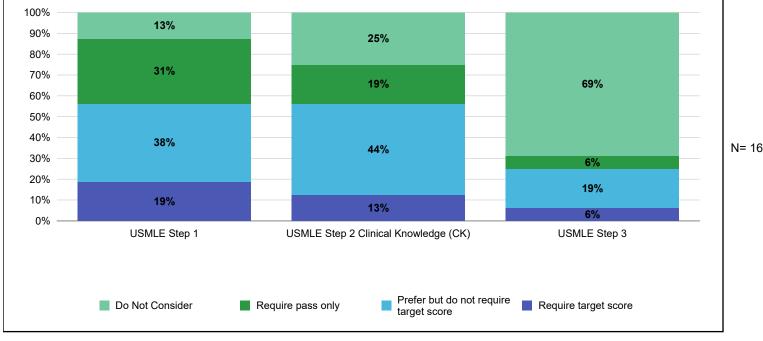
## Figure PD\_D-5 Dermatology Use of Standardized Licensure Exams to Select Applicants for Interview

# Percentages of Programs Using USMLE to Select US MD and IMG Applicants for Interview, 2022<sup>1 2 3</sup>



**US MD Applicants** 

**IMG Applicants** 

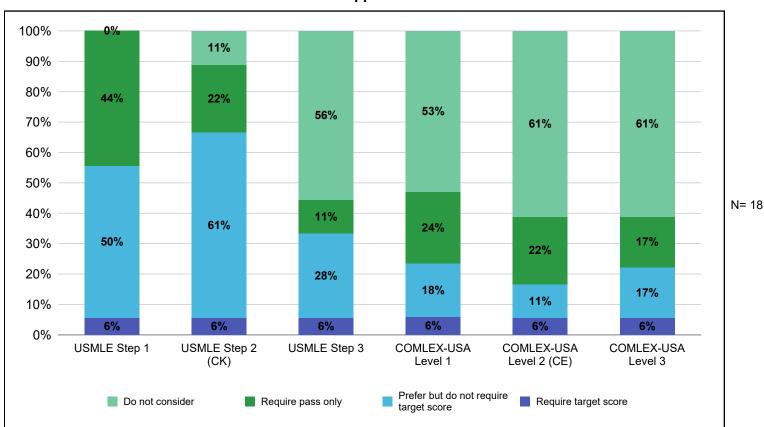


<sup>1</sup>Seniors and graduates are considered together.

<sup>2</sup>Total number of respondents who indicated they "seldom" or "often" consider MD senior and/or graduate, or IMG applicants for interview.

### **Figure PD\_D-6** Dermatology Use of Standardized Licensure Exams to Select Applicants for Interview

# Percentages of Programs Using USMLE and COMLEX-USA to Select DO Applicants for Interview, 2022<sup>1 2 3</sup>



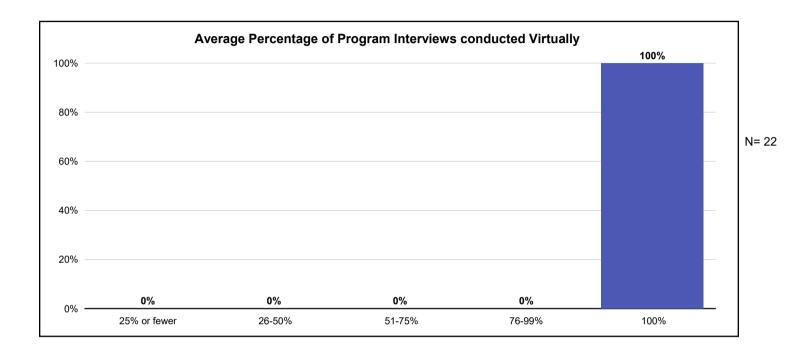
US DO Applicants

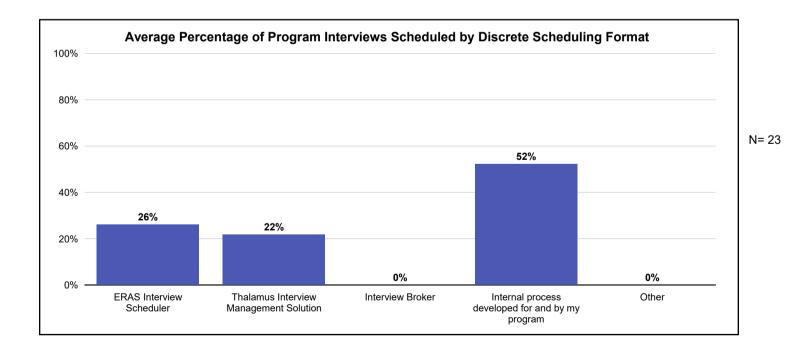
<sup>1</sup>DO seniors and DO graduates are considered together.

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

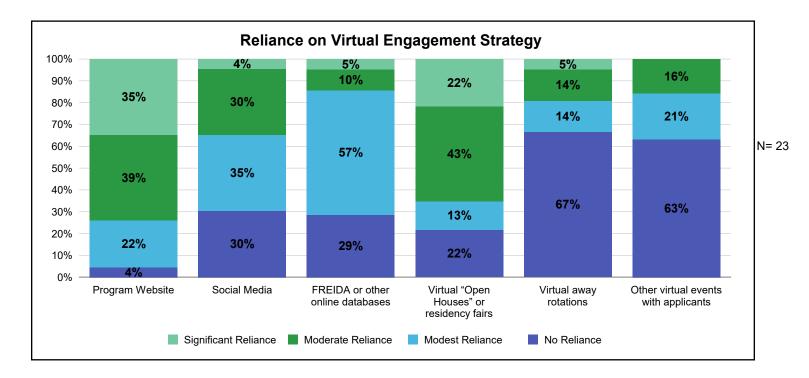


#### Impact of Virtual Experience on Applicants Interviewed, 2022

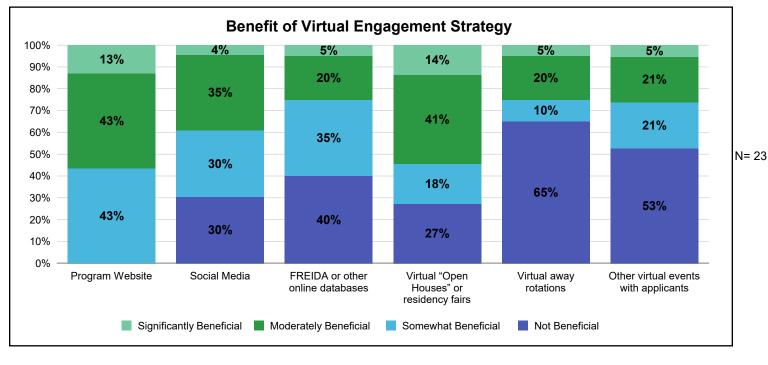




## Figure PD\_D-8 Dermatology Summary of Program Virtual Experience

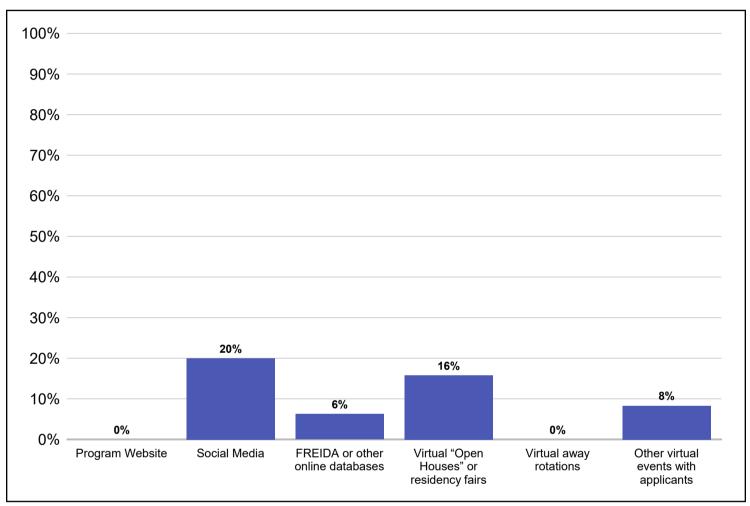


#### Reliance on and Perceived Benefits of Applicant Engagement Strategies, 2022<sup>1</sup>





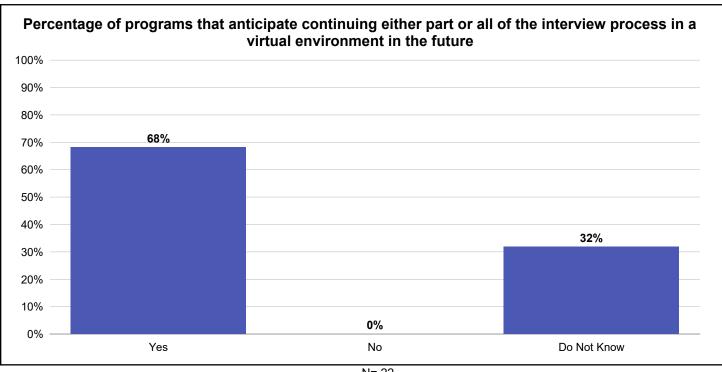
First Time Reliance on Applicant Engagement Strategies, 2022



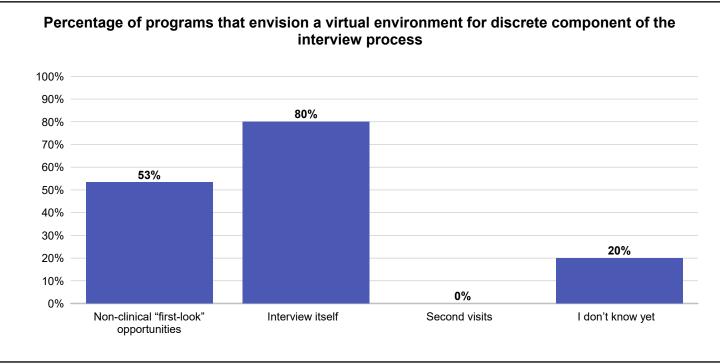
N= 23



Intention to Rely on Virtual Recruitment for Future Match Cycles, 2022







N= 15

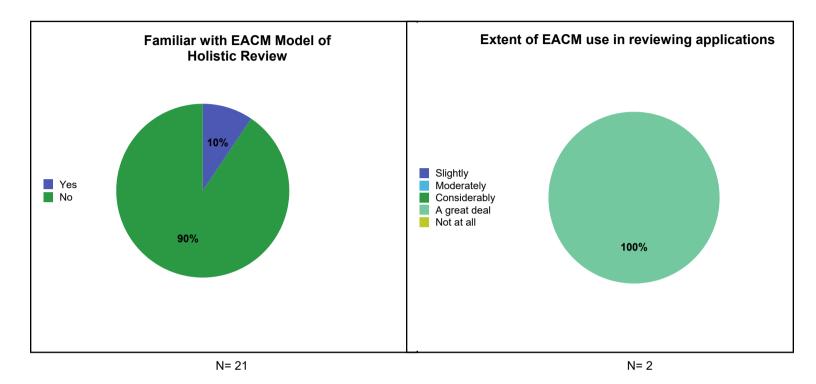
# Perceived Advantages/Disadvantages of Virtual Recruitment, 2022<sup>1</sup>

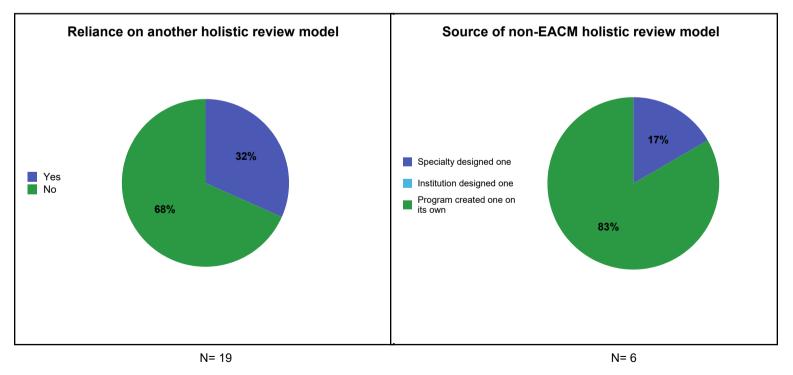
## **Virtual Recruitment Circumstance**

Creating new web-based info materials about program	14		29%	19%		9% 5%
More applications to cull through	5%	24%	48	8%	5%	19%
Fewer applications to cull through		52%	/		48%	
Time/ability to research, select online mtg platform	-	19%	57%			9% <mark>5%</mark>
Time to create virtual interview agenda/itinerary		24%	48%		24%	
Time to train staff to use online mtg software		38%	400/	43%		14%
Applicants cancelling interviews at last minute	5%	19%	19% 14%	14%		9%
Tech issues during interviews			57%		24%	14%
Ensuring confidentiality of interviews	10%			62%		10%
Assessment of applicant competency	5%	19%		62%		5% 10%
Assessment of applicant interest in and understanding of program	10%		48%		38%	5%
Assessment of applicant interpersonal skills, alignment with interview team	14		48%		33%	5%
Assessment of whether program showcased adequately		29%	38%		29%	5%
Reduced applicant-related hosting expenses	5% 5%			62%		10%
Fewer cancelled interviews	5% 5%		24% 33%		24%	10%
More efficiency of interview process	5%				33%	
More flexibility for interview dates	5%			15%	15% 25%	
More difficulty of scheduling interviews for applicants outside U.S.	5%	48%			48%	
Less difficulty of scheduling interviews for applicants outside U.S.	5%	38%	<b>5%</b>		48%	
More access to faculty and residents to participate in interview process		24%	57	%	1	0% 10%
Need for more outreach to identify and capture interested applicants	<b>5% 14%</b> 76%			76%		5%
	0%	20%	40%	60%	80%	100%
Mod/Sig Disadv Slight Disadv		Neither Adv Nor Disadv	Slight Advantage	Mod/Sig Adv	. N/A	Ą
		N= 21				

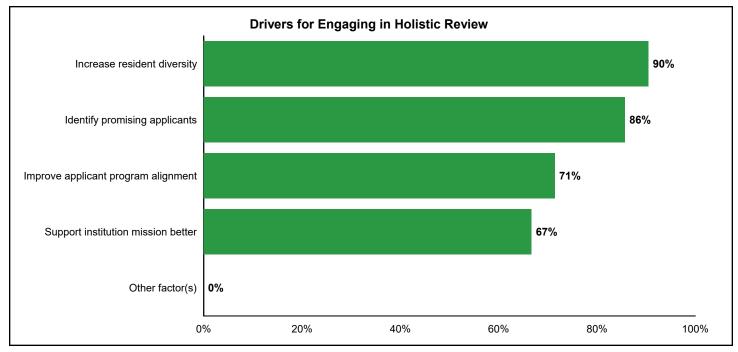


# Familiarity with and Use of the AAMC EACM Model of Holistic Review and Other Holistic Review Models, 2022<sup>1</sup>

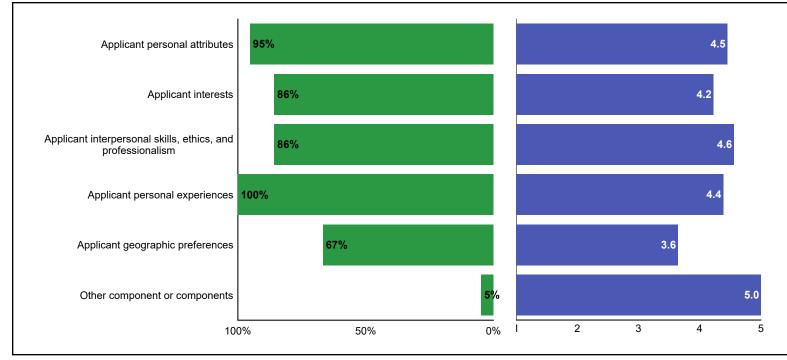








Percentage of Programs Citing Discrete Factors and Mean Importance Rating<sup>1</sup> of Said Factors, 2022

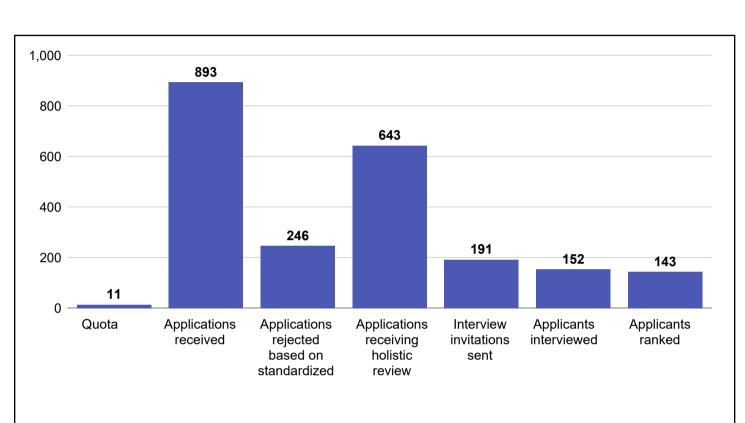


<sup>1</sup> Ratings on a scale from 1 (not at all important) to 5 (very important).

## Emergency Medicine Total N = 104

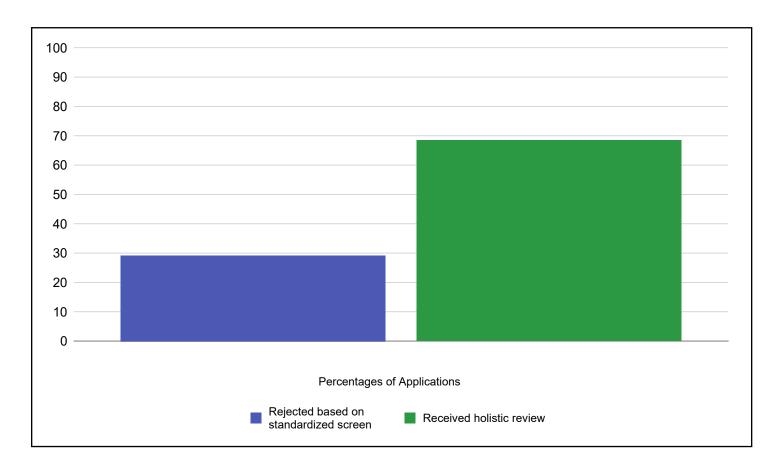
NRMP Program Director Survey Results, 2022

### Figure PD\_EM-1 Emergency Medicine Summary of Program Interviewing and Ranking Activities (Total N = 85)



# Mean Numbers of Applications Received, Interview Invitations, Interviews, and Applicants Ranked, 2022

Figure PD\_EM-2 Emergency Medicine Summary of Program Interviewing and Ranking Activities (Total N = 77)

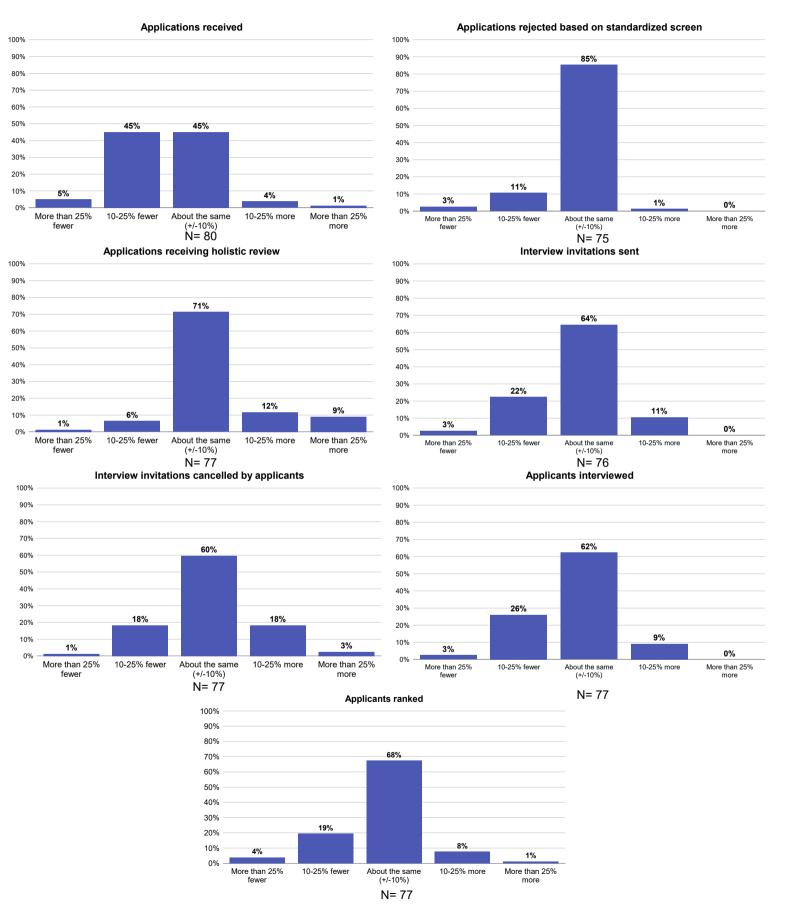


Average Percentage of Applications Rejected and Reviewed, 2022

# Figure PD\_EM-3

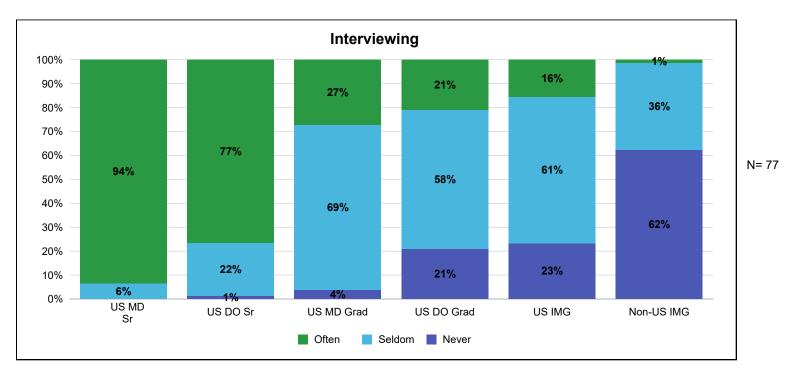
#### **Emergency Medicine**

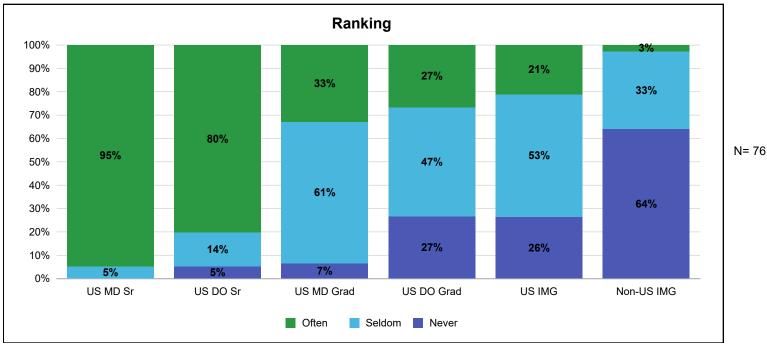
#### Summary of Program Interviewing and Ranking Activities Compared to 2021



### **Figure PD\_EM-4** Emergency Medicine Summary of Program Interviewing and Ranking Activities



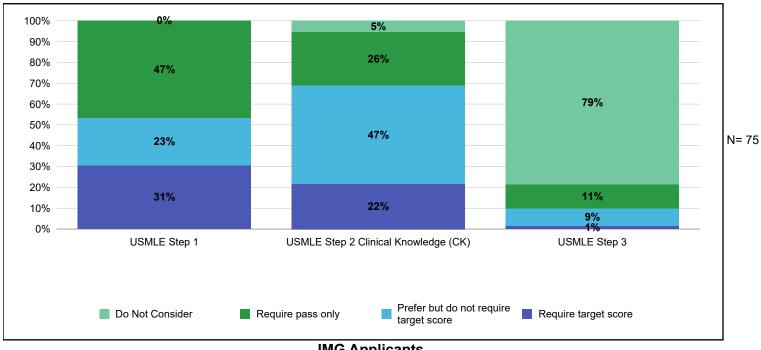




## Figure PD\_EM-5

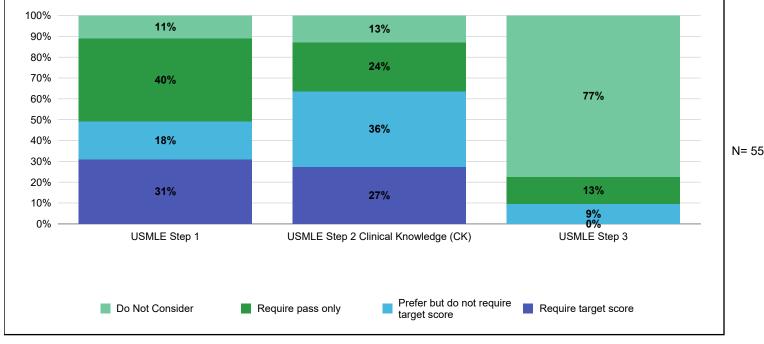
### **Emergency Medicine** Use of Standardized Licensure Exams to Select Applicants for Interview

#### Percentages of Programs Using USMLE to Select US MD and IMG Applicants for Interview, 2022<sup>1 2 3</sup>



**US MD Applicants** 

**IMG Applicants** 

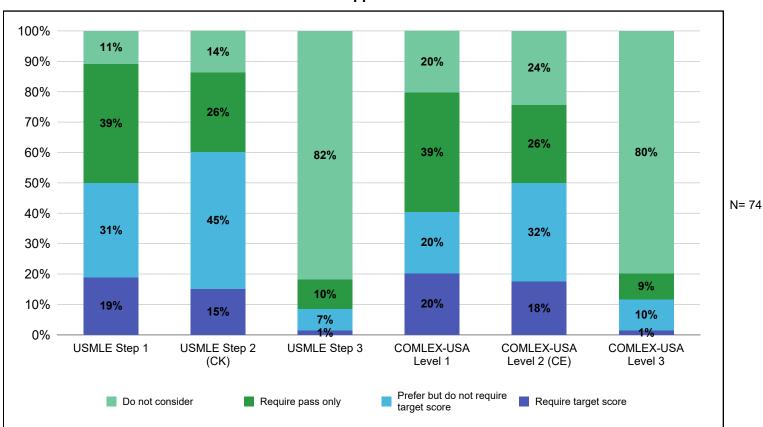


<sup>1</sup>Seniors and graduates are considered together.

<sup>2</sup>Total number of respondents who indicated they "seldom" or "often" consider MD senior and/or graduate, or IMG applicants for interview.

### **Figure PD\_EM-6** Emergency Medicine Use of Standardized Licensure Exams to Select Applicants for Interview

# Percentages of Programs Using USMLE and COMLEX-USA to Select DO Applicants for Interview, 2022<sup>1 2 3</sup>



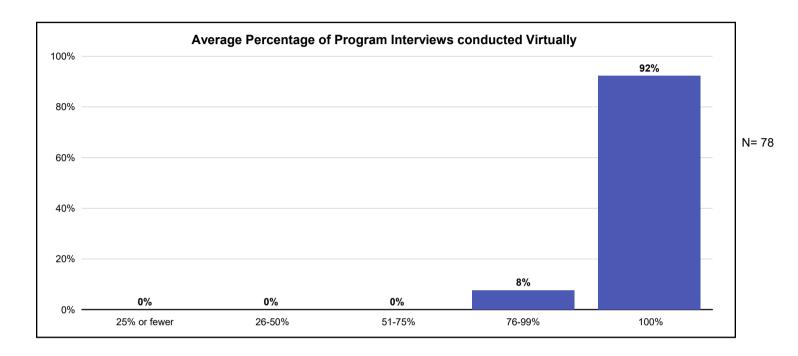
US DO Applicants

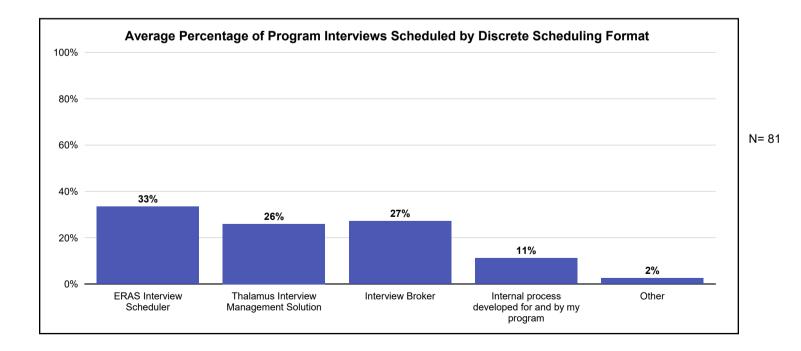
<sup>1</sup>DO seniors and DO graduates are considered together.

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

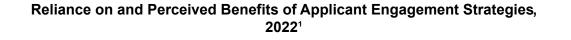


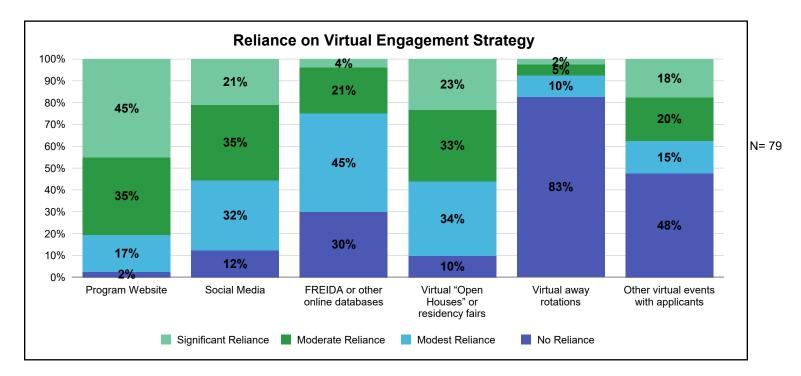
#### Impact of Virtual Experience on Applicants Interviewed, 2022

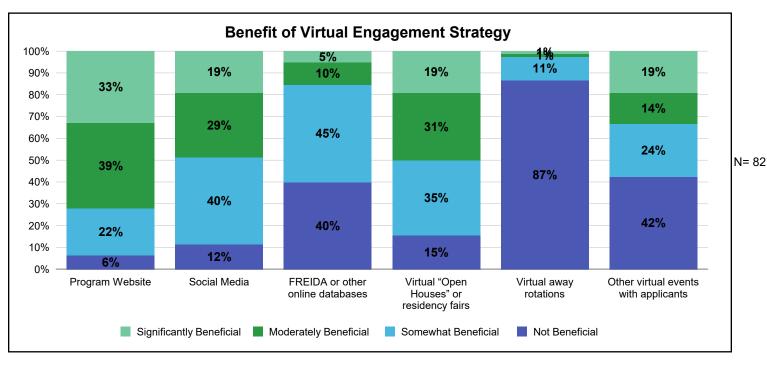




### Figure PD\_EM-8 Emergency Medicine Summary of Program Virtual Experience

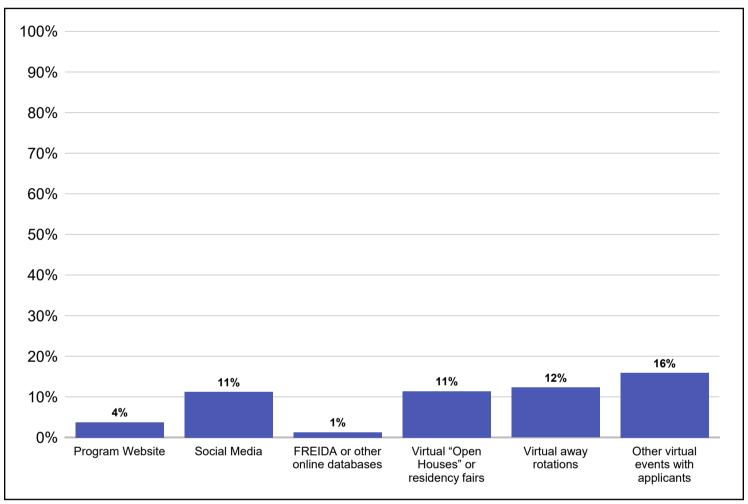








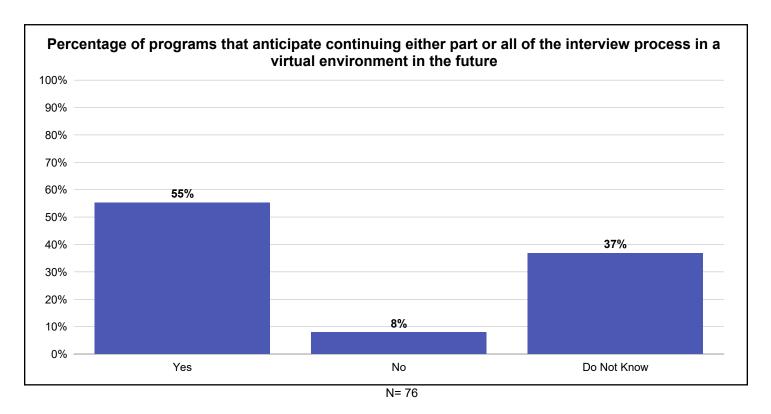
First Time Reliance on Applicant Engagement Strategies, 2022

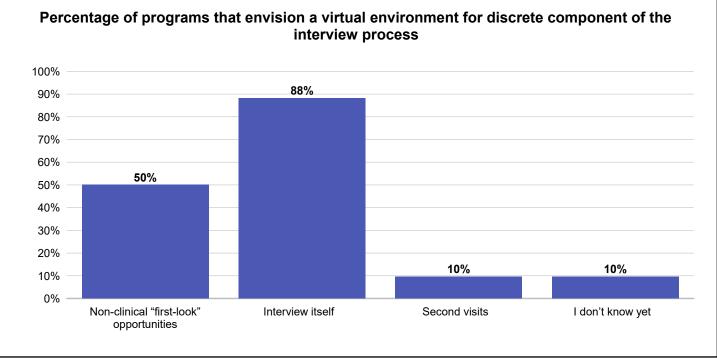


N= 80



Intention to Rely on Virtual Recruitment for Future Match Cycles, 2022





N= 42

# Perceived Advantages/Disadvantages of Virtual Recruitment, 2022<sup>1</sup>

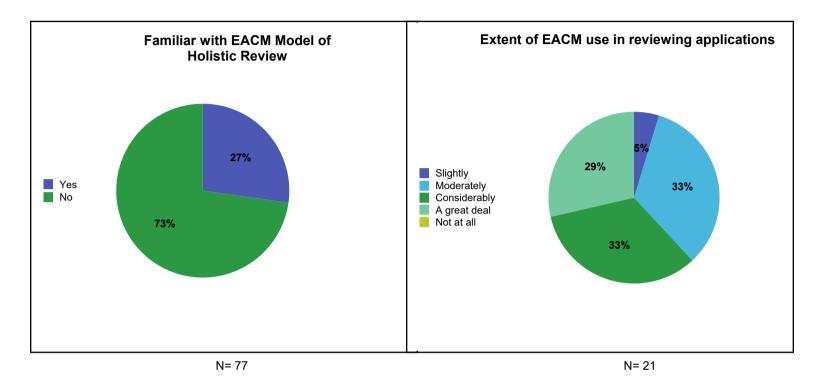
## **Virtual Recruitment Circumstance**

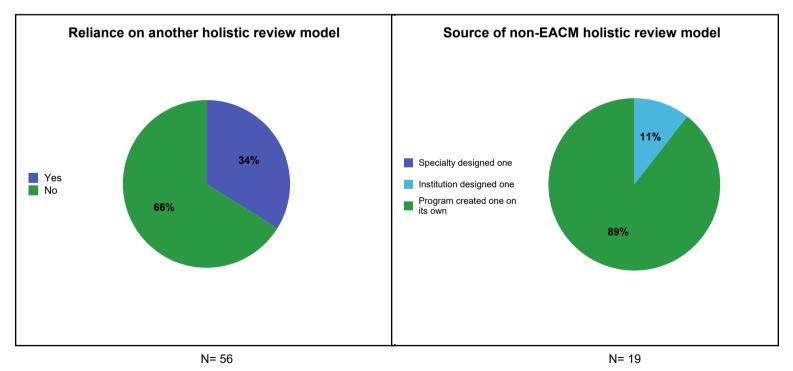
	440/	05%	0.00/		70/ 7	0/ 00/
Creating new web-based info materials about program	11%	25%	23%			% 8%
More applications to cull through	5% 8°	% 10%	46% 42%	7% <mark>4%</mark> 5%	<u>30%</u> 36%	
Fewer applications to cull through Time/ability to research, select online mtg platform		21%	<u>42%</u> 54%		6% 7%	11%
	6%	21%	547	。 50%	10%	
Time to create virtual interview agenda/itinerary Time to train staff to use online mtg software	7%	34%		46%		<b>%</b> 3% 7%
Applicants cancelling interviews at last minute	15%		38%	34		%4% 5%
Tech issues during interviews	13%		50%		32%	6%
Ensuring confidentiality of interviews	3%	19%		0%	3%1%	14%
Assessment of applicant competency	11%	24%		56%	<b>5</b> /0 /0	1% 8%
Assessment of applicant interest in and understanding of program	- 11/0	29%		49%	17%	
Assessment of applicant interpersonal skills, alignment with interview team	2	22%	49%		21%	7% 1%
Assessment of whether program showcased adequately		32%		44%	18%	3% %
Reduced applicant-related hosting expenses	11%	13% 11%	24%		35%	7%
Fewer cancelled interviews		13%	53%		14% 3%	12%
More efficiency of interview process	3% 6%	17%	46%		23%	6%
More flexibility for interview dates		22%	44%		26%	7%
More difficulty of scheduling interviews for applicants outside U.S.	<mark>3%</mark> 11%	/o	47%	6%	33%	
Less difficulty of scheduling interviews for applicants outside U.S.	4%	46%		14% 7%	28%	
More access to faculty and residents to participate in interview process	<mark>%</mark> 11%	26%		36%	21%	4%
Need for more outreach to identify and capture interested applicants	13%	23%		55%		4% <mark>1%</mark> 4%
	0%	20%	40%	60%	80%	100%
Mod/Sig Disadv Slight Disadv		Neither Adv Nor Disadv	Slight Advantage	Mod/Sig Adv	N/A	
		N= 75				



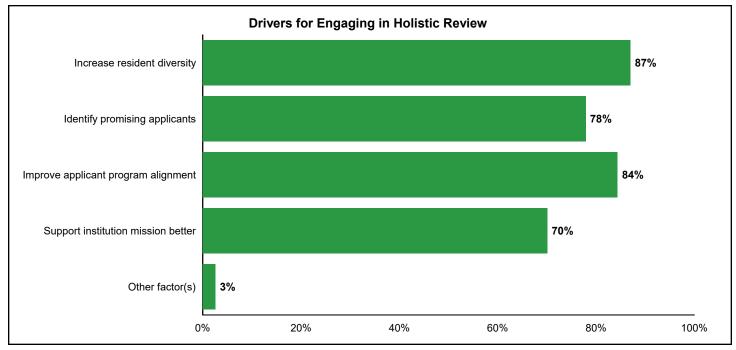
#### Emergency Medicine Summary of Program Holistic Review

# Familiarity with and Use of the AAMC EACM Model of Holistic Review and Other Holistic Review Models, 2022<sup>1</sup>

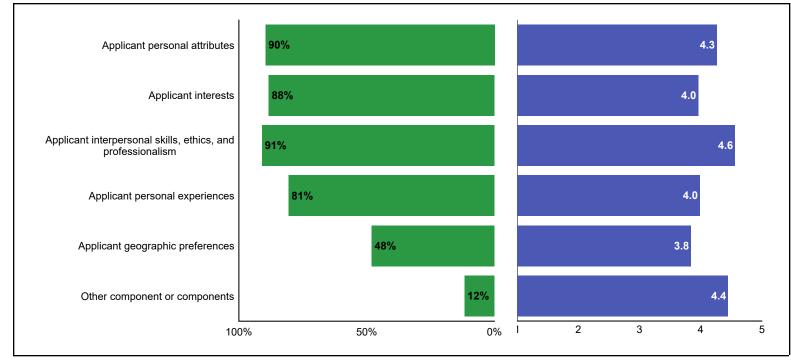








Percentage of Programs Citing Discrete Factors and Mean Importance Rating<sup>1</sup> of Said Factors, 2022



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

## Family Medicine Total N = 232

NRMP Program Director Survey Results, 2022

**Figure PD\_FM-1** Family Medicine Summary of Program Interviewing and Ranking Activities (Total N = 197)

# Mean Numbers of Applications Received, Interview Invitations, Interviews, and Applicants Ranked, 2022

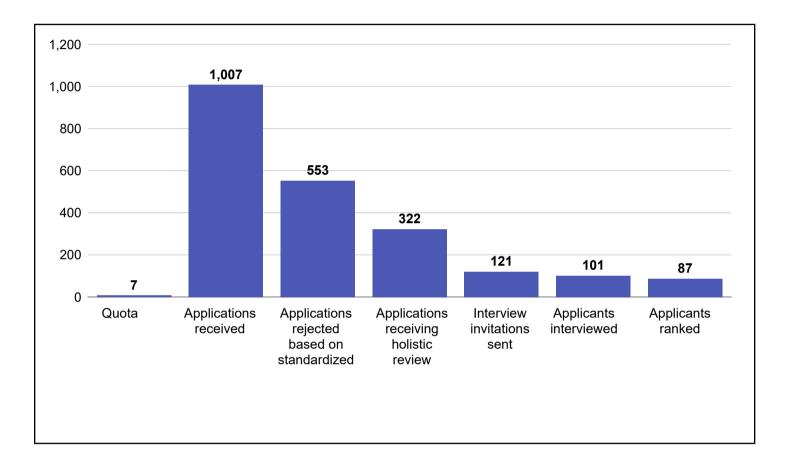
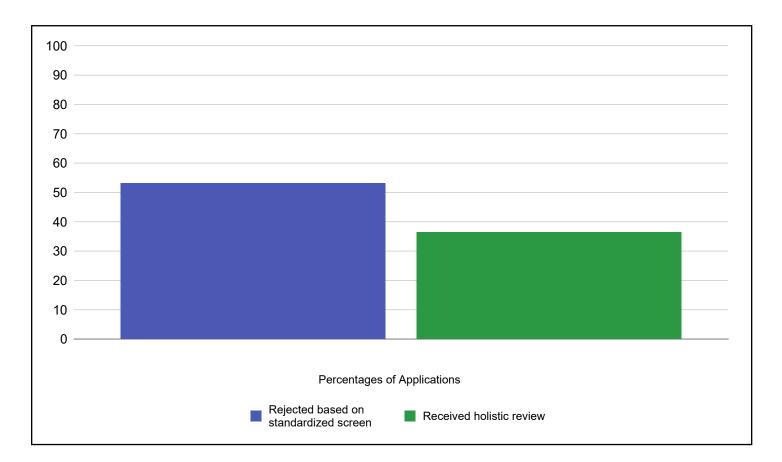


Figure PD\_FM-2 Family Medicine Summary of Program Interviewing and Ranking Activities (Total N = 176)

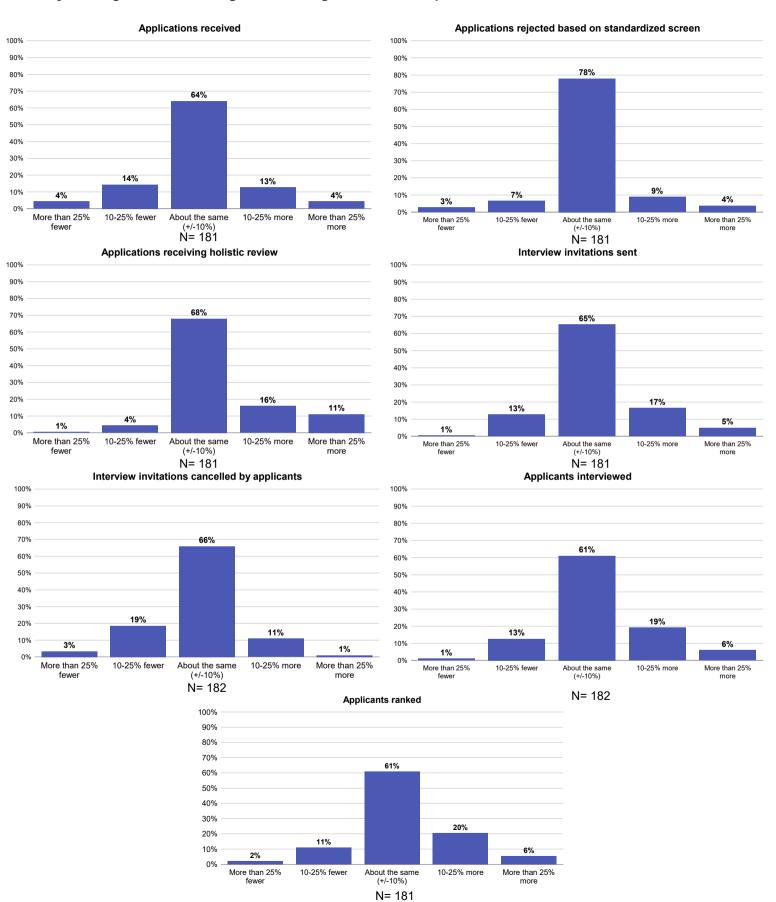


Average Percentage of Applications Rejected and Reviewed, 2022

## Figure PD\_FM-3

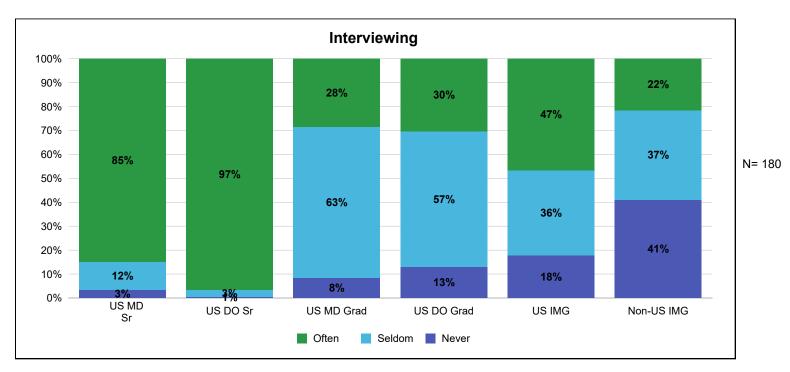
#### **Family Medicine**

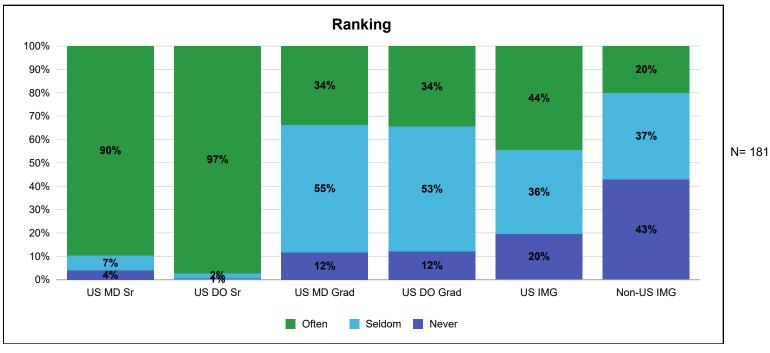
#### Summary of Program Interviewing and Ranking Activities Compared to 2021



## **Figure PD\_FM-4** Family Medicine Summary of Program Interviewing and Ranking Activities



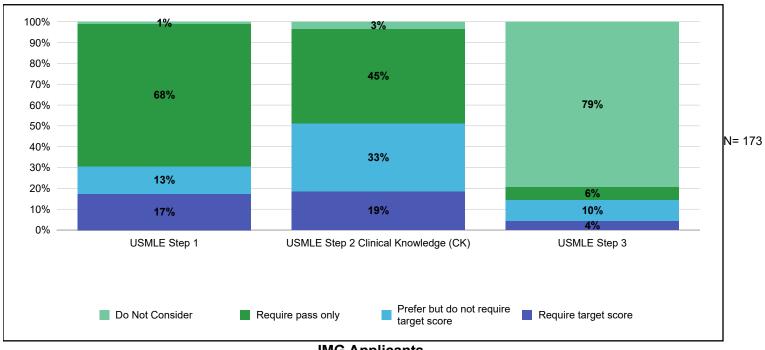




## Figure PD\_FM-5

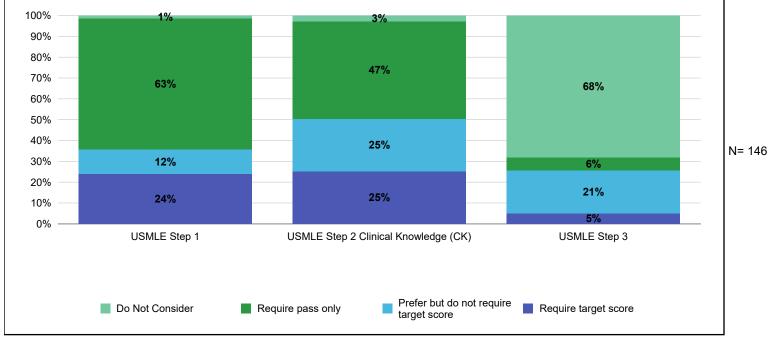
### Family Medicine Use of Standardized Licensure Exams to Select Applicants for Interview

# Percentages of Programs Using USMLE to Select US MD and IMG Applicants for Interview, $2022^{123}$



**US MD Applicants** 

**IMG Applicants** 

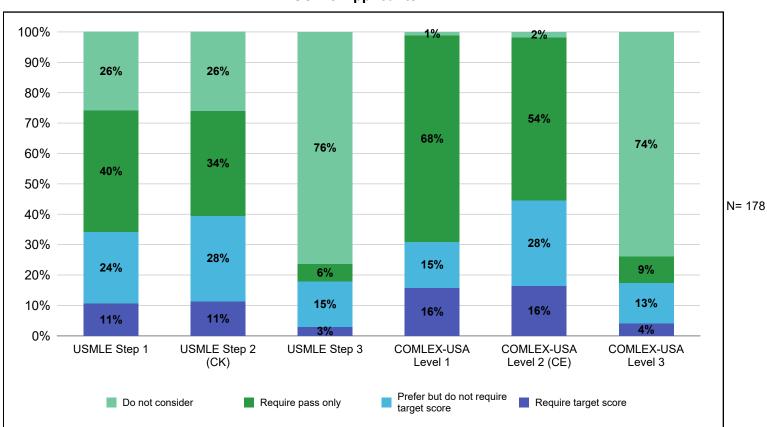


<sup>1</sup>Seniors and graduates are considered together.

<sup>2</sup>Total number of respondents who indicated they "seldom" or "often" consider MD senior and/or graduate, or IMG applicants for interview.

### **Figure PD\_FM-6** Family Medicine Use of Standardized Licensure Exams to Select Applicants for Interview

# Percentages of Programs Using USMLE and COMLEX-USA to Select DO Applicants for Interview, 2022<sup>1 2 3</sup>



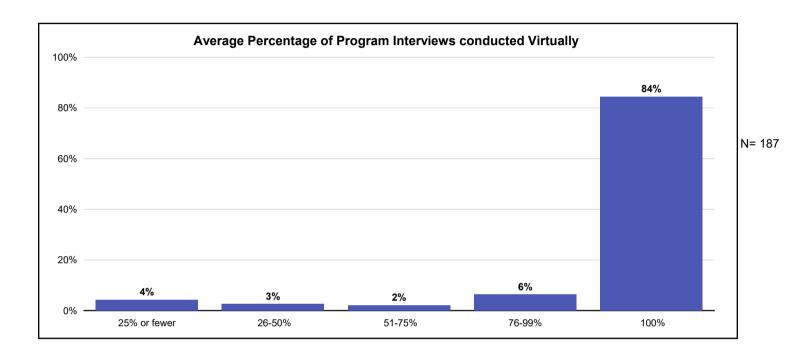
US DO Applicants

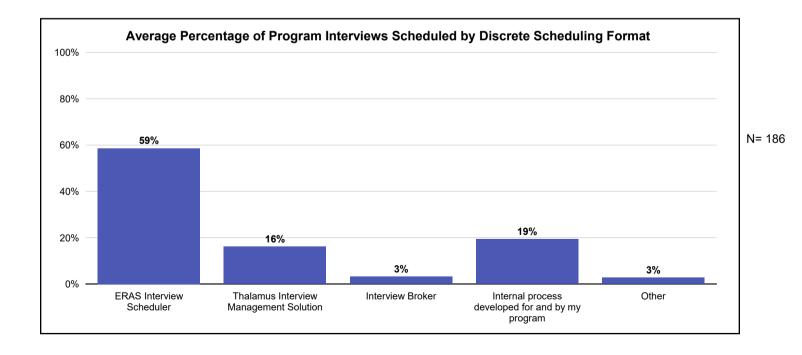
<sup>1</sup>DO seniors and DO graduates are considered together.

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

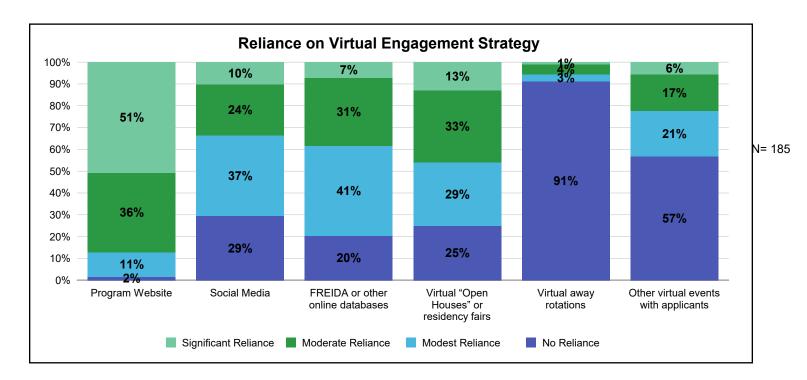


#### Impact of Virtual Experience on Applicants Interviewed, 2022

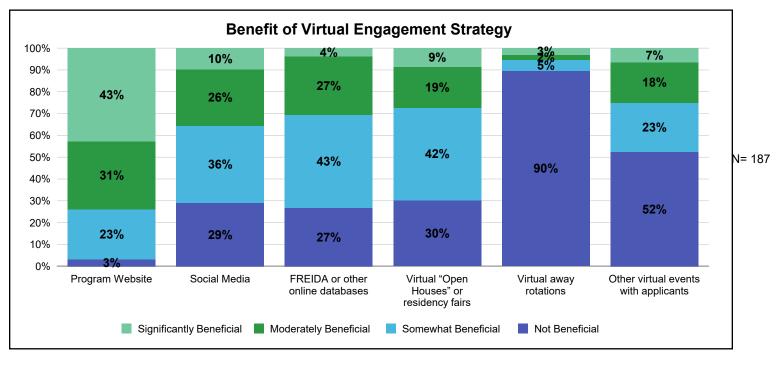




### Figure PD\_FM-8 Family Medicine Summary of Program Virtual Experience

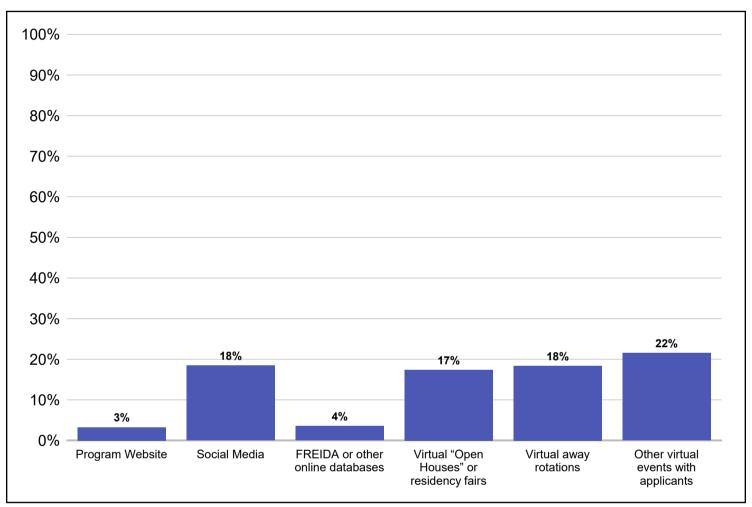


#### Reliance on and Perceived Benefits of Applicant Engagement Strategies, 2022<sup>1</sup>





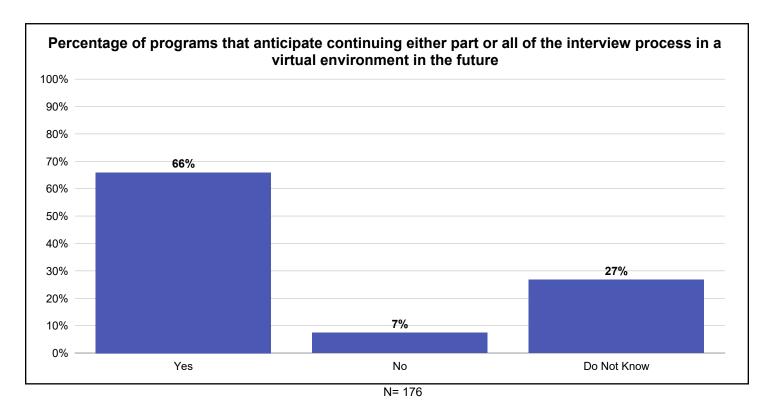
First Time Reliance on Applicant Engagement Strategies, 2022

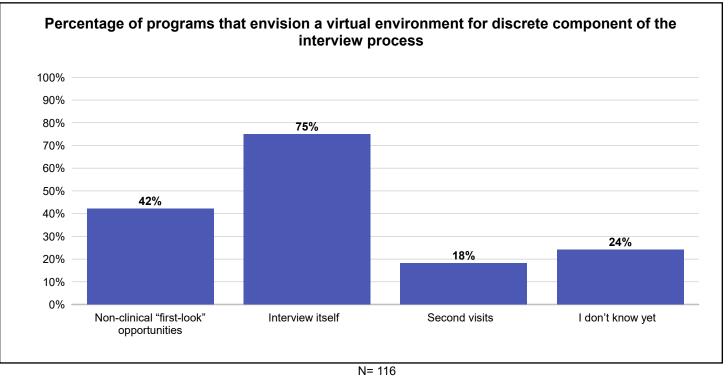


N= 184



Intention to Rely on Virtual Recruitment for Future Match Cycles, 2022





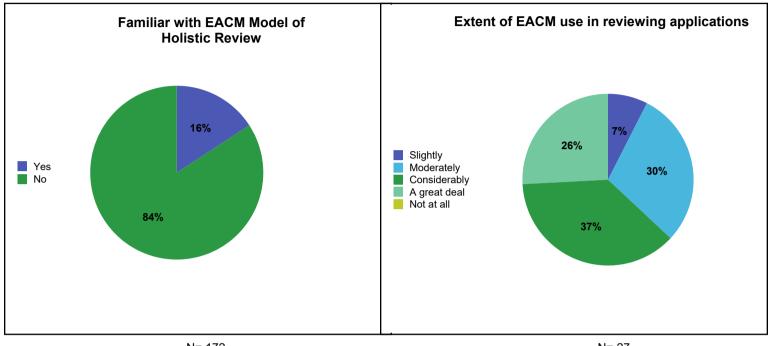
# Perceived Advantages/Disadvantages of Virtual Recruitment, 2022<sup>1</sup>

## **Virtual Recruitment Circumstance**

Creating new web-based info materials about program	10%		17%	25%		20%	20%	8%
More applications to cull through		9%		40%		17%	10%	18%
Fewer applications to cull through	2%5%	0 /0	46%		11%	11 /0	46%	
Time/ability to research, select online mtg platform	2%	19%			2%			4% 12%
Time to create virtual interview agenda/itinerary	3%	21%	,		51%		14%	6% 5%
Time to train staff to use online mtg software	3%		30%		5	0%		9% 2% 6%
Applicants cancelling interviews at last minute	13%	6	23%		429	%	129	<mark>⁄ 4%</mark> 8%
Tech issues during interviews	8%		46	%		3	5%	2%% 8%
Ensuring confidentiality of interviews		10%			66%		2%	% 15%
Assessment of applicant competency	12%	<b>6</b>	28%			48%		2% <mark>4% 5%</mark>
Assessment of applicant interest in and understanding of program		22%		35%			33%	5% <mark>5%1</mark> 9
Assessment of applicant interpersonal skills, alignment with interview team		20%		41%			28%	5% <mark>5%1</mark> %
Assessment of whether program showcased adequately		26%		4:	2%		22%	5% <mark>4%2%</mark>
Reduced applicant-related hosting expenses	7%	7%	18%	24%			40%	4%
Fewer cancelled interviews	2 <mark>%</mark> 11		4	10%		26%	8%	14%
More efficiency of interview process	<mark>4%</mark> 5%		26%		34%		26%	5%
More flexibility for interview dates	2 <mark>%5%</mark>		37%		22%		27%	8%
More difficulty of scheduling interviews for applicants outside U.S.	3% <mark>4%</mark>		489	%	4%	<mark>2%</mark>	40%	
Less difficulty of scheduling interviews for applicants outside U.S.	<b>28%</b>		41%		14%	10%		1%
More access to faculty and residents to participate in interview process		9%		41%		24%		14% 5%
Need for more outreach to identify and capture interested applicants	11%		28%			45%		7% <mark>2%</mark> 8%
	0%		20%	40%		60%	80%	100%
Mod/Sig Disadv Slight Disadv	I	Neithe	er Adv Nor Disadv	Slight Advanta	ige	Mod/Sig Adv	N	/A
		N	<b>I</b> = 173					

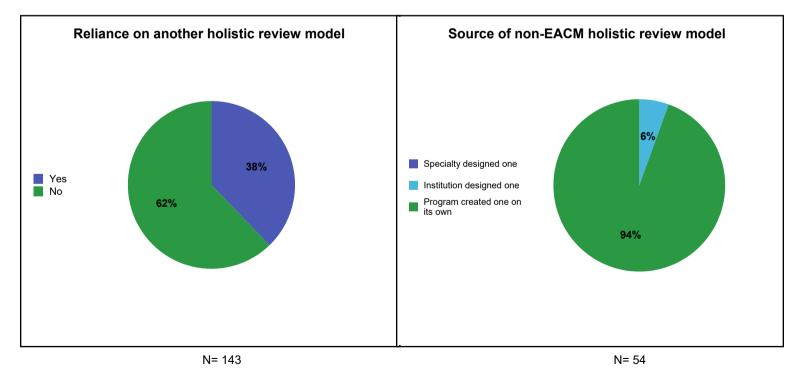


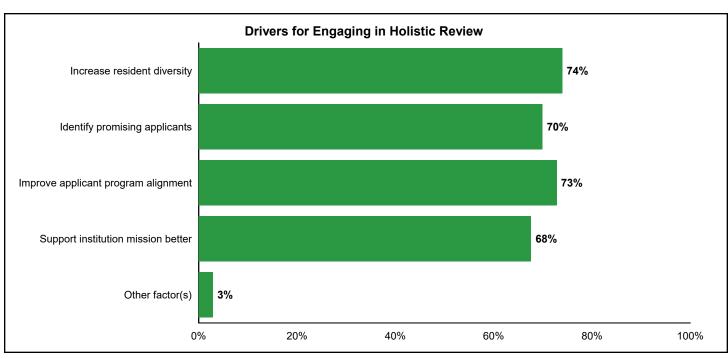
#### Familiarity with and Use of the AAMC EACM Model of Holistic Review and Other Holistic Review **Models**, 2022<sup>1</sup>



N= 172

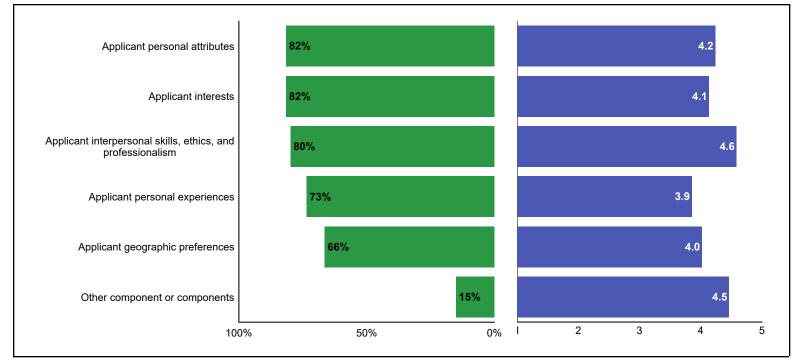
N= 27





#### Drivers for Engaging in Holistic Review (For Those Indicating that they Performed Holistic Review), 2022

Percentage of Programs Citing Discrete Factors and Mean Importance Rating<sup>1</sup> of Said Factors, 2022



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

## **Internal Medicine** Total N = 170

NRMP Program Director Survey Results, 2022

### Figure PD\_IM-1 Internal Medicine Summary of Program Interviewing and Ranking Activities (Total N = 147)

# Mean Numbers of Applications Received, Interview Invitations, Interviews, and Applicants Ranked, 2022

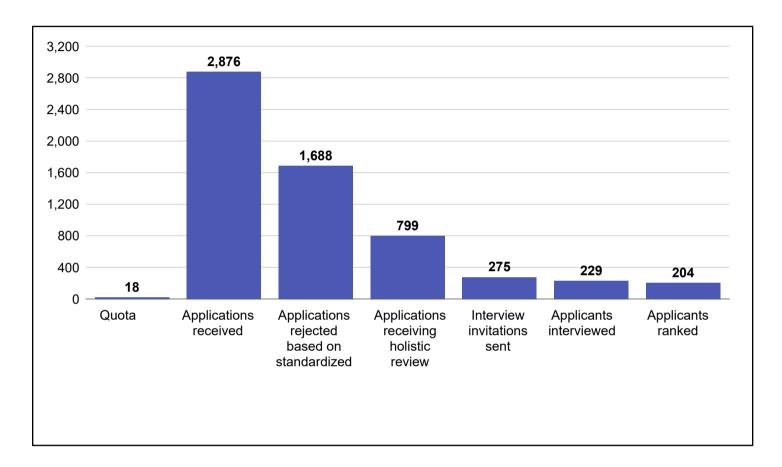
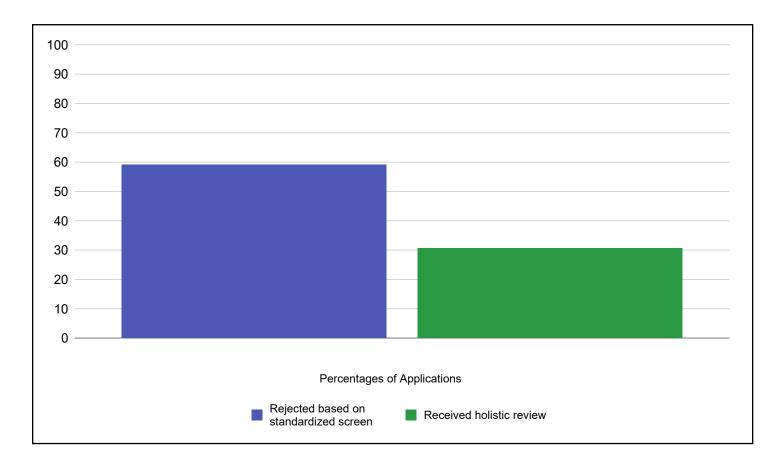


Figure PD\_IM-2 Internal Medicine Summary of Program Interviewing and Ranking Activities (Total N = 130)

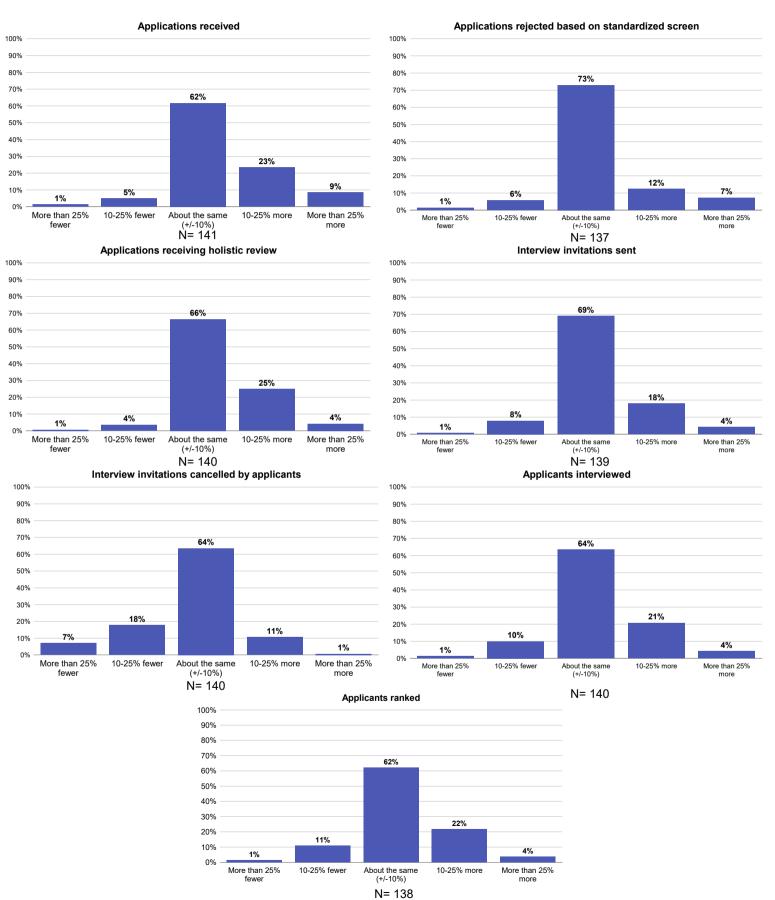


Average Percentage of Applications Rejected and Reviewed, 2022

## Figure PD\_IM-3

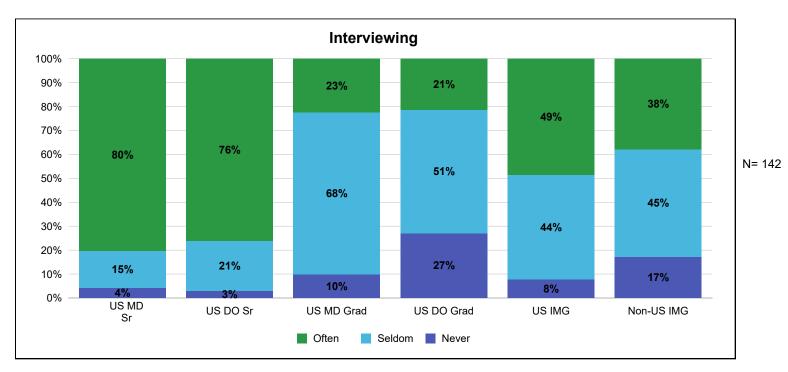
### Internal Medicine

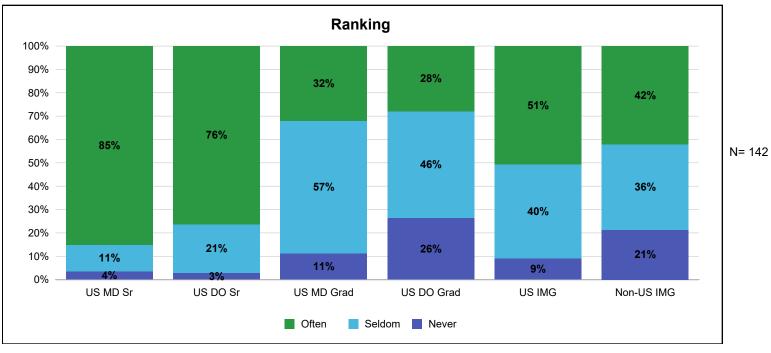
### Summary of Program Interviewing and Ranking Activities Compared to 2021



### **Figure PD\_IM-4** Internal Medicine Summary of Program Interviewing and Ranking Activities



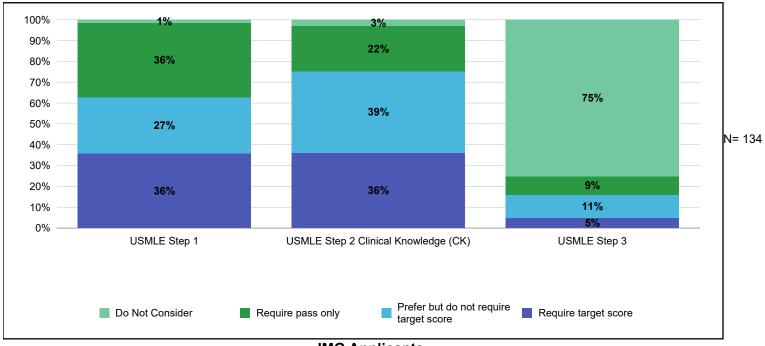




## Figure PD\_IM-5

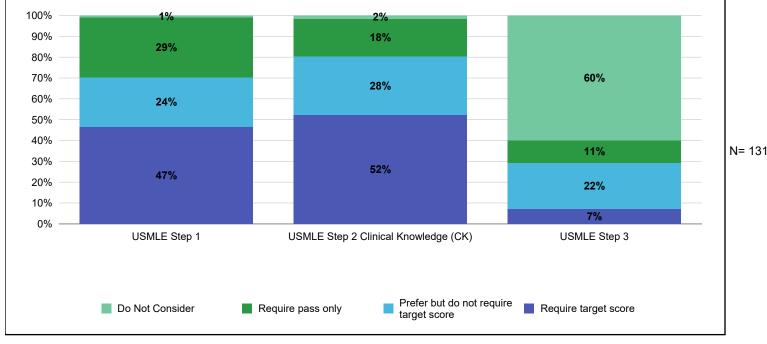
### Internal Medicine Use of Standardized Licensure Exams to Select Applicants for Interview

# Percentages of Programs Using USMLE to Select US MD and IMG Applicants for Interview, $2022^{123}$



**US MD Applicants** 

**IMG Applicants** 

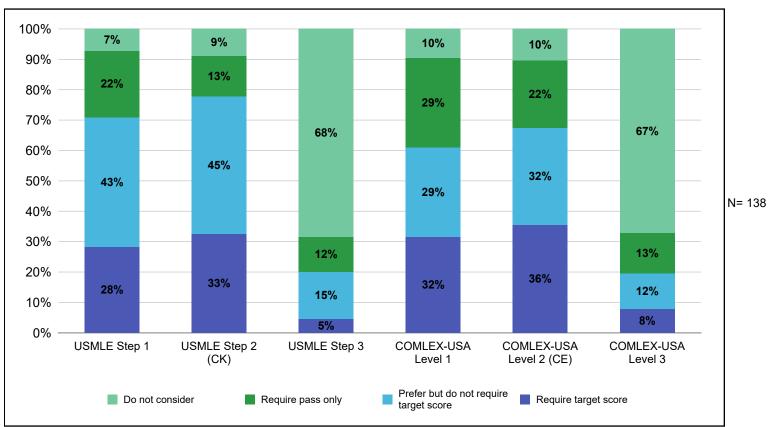


<sup>1</sup>Seniors and graduates are considered together.

<sup>2</sup>Total number of respondents who indicated they "seldom" or "often" consider MD senior and/or graduate, or IMG applicants for interview.

### **Figure PD\_IM-6** Internal Medicine Use of Standardized Licensure Exams to Select Applicants for Interview

# Percentages of Programs Using USMLE and COMLEX-USA to Select DO Applicants for Interview, 2022<sup>1 2 3</sup>



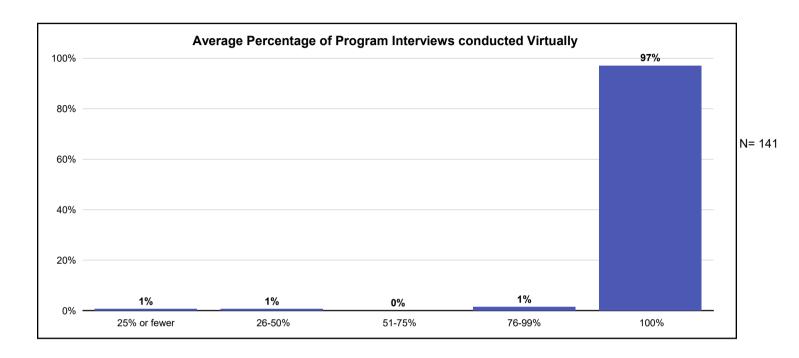
US DO Applicants

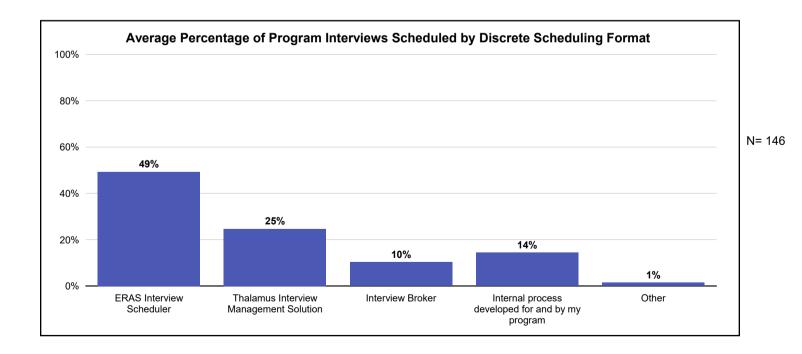
<sup>1</sup>DO seniors and DO graduates are considered together.

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

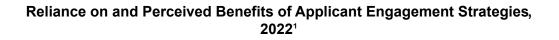


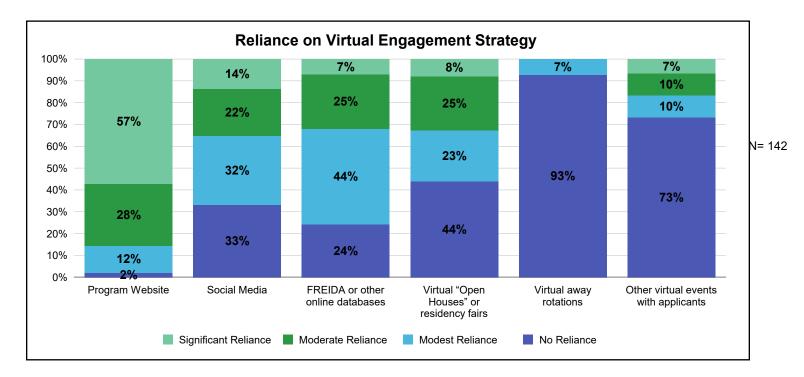
#### Impact of Virtual Experience on Applicants Interviewed, 2022

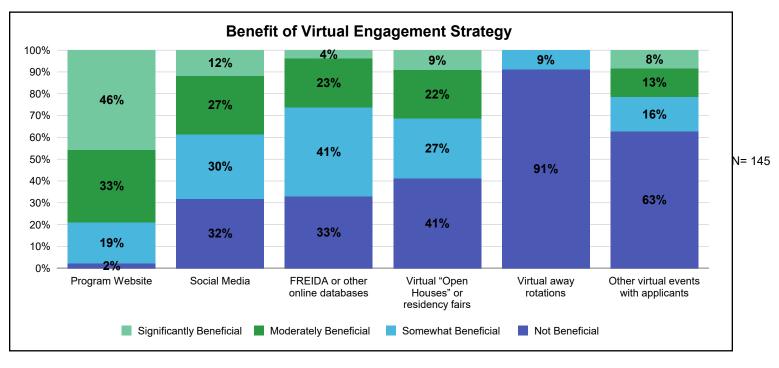




### Figure PD\_IM-8 Internal Medicine Summary of Program Virtual Experience

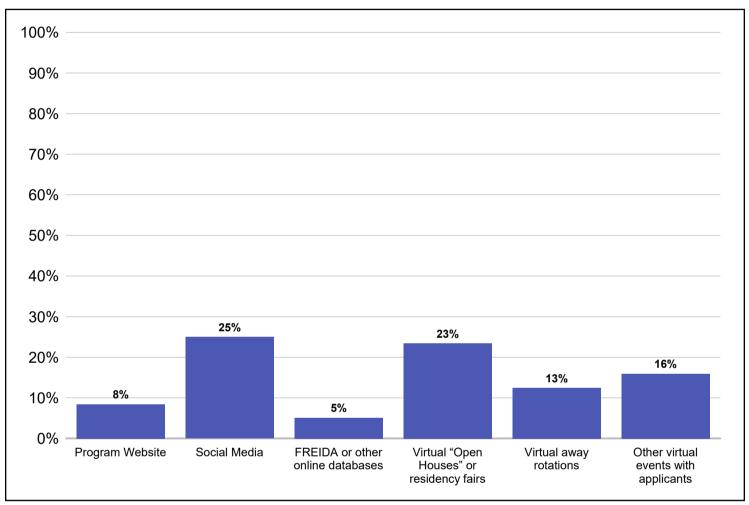








First Time Reliance on Applicant Engagement Strategies, 2022

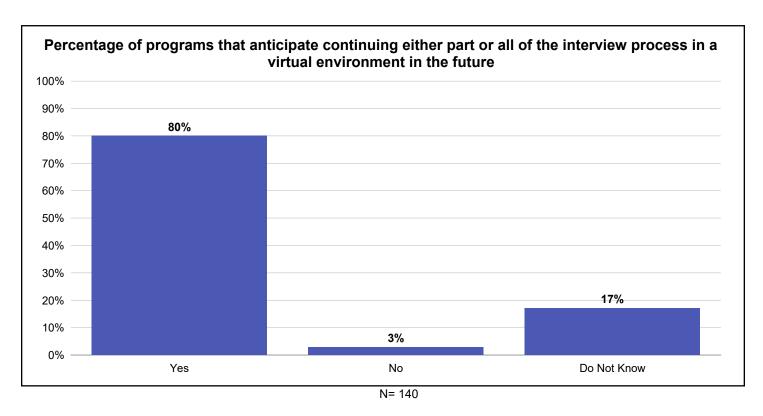


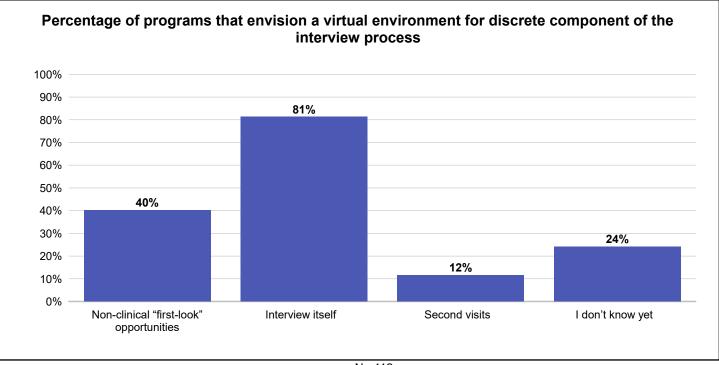
N= 142



### Internal Medicine Summary of Program Virtual Experience

Intention to Rely on Virtual Recruitment for Future Match Cycles, 2022





N= 112

#### Perceived Advantages/Disadvantages of Virtual Recruitment, **2022**<sup>1</sup>

## **Virtual Recruitment Circumstance**

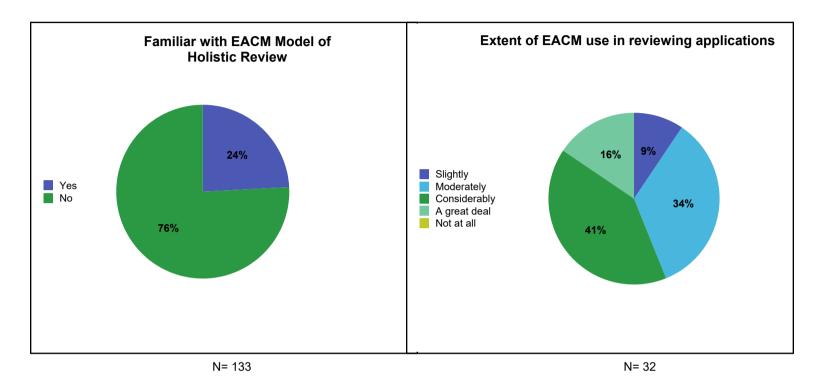
	00/		00/	00%		4.00/		0/	=0/-
Creating new web-based info materials about program	9%		0%	22%		18%	27		5%
More applications to cull through	12%	0	17%	27%		17%	17%		11%
Fewer applications to cull through	% 8%	4 = 0 (	32%	4%2			54%	00/	4.4.07
Time/ability to research, select online mtg platform	5%	15%		49					11%
Time to create virtual interview agenda/itinerary	5%	22%			43%		20%		9% 2%
Time to train staff to use online mtg software	5%		33%			43%			<mark>% 4%</mark>
Applicants cancelling interviews at last minute	9%		27%		4	0%	8%	7%	9%
Tech issues during interviews	13%			48%			27%		<mark>2%5%</mark>
Ensuring confidentiality of interviews	4%	17%			60%				3%
Assessment of applicant competency		24%		22%		39		<mark>3%</mark> 3%	
Assessment of applicant interest in and understanding of program		7%		42%			30%		<mark>6%1</mark> %
Assessment of applicant interpersonal skills, alignment with interview team	1	8%		44%			22%	10%	5%1%
Assessment of whether program showcased adequately		28%			37%		22%	5%	7%1%
Reduced applicant-related hosting expenses	8%		3%	20%			47%		8%
Fewer cancelled interviews		8%		36%		29%		13%	8%
More efficiency of interview process	<mark>3%%</mark>	22%		35%	6		37%		2%
More flexibility for interview dates	2%		4%		27%		33%		4%
More difficulty of scheduling interviews for applicants outside U.S.	<mark>2%</mark> 7%			57%			<b>5% 5%</b>	23%	
Less difficulty of scheduling interviews for applicants outside U.S.	4% <mark>1</mark> %		43%			23%	16%	1	4%
More access to faculty and residents to participate in interview process	8%	7%	3	0%		36%		16%	3%
Need for more outreach to identify and capture interested applicants	9%		25%			51%		6%	3% <b>5</b> %
	0%		20%	40%		60%	80%		100%
	•.•			1070		0070	0070		100 /
Mod/Sig Disadv		Neither A	dv Nor Disad	v 📕 Slight Advar	ntage	Mod/Sig	Adv	N/A	
			2						
		N=	120						

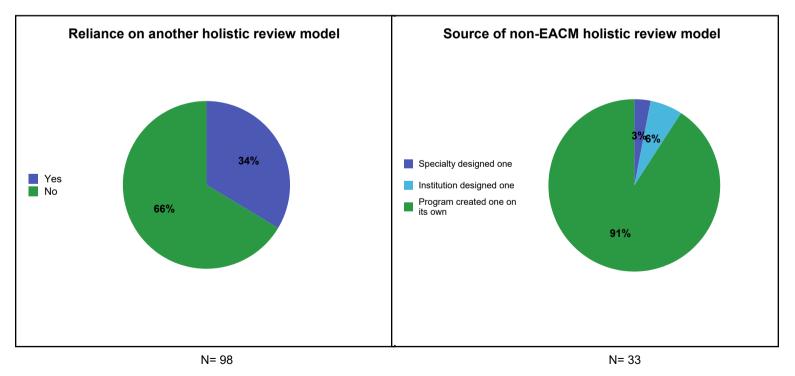
N= 130

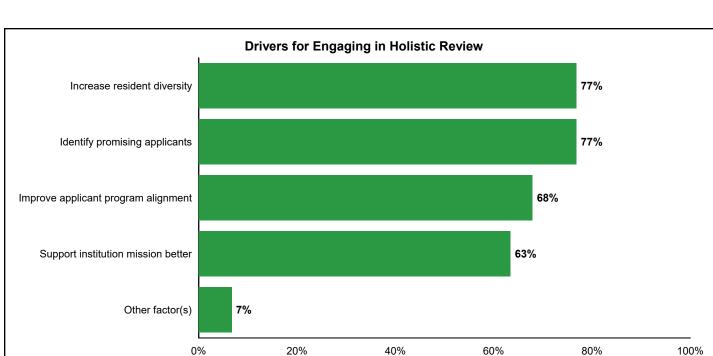
# Figure PD\_IM-12

#### Internal Medicine Summary of Program Holistic Review

# Familiarity with and Use of the AAMC EACM Model of Holistic Review and Other Holistic Review Models, 2022<sup>1</sup>

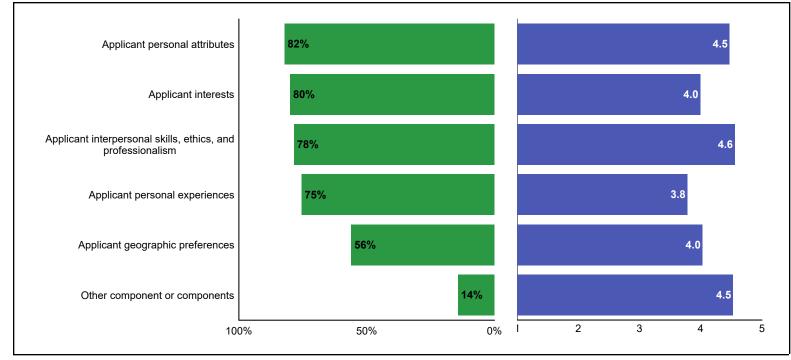






#### Drivers for Engaging in Holistic Review (For Those Indicating that they Performed Holistic Review), 2022

Percentage of Programs Citing Discrete Factors and Mean Importance Rating<sup>1</sup> of Said Factors, 2022

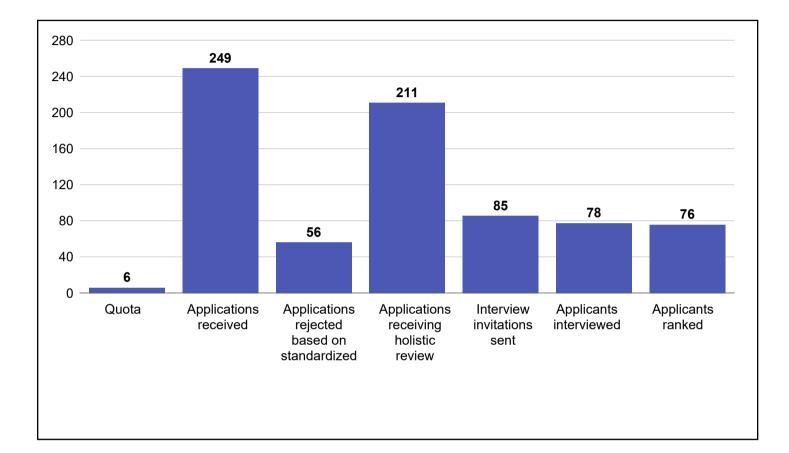


<sup>1</sup> Ratings on a scale from 1 (not at all important) to 5 (very important).

# **Internal Medicine/Pediatrics**

Total N = 27

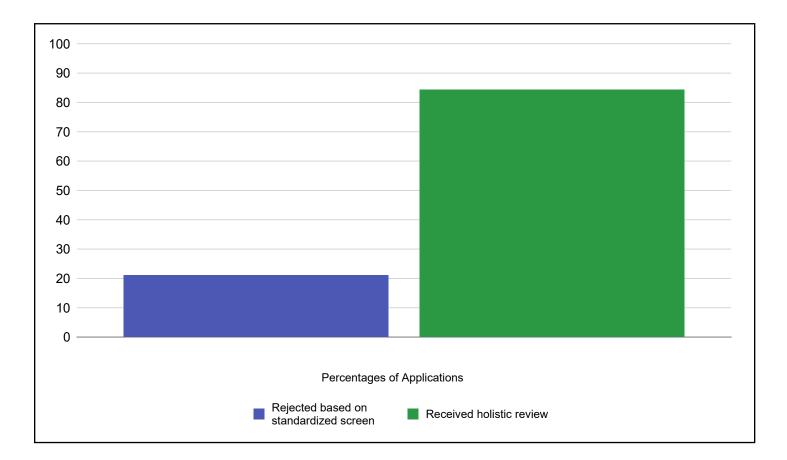
### Figure PD\_IMP-1 Internal Medicine/Pediatrics Summary of Program Interviewing and Ranking Activities (Total N = 23)



# Mean Numbers of Applications Received, Interview Invitations, Interviews, and Applicants Ranked, 2022

Figure PD\_IMP-2

Internal Medicine/Pediatrics Summary of Program Interviewing and Ranking Activities (Total N = 21)

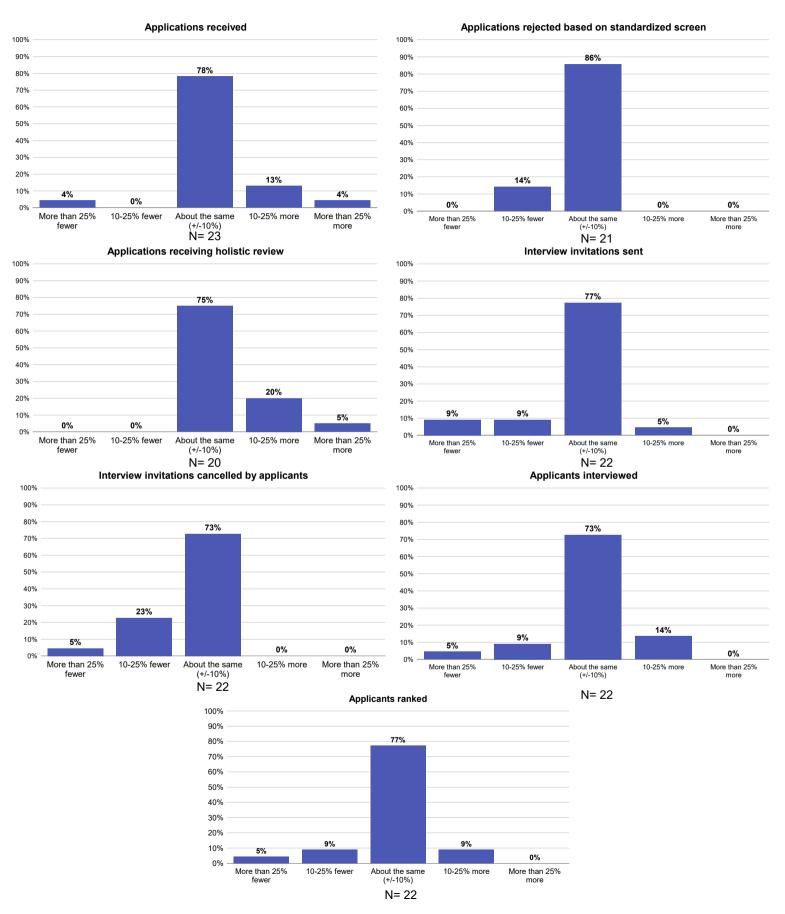


Average Percentage of Applications Rejected and Reviewed, 2022

## Figure PD\_IMP-3

#### Internal Medicine/Pediatrics

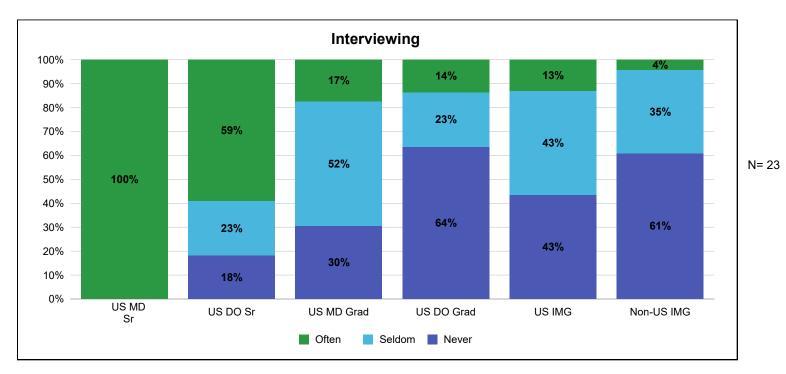
#### Summary of Program Interviewing and Ranking Activities Compared to 2021

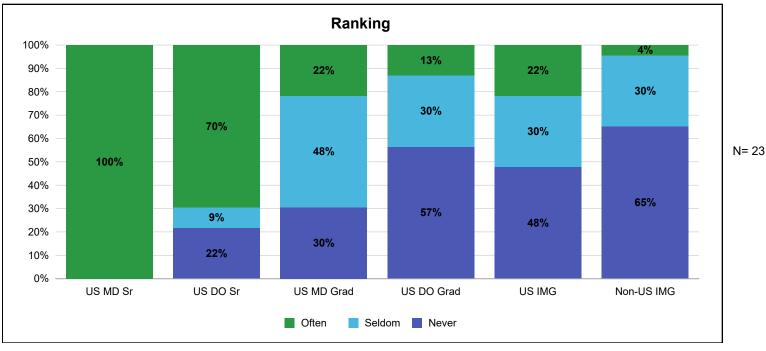


#### Internal Medicine/Pediatrics

Summary of Program Interviewing and Ranking Activities



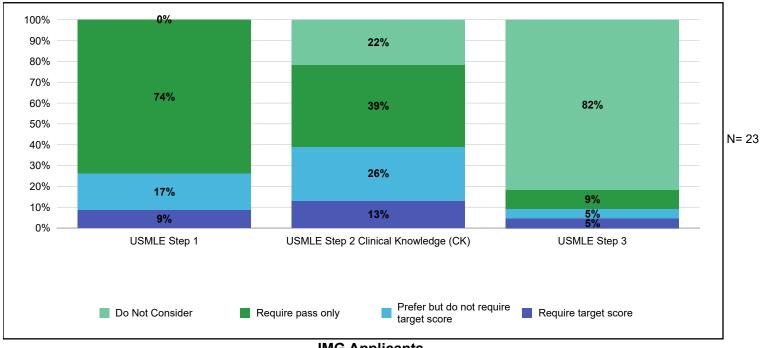




#### Internal Medicine/Pediatrics

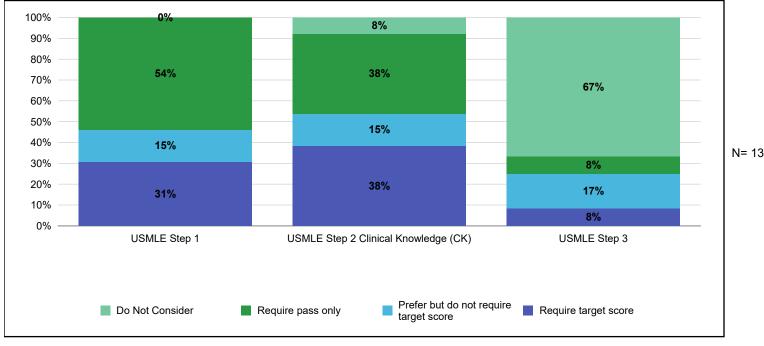
Use of Standardized Licensure Exams to Select Applicants for Interview

## Percentages of Programs Using USMLE to Select US MD and IMG Applicants for Interview, $2022^{123}$



**US MD Applicants** 

**IMG Applicants** 



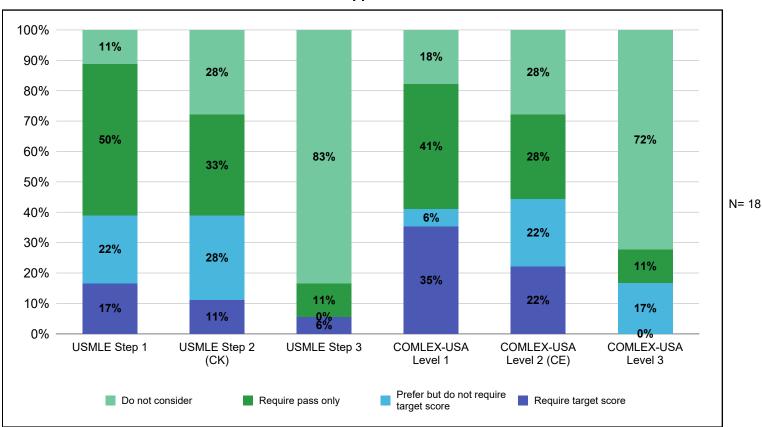
<sup>1</sup>Seniors and graduates are considered together.

<sup>2</sup>Total number of respondents who indicated they "seldom" or "often" consider MD senior and/or graduate, or IMG applicants for interview.

Internal Medicine/Pediatrics

Use of Standardized Licensure Exams to Select Applicants for Interview

## Percentages of Programs Using USMLE and COMLEX-USA to Select DO Applicants for Interview, 2022<sup>1 2 3</sup>



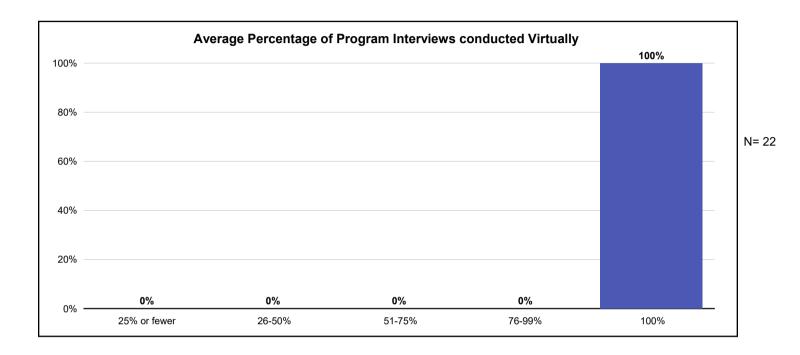
US DO Applicants

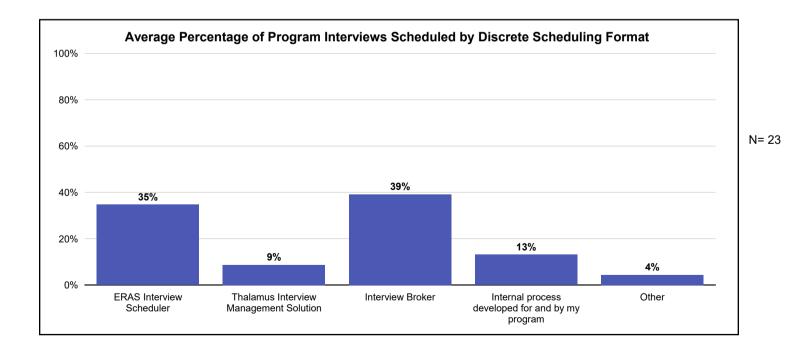
<sup>1</sup>DO seniors and DO graduates are considered together.

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

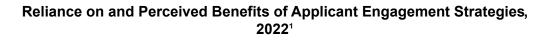


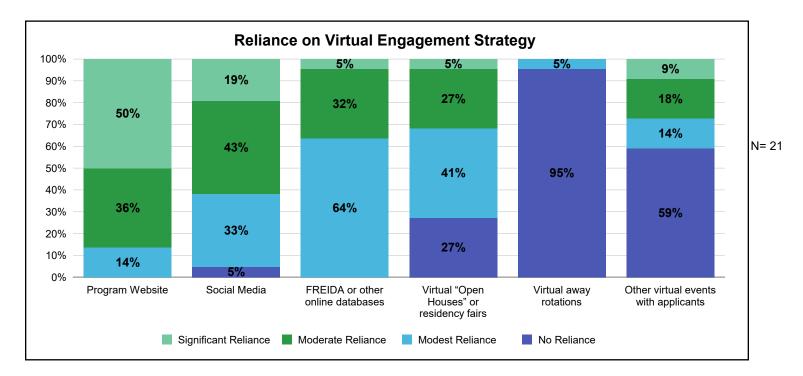
#### Impact of Virtual Experience on Applicants Interviewed, 2022

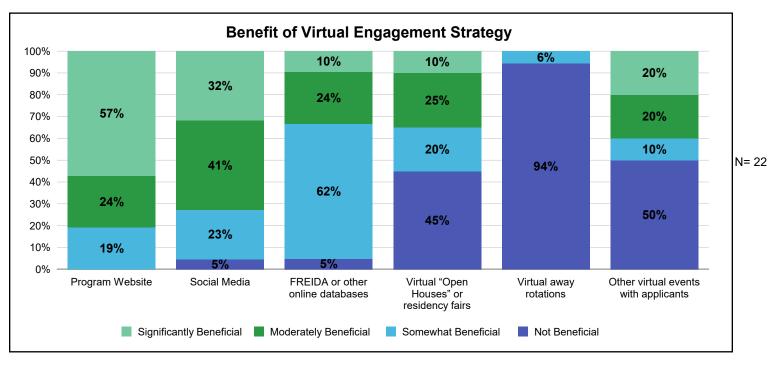




#### Internal Medicine/Pediatrics Summary of Program Virtual Experience









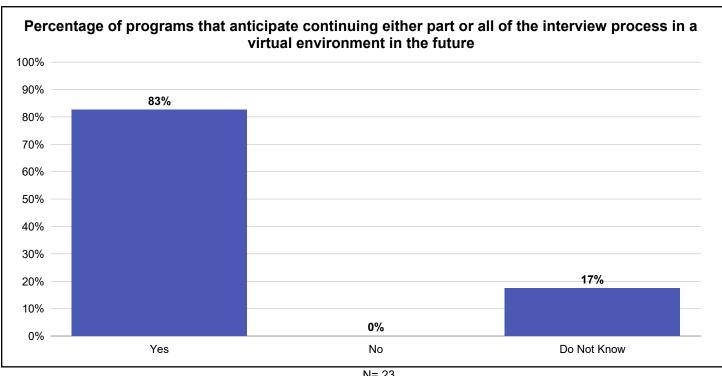
First Time Reliance on Applicant Engagement Strategies, 2022

100%						
90%						
80%						
70%						
60%						
50%						
40%						
30%						
20%					14%	
10%				11%	14 70	12%
1070						
0%	0%	0%	0%			
	Program Website	Social Media	FREIDA or other online databases	Virtual "Open Houses" or residency fairs	Virtual away rotations	Other virtual events with applicants

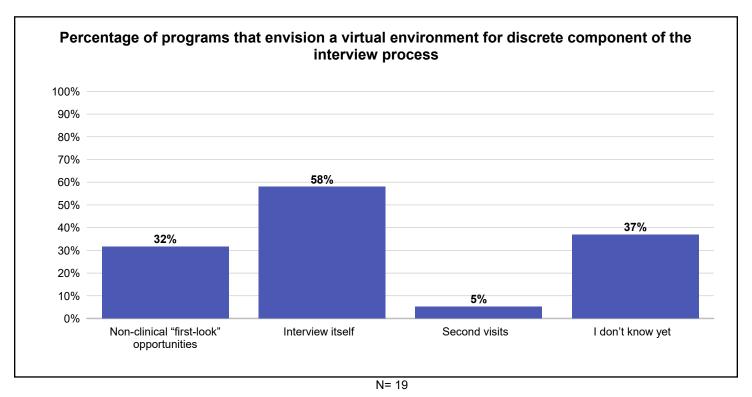
N= 23

#### **Internal Medicine/Pediatrics Summary of Program Virtual Experience**

#### Intention to Rely on Virtual Recruitment for Future Match Cycles, 2022







## Perceived Advantages/Disadvantages of Virtual Recruitment, 2022<sup>1</sup>

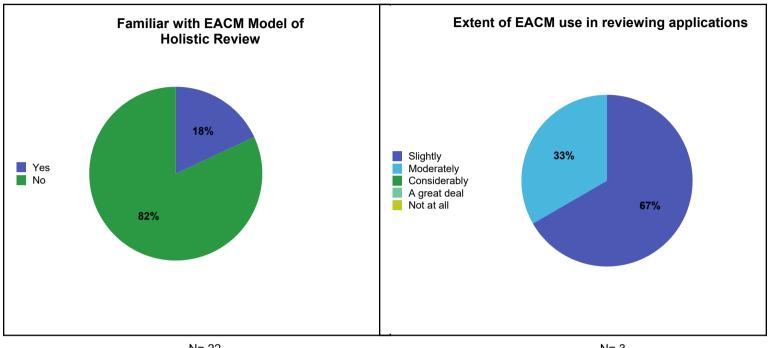
### **Virtual Recruitment Circumstance**

Creating new web-based info materials about program	22%	26	%	30%		13%	9%
More applications to cull through		43%		26%	9%	17%	þ
Fewer applications to cull through	13%	26%	4%		57%		
Time/ability to research, select online mtg platform	18%		55%		9%	5% 14	%
Time to create virtual interview agenda/itinerary	4%	30%	35	5%	22%	6	9%
Time to train staff to use online mtg software	4%	39%		39%			9%
Applicants cancelling interviews at last minute	22%	4%	35%	1	7% <mark>4%</mark>	5 17%	<b>b</b>
Tech issues during interviews	13%	39%		3	5%	4%	9%
Ensuring confidentiality of interviews	17%		61%		4%		-
Assessment of applicant competency	18%		64%				9%
Assessment of applicant interest in and understanding of program	14%	27%		32%	9%	14%	5%
Assessment of applicant interpersonal skills, alignment with interview team	5%	45%		18%	14%	14%	5%
Assessment of whether program showcased adequately	9%	50%	6	5%	23%	9%	5%
Reduced applicant-related hosting expenses	<mark>5%</mark> 5%	27%		50%		14	%
Fewer cancelled interviews	18%	18%	14%	36	%	14	%
More efficiency of interview process	<mark>5%</mark> 9%	23%		55%			9%
More flexibility for interview dates	27%		23%		41%		9%
More difficulty of scheduling interviews for applicants outside U.S.			9%		59%		
Less difficulty of scheduling interviews for applicants outside U.S.	18%	<b>5% 23</b> %			55%		
More access to faculty and residents to participate in interview process	5% 9% 5	5% 32%		45%		5%	
Need for more outreach to identify and capture interested applicants	9%	41%		23%	9%	18%	
	0%	20%	40%	60%	80%	1	100%
Mod/Sig Disadv Slight Disadv	Neithe	er Adv Nor Disadv 📃 S	Slight Advantage	Mod/Sig Ad	v	N/A	
	r	N= 23					

N= 23

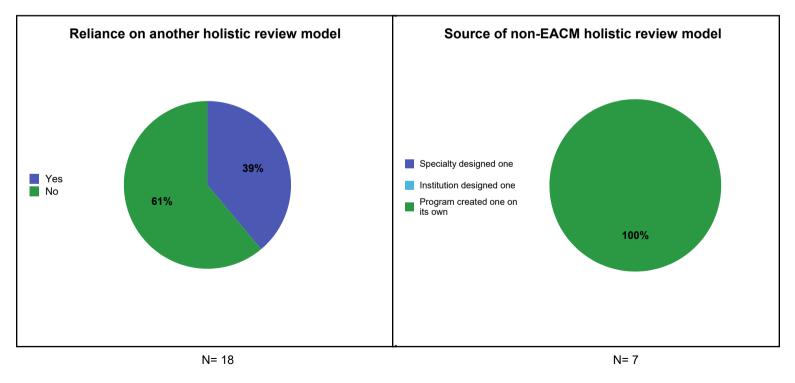
#### Internal Medicine/Pediatrics **Summary of Program Holistic Review**

#### Familiarity with and Use of the AAMC EACM Model of Holistic Review and Other Holistic Review **Models**, 2022<sup>1</sup>

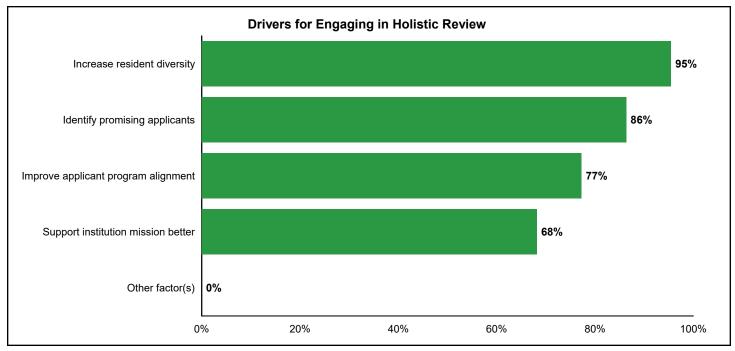




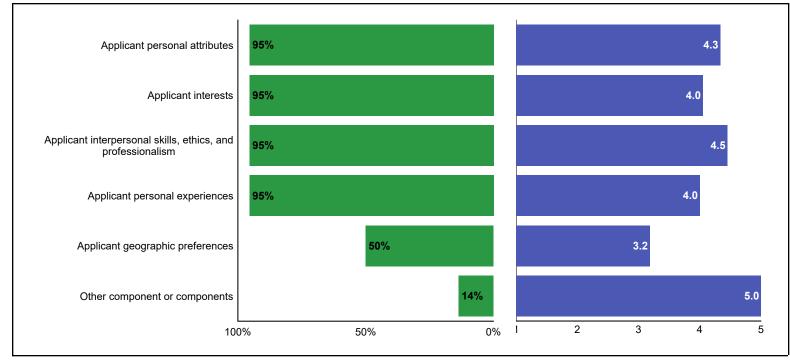




#### Drivers for Engaging in Holistic Review (For Those Indicating that they Performed Holistic Review), 2022



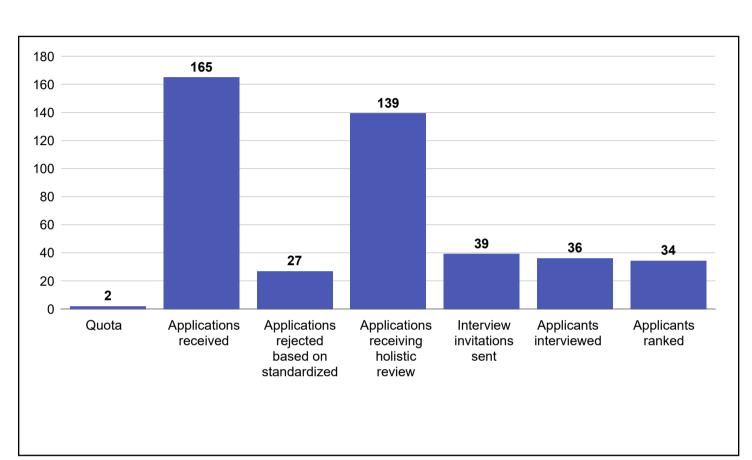
Percentage of Programs Citing Discrete Factors and Mean Importance Rating<sup>1</sup> of Said Factors, 2022



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

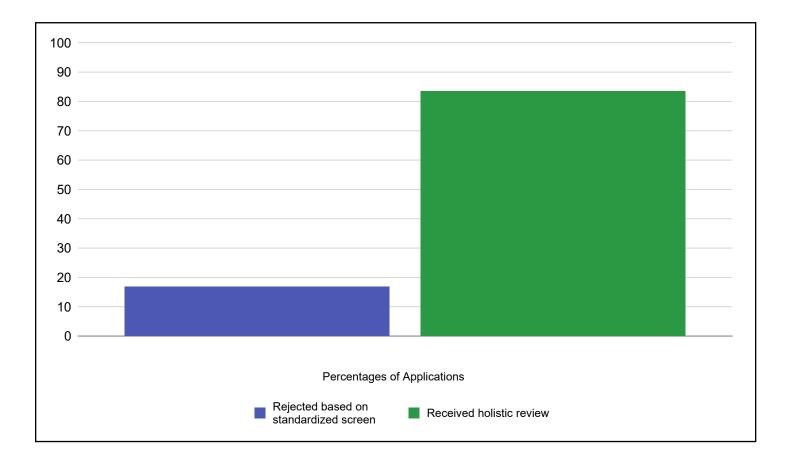
# Interventional Radiology (Integrated) Total N = 18

#### Figure PD\_IR-1 Interventional Radiology (Integrated) Summary of Program Interviewing and Ranking Activities (Total N = 15)



## Mean Numbers of Applications Received, Interview Invitations, Interviews, and Applicants Ranked, 2022

Interventional Radiology (Integrated) Summary of Program Interviewing and Ranking Activities (Total N = 14)



Average Percentage of Applications Rejected and Reviewed, 2022

#### Interventional Radiology (Integrated) Summary of Program Interviewing and Ranking Activities Compared to 2021

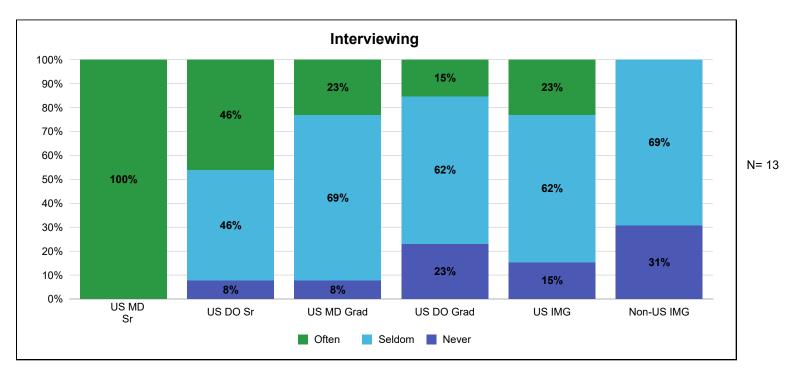
Applications received Applications rejected based on standardized screen 100% 100% 92% 90% 90% 77% 80% 80% 70% 70% 60% 60% 50% 50% 40% 40% 30% 30% 20% 15% 20% 8% 10% 8% 10% 0% 0% 0% 0% 0% 0% 0% More than 25% More than 25% 10-25% fewer About the same 10-25% more 10-25% more More than 25% 10-25% fewer About the same More than 25% (+/-10%) fewer more fewe (+/-10%) more N= 13 N= 13 Applications receiving holistic review Interview invitations sent 100% 100% 90% 90% 77% 80% 80% 69% 70% 70% 60% 60% 50% 50% 40% 40% 30% 30% 20% 15% 20% 15% 8% 10% 8% 8% 10% 0% 0% 0% 0% 0% More than 25% About the same 10-25% fewer 10-25% more More than 25% About the same (+/-10%) 10-25% fewer 10-25% more More than 25% More than 25% (+/-10%) fewer more fewe more N= 13 N= 13 Interview invitations cancelled by applicants Applicants interviewed 100% 100% 90% 90% 80% 80% 69% 70% 70% 62% 60% 60% 50% 50% 40% 40% 31% 30% 30% 20% 20% 15% 8% 10% 8% 8% 10% 0% 0% 0% 0% 0% More than 25% More than 25% 10-25% fewer About the same 10-25% more About the same (+/-10%) More than 25% 10-25% fewe 10-25% more More than 25% fewer (+/-10%) more more N= 13 N= 13 Applicants ranked 100% 90% 80% 70% 62% 60% 50% 40% 30% 23% 20% 8% 8% 10% 0% 0% About the same (+/-10%) More than 25% 10-25% fewer 10-25% more More than 25% fewe more

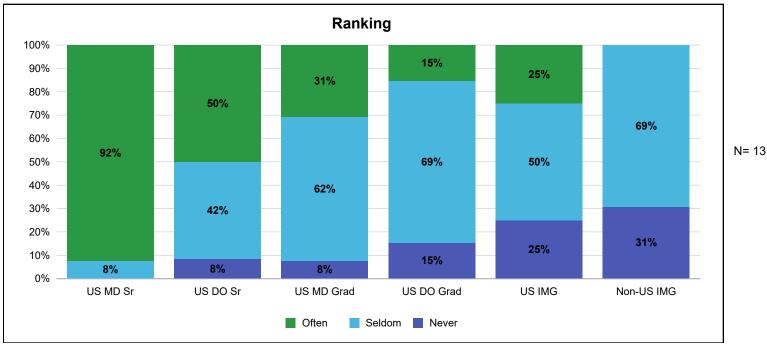
N= 13

#### Interventional Radiology (Integrated)

Summary of Program Interviewing and Ranking Activities



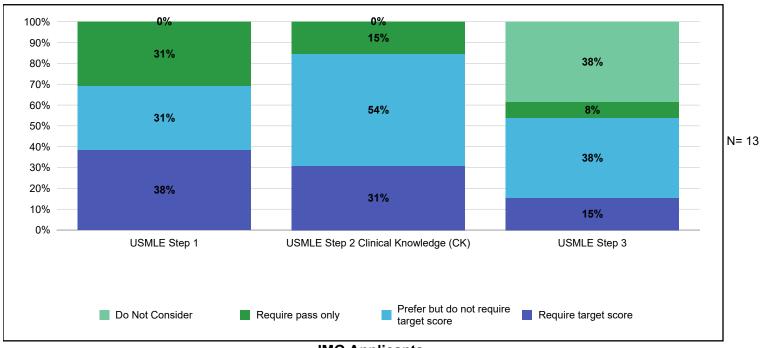




#### Interventional Radiology (Integrated)

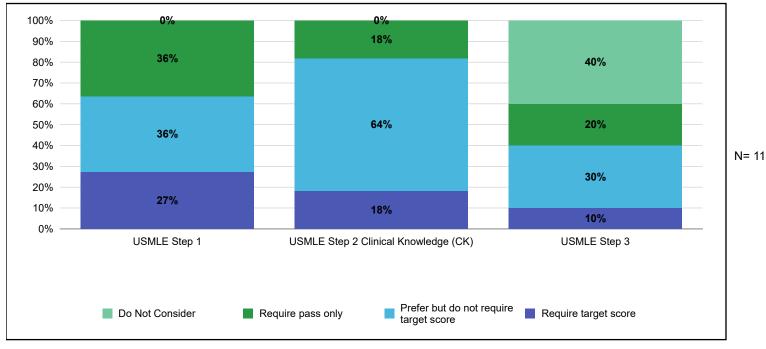
Use of Standardized Licensure Exams to Select Applicants for Interview

## Percentages of Programs Using USMLE to Select US MD and IMG Applicants for Interview, $2022^{123}$



**US MD Applicants** 

**IMG Applicants** 



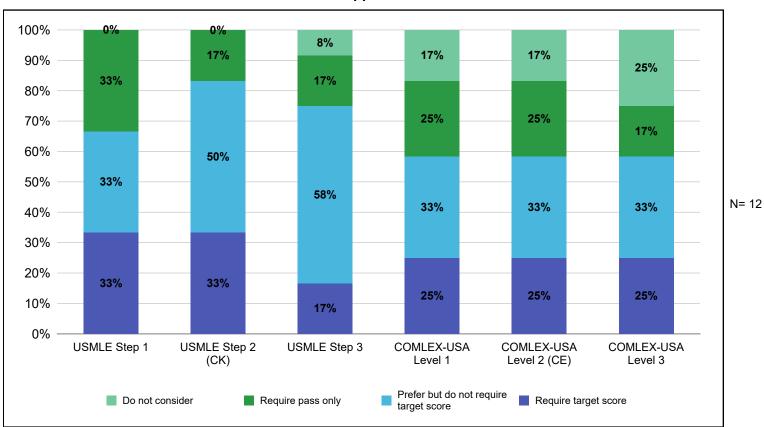
<sup>1</sup>Seniors and graduates are considered together.

<sup>2</sup>Total number of respondents who indicated they "seldom" or "often" consider MD senior and/or graduate, or IMG applicants for interview.

Interventional Radiology (Integrated)

Use of Standardized Licensure Exams to Select Applicants for Interview

## Percentages of Programs Using USMLE and COMLEX-USA to Select DO Applicants for Interview, 2022<sup>1 2 3</sup>



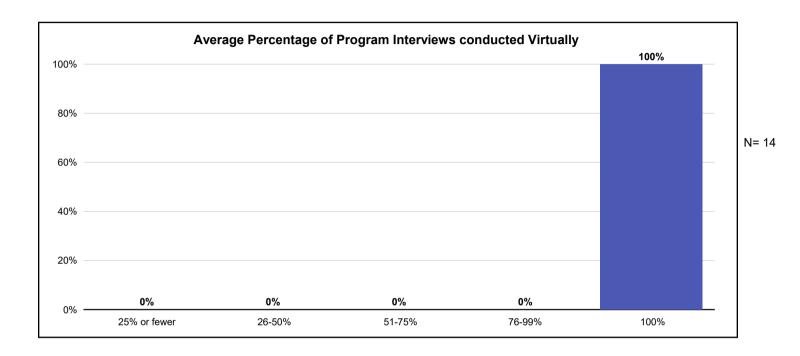
US DO Applicants

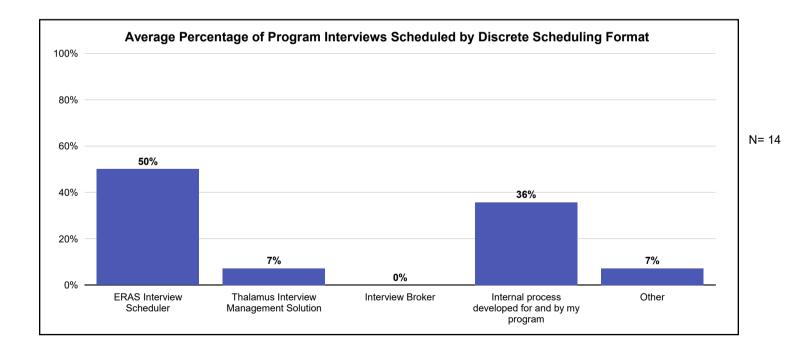
<sup>1</sup>DO seniors and DO graduates are considered together.

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

#### Figure PD\_IR-7 Interventional Radiology (Integrated) Summary of Program Virtual Experience

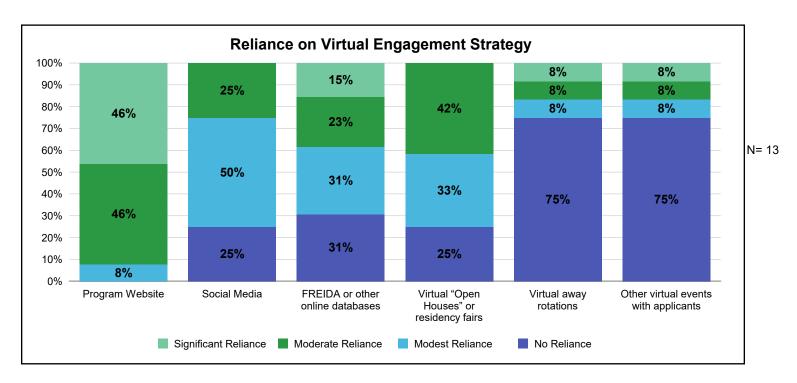
#### Impact of Virtual Experience on Applicants Interviewed, 2022

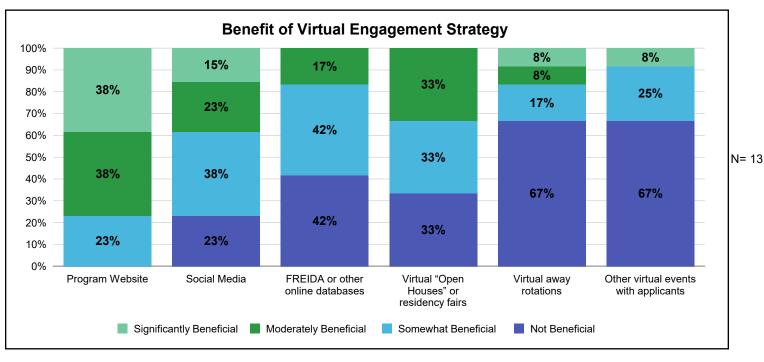




#### Interventional Radiology (Integrated) Summary of Program Virtual Experience

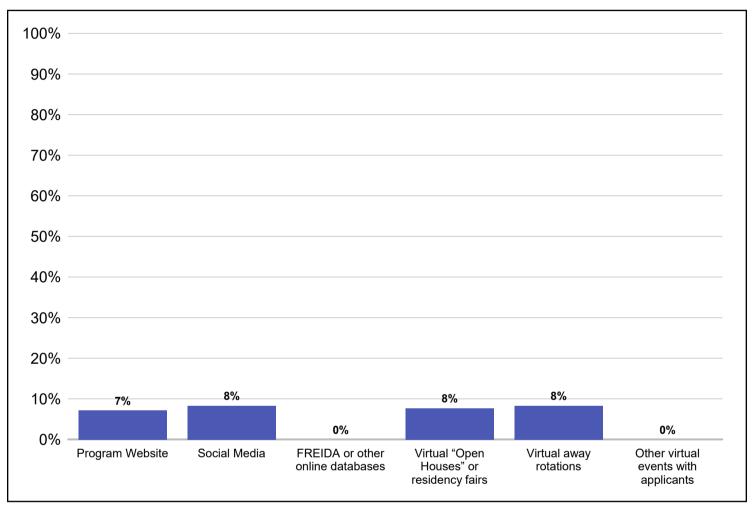
#### Reliance on and Perceived Benefits of Applicant Engagement Strategies, 2022<sup>1</sup>





#### Figure PD\_IR-9 Interventional Radiology (Integrated) Summary of Program Virtual Experience

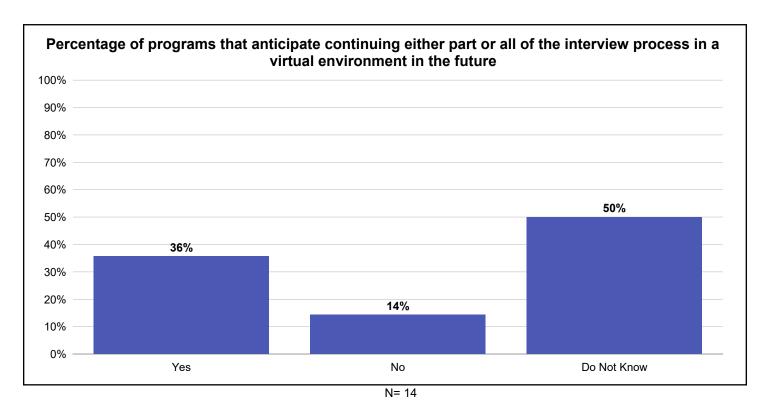
First Time Reliance on Applicant Engagement Strategies, 2022

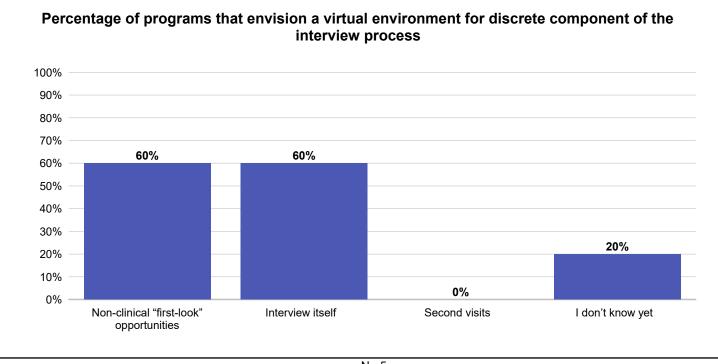


N= 14

#### Figure PD\_IR-10 Interventional Radiology (Integrated) Summary of Program Virtual Experience

Intention to Rely on Virtual Recruitment for Future Match Cycles, 2022





N= 5

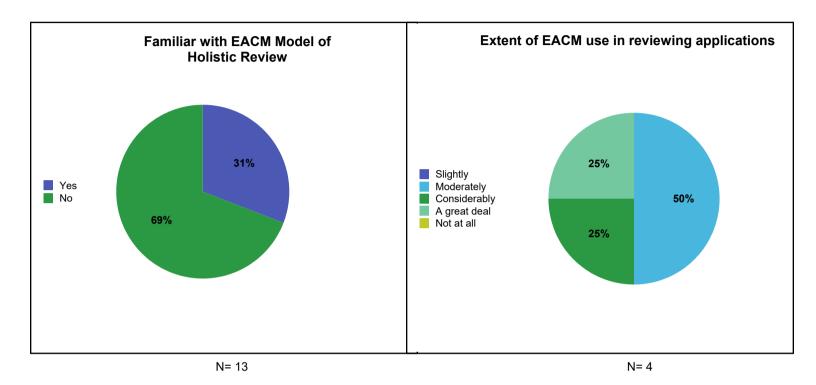
## Perceived Advantages/Disadvantages of Virtual Recruitment, 2022<sup>1</sup>

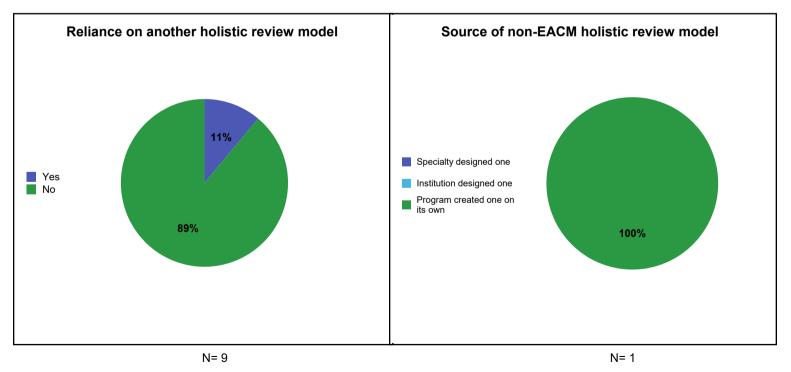
### **Virtual Recruitment Circumstance**

				. Totalor				9.00			
	Mod/Sig Disadv	Slight Disadv		Neither	Adv Nor Disadv	Slight Advanta	ge Mod/Si	a Adv	N//	4	
		C	)%		20%	40%	60%		80%		100%
Need for more outreach to	Need for more outreach to identify and capture interested applicants		8%	8% 15% 62%			62%	15%			
	More access to faculty and residents to participate in interview process		15%	%	3	1%		46%			8%
	Less difficulty of scheduling interviews for applicants outside U.S.				42%		33%			25%	
More difficulty of scheduling interviews for applicants outside U.S.		8%	8%		58%	6		8%	17%		
Reduced applicant-related hosting expenses Fewer cancelled interviews More efficiency of interview process More flexibility for interview dates			70		67%			25%		8%	
		8% 17	8%		<u> </u>	70	33	0/_		8%	
		8% 8%	00/	42'	% 62'	25%	)		25% 23%		
Assessment of whether program showcased adequately		00/	31%	-	319		23%		15%	0	
sessment of applicant interpersonal skills, alignment with interview team			0.40	46%			8%		15%	-	
Assessment of applicant interest in and understanding of program			23%		31%		31%		15%		
Assessment of applicant competency		15%				69%			15%	-	
	Ensuring confidentiali	•	15%	%		54%		e e e e e e e e e e e e e e e e e e e	15%	15%	, 0
	Tech issues du	iring interviews			38%		38%			23%	
	icants cancelling interviews	•	8%		31%		38%		8%	8%	8%
	Time to train staff to use online mtg software		8% 8% 54%						8%		
	to create virtual interview a	• •			38%			38%		0.70	
Time/ability to research, select online mtg platform		15%			<u> </u>	2/2	•	+0 /0 15'	%	8%	
More applications to cull through Fewer applications to cull through		15% 15%		8%	<u>46'</u> 38%	70		31' 46%	70		
Creating new web-based info materials about program			15%		00/	46%			04	0/	8%

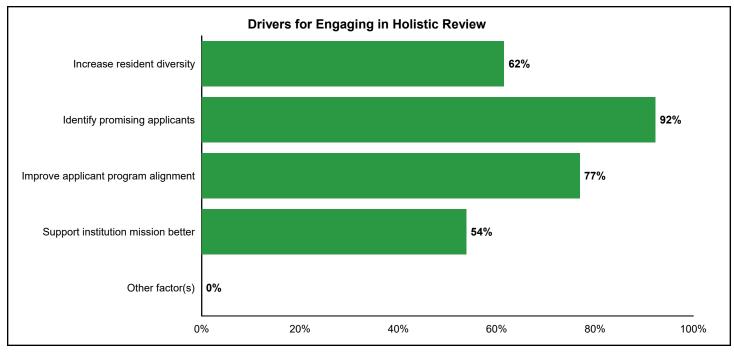
#### Interventional Radiology (Integrated) Summary of Program Holistic Review

## Familiarity with and Use of the AAMC EACM Model of Holistic Review and Other Holistic Review Models, 2022<sup>1</sup>



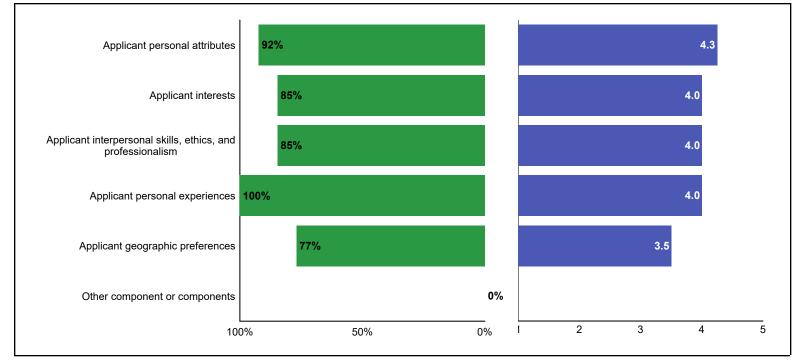


#### Figure PD\_IR-13 Interventional Radiology (Integrated) Summary of Program Holistic Review



#### Drivers for Engaging in Holistic Review (For Those Indicating that they Performed Holistic Review), 2022

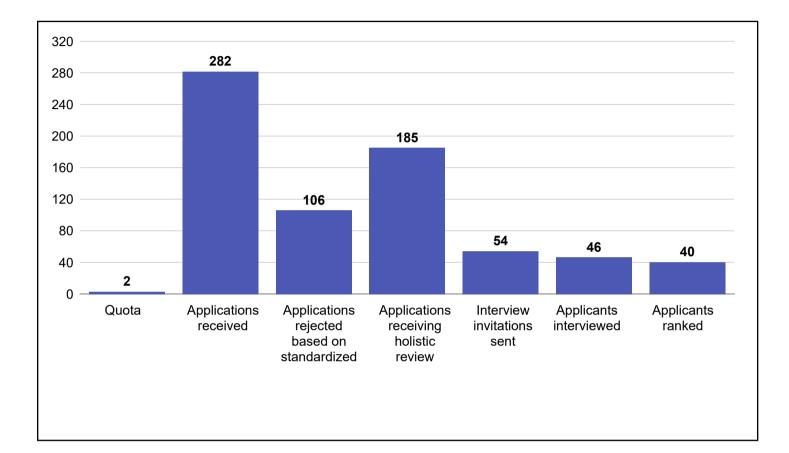
Percentage of Programs Citing Discrete Factors and Mean Importance Rating<sup>1</sup> of Said Factors, 2022



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

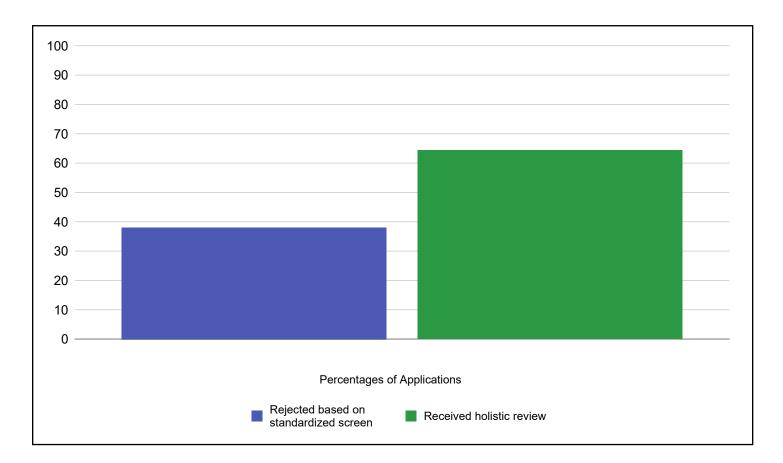
### Neurological Surgery Total N = 28

#### Figure PD\_NS-1 Neurological Surgery Summary of Program Interviewing and Ranking Activities (Total N = 23)



## Mean Numbers of Applications Received, Interview Invitations, Interviews, and Applicants Ranked, 2022

Figure PD\_NS-2 Neurological Surgery Summary of Program Interviewing and Ranking Activities (Total N = 22)

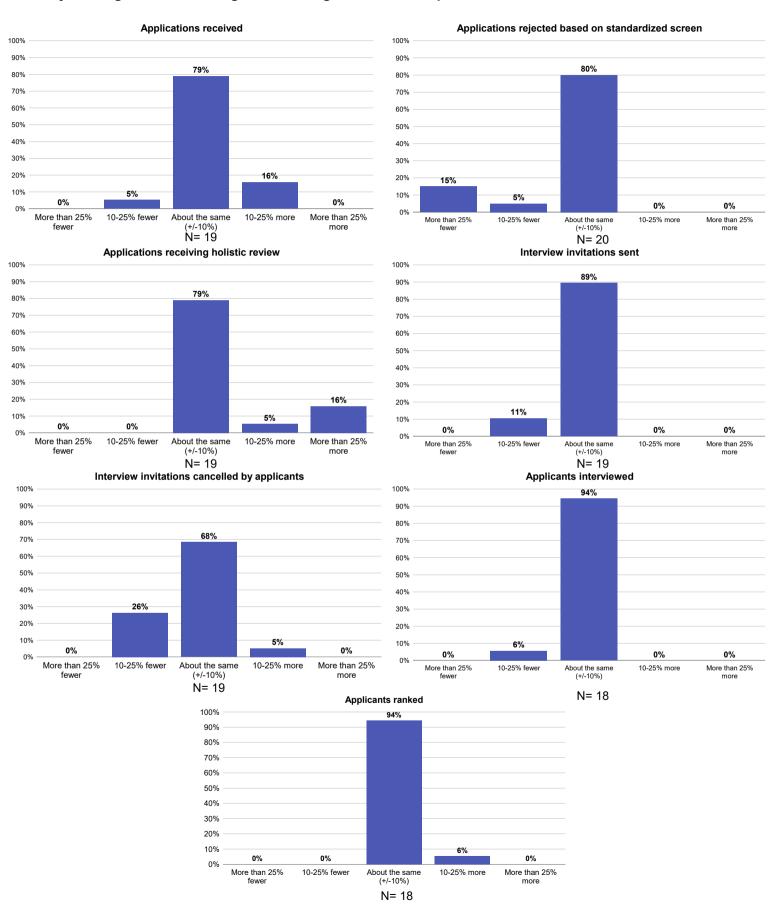


Average Percentage of Applications Rejected and Reviewed, 2022

## Figure PD\_NS-3

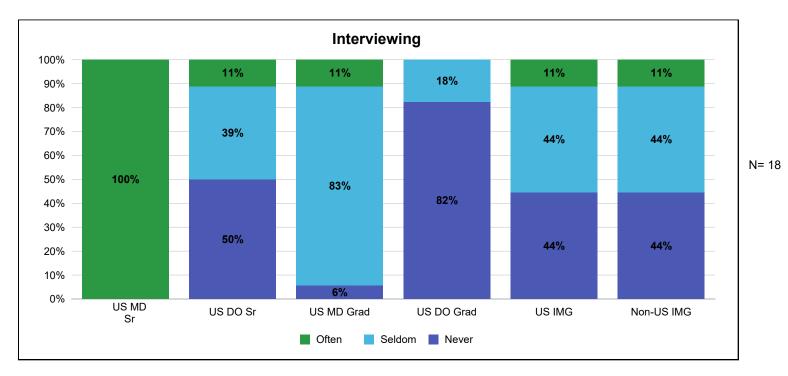
#### Neurological Surgery

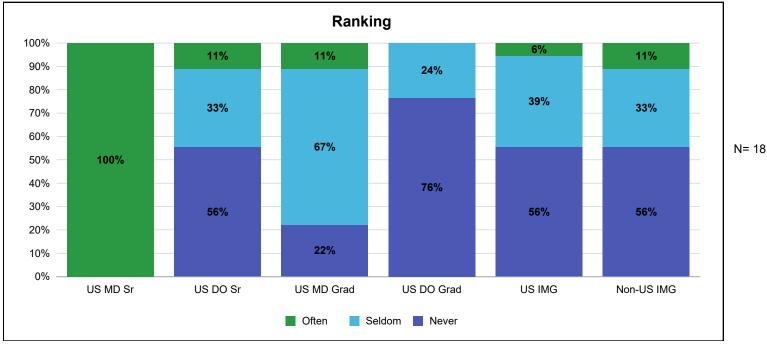
#### Summary of Program Interviewing and Ranking Activities Compared to 2021



#### Figure PD\_NS-4 Neurological Surgery Summary of Program Interviewing and Ranking Activities



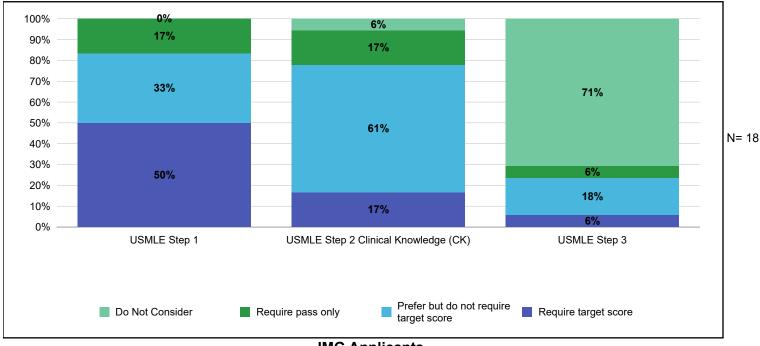




## Figure PD\_NS-5

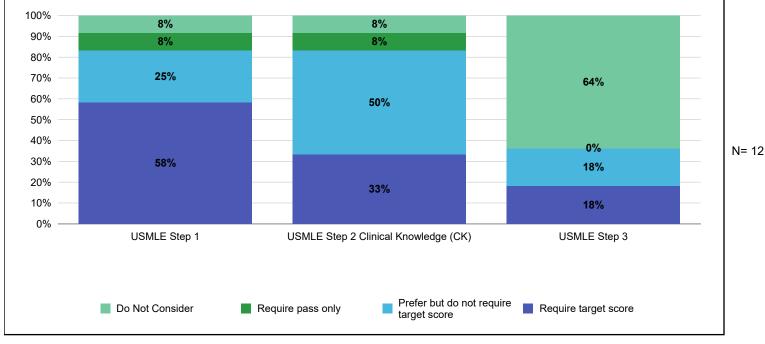
#### Neurological Surgery Use of Standardized Licensure Exams to Select Applicants for Interview

## Percentages of Programs Using USMLE to Select US MD and IMG Applicants for Interview, 2022<sup>1 2 3</sup>



**US MD Applicants** 

**IMG Applicants** 

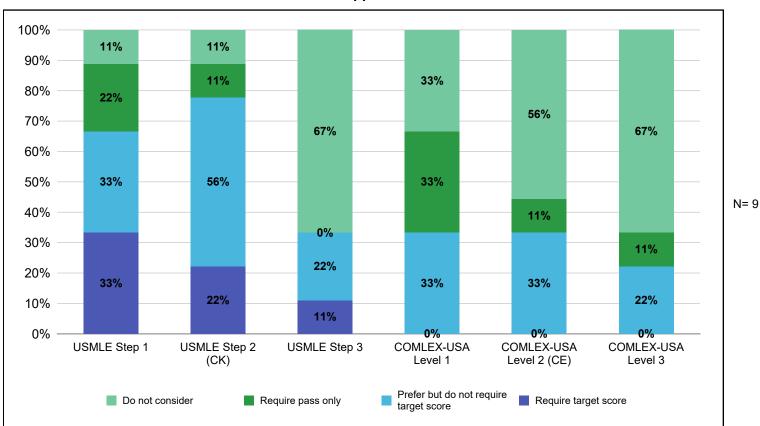


<sup>1</sup>Seniors and graduates are considered together.

<sup>2</sup>Total number of respondents who indicated they "seldom" or "often" consider MD senior and/or graduate, or IMG applicants for interview.

#### **Figure PD\_NS-6** Neurological Surgery Use of Standardized Licensure Exams to Select Applicants for Interview

## Percentages of Programs Using USMLE and COMLEX-USA to Select DO Applicants for Interview, 2022<sup>1 2 3</sup>



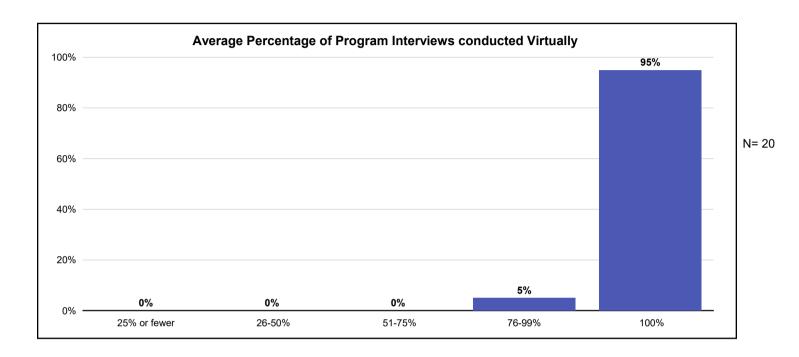
US DO Applicants

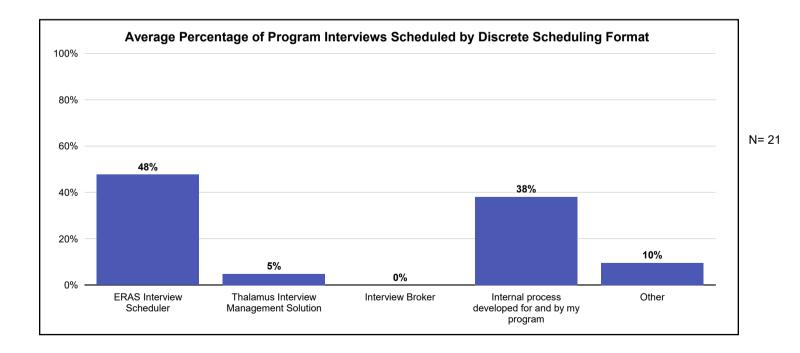
<sup>1</sup>DO seniors and DO graduates are considered together.

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



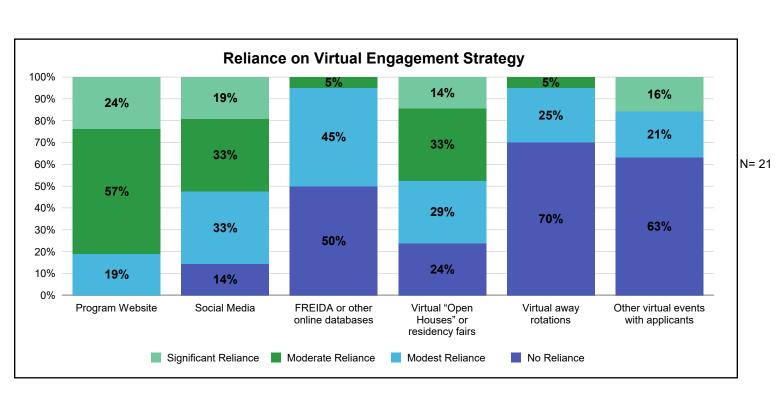
#### Impact of Virtual Experience on Applicants Interviewed, 2022



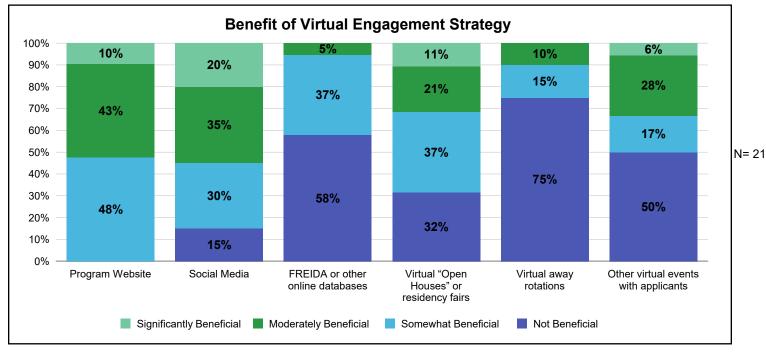


## Figure PD\_NS-8

#### Neurological Surgery Summary of Program Virtual Experience

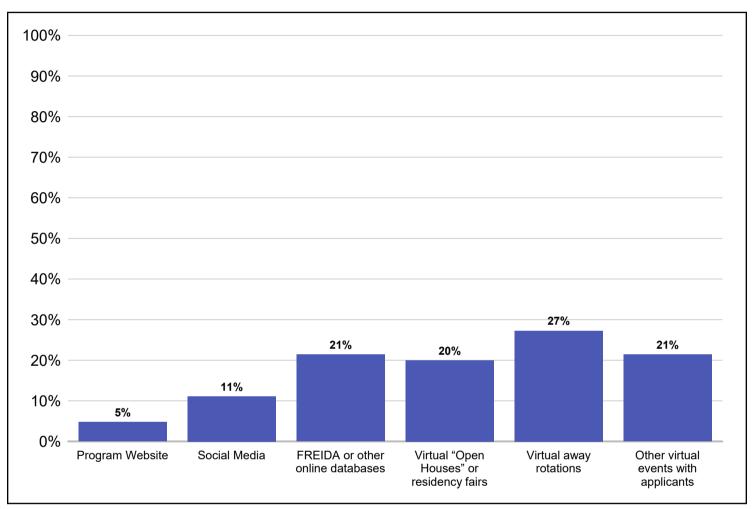


#### Reliance on and Perceived Benefits of Applicant Engagement Strategies, 2022<sup>1</sup>





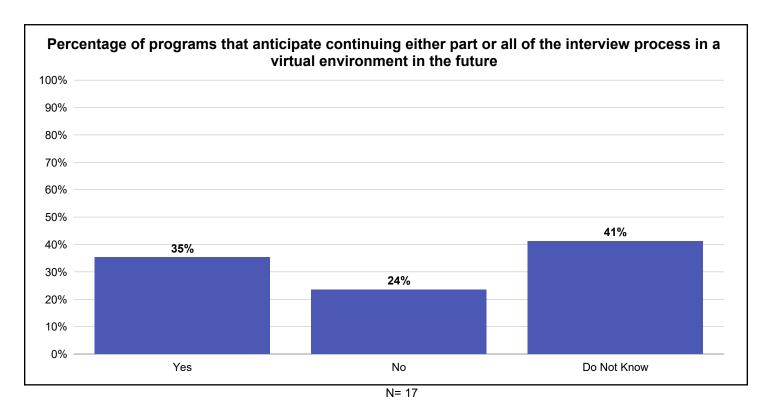
First Time Reliance on Applicant Engagement Strategies, 2022

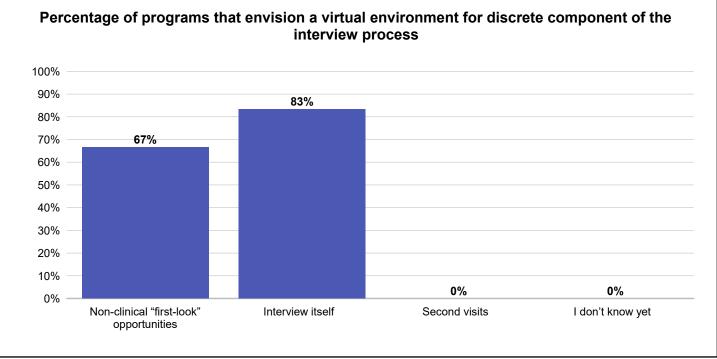


N= 21



Intention to Rely on Virtual Recruitment for Future Match Cycles, 2022





N= 6

## Perceived Advantages/Disadvantages of Virtual Recruitment, 2022<sup>1</sup>

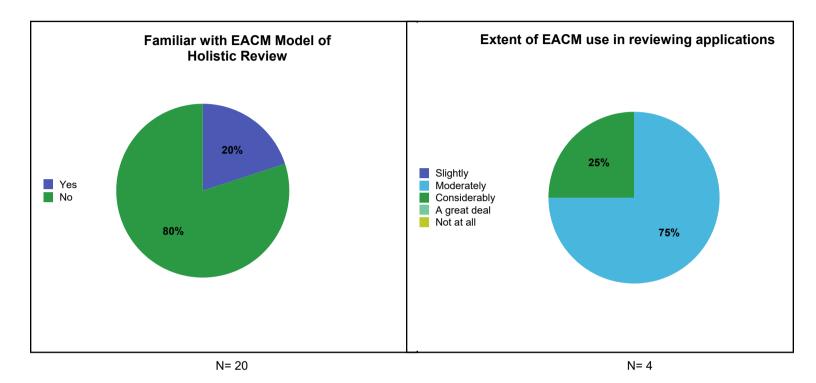
### **Virtual Recruitment Circumstance**

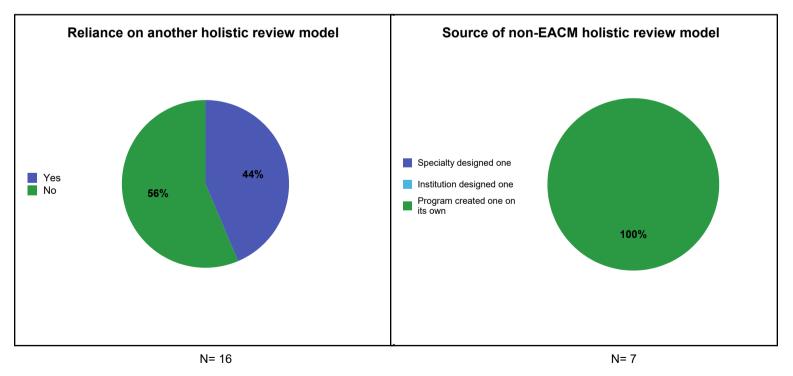
11% 6%	6%	39%	22%			
6%	400/	470/	££ /0	11		1%
	18%	47%		12%	18%	
00/	39%	<u>6%</u> 6%		50%		
			-	1001		
		29%				
			35%			2%
						6%
			25%		13%	6%
1. And the second s						
		38%		13%		%
	ę	50%	25%		19%	
		56%	6%	31	1%	
		63%		31	1%	
	19%	44%		13%	19%	
7%	20%	40%		20%	7%	7%
0%	20%	40%	60%	80%		100%
	Neither Adv Nor Disadv	Slight Advantage	Mod/Sig Adv	N	I/A	
-	_	_ 0 0	_ 5	_		
	N= 18					
	6%   11%   12%   6%   7%	6%   22%     6%   24%     11%   11%     12%   24%     6%   41%     6%   6%     31%   31%     6%   31%     6%   6%     6%   31%     6%   31%     6%   6%     6%   31%     6%   6%     6%   20%	6% 22% 28%   6% 24% 5   11% 11% 61%   12% 24% 29%   6% 41% 65%   31% 19% 31%   31% 25% 6%   6% 31% 25%   6% 31% 13%   6% 50% 6%   6% 50% 63%   6% 50% 63%   6% 50% 63%   6% 19% 44%   7% 20% 40%	6% 22% 28% 17%   6% 24% 53%   11% 11% 61%   12% 24% 29%   6% 41% 35%   6% 65%   31% 19% 31%   31% 25% 3   44% 25% 25%   6% 31% 13%   6% 31% 13%   6% 50% 25%   6% 50% 25%   6% 50% 6%   6% 50% 6%   6% 50% 6%   6% 50% 6%   6% 50% 6%   6% 50% 6%   6% 50% 6%   6% 50% 6%   6% 63% 6%   6% 44% 0%   0% 20% 40%   0% 20% 40%   0% 20% 40%   0% 20% 40%   <	6%   22%   28%   17%     6%   24%   53%     11%   11%   61%     12%   24%   29%   18%     6%   41%   35%     6%   6%   65%     31%   19%   31%     31%   25%   31%     31%   25%   25%     6%   31%   13%     6%   31%   13%     6%   31%   13%     6%   50%   25%     6%   31%   33%     6%   50%   25%     6%   50%   25%     6%   50%   25%     6%   56%   6%     6%   56%   6%     6%   56%   6%     6%   19%   44%     13%   7%   20%     0%   20%   40%   80%	6%   22%   28%   17%   28%     6%   24%   53%   18%     11%   11%   61%   17%     12%   24%   29%   18%   18%     6%   41%   65%   24%     31%   19%   31%   13%     31%   25%   31%   6%     44%   25%   19%   13     31%   25%   25%   13%     6%   31%   50%   6%     6%   31%   13%   50%     6%   31%   13%   13     6%   50%   25%   13%   13     6%   50%   25%   13%   13     6%   50%   25%   19%   6%     6%   50%   6%   31%   6%     6%   50%   6%   31%   6%     6%   19%   44%   13%   19%     7%   20%<

### Figure PD\_NS-12

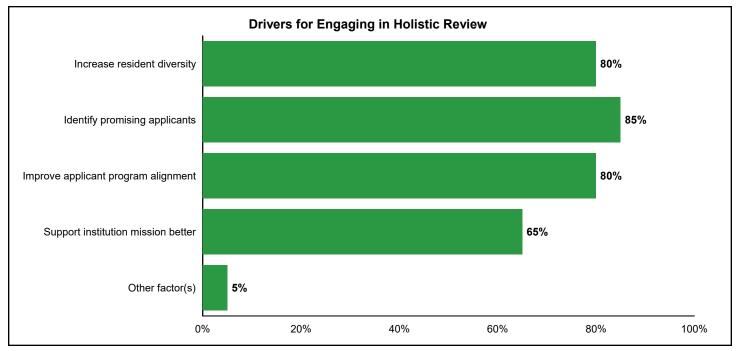
#### Neurological Surgery Summary of Program Holistic Review

# Familiarity with and Use of the AAMC EACM Model of Holistic Review and Other Holistic Review Models, 2022<sup>1</sup>

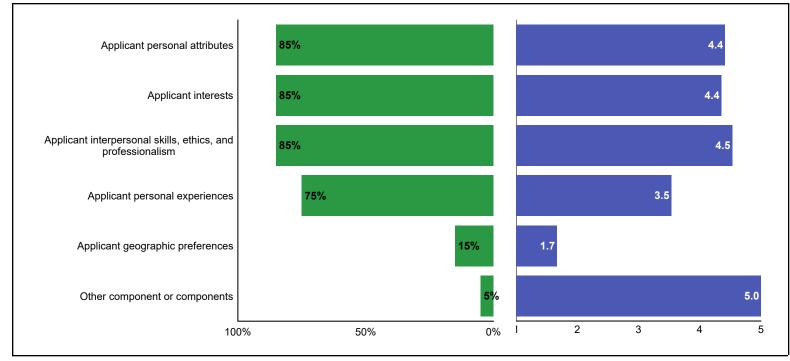








Percentage of Programs Citing Discrete Factors and Mean Importance Rating<sup>1</sup> of Said Factors, 2022



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



Figure PD\_N-1 Neurology Summary of Program Interviewing and Ranking Activities (Total N = 47)

# Mean Numbers of Applications Received, Interview Invitations, Interviews, and Applicants Ranked, 2022

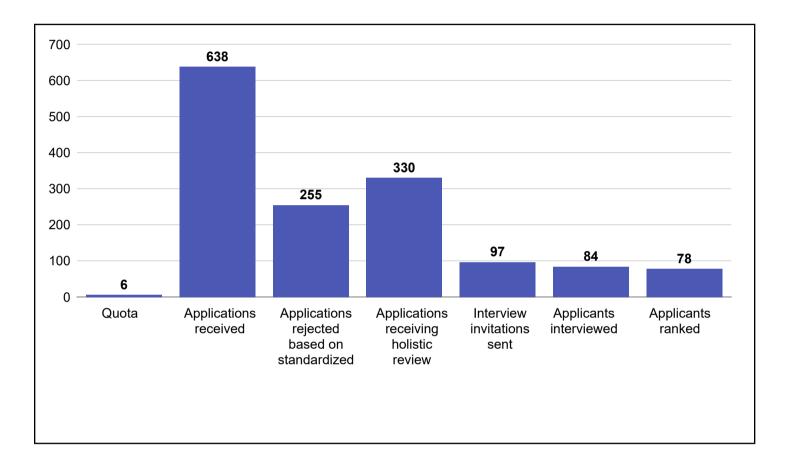
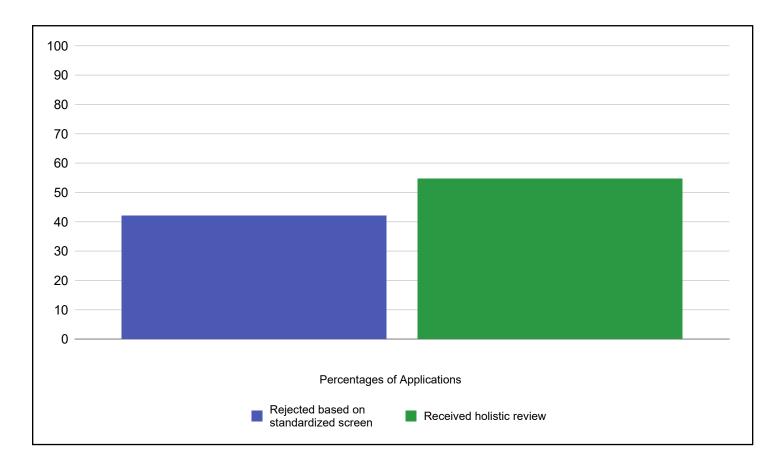


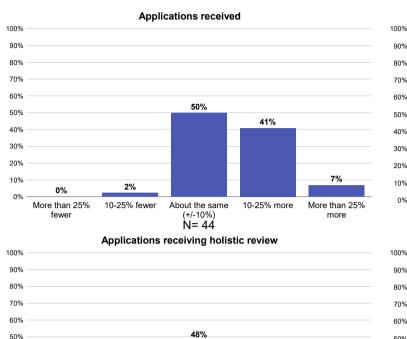
Figure PD\_N-2 Neurology Summary of Program Interviewing and Ranking Activities (Total N = 42)

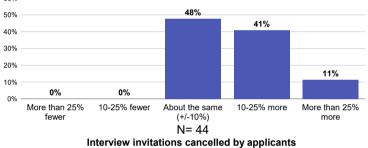


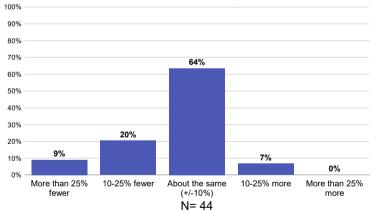
Average Percentage of Applications Rejected and Reviewed, 2022

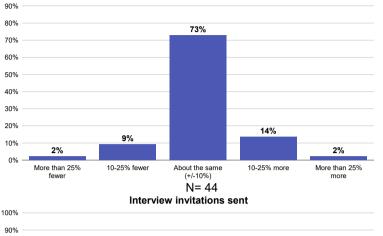
### Figure PD\_N-3

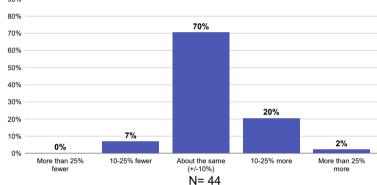
#### Neurology Summary of Program Interviewing and Ranking Activities Compared to 2021



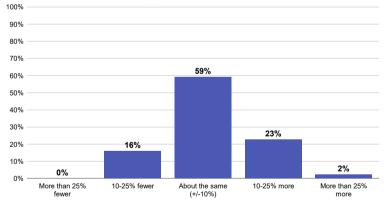


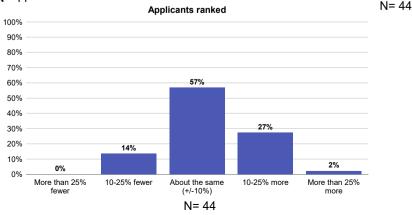






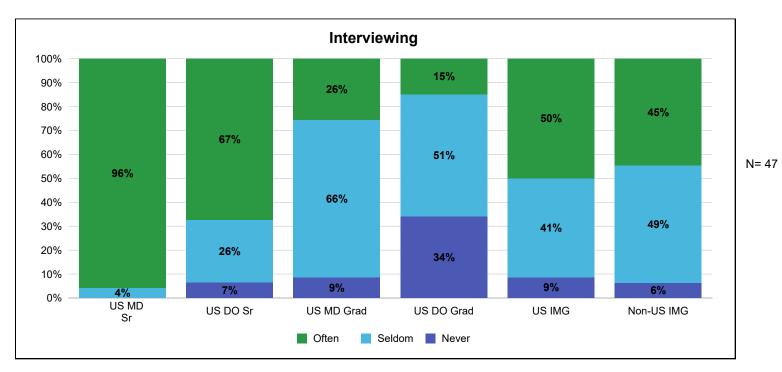
Applicants interviewed

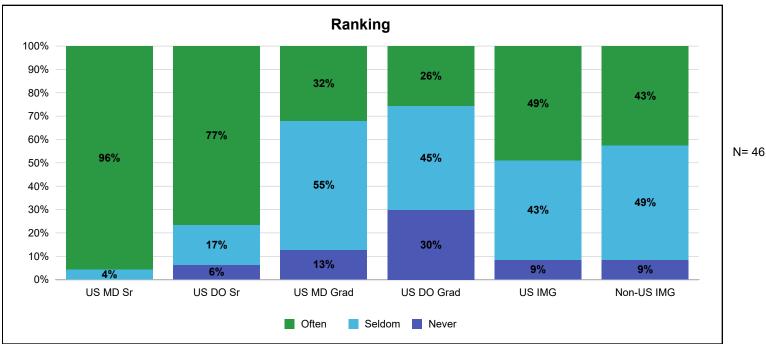




Applications rejected based on standardized screen



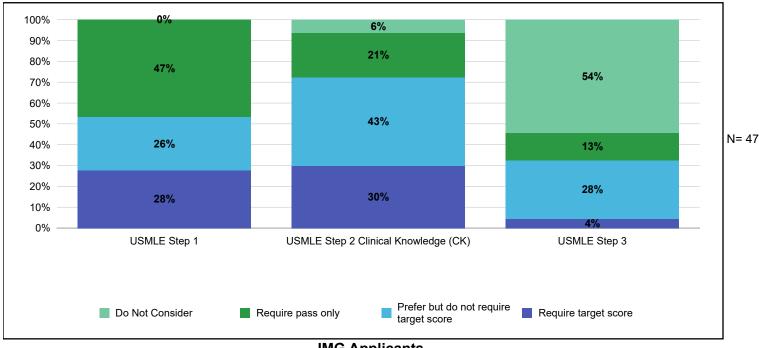




### Figure PD\_N-5

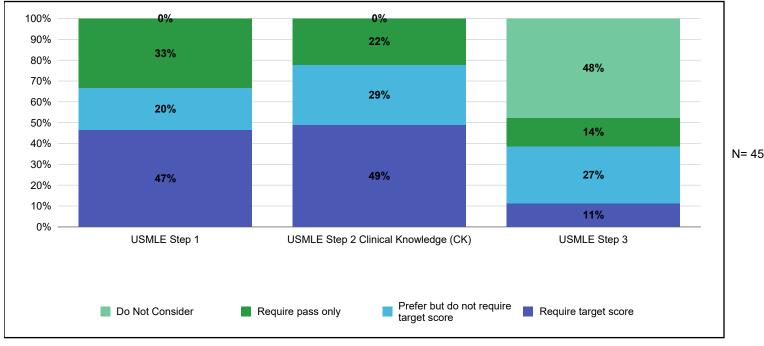
#### Neurology Use of Standardized Licensure Exams to Select Applicants for Interview

# Percentages of Programs Using USMLE to Select US MD and IMG Applicants for Interview, $2022^{123}$



**US MD Applicants** 

**IMG Applicants** 

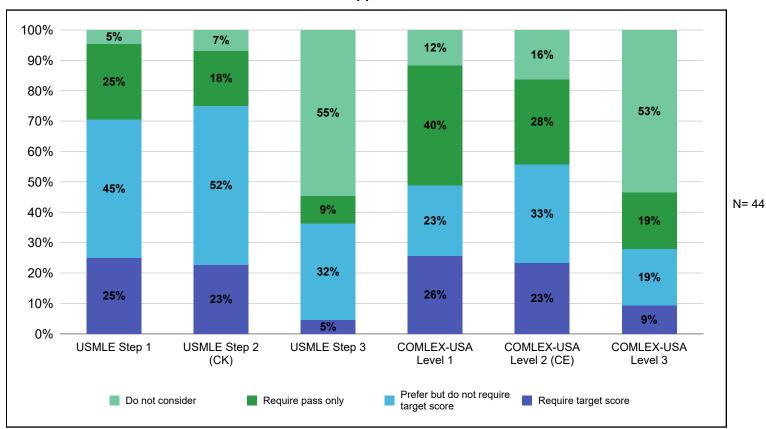


<sup>1</sup>Seniors and graduates are considered together.

<sup>2</sup>Total number of respondents who indicated they "seldom" or "often" consider MD senior and/or graduate, or IMG applicants for interview.

#### Figure PD\_N-6 Neurology Use of Standardized Licensure Exams to Select Applicants for Interview

# Percentages of Programs Using USMLE and COMLEX-USA to Select DO Applicants for Interview, 2022<sup>1 2 3</sup>



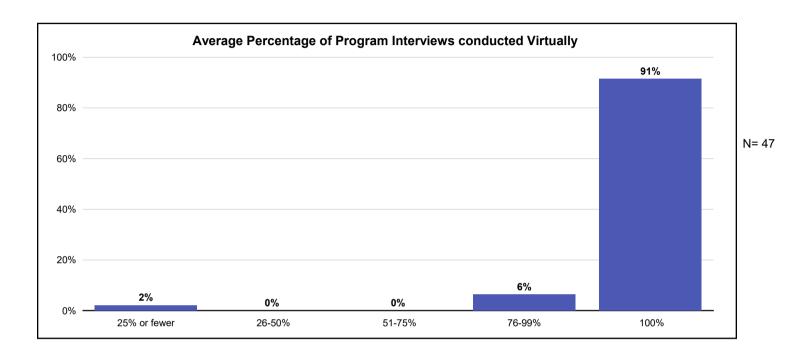
US DO Applicants

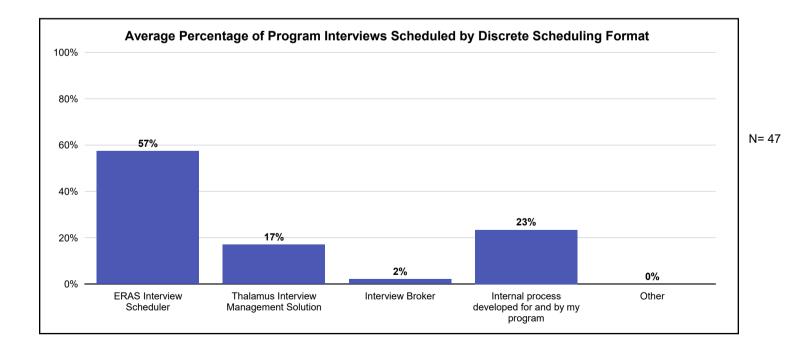
<sup>1</sup>DO seniors and DO graduates are considered together.

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

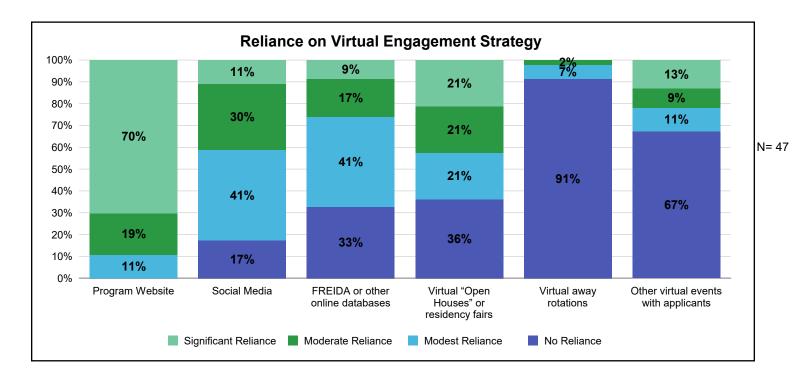


#### Impact of Virtual Experience on Applicants Interviewed, 2022

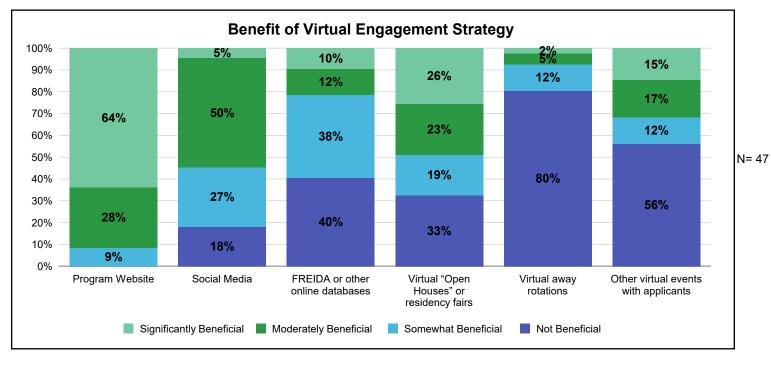




#### Figure PD\_N-8 Neurology Summary of Program Virtual Experience

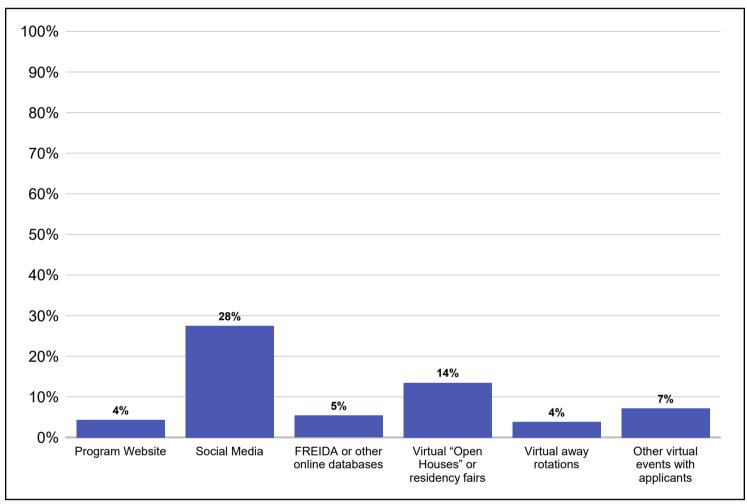


#### Reliance on and Perceived Benefits of Applicant Engagement Strategies, 2022<sup>1</sup>





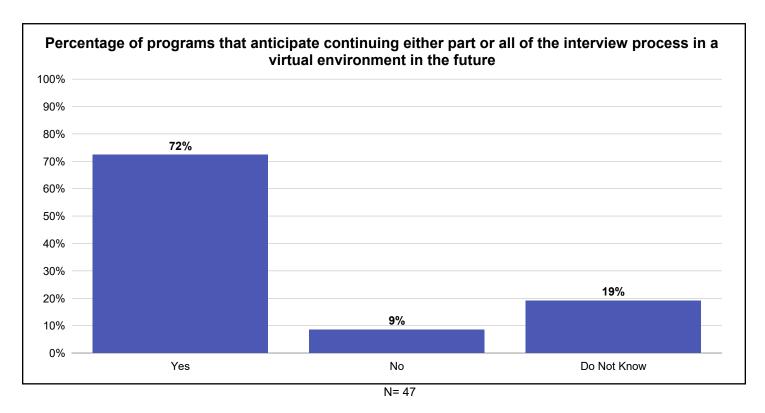
First Time Reliance on Applicant Engagement Strategies, 2022

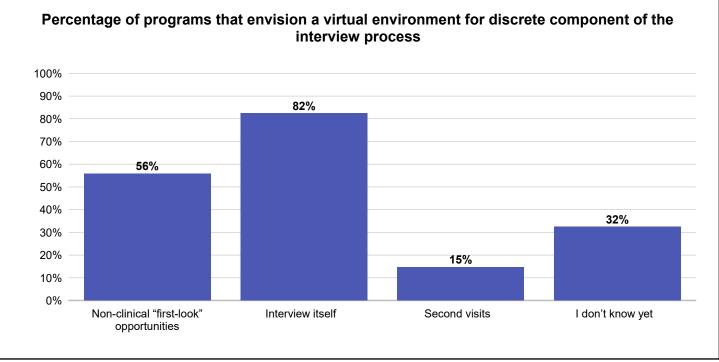


N= 46



Intention to Rely on Virtual Recruitment for Future Match Cycles, 2022





N= 34

# Perceived Advantages/Disadvantages of Virtual Recruitment, 2022<sup>1</sup>

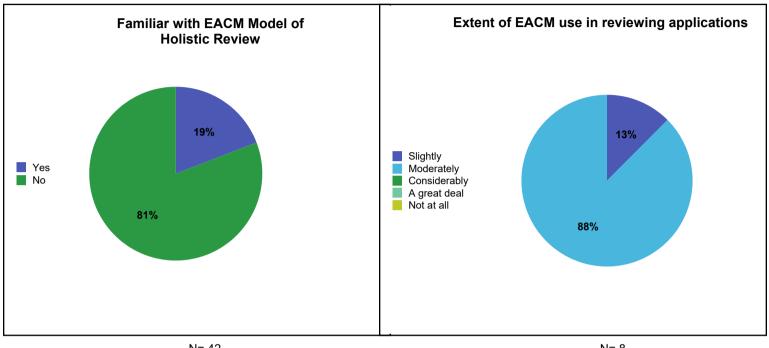
### **Virtual Recruitment Circumstance**

Creating new web-based info materials about program	6%	13%		28%	19%	•	30%		4%
More applications to cull through		24		9%	6	41%		13%	7%
Fewer applications to cull through	2%5%		6			73%			
Time/ability to research, select online mtg platform	1	20%		50					14%
Time to create virtual interview agenda/itinerary	2%	18%		51	%		16%		% 4%
Time to train staff to use online mtg software	4%		36%			42%		11%	
Applicants cancelling interviews at last minute	7%		31%		22%	13%	11%		6%
Tech issues during interviews				62%			29%	-	<mark>2%</mark> 2%
Ensuring confidentiality of interviews	4%	18%			58%		2%		3%
Assessment of applicant competency		6%	30	0%		45%			2% 7%
Assessment of applicant interest in and understanding of program		18%		47%			20%	7%	7% 2%
Assessment of applicant interpersonal skills, alignment with interview team	1	6%		51%			27%		4% <mark>2%</mark>
Assessment of whether program showcased adequately		31%			42%		13%	1	1% <mark>2%</mark>
Reduced applicant-related hosting expenses	2 <mark>% 9</mark> 9	<mark>% 2%</mark>	16%			69%			2%
Fewer cancelled interviews	4%		33%		31%		16%	1	6%
More efficiency of interview process	2% <mark>2%</mark>	13%		42%			33%		7%
More flexibility for interview dates	2%5%		30%		34%			30%	
More difficulty of scheduling interviews for applicants outside U.S.	2%	18%		36%		7% 9%		29%	
Less difficulty of scheduling interviews for applicants outside U.S.	2% 7%		27%		30%		18%		6%
More access to faculty and residents to participate in interview process	2 <mark>%4%</mark>		36%		31	%		24%	2%
Need for more outreach to identify and capture interested applicants	2%	32	%		39%		14%	9	% 5%
	0%		20%	40%		60%	80%		100%
Mad/Oir Disada			du Nas Dia a du			Mar al/Oilar A alex	_		
Mod/Sig Disadv Slight Disadv		Neither A	dv Nor Disadv	Slight Advanta	age	Mod/Sig Adv	•	N/A	
		N=	17						

N= 47

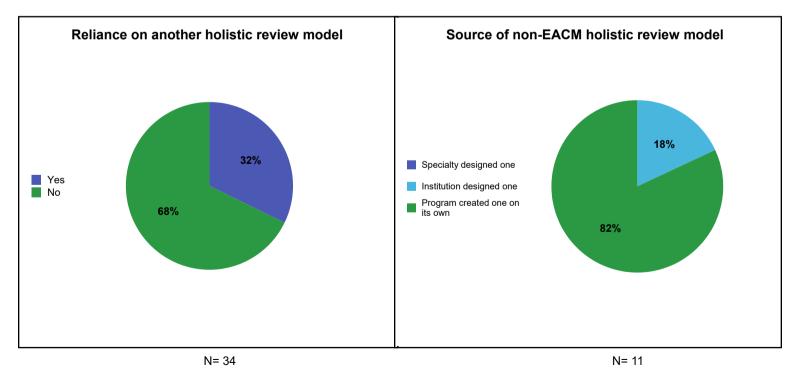


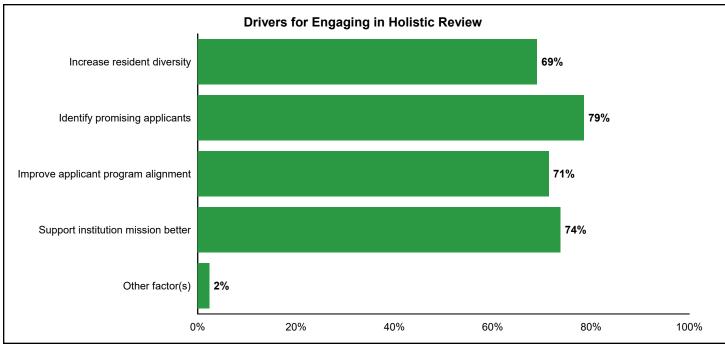
#### Familiarity with and Use of the AAMC EACM Model of Holistic Review and Other Holistic Review **Models**, 2022<sup>1</sup>





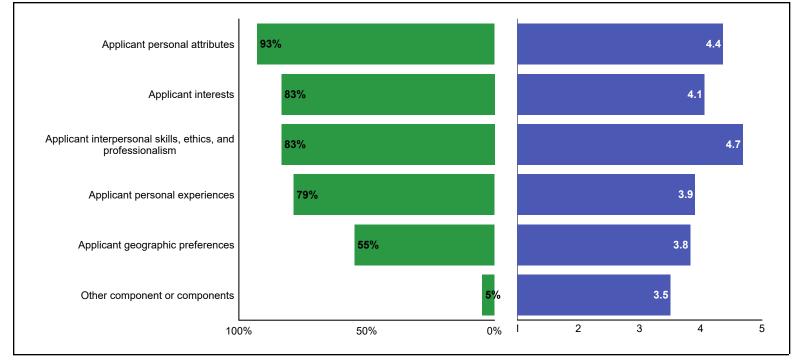






#### Drivers for Engaging in Holistic Review (For Those Indicating that they Performed Holistic Review), 2022

Percentage of Programs Citing Discrete Factors and Mean Importance Rating<sup>1</sup> of Said Factors, 2022



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

# Obstetrics and Gynecology Total N = 128

#### Figure PD\_OG-1 Obstetrics and Gynecology Summary of Program Interviewing and Ranking Activities (Total N = 112)



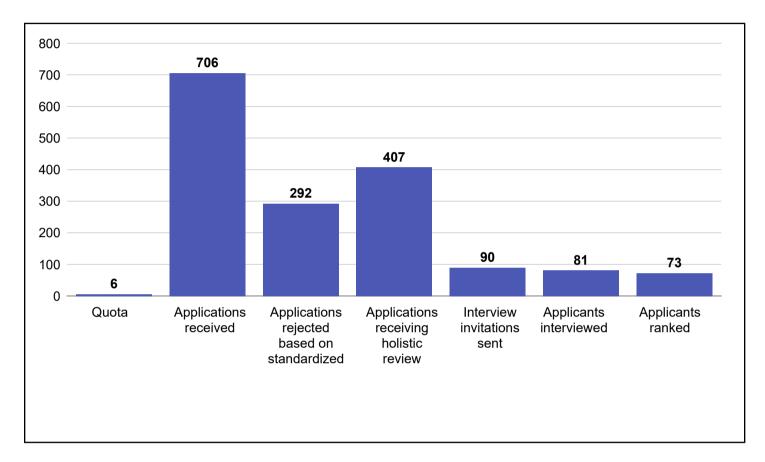
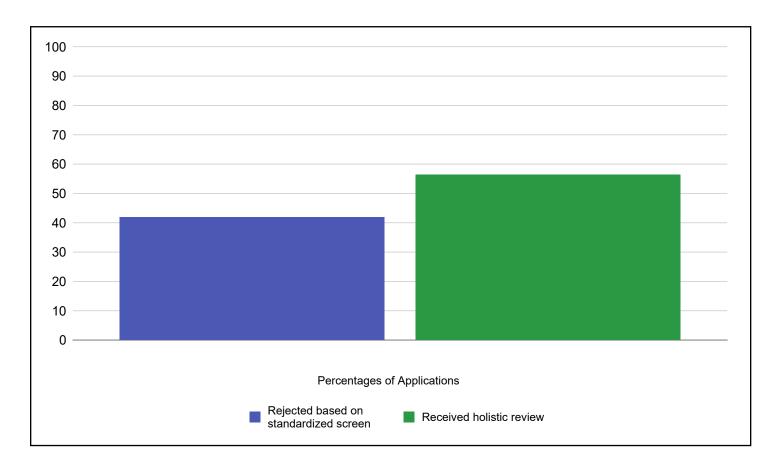


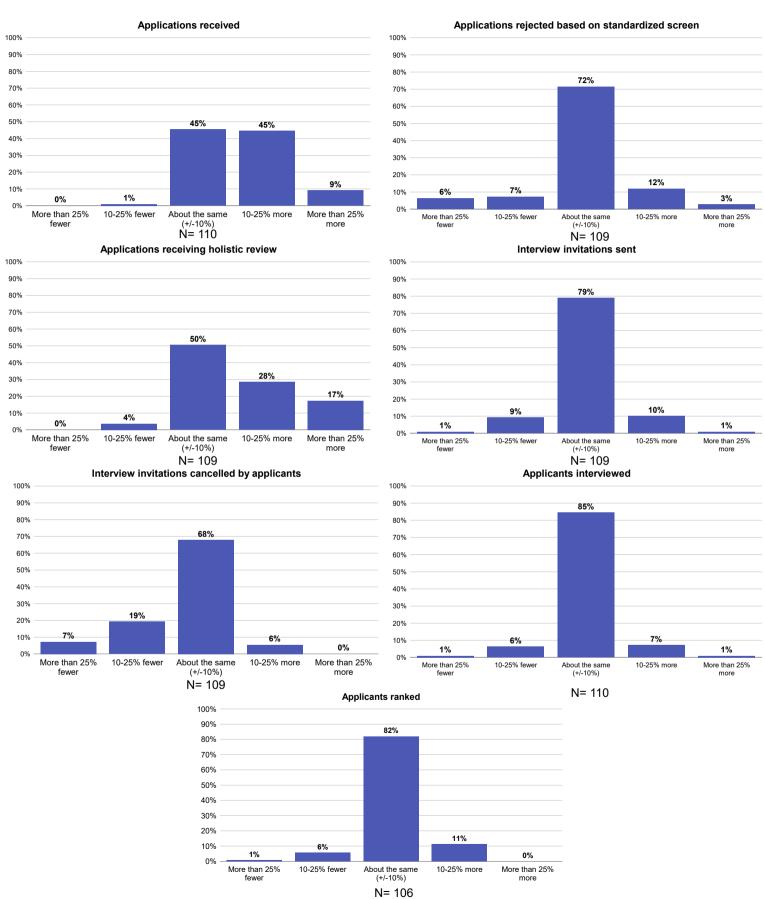
Figure PD\_OG-2 Obstetrics and Gynecology Summary of Program Interviewing and Ranking Activities (Total N = 107)



Average Percentage of Applications Rejected and Reviewed, 2022

#### **Obstetrics and Gynecology**

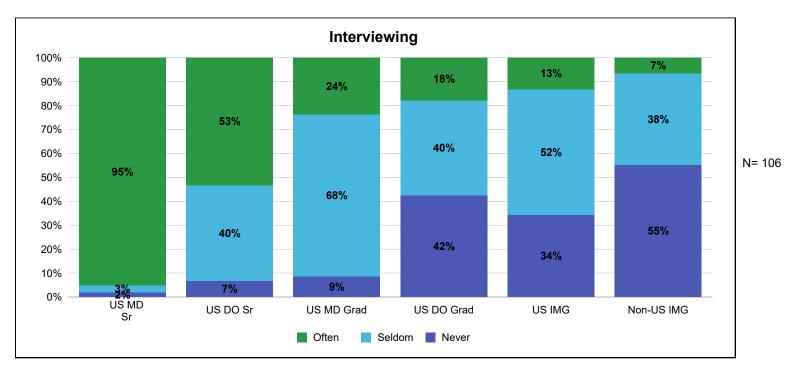
#### Summary of Program Interviewing and Ranking Activities Compared to 2021

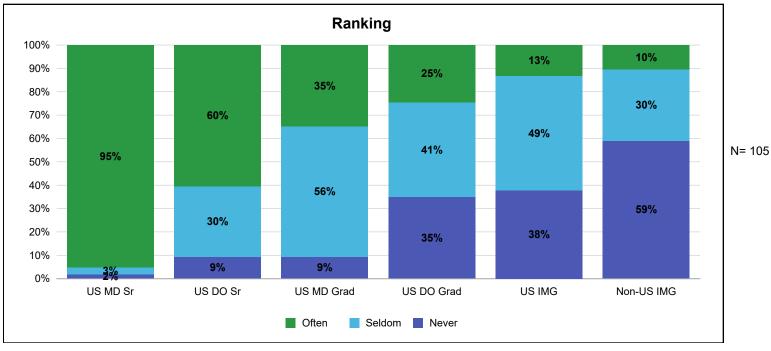


#### Obstetrics and Gynecology

Summary of Program Interviewing and Ranking Activities



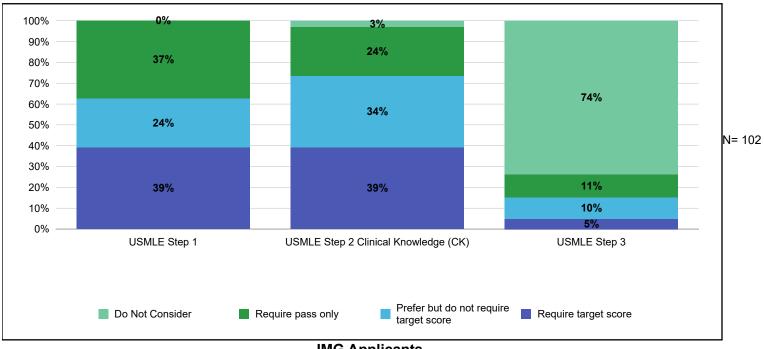




#### **Obstetrics and Gynecology**

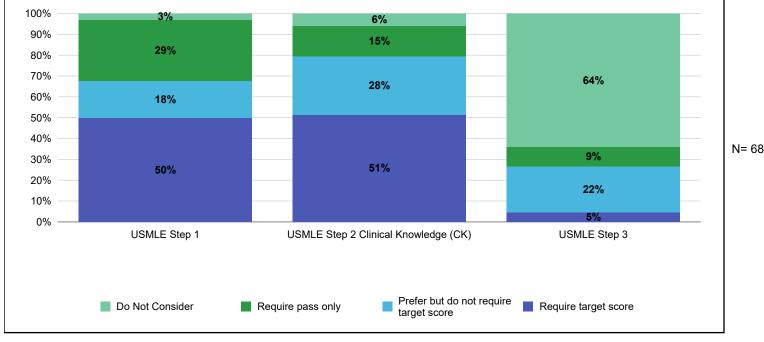
Use of Standardized Licensure Exams to Select Applicants for Interview

# Percentages of Programs Using USMLE to Select US MD and IMG Applicants for Interview, 2022<sup>1 2 3</sup>



**US MD Applicants** 

**IMG Applicants** 



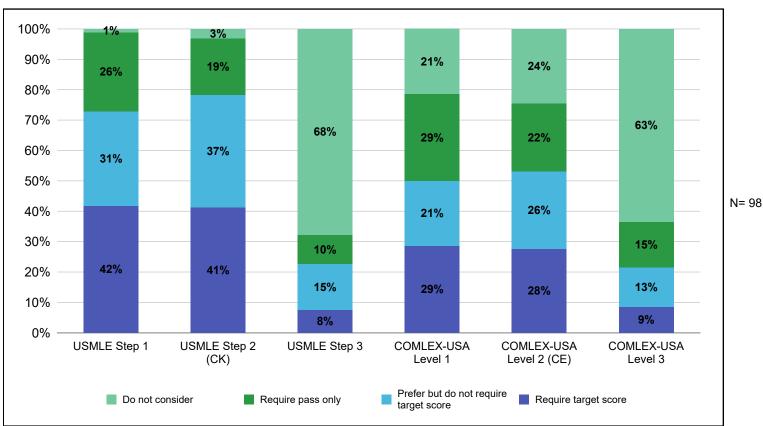
<sup>1</sup>Seniors and graduates are considered together.

<sup>2</sup>Total number of respondents who indicated they "seldom" or "often" consider MD senior and/or graduate, or IMG applicants for interview.

**Obstetrics and Gynecology** 

Use of Standardized Licensure Exams to Select Applicants for Interview

## Percentages of Programs Using USMLE and COMLEX-USA to Select DO Applicants for Interview, 2022<sup>1 2 3</sup>



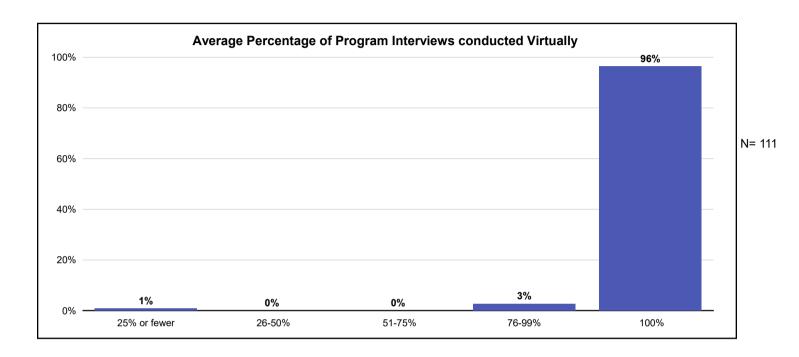
US DO Applicants

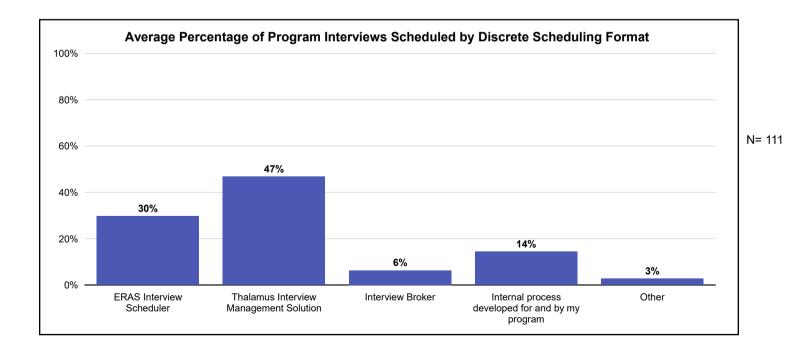
<sup>1</sup>DO seniors and DO graduates are considered together.

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



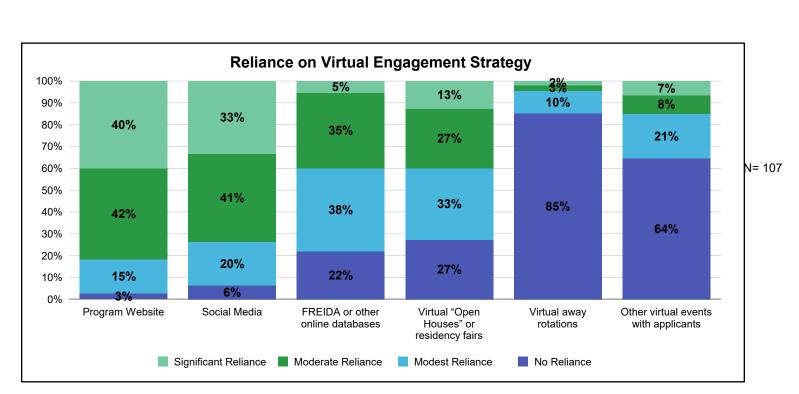
#### Impact of Virtual Experience on Applicants Interviewed, 2022



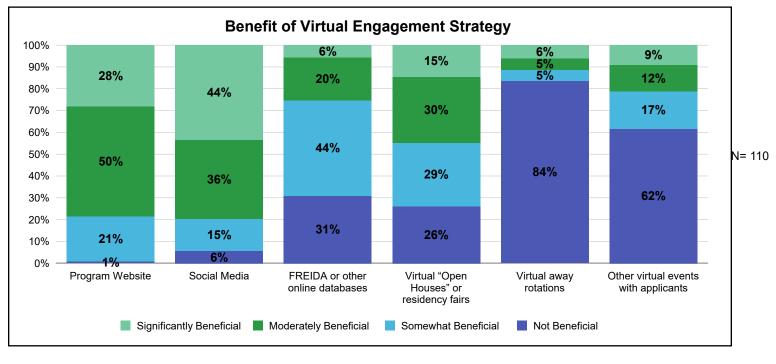


#### Figure PD\_OG-8 Obstetrics and Gynecology

Summary of Program Virtual Experience

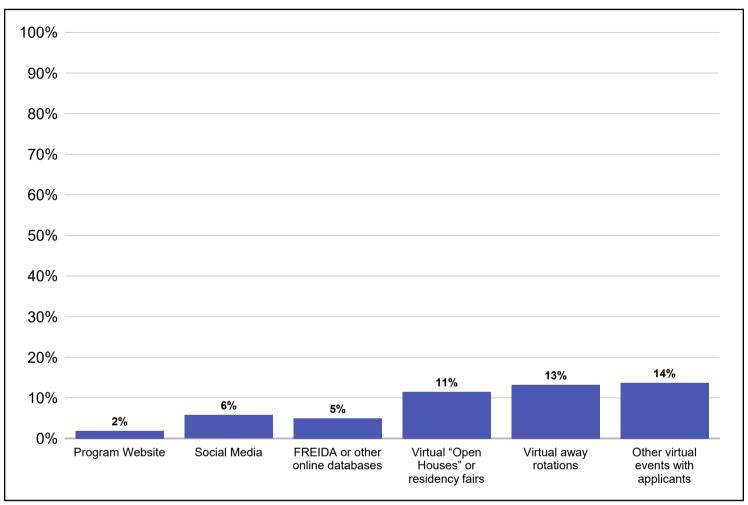


#### Reliance on and Perceived Benefits of Applicant Engagement Strategies, 2022<sup>1</sup>





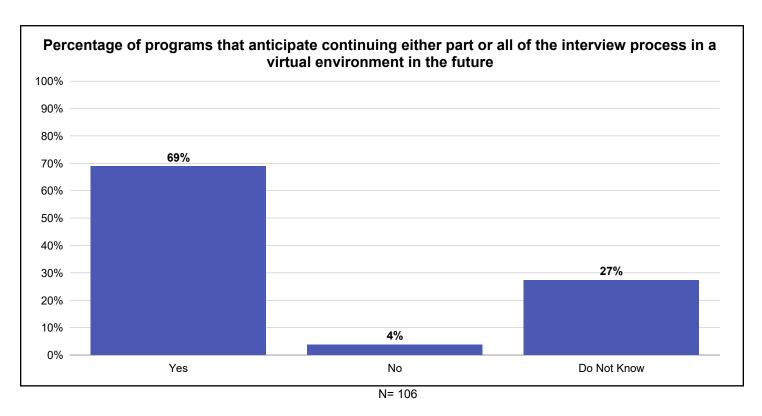
First Time Reliance on Applicant Engagement Strategies, 2022

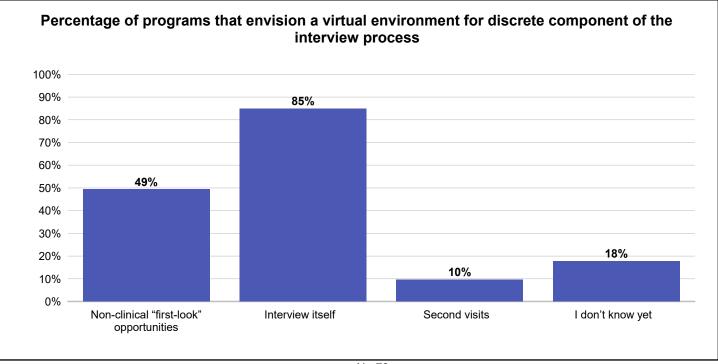


N= 108

#### Figure PD\_OG-10 Obstetrics and Gynecology Summary of Program Virtual Experience

Intention to Rely on Virtual Recruitment for Future Match Cycles, 2022





N= 73

#### Perceived Advantages/Disadvantages of Virtual Recruitment, **2022**<sup>1</sup>

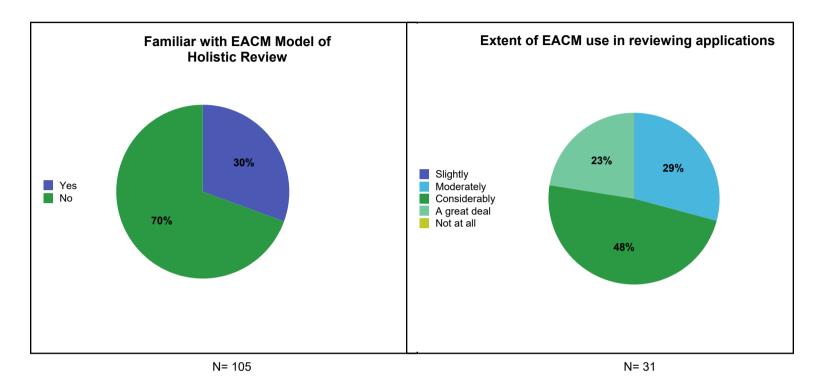
### **Virtual Recruitment Circumstance**

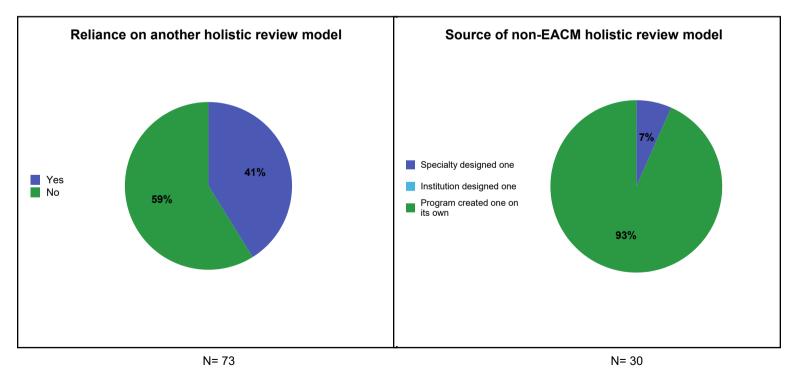
Creating new web-based info materials about program	7%	26%		32%	8%	20%	8%
More applications to cull through	169			26%	16%	6 <mark>5%</mark>	12%
Fewer applications to cull through		34%	1%		61%		
Time/ability to research, select online mtg platform		17%	5	6%		<b>6% 5%</b>	13%
Time to create virtual interview agenda/itinerary	5%	28%		50%		7%	<mark>⁄6 3%</mark> 7%
Time to train staff to use online mtg software	9%	39%			40%		<mark>4%2% 6%</mark>
Applicants cancelling interviews at last minute	4%	26%		39%	7%	5%	19%
Tech issues during interviews	7%		53%		29%		1 <mark>1</mark> ‰ 10%
Ensuring confidentiality of interviews		18%		63%		2%	
Assessment of applicant competency	10%	31%			53%		1 <mark>%5%</mark>
Assessment of applicant interest in and understanding of program	18		42%		31	%	5% <mark>3%</mark> 9
Assessment of applicant interpersonal skills, alignment with interview team	14%		44%		349	%	3% <mark>4% </mark> %
Assessment of whether program showcased adequately	14%		43%		31%		6% <mark>5%1</mark> %
Reduced applicant-related hosting expenses	3% <mark>3%</mark>	17%	29%		44%		4%
Fewer cancelled interviews	5% 10	0%	41%		21%	12%	12%
More efficiency of interview process	<mark>% 8%</mark>	26%	2	.7%		35%	3%
More flexibility for interview dates		43%		23%		20%	9%
More difficulty of scheduling interviews for applicants outside U.S.	2 <mark>% 6%</mark>	43%	, 0	<mark>2%3%</mark>	4	4%	
Less difficulty of scheduling interviews for applicants outside U.S.	<mark>%5%</mark>	44%		7% 6%		38%	
More access to faculty and residents to participate in interview process	<mark>3%</mark> 6%	36%		27%		18%	11%
Need for more outreach to identify and capture interested applicants	8%	29%		41%		6% 2 <mark>%</mark>	15%
	0%	20%	40%	60%		80%	100%
		/		0070			10070
Mod/Sig Disadv Slight Disadv		Neither Adv Nor Disadv	Slight Advantag	je Mod/s	Sig Adv	N/A	
		N= 106					

N= 106

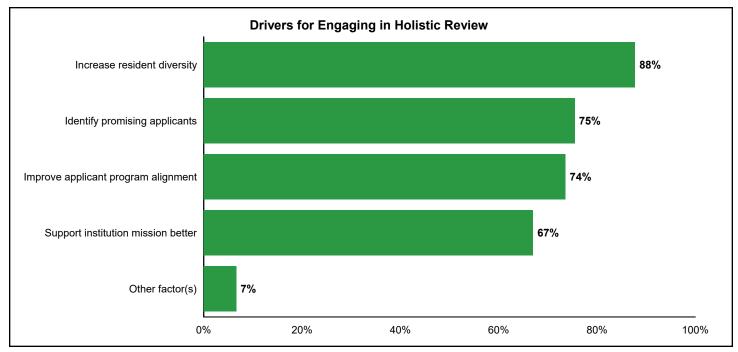
#### Figure PD\_OG-12 Obstetrics and Gynecology Summary of Program Holistic Review

# Familiarity with and Use of the AAMC EACM Model of Holistic Review and Other Holistic Review Models, 2022<sup>1</sup>

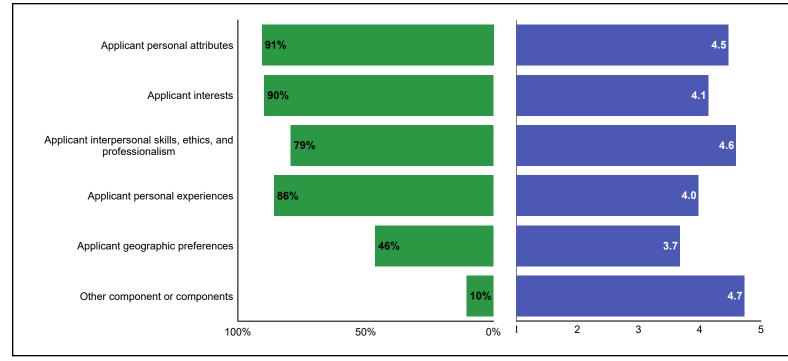








Percentage of Programs Citing Discrete Factors and Mean Importance Rating<sup>1</sup> of Said Factors, 2022



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

### Orthopaedic Surgery Total N = 52

NRMP Program Director Survey Results, 2022

Figure PD\_OS-1 Orthopaedic Surgery Summary of Program Interviewing and Ranking Activities (Total N = 44)

# Mean Numbers of Applications Received, Interview Invitations, Interviews, and Applicants Ranked, 2022

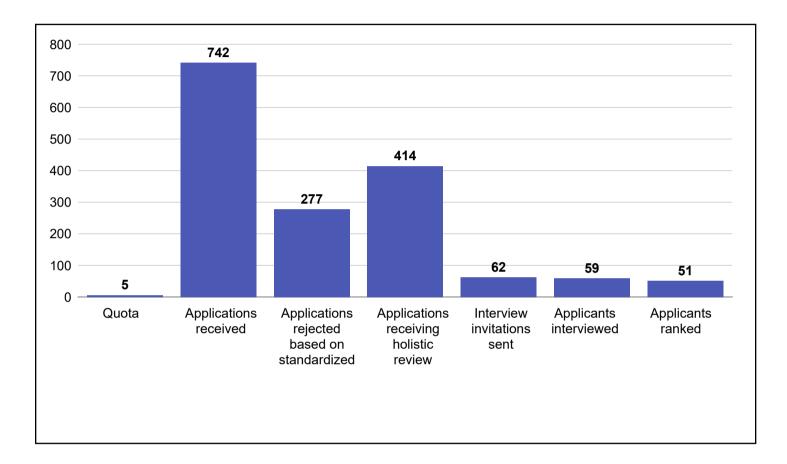
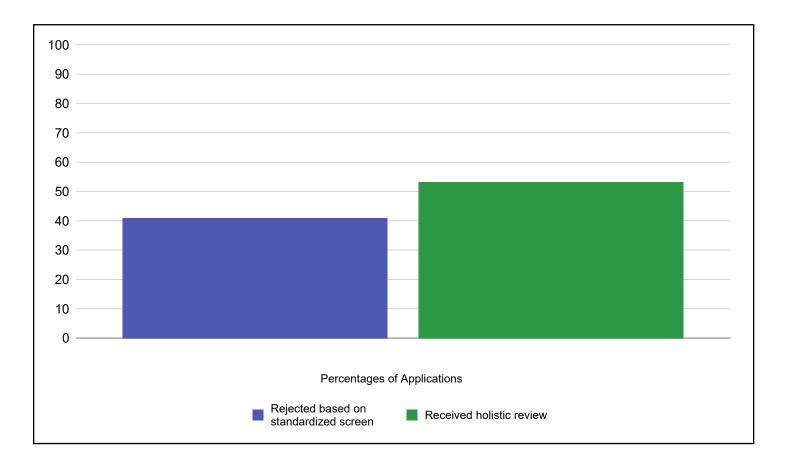


Figure PD\_OS-2 Orthopaedic Surgery Summary of Program Interviewing and Ranking Activities (Total N = 43)



Average Percentage of Applications Rejected and Reviewed, 2022

#### Orthopaedic Surgery

100%

90%

80%

70%

60%

50%

40%

30%

20%

10%

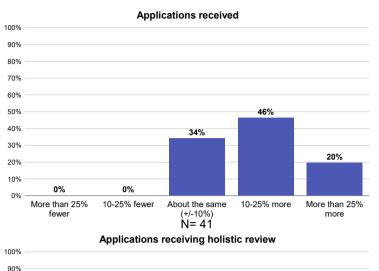
0%

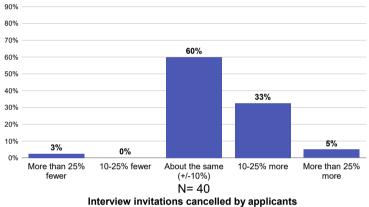
15%

More than 25%

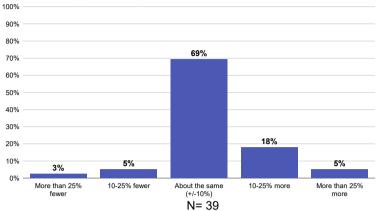
fewer

#### Summary of Program Interviewing and Ranking Activities Compared to 2021

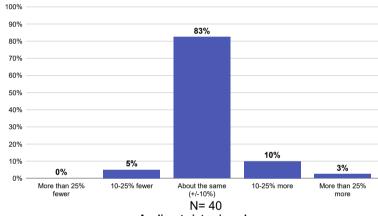




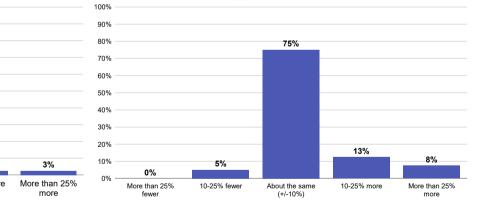
73%

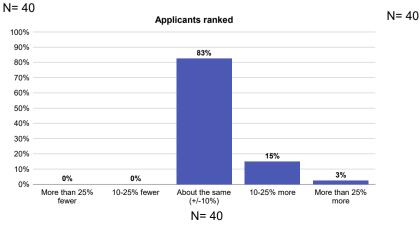


Interview invitations sent



Applicants interviewed





About the same 10-25% more More than 25% more

NRMP Program Director Survey Results, 2022

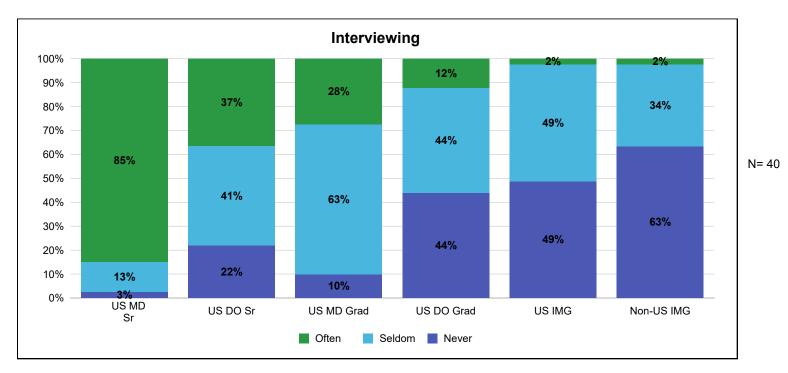
8%

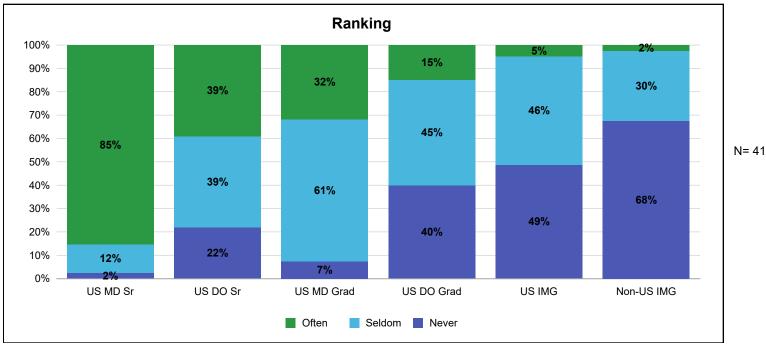
10-25% fewer

Applications rejected based on standardized screen

#### Figure PD\_OS-4 Orthopaedic Surgery Summary of Program Interviewing and Ranking Activities

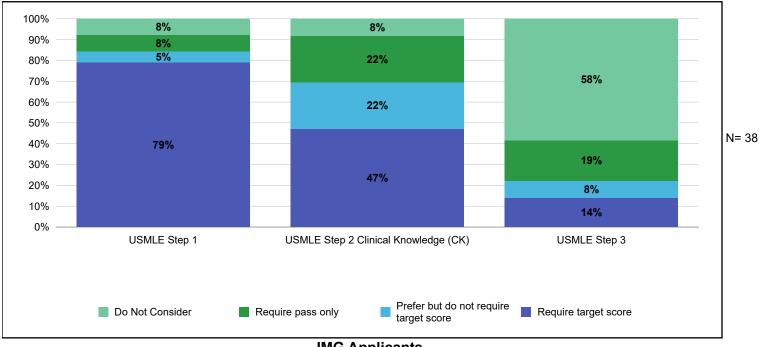






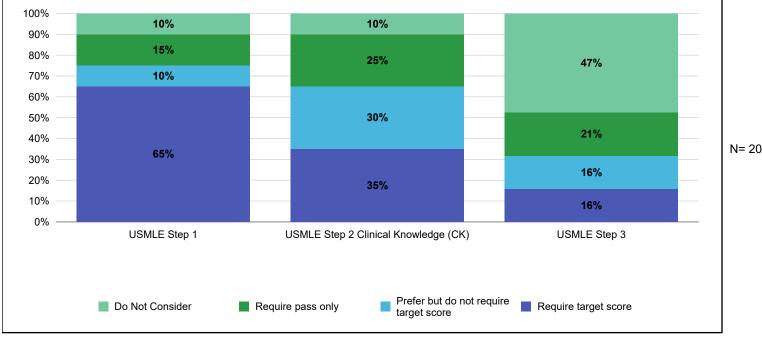
#### Orthopaedic Surgery Use of Standardized Licensure Exams to Select Applicants for Interview

# Percentages of Programs Using USMLE to Select US MD and IMG Applicants for Interview, $2022^{123}$



**US MD Applicants** 

#### **IMG Applicants**

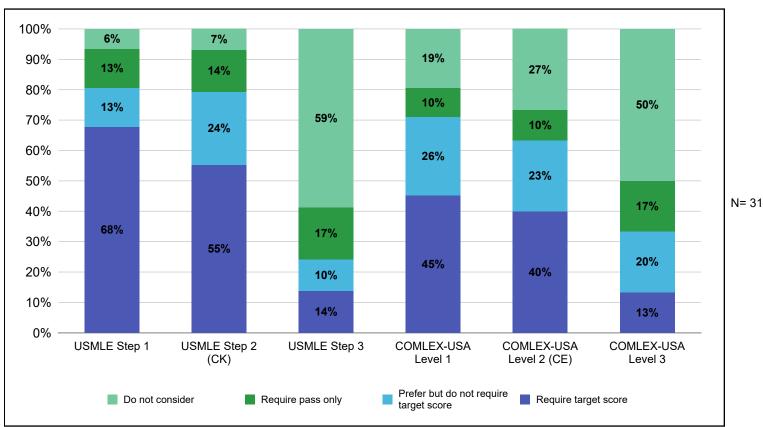


<sup>1</sup>Seniors and graduates are considered together.

<sup>2</sup>Total number of respondents who indicated they "seldom" or "often" consider MD senior and/or graduate, or IMG applicants for interview.

### **Figure PD\_OS-6** Orthopaedic Surgery Use of Standardized Licensure Exams to Select Applicants for Interview

## Percentages of Programs Using USMLE and COMLEX-USA to Select DO Applicants for Interview, 2022<sup>1 2 3</sup>

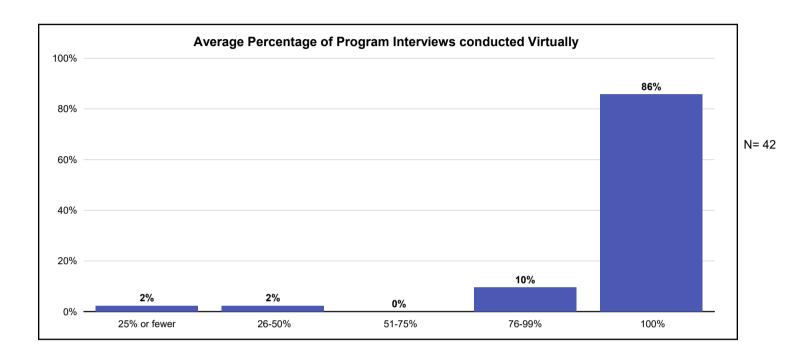


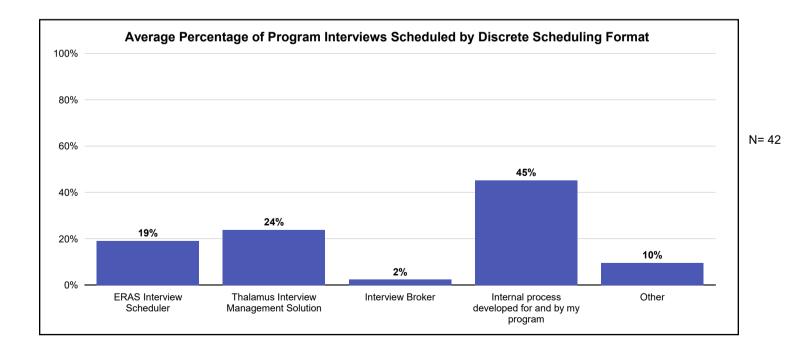
US DO Applicants

<sup>1</sup>DO seniors and DO graduates are considered together.

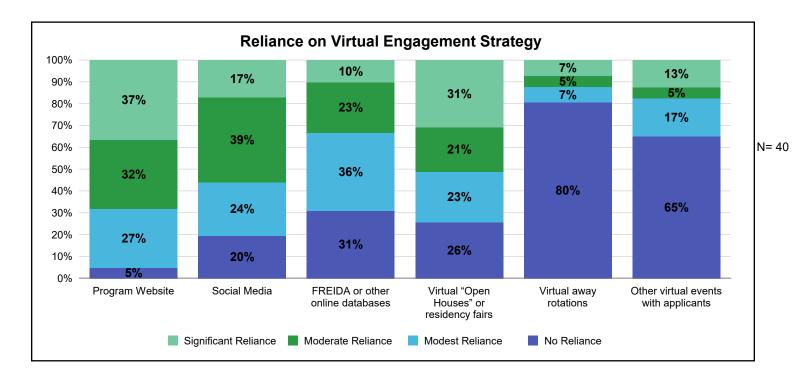
<sup>2</sup>Total number of respondents who indicated they "seldom" or "often" consider DO senior, DO graduate, or both types of applicants for interview.

#### Impact of Virtual Experience on Applicants Interviewed, 2022

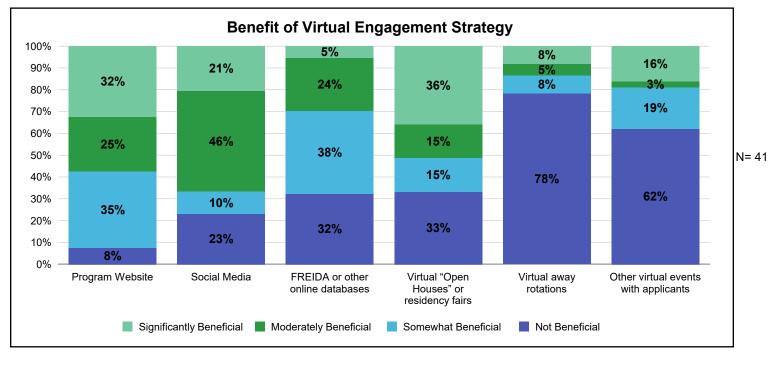




### Figure PD\_OS-8 Orthopaedic Surgery Summary of Program Virtual Experience

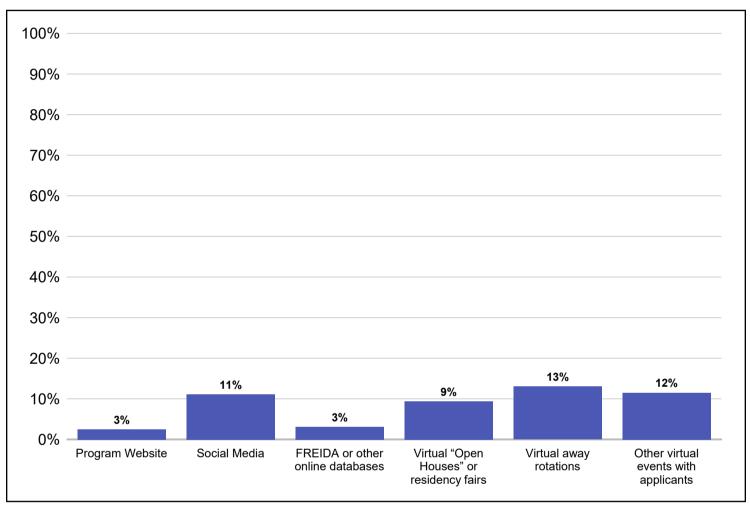


#### Reliance on and Perceived Benefits of Applicant Engagement Strategies, 2022<sup>1</sup>





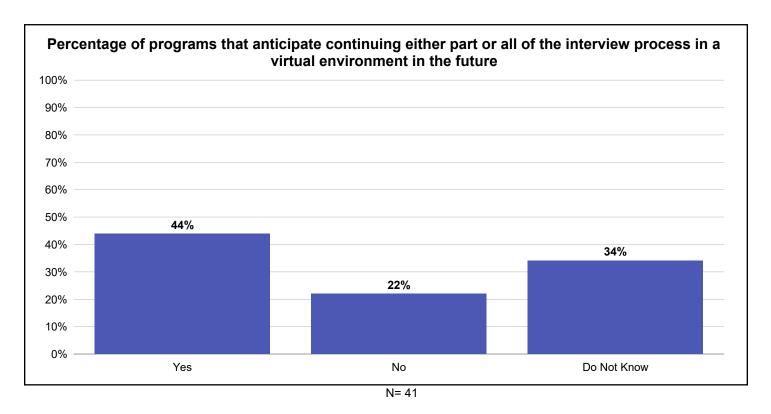
First Time Reliance on Applicant Engagement Strategies, 2022

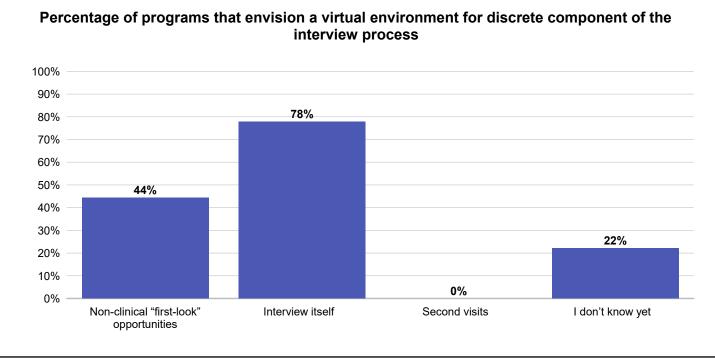


N= 40



Intention to Rely on Virtual Recruitment for Future Match Cycles, 2022





N= 18

## Perceived Advantages/Disadvantages of Virtual Recruitment, 2022<sup>1</sup>

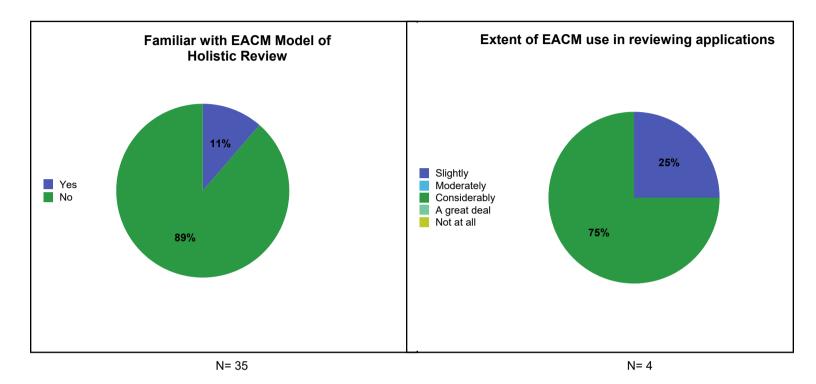
### **Virtual Recruitment Circumstance**

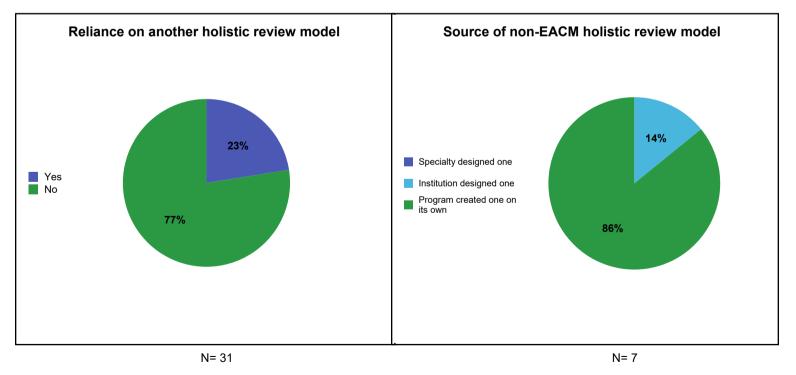
Creating neuroph based information	<b>E</b> 0/	20%		200/	0.00	/ 400/		4 = 0/
Creating new web-based info materials about program	5%	20%	00/	29%	20%			15%
More applications to cull through	18%	0	1 <mark>8%</mark> 44%		44%		<mark>% 5%</mark>	10%
Fewer applications to cull through	3% 5%	220/	44 70		<mark>5%</mark> 43%	44%	7%	10%
Time/ability to research, select online mtg platform	10%	23%			43% 41%	7%		
Time to create virtual interview agenda/itinerary	10%	27%					12%	2% 7%
Time to train staff to use online mtg software	7%	27% 15%		44%	49%	5%2%	7%	10%
Applicants cancelling interviews at last minute	7%		250/	44%	439		27% 3%	13%
Tech issues during interviews	18%		25%	C00/	43			
Ensuring confidentiality of interviews		3%	050/	60%	40%	3%	22	
Assessment of applicant competency	15%		25%	000/	40%	3%		17%
Assessment of applicant interest in and understanding of program		34%		26%		26%	3%	6 11%
Assessment of applicant interpersonal skills, alignment with interview team		31%	_	31%	_	31%		3% 5%
Assessment of whether program showcased adequately	E0/ 00	26%	<b>C</b> 0/	29%	2.40/	37%	240/	8%
Reduced applicant-related hosting expenses	5% 8%		6%	_	34%		21%	5%
Fewer cancelled interviews	3%	439			19%	11%	24%	-
More efficiency of interview process	5% 8%	0	30%	E 40/	35%	040/	14%	8%
More flexibility for interview dates	5% 5%		500/	54%	00/	21%	8%	<b>6 8%</b>
More difficulty of scheduling interviews for applicants outside U.S.	3%		50%		3%	45%		
Less difficulty of scheduling interviews for applicants outside U.S.	5%		4%		% <mark>3%</mark>	44%	00/	4.00/
More access to faculty and residents to participate in interview process	10%	4 = 04		54%	40/	18%	8%	10%
Need for more outreach to identify and capture interested applicants	15%	15%		<i>(</i>	4%	<u> </u>	þ	18%
	0%	20%		40%	60%	80%		100%
Mod/Sig Disadv Slight Disadv		Neither Adv Nor D	isadv 📃	Slight Advantage	Mod/Si	g Adv	N/A	
		N= 41						

## Figure PD\_OS-12

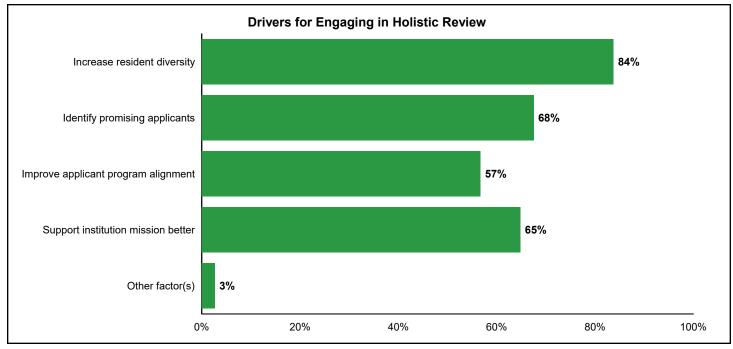
#### Orthopaedic Surgery Summary of Program Holistic Review

## Familiarity with and Use of the AAMC EACM Model of Holistic Review and Other Holistic Review Models, 2022<sup>1</sup>

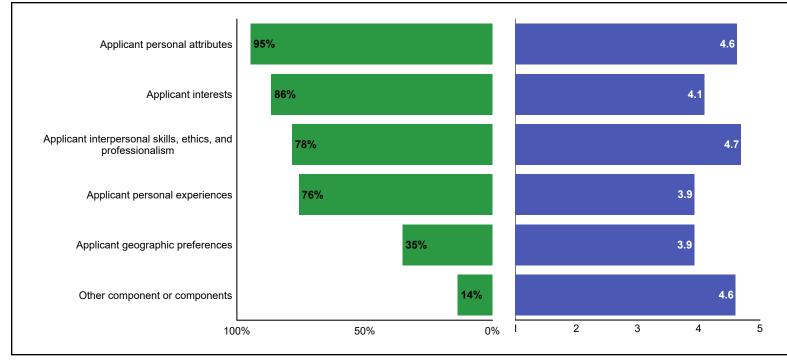








Percentage of Programs Citing Discrete Factors and Mean Importance Rating<sup>1</sup> of Said Factors, 2022



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

### Otolaryngology Total N = 39

### Figure PD\_O-1 Otolaryngology Summary of Program Interviewing and Ranking Activities (Total N = 32)



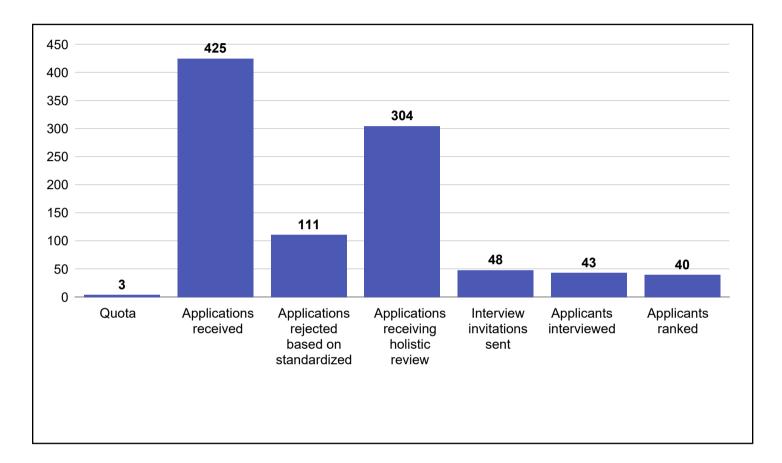
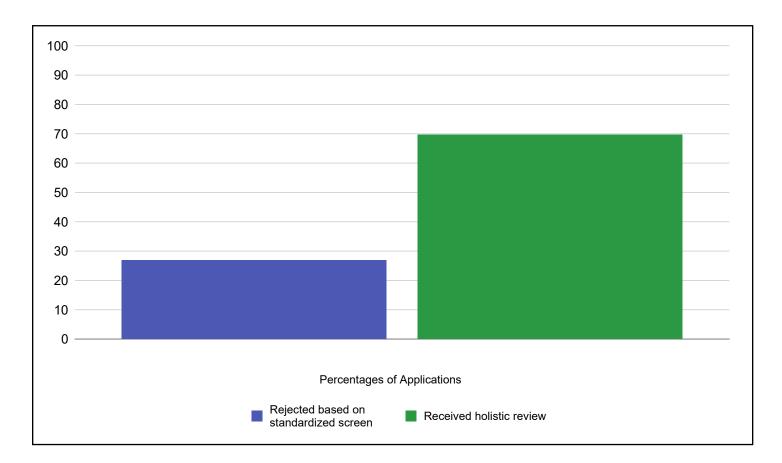


Figure PD\_O-2 Otolaryngology Summary of Program Interviewing and Ranking Activities (Total N = 32)



Average Percentage of Applications Rejected and Reviewed, 2022

## Figure PD\_O-3

Otolaryngology

40%

30%

20%

10%

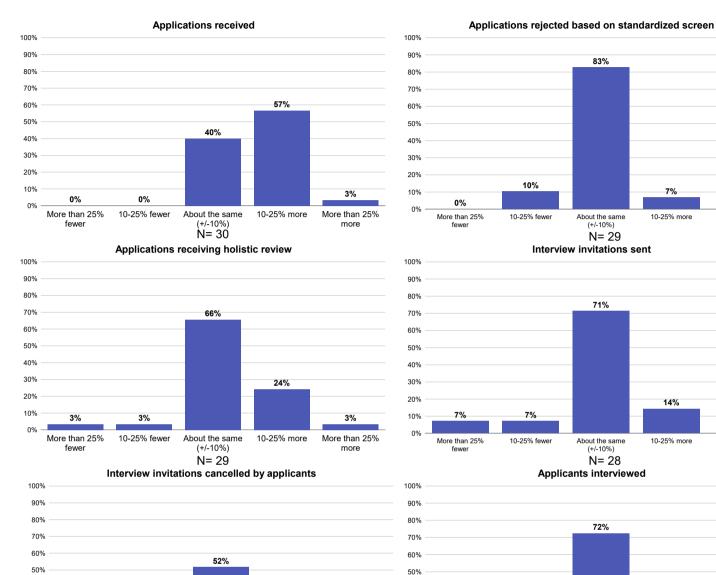
0%

14%

More than 25%

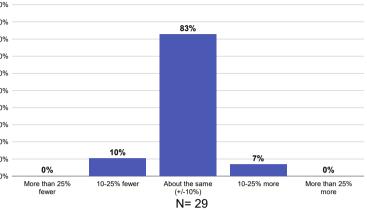
fewer

#### Summary of Program Interviewing and Ranking Activities Compared to 2021

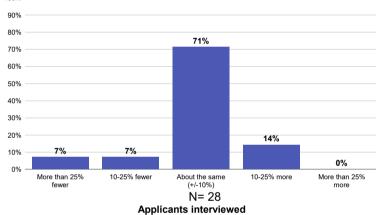


3%

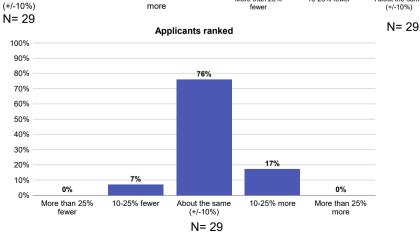
10-25% more



Interview invitations sent



72% 40% 30% 21% 20% 10% 3% 3% 0% 0% About the same (+/-10%) More than 25% 10-25% fewe 10-25% more More than 25% more



0%

More than 25%

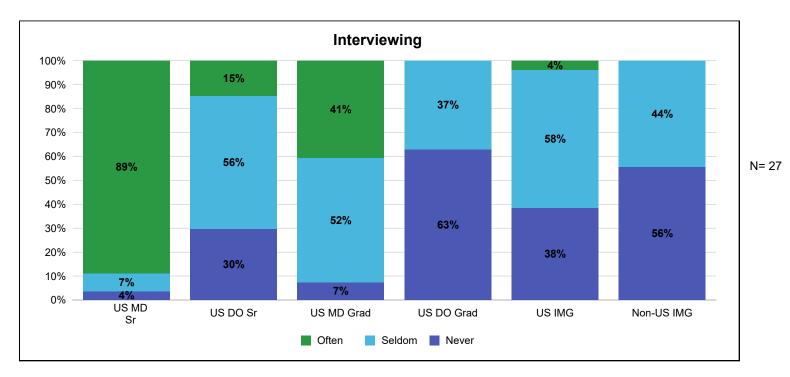
31%

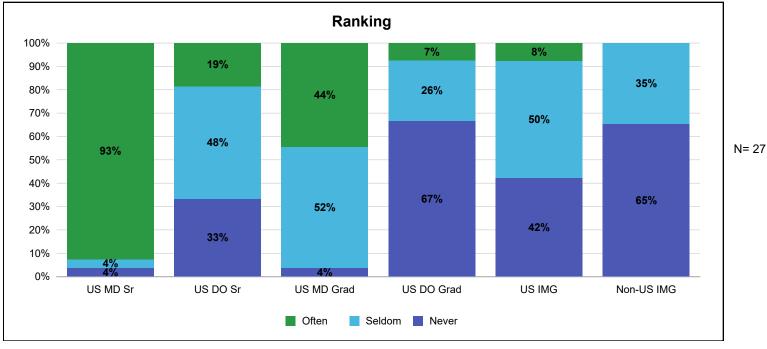
10-25% fewer

About the same

### **Figure PD\_O-4** Otolaryngology Summary of Program Interviewing and Ranking Activities

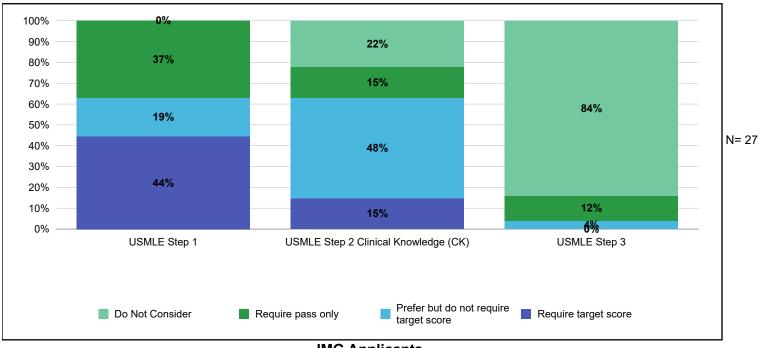






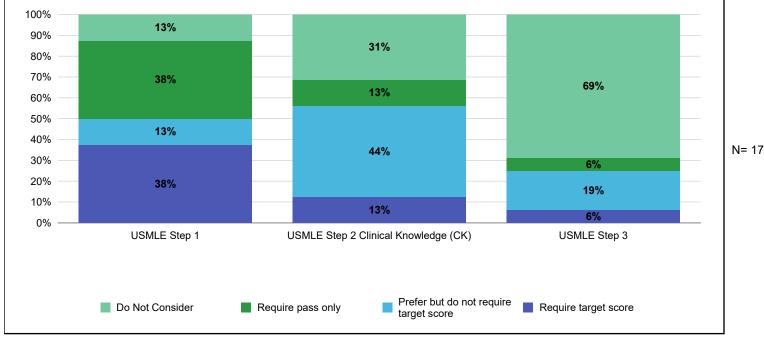
### **Figure PD\_O-5** Otolaryngology Use of Standardized Licensure Exams to Select Applicants for Interview

## Percentages of Programs Using USMLE to Select US MD and IMG Applicants for Interview, $2022^{123}$



**US MD Applicants** 

**IMG Applicants** 

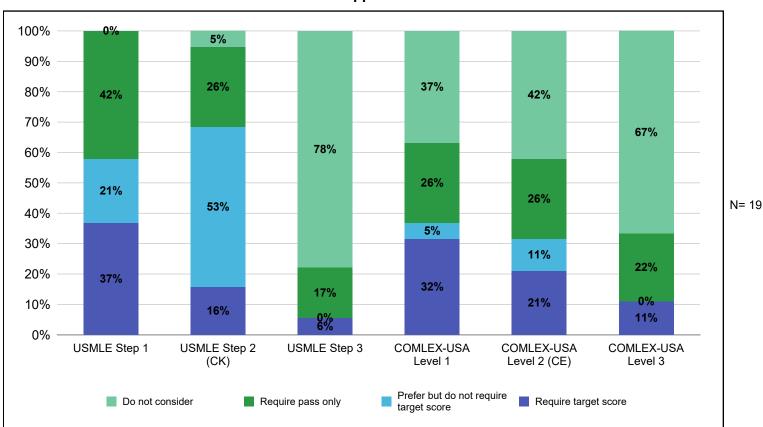


<sup>1</sup>Seniors and graduates are considered together.

<sup>2</sup>Total number of respondents who indicated they "seldom" or "often" consider MD senior and/or graduate, or IMG applicants for interview.

### **Figure PD\_O-6** Otolaryngology Use of Standardized Licensure Exams to Select Applicants for Interview

## Percentages of Programs Using USMLE and COMLEX-USA to Select DO Applicants for Interview, 2022<sup>1 2 3</sup>



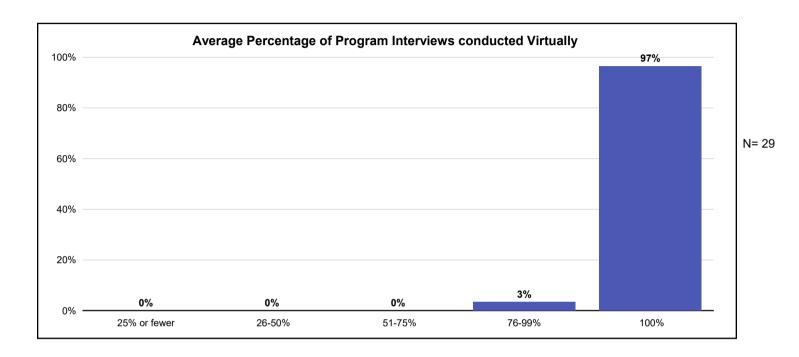
US DO Applicants

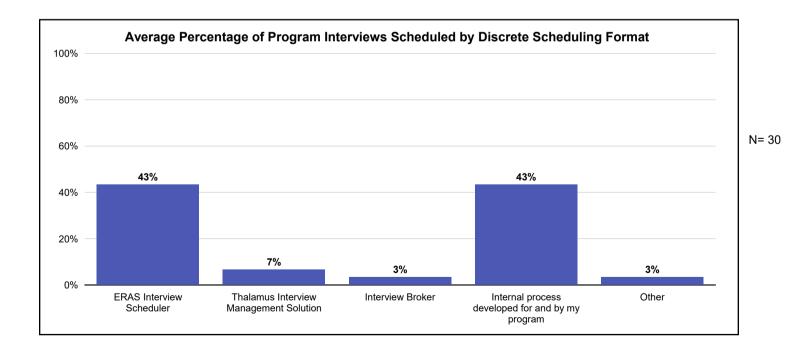
<sup>1</sup>DO seniors and DO graduates are considered together.

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



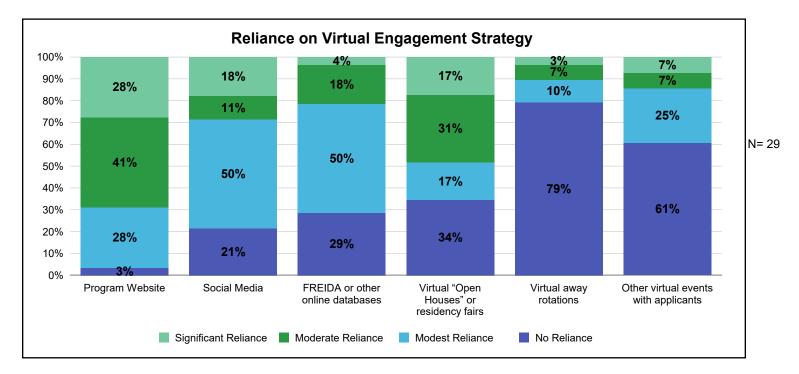
#### Impact of Virtual Experience on Applicants Interviewed, 2022

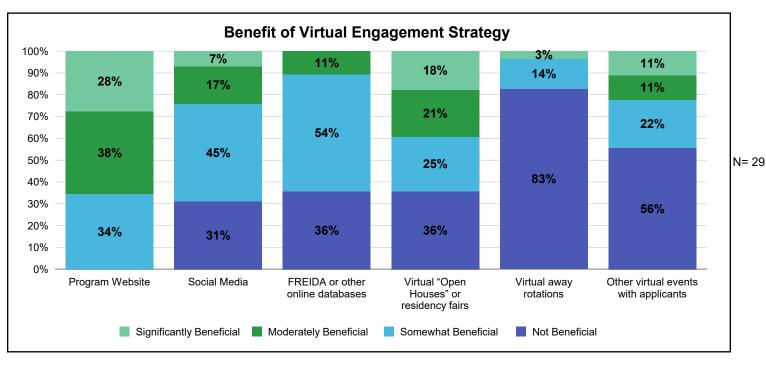






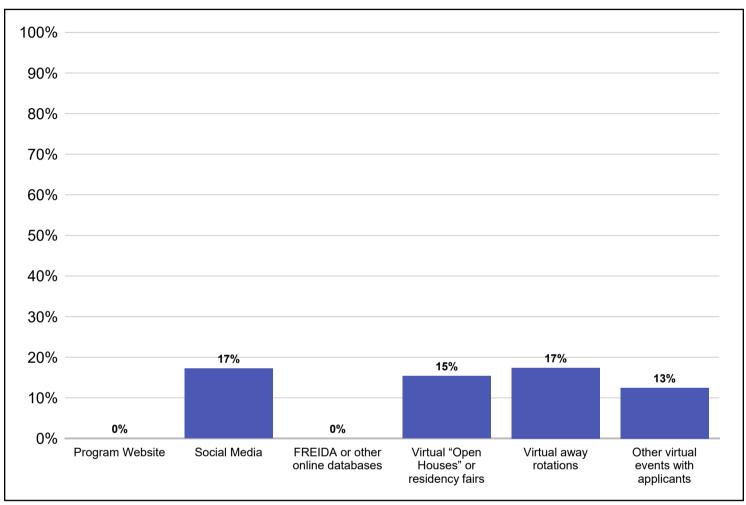








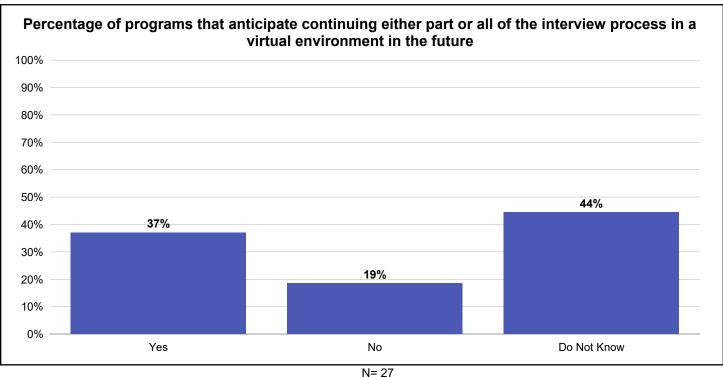
First Time Reliance on Applicant Engagement Strategies, 2022



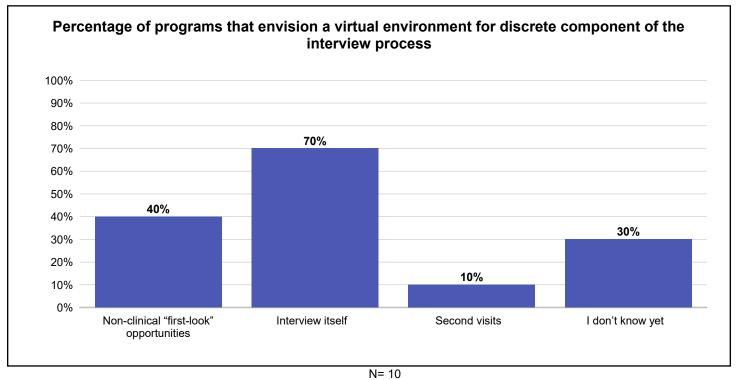
N= 30



Intention to Rely on Virtual Recruitment for Future Match Cycles, 2022







#### Perceived Advantages/Disadvantages of Virtual Recruitment, **2022**<sup>1</sup>

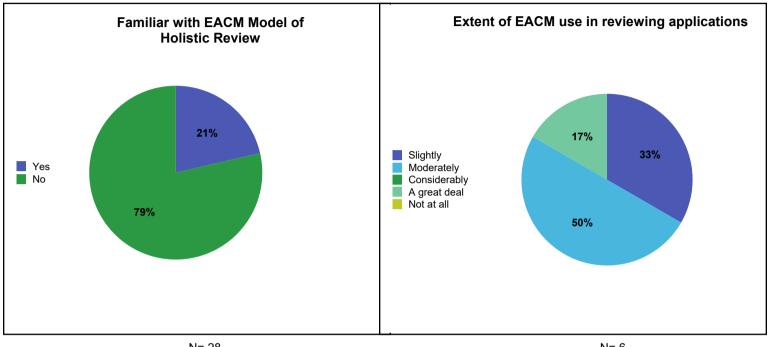
### **Virtual Recruitment Circumstance**

Creating new web-based info materials about program	<b>4% 11</b>	% 30	%	19%	19%	19	
More applications to cull through	12%	12%	31%	10 /0	27%	19	
Fewer applications to cull through	1270	32%	4%		64%		•
Time/ability to research, select online mtg platform	4%	25%		54%		4%	13%
Time to create virtual interview agenda/itinerary		29%		54%		4% 4%	8%
Time to train staff to use online mtg software	4%	38%		42%	6	8%	8%
Applicants cancelling interviews at last minute	9%	17%		57%		9%	9%
Tech issues during interviews	4%	28%		60%	, D		<b>4% <mark>4%</mark></b>
Ensuring confidentiality of interviews	4% 8%	, D	67%	/o		4% <mark>4%</mark>	13%
Assessment of applicant competency	8%	20%		60%		4%	8%
Assessment of applicant interest in and understanding of program		28%	24%		44%		4%
ssessment of applicant interpersonal skills, alignment with interview team		24%	4	8%		24%	<b>4%</b>
Assessment of whether program showcased adequately		32%		52%		1	5%
Reduced applicant-related hosting expenses	12%	<mark>4%</mark> 20%	2	4%	32%		8%
Fewer cancelled interviews	8%		54%		21%	17	'%
More efficiency of interview process		46%			46%		8%
More flexibility for interview dates		54%			42%		4%
More difficulty of scheduling interviews for applicants outside U.S.		33%	4%		63%		
Less difficulty of scheduling interviews for applicants outside U.S.	4%	38%			58%		
More access to faculty and residents to participate in interview process	8%		72%			16%	4%
Need for more outreach to identify and capture interested applicants	4%	26%		48%	4	l% <mark>17</mark>	%
	0%	20%	40%	60%	80	0%	100%
Mod/Sig Disadv		Neither Adv Nor Disadv	Slight Advantag	je Mod/S	ia Adv	N/A	
		N= 27			<u> </u>		

N = 21

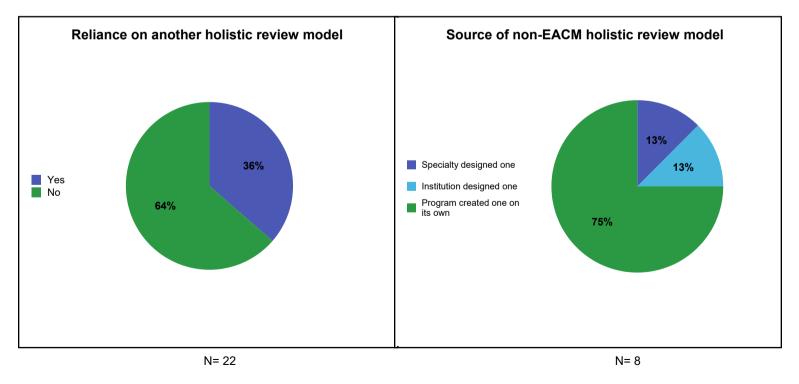


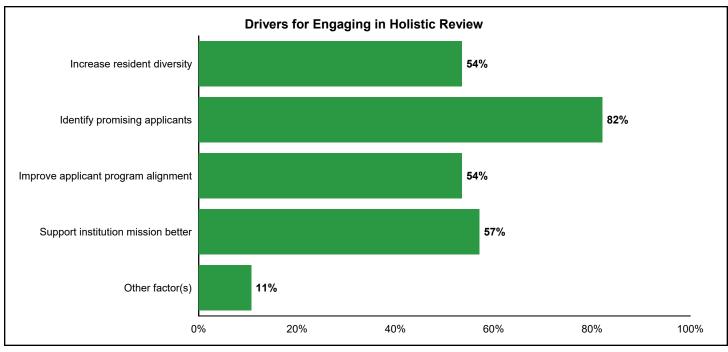
#### Familiarity with and Use of the AAMC EACM Model of Holistic Review and Other Holistic Review **Models**, 2022<sup>1</sup>





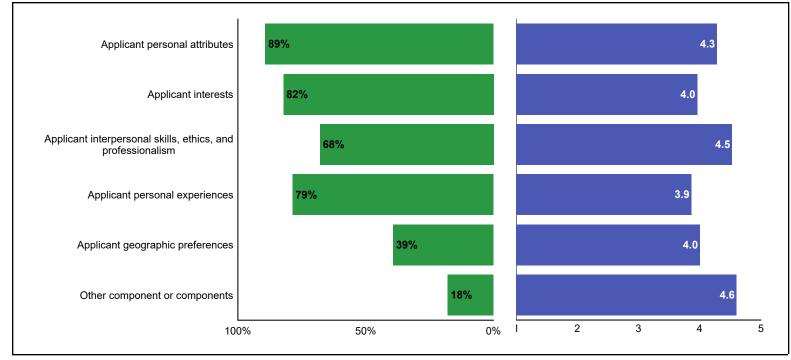






#### Drivers for Engaging in Holistic Review (For Those Indicating that they Performed Holistic Review), 2022

Percentage of Programs Citing Discrete Factors and Mean Importance Rating<sup>1</sup> of Said Factors, 2022

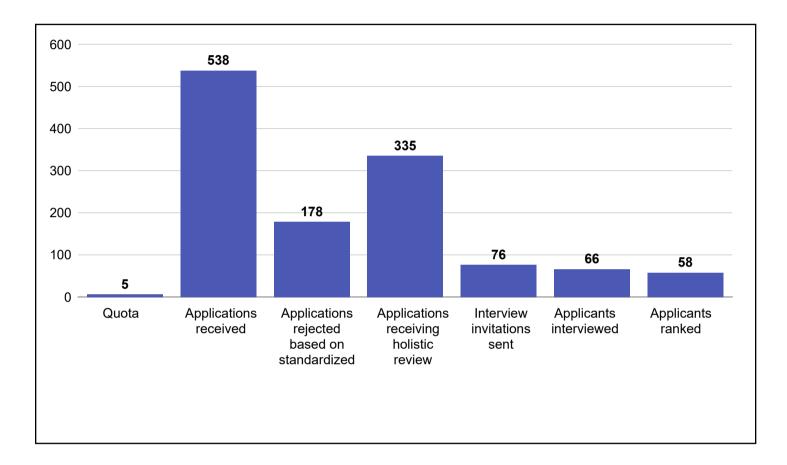


<sup>1</sup> Ratings on a scale from 1 (not at all important) to 5 (very important).

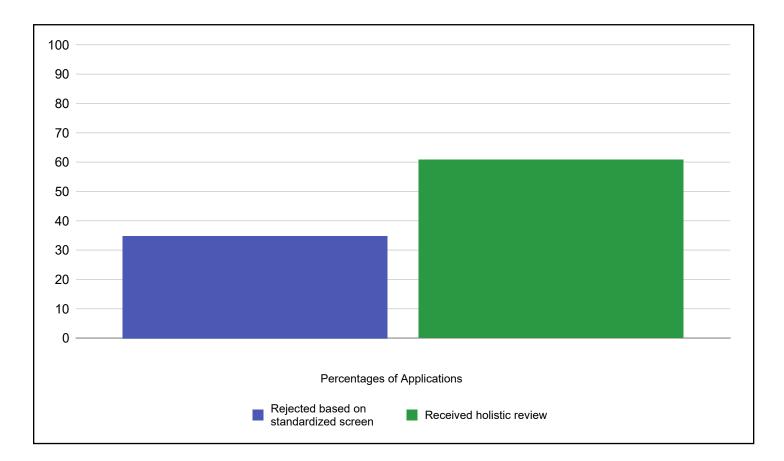
# Pathology-Anatomic and Clinical Total N = 42

### **Figure PD\_PA-1** Pathology-Anatomic and Clinical Summary of Program Interviewing and Ranking Activities (Total N = 36)

## Mean Numbers of Applications Received, Interview Invitations, Interviews, and Applicants Ranked, 2022

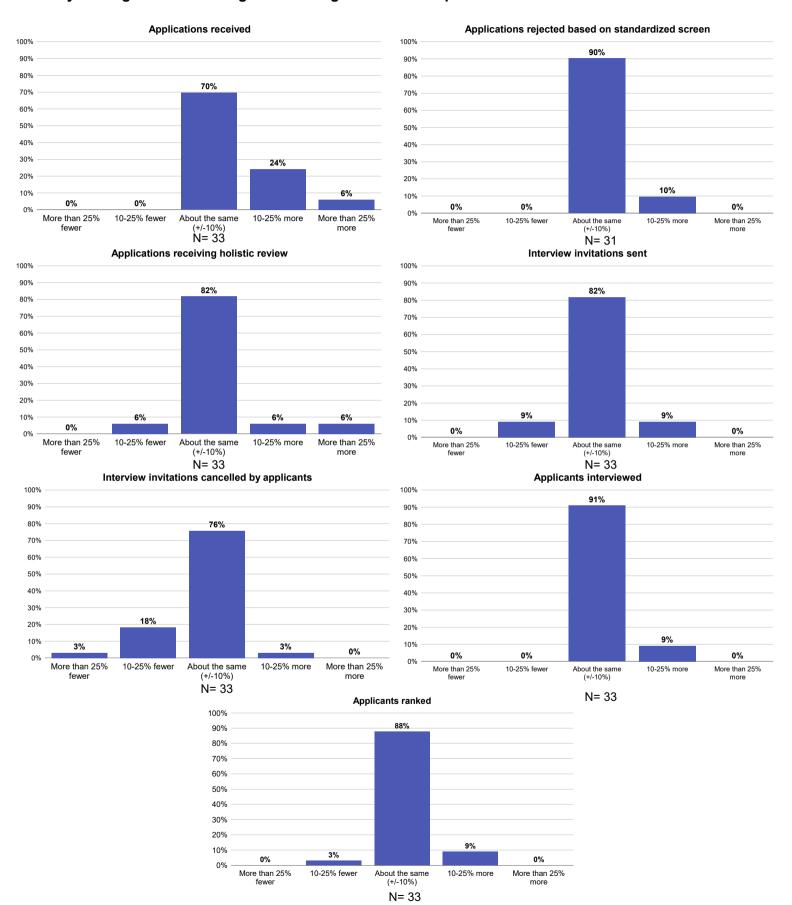


Pathology-Anatomic and Clinical Summary of Program Interviewing and Ranking Activities (Total N = 32)



Average Percentage of Applications Rejected and Reviewed, 2022

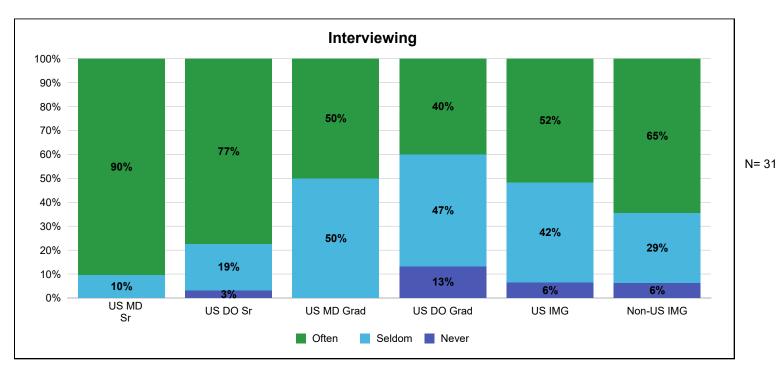
#### Pathology-Anatomic and Clinical Summary of Program Interviewing and Ranking Activities Compared to 2021

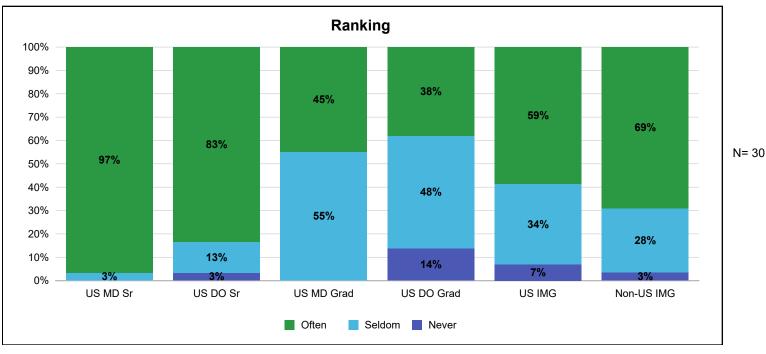


### Pathology-Anatomic and Clinical

Summary of Program Interviewing and Ranking Activities



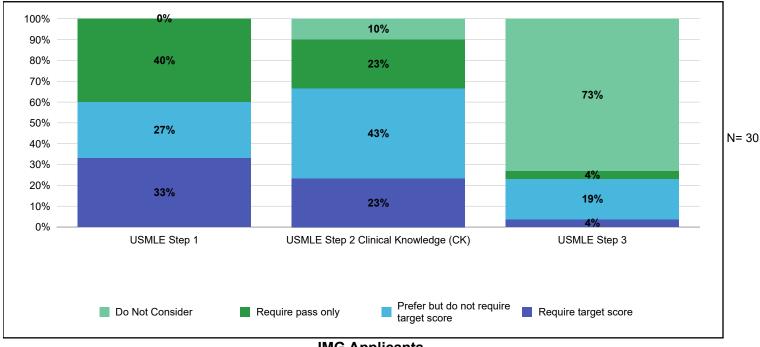




Pathology-Anatomic and Clinical

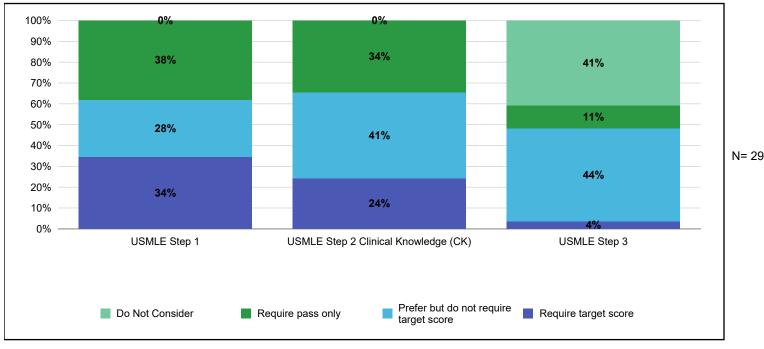
Use of Standardized Licensure Exams to Select Applicants for Interview

## Percentages of Programs Using USMLE to Select US MD and IMG Applicants for Interview, $2022^{123}$



**US MD Applicants** 

**IMG Applicants** 



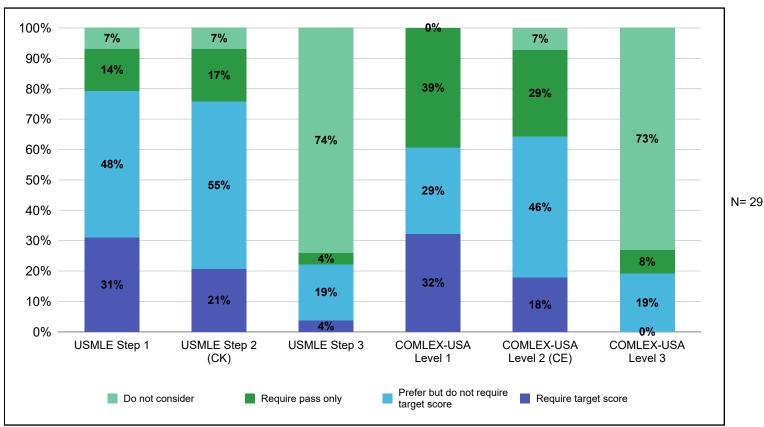
<sup>1</sup>Seniors and graduates are considered together.

<sup>2</sup>Total number of respondents who indicated they "seldom" or "often" consider MD senior and/or graduate, or IMG applicants for interview.

Pathology-Anatomic and Clinical

Use of Standardized Licensure Exams to Select Applicants for Interview

## Percentages of Programs Using USMLE and COMLEX-USA to Select DO Applicants for Interview, 2022<sup>1 2 3</sup>



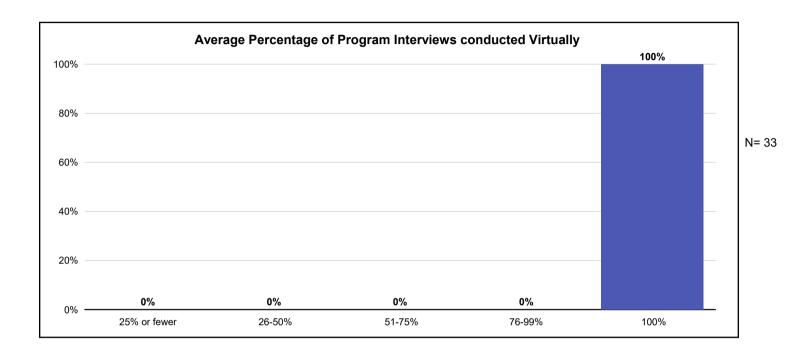
US DO Applicants

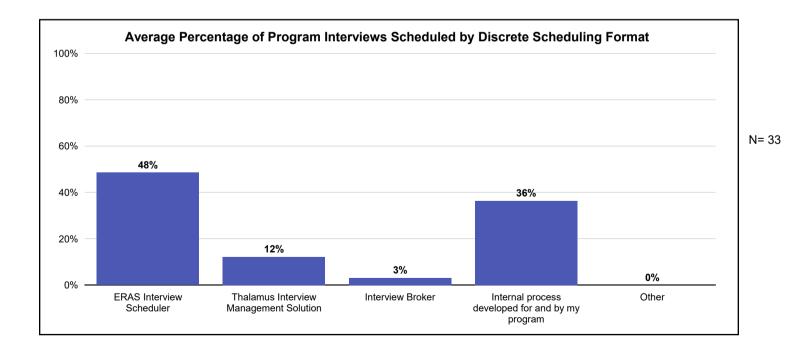
<sup>1</sup>DO seniors and DO graduates are considered together.

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

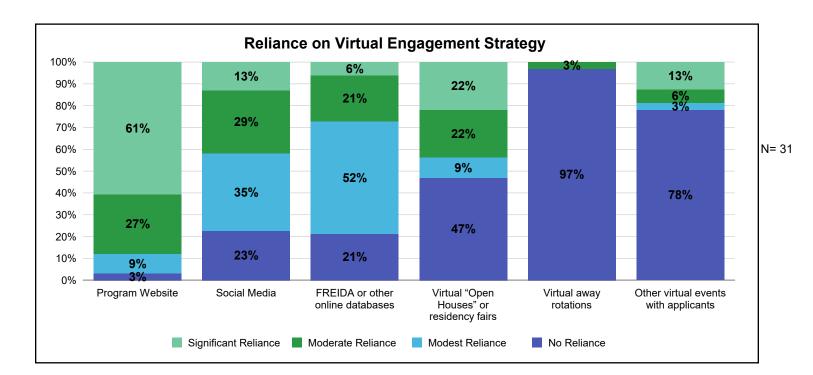
### **Figure PD\_PA-7** Pathology-Anatomic and Clinical Summary of Program Virtual Experience

#### Impact of Virtual Experience on Applicants Interviewed, 2022

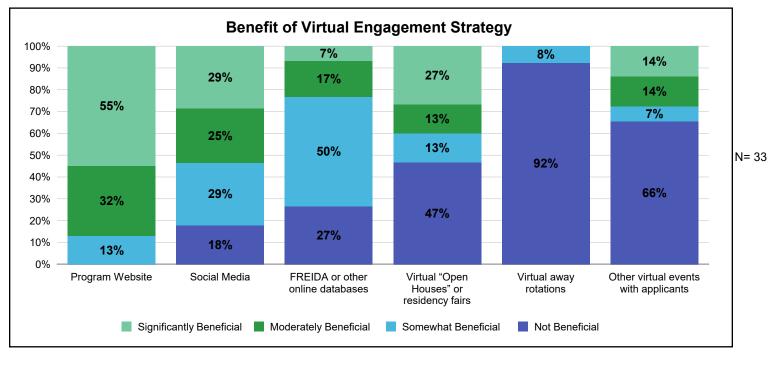




### Pathology-Anatomic and Clinical Summary of Program Virtual Experience



#### Reliance on and Perceived Benefits of Applicant Engagement Strategies, 2022<sup>1</sup>





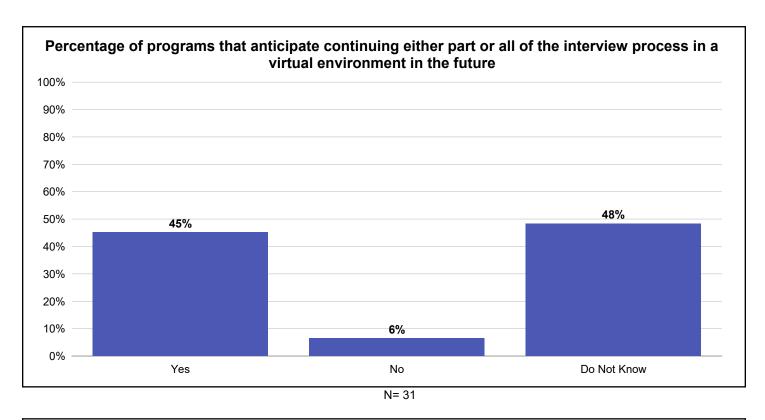
First Time Reliance on Applicant Engagement Strategies, 2022

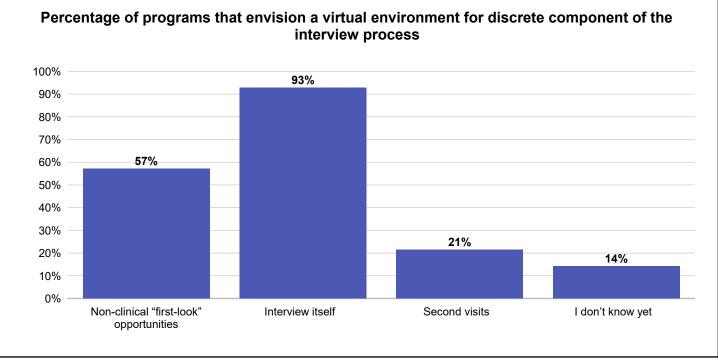
100%						
90%						
80%						
70%						
60%						
50%						
40%						
30%						
20%						
		12%				12%
10%					6%	
			4%	4%	0 /0	
0%	0%					
0.70	Program Website	Social Media	FREIDA or other online databases	Virtual "Open Houses" or residency fairs	Virtual away rotations	Other virtual events with applicants

N= 31

### Pathology-Anatomic and Clinical Summary of Program Virtual Experience

### Intention to Rely on Virtual Recruitment for Future Match Cycles, 2022





N= 14

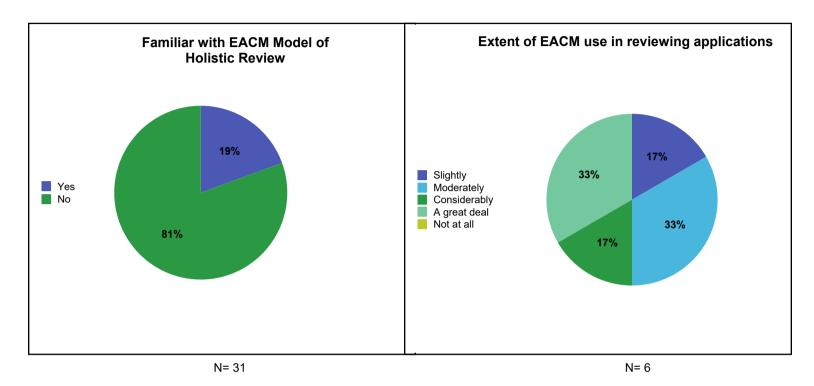
## Perceived Advantages/Disadvantages of Virtual Recruitment, 2022<sup>1</sup>

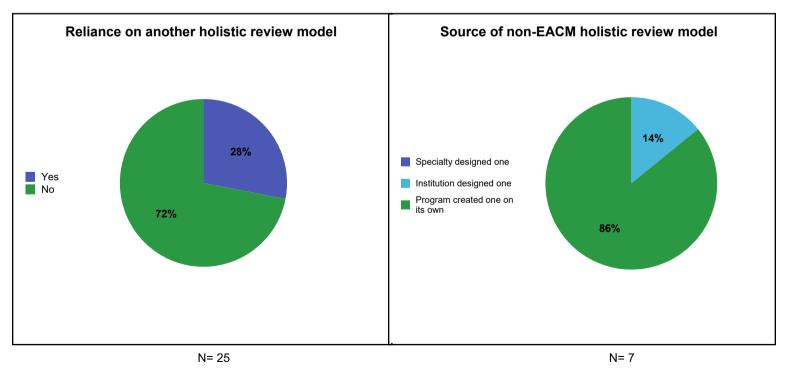
### **Virtual Recruitment Circumstance**

Creating new web-based info materials about program	7%	21%	24%	34%	6	14%
More applications to cull through	13%		30%	13%	20%	13%
Fewer applications to cull through	3% <mark>3%</mark>	31%		62%		
Time/ability to research, select online mtg platform	7%	10%	62%		3%	17%
Time to create virtual interview agenda/itinerary	<mark>3%</mark>	17%	55%		7% 7	% 10%
Time to train staff to use online mtg software	3%	28%		52%		17%
Applicants cancelling interviews at last minute		28%		2%	10%	
Tech issues during interviews			69%		21%	10%
Ensuring confidentiality of interviews	7% 10%	31%		45%		17%
Assessment of applicant competency		31%		52%		7%
Assessment of applicant interest in and understanding of program			41%	38	3%	10%
Assessment of applicant interpersonal skills, alignment with interview team		/%	48%		31%	3%
Assessment of whether program showcased adequately	10%		59%		24%	7%
Reduced applicant-related hosting expenses	14%		18%	50%		7%
Fewer cancelled interviews	3% 7%		41%	24%	10%	14%
More efficiency of interview process	7%	10%	41%		34%	7%
More flexibility for interview dates		14%	34%		48%	
More difficulty of scheduling interviews for applicants outside U.S.	10%	0.10/	52%			24%
Less difficulty of scheduling interviews for applicants outside U.S.	7%	21%	34%		21%	17%
More access to faculty and residents to participate in interview process	10%	28%		41%		21%
Need for more outreach to identify and capture interested applicants	7%	38%		45%		<mark>3%</mark> 7%
	0%	20%	40%	60%	80%	100%
Mod/Sig Disadv Slight Disadv		Neither Adv Nor Disad	v 📕 Slight Advantage	Mod/Sig Adv	N/A	
		N= 29				

### Pathology-Anatomic and Clinical Summary of Program Holistic Review

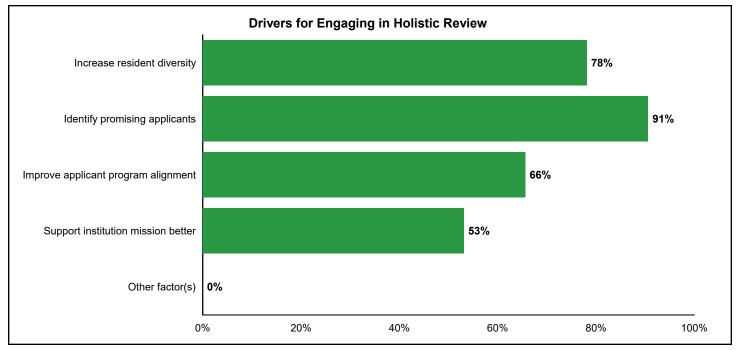
## Familiarity with and Use of the AAMC EACM Model of Holistic Review and Other Holistic Review Models, 2022<sup>1</sup>



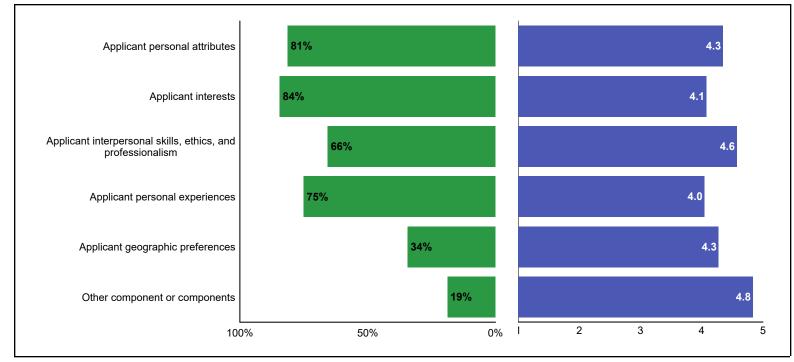


### Figure PD\_PA-13 Pathology-Anatomic and Clinical Summary of Program Holistic Review





Percentage of Programs Citing Discrete Factors and Mean Importance Rating<sup>1</sup> of Said Factors, 2022



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

NRMP Program Director Survey Results, 2022

### Pediatrics Total N = 83

Figure PD\_P-1 Pediatrics Summary of Program Interviewing and Ranking Activities (Total N = 67)

## Mean Numbers of Applications Received, Interview Invitations, Interviews, and Applicants Ranked, 2022

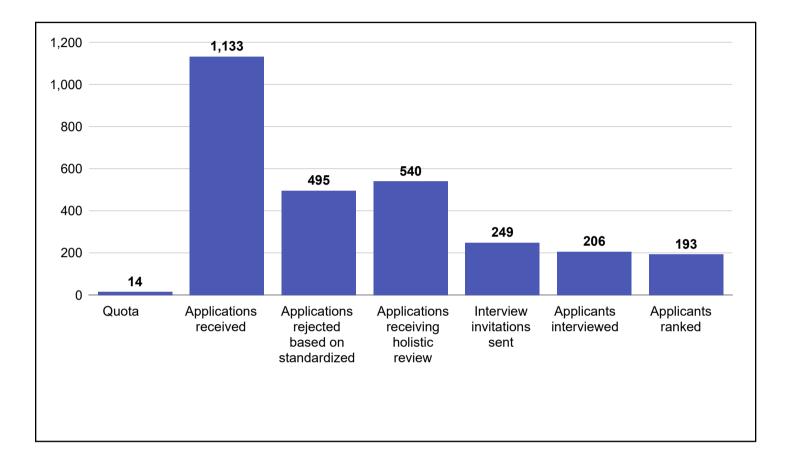
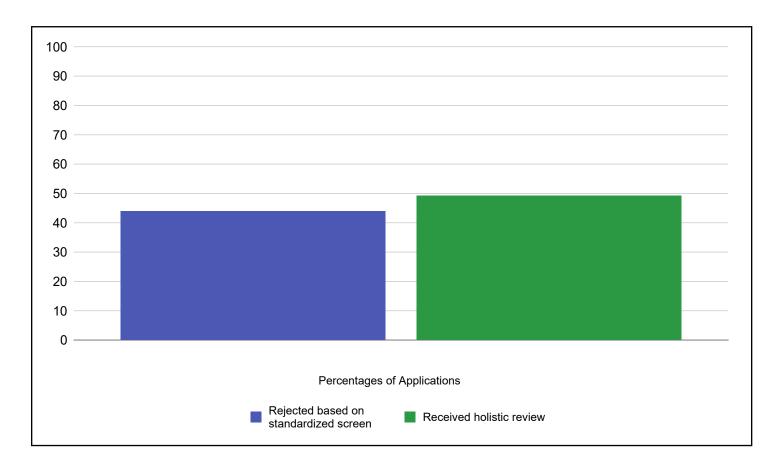


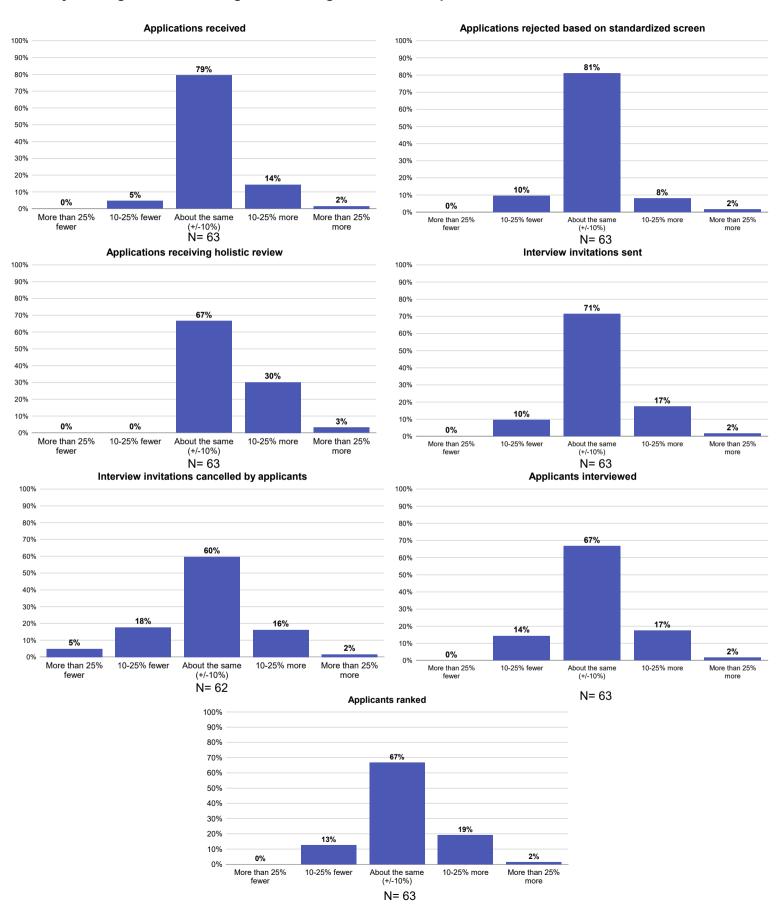
Figure PD\_P-2 Pediatrics Summary of Program Interviewing and Ranking Activities (Total N = 60)



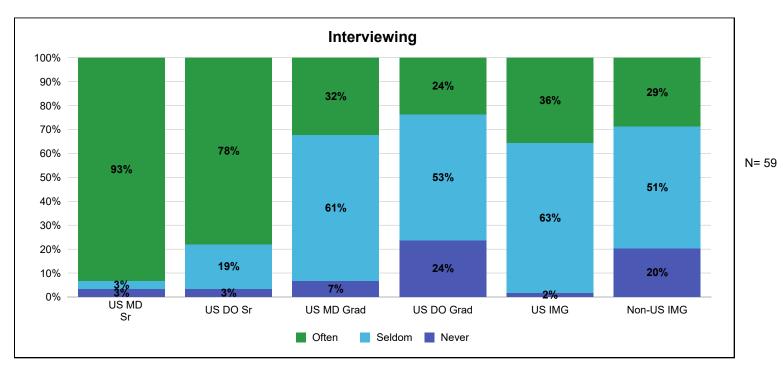
Average Percentage of Applications Rejected and Reviewed, 2022

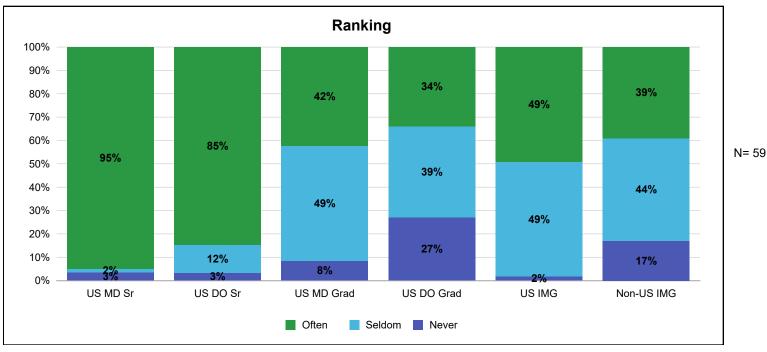
#### Figure PD\_P-3 Pediatrics

#### Summary of Program Interviewing and Ranking Activities Compared to 2021



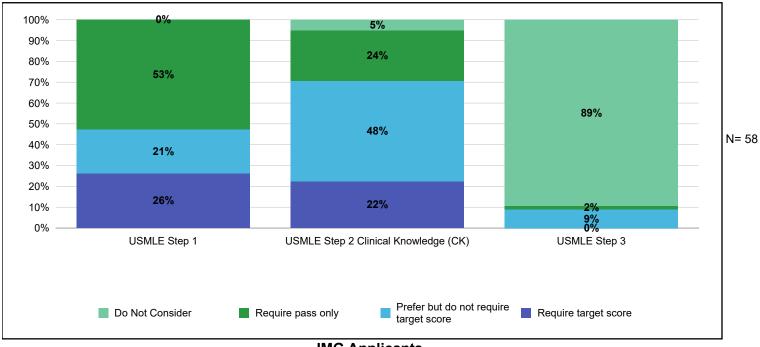






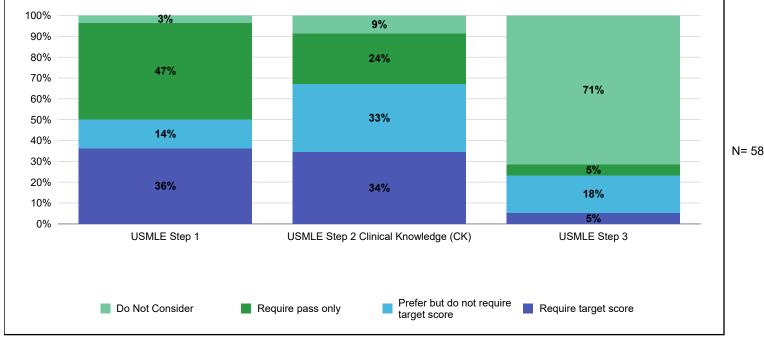
### Figure PD\_P-5 Pediatrics Use of Standardized Licensure Exams to Select Applicants for Interview

## Percentages of Programs Using USMLE to Select US MD and IMG Applicants for Interview, 2022<sup>1 2 3</sup>



**US MD Applicants** 

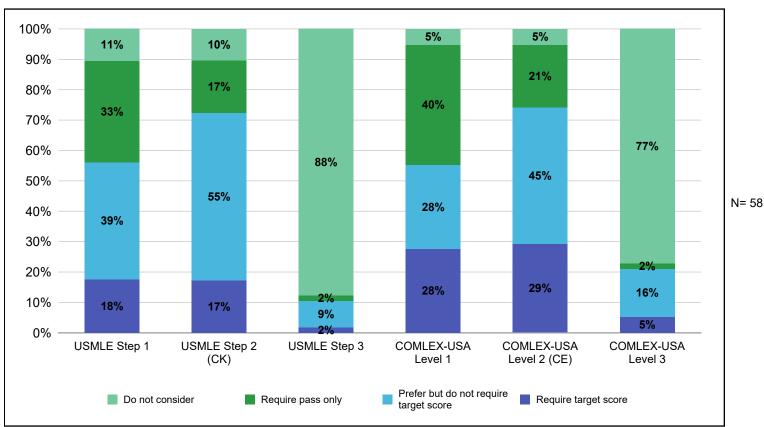
**IMG Applicants** 



<sup>1</sup>Seniors and graduates are considered together.

<sup>2</sup>Total number of respondents who indicated they "seldom" or "often" consider MD senior and/or graduate, or IMG applicants for interview.

## Percentages of Programs Using USMLE and COMLEX-USA to Select DO Applicants for Interview, 2022<sup>1 2 3</sup>



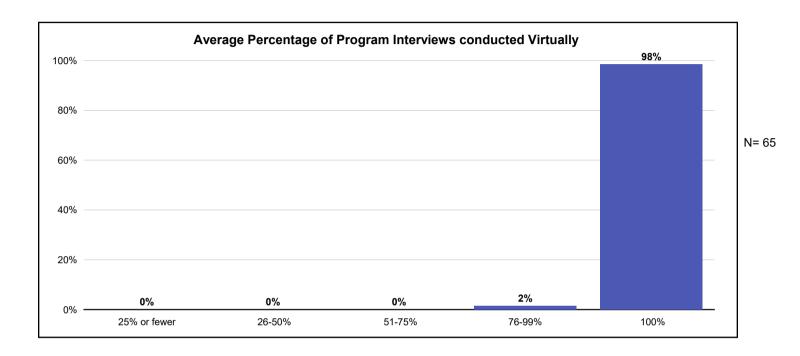
US DO Applicants

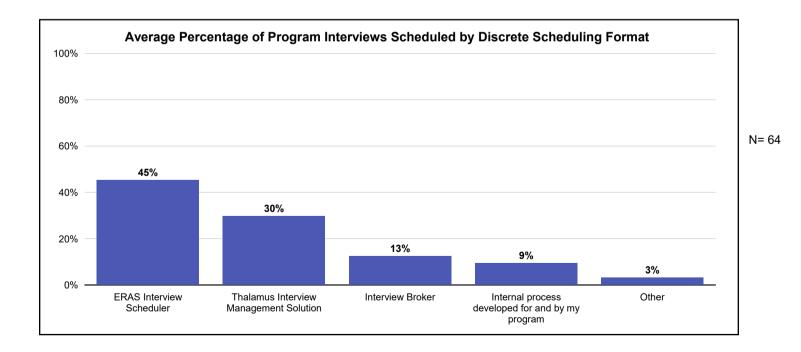
<sup>1</sup>DO seniors and DO graduates are considered together.

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

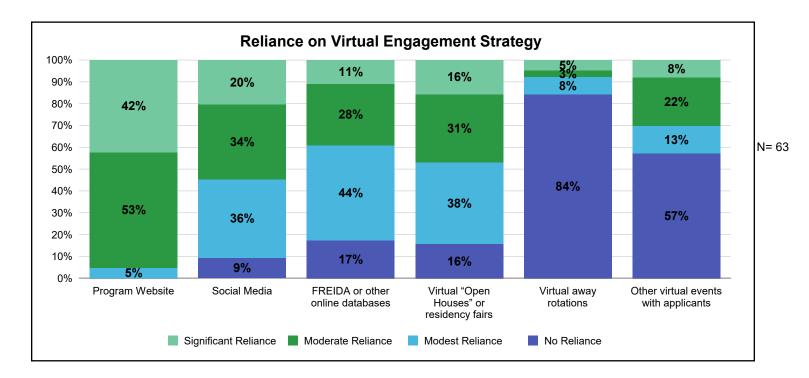


#### Impact of Virtual Experience on Applicants Interviewed, 2022

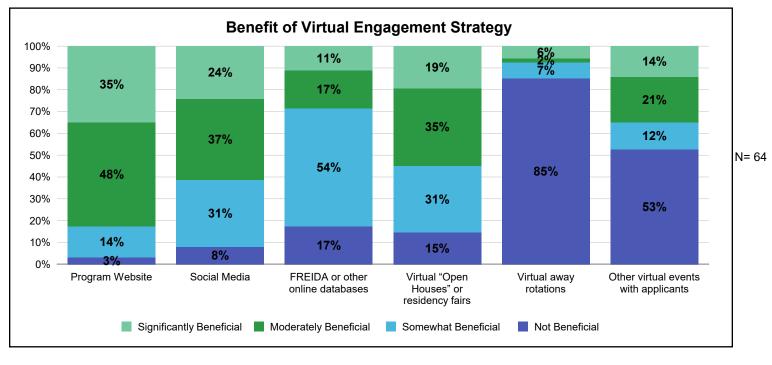




### Figure PD\_P-8 Pediatrics Summary of Program Virtual Experience

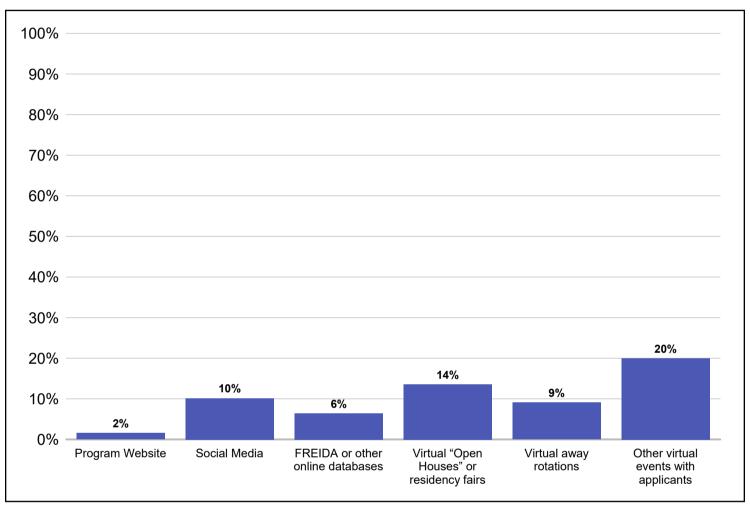


#### Reliance on and Perceived Benefits of Applicant Engagement Strategies, 2022<sup>1</sup>





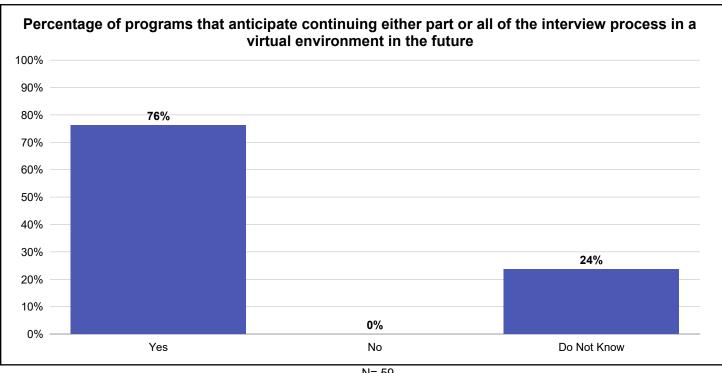
First Time Reliance on Applicant Engagement Strategies, 2022



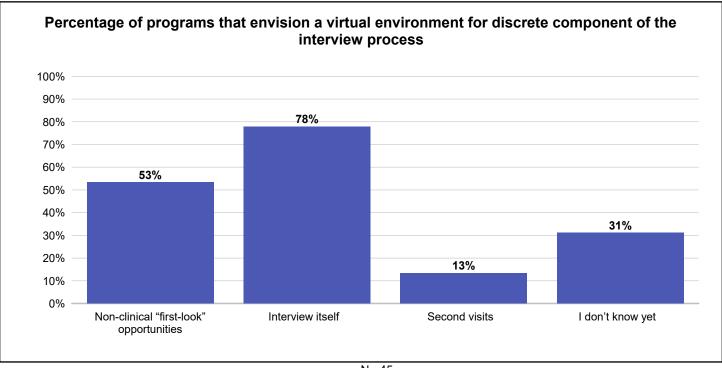
N= 63



Intention to Rely on Virtual Recruitment for Future Match Cycles, 2022







N= 45

## Perceived Advantages/Disadvantages of Virtual Recruitment, 2022<sup>1</sup>

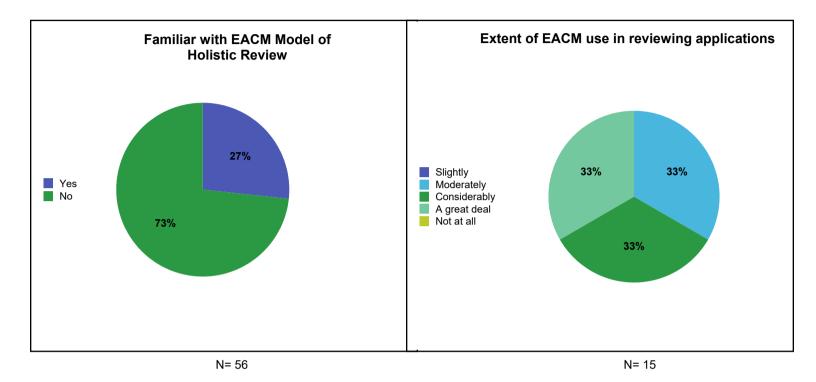
## **Virtual Recruitment Circumstance**

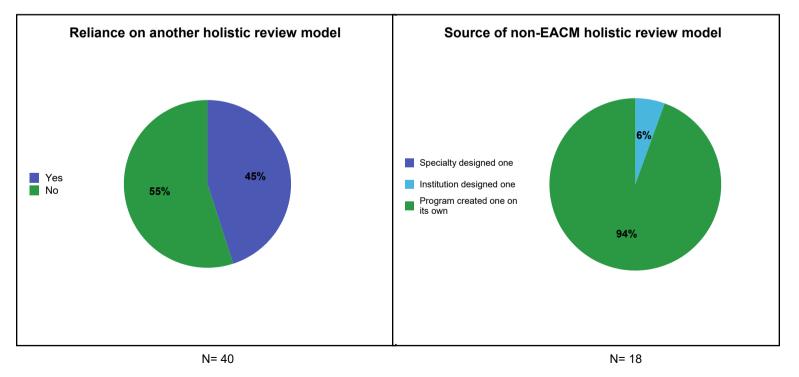
1 <b>0%</b>		22%		29%	12%	24%	
						14%	12%
		35%			61%		
	22%			55%		16	
							5%2 <mark>%</mark>
				26%			16%
		5			31%		<mark>2%</mark> 9%
				66%		<mark>2%</mark>	17%
· ·		25%			56%		<b>2 %</b>
						31%	3%2 <mark>%</mark>
		389					12%
			45%				21%
		14%					5%
						14%	9%
	12%						3%
		29%		6	40%		9%
. 10%			57%		5%	28%	, 0
. <mark>?%</mark>		41%		17%	12%	28%	, 0
5 7%		30%		39%		21	
5%		40%			33%	5%2 <mark>%</mark>	14%
0%		20%	40%	60	0%	80%	100%
	_		-	_		_	
			Slight Advant	age N	lod/Sig Adv	N/A	
	7%   2%   1   2%   5%   10%   3%   3%   3%   3%   3%   3%   3%   3%   3%   3%   3%   2%   2%   2%   2%   2%   2%   5%   10%   2%   5%	7% 18%   17% 17%   2% 22%   5% 10%   3% 3%   3% 12%   16% 10%   2% 19%   2%5% 12%   2%5% 12%   5% 0%	7% 18%   2% 35%   17% 2%   2% 22%   5% 40%   10% 34%   3% 5   3% 5   3% 12%   16% 25%   10% 38%   10% 38%   2% 19%   2% 29%   10% 29%   2% 30%   5% 40%   0% 20%	7% 18% 28%   2% 35% 2%   17% 17%   2% 22%   5% 40%   10% 34%   3% 55%   3% 12%   16% 25%   16% 48%   10% 38%   10% 38%   10% 25%   16% 48%   10% 38%   10% 38%   10% 29%   2% 19% 40%   2% 29% 16%   2% 29% 16%   2% 29% 40%   0% 20% 40%   0% 20% 40%   0% 20% 40%   0% 20% 40%   0% 20% 40%   0% 20% 40%	7% 18% 28%   2% 35% 2%   17% 63%   2% 22% 55%   5% 40% 26%   3% 55% 34% 26%   3% 55% 66% 66%   16% 25% 66% 16%   10% 38% 10% 38%   10% 25% 16% 38%   10% 38% 10% 38%   10% 29% 40% 3%   2% 19% 40% 39%   2% 29% 16% 39%   5% 40% 39% 39%   5% 40% 66 66%   0% 20% 40% 66   0% 20% 40% 66   0% 20% 40% 66   0% 20% 40% 66   0% 20% 40% 66	7% 18% 28% 21%   % 35% 2% 61%   17% 63% 40% 47%   10% 34% 26% 7%   3% 55% 319   3% 12% 66%   16% 25% 56%   16% 48%   10% 38% 40%   12% 45% 22%   3%3% 10% 14% 64%   2% 29% 48%   10% 57% 5%   2% 41% 17%   2% 29% 48%   10% 57% 5%   2% 41% 17% 5%   2% 41% 17% 5%   2% 40% 33% 0% 33%   0% 20% 40% 60% 60%   Neither Adv Nor Disadv Slight Advantage Mod/Sig Adv	7% 18% 28% 21% 14%   2% 35% 2% 61%   17% 63% 3% 7%   2% 22% 55% 16%   5% 40% 47% 16%   5% 40% 47% 16%   3% 55% 31% 3%   3% 55% 31% 3%   3% 25% 56% 16%   16% 25% 56% 16%   10% 38% 40% 31%   10% 38% 40% 22% 2%   3%3% 10% 14% 64% 22% 2%   2%5% 29% 46% 22% 2% 2% 2%   2%5% 29% 16% 40% 28% 28% 2% 28% 28%   2%5% 29% 16% 33% 5% 28% 2% 33% 5% 28%   2% 41% 17% 33% 5% 28% 2% 33% 5%<2%

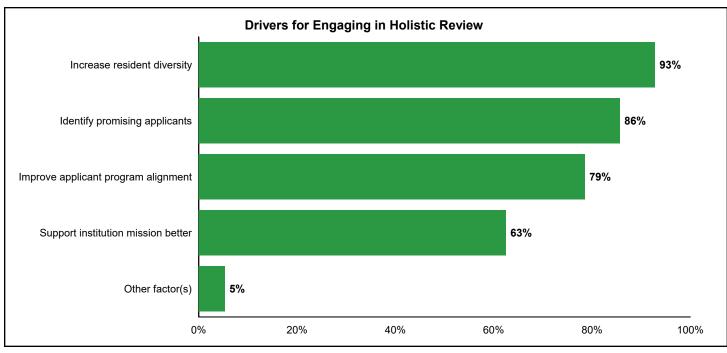
N= 58



## Familiarity with and Use of the AAMC EACM Model of Holistic Review and Other Holistic Review Models, 2022<sup>1</sup>

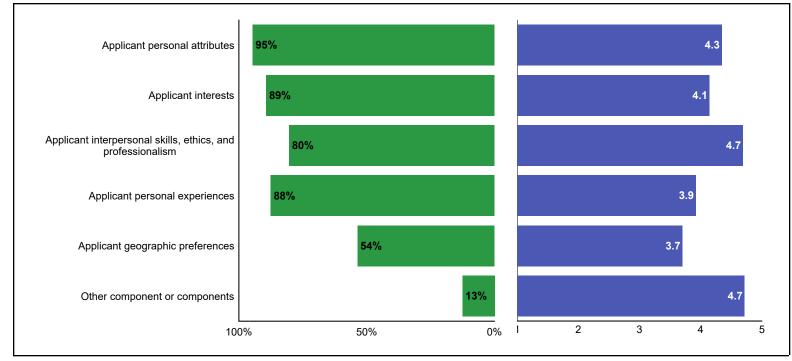






#### Drivers for Engaging in Holistic Review (For Those Indicating that they Performed Holistic Review), 2022

Percentage of Programs Citing Discrete Factors and Mean Importance Rating<sup>1</sup> of Said Factors, 2022

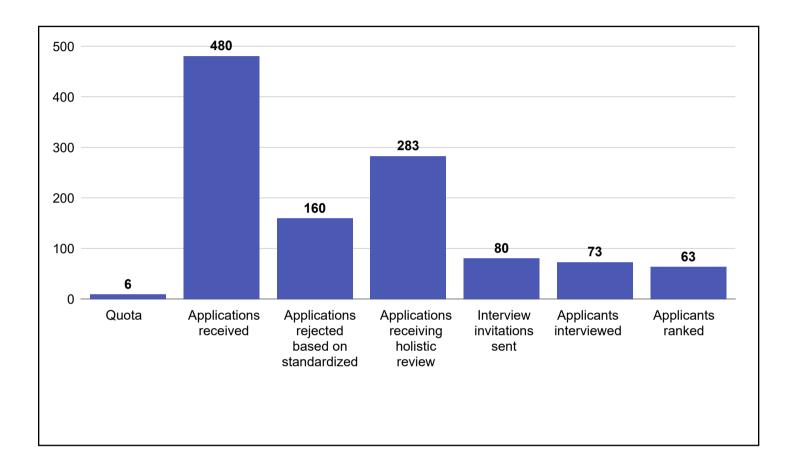


<sup>1</sup> Ratings on a scale from 1 (not at all important) to 5 (very important).

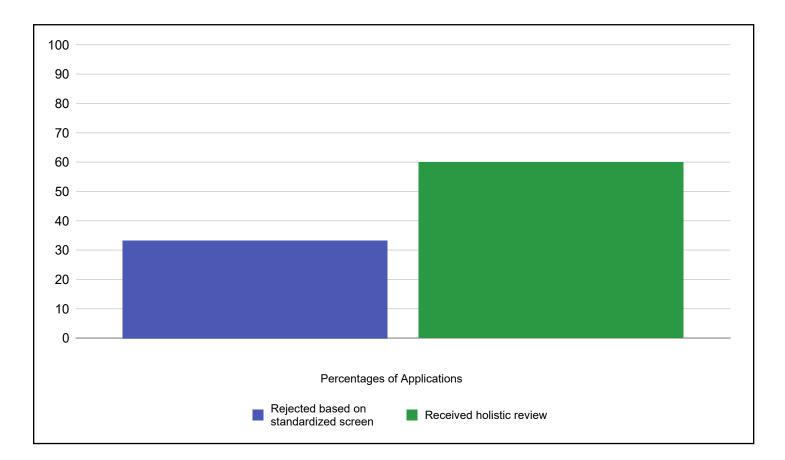
# Physical Medicine and Rehabilitation Total N = 28

Physical Medicine and Rehabilitation Summary of Program Interviewing and Ranking Activities (Total N = 25)

Mean Numbers of Applications Received, Interview Invitations, Interviews, and Applicants Ranked, 2022

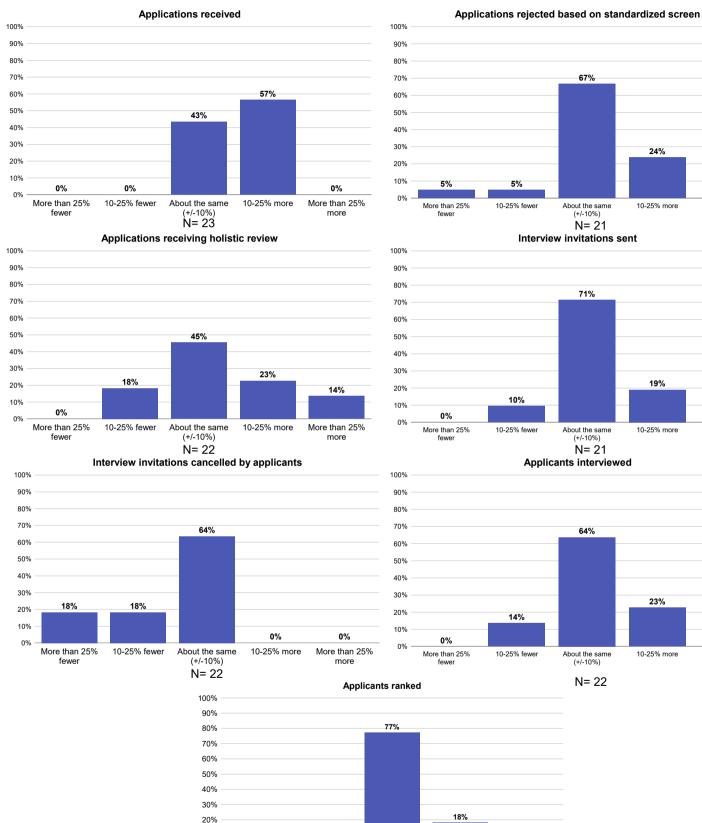


Physical Medicine and Rehabilitation Summary of Program Interviewing and Ranking Activities (Total N = 22)



Average Percentage of Applications Rejected and Reviewed, 2022

#### **Physical Medicine and Rehabilitation** Summary of Program Interviewing and Ranking Activities Compared to 2021



24%

10-25% more

19%

10-25% more

23%

10-25% more

0%

More than 25%

more

0%

More than 25%

more

0%

More than 25%

more



5%

10-25% fewer

10%

0%

0%

More than 25%

fewe

About the same (+/-10%)

N= 22

10-25% more

0%

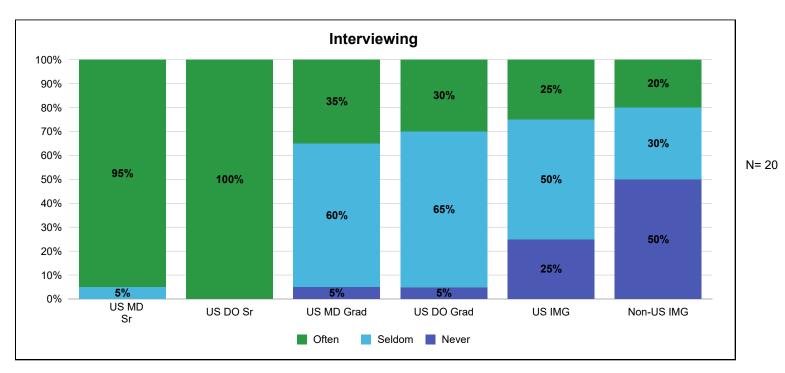
More than 25%

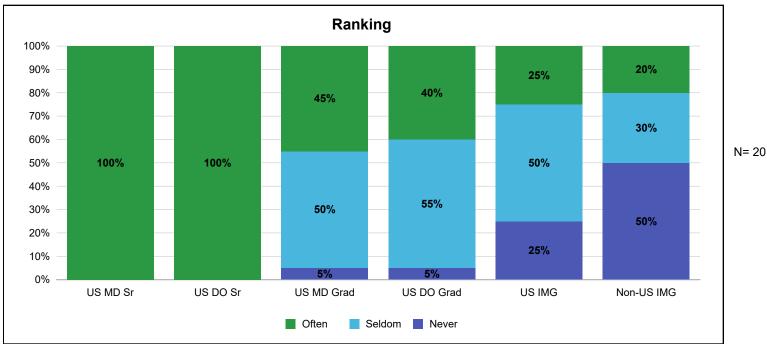
more

### Physical Medicine and Rehabilitation

Summary of Program Interviewing and Ranking Activities



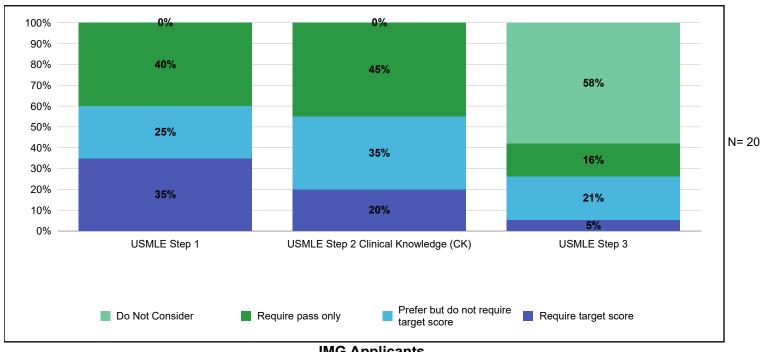




#### **Physical Medicine and Rehabilitation**

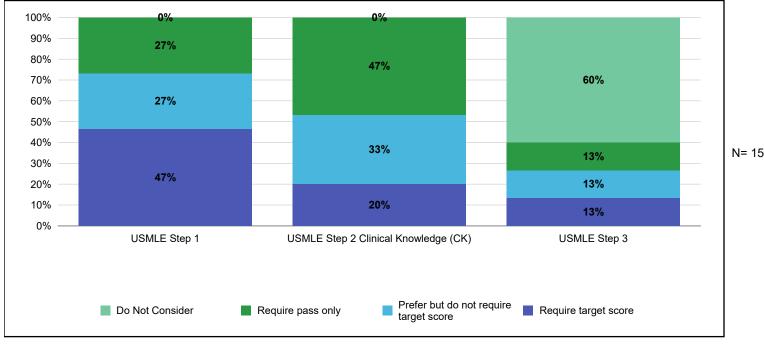
Use of Standardized Licensure Exams to Select Applicants for Interview

#### Percentages of Programs Using USMLE to Select US MD and IMG Applicants for Interview, 2022<sup>1 2 3</sup>



**US MD Applicants** 

#### **IMG Applicants**



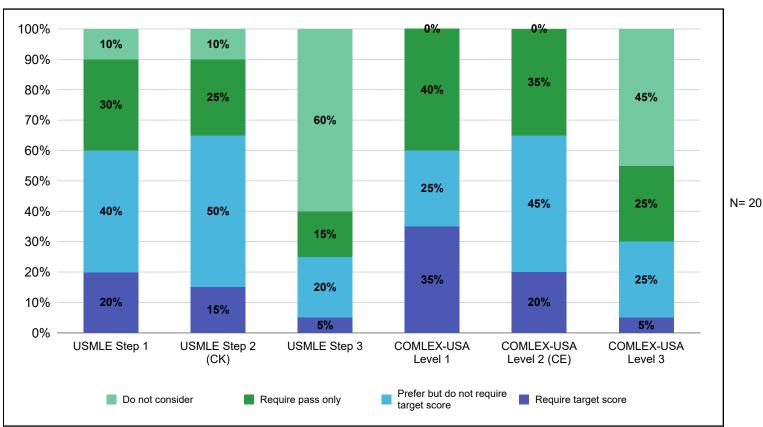
<sup>1</sup>Seniors and graduates are considered together.

<sup>2</sup>Total number of respondents who indicated they "seldom" or "often" consider MD senior and/or graduate, or IMG applicants for interview.

#### Physical Medicine and Rehabilitation

Use of Standardized Licensure Exams to Select Applicants for Interview

## Percentages of Programs Using USMLE and COMLEX-USA to Select DO Applicants for Interview, 2022<sup>1 2 3</sup>



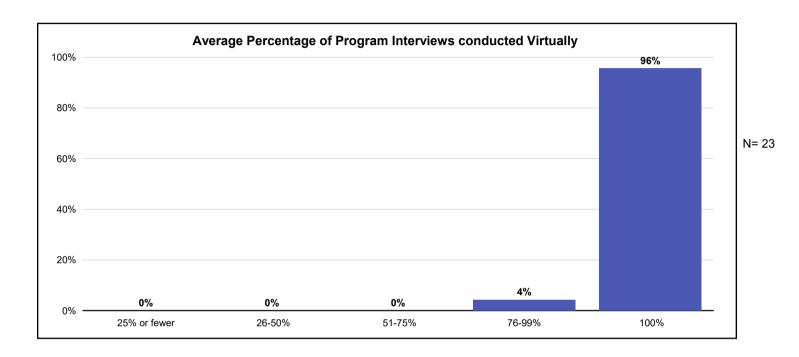
US DO Applicants

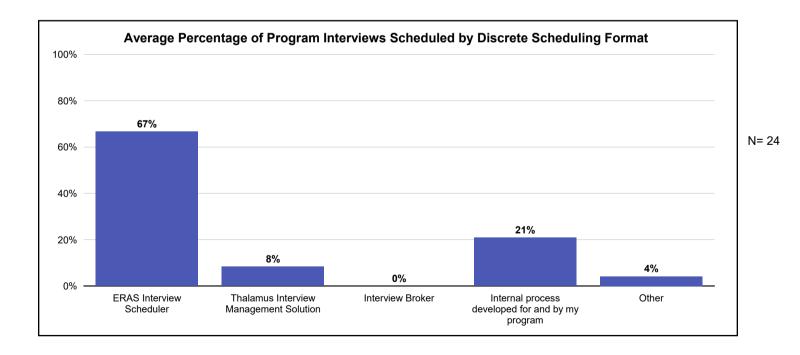
<sup>1</sup>DO seniors and DO graduates are considered together.

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



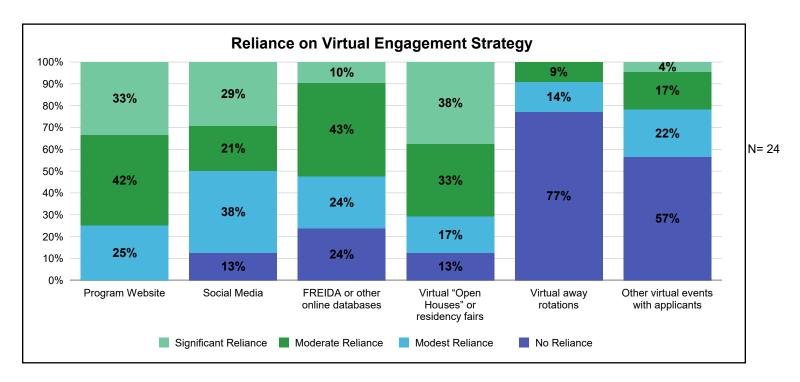
#### Impact of Virtual Experience on Applicants Interviewed, 2022

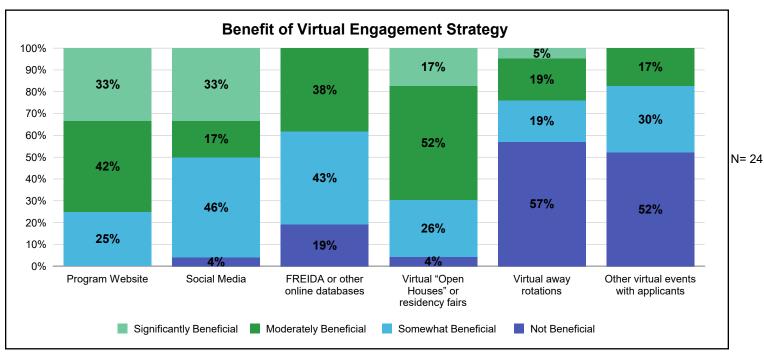




#### Physical Medicine and Rehabilitation Summary of Program Virtual Experience

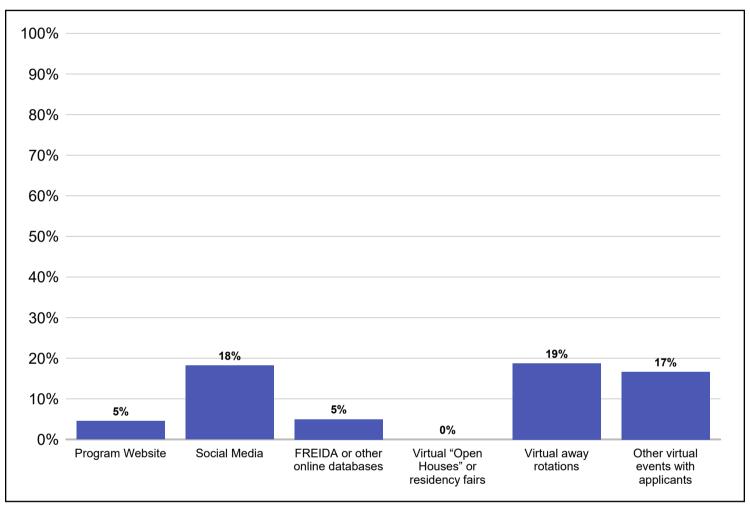
#### Reliance on and Perceived Benefits of Applicant Engagement Strategies, 2022<sup>1</sup>







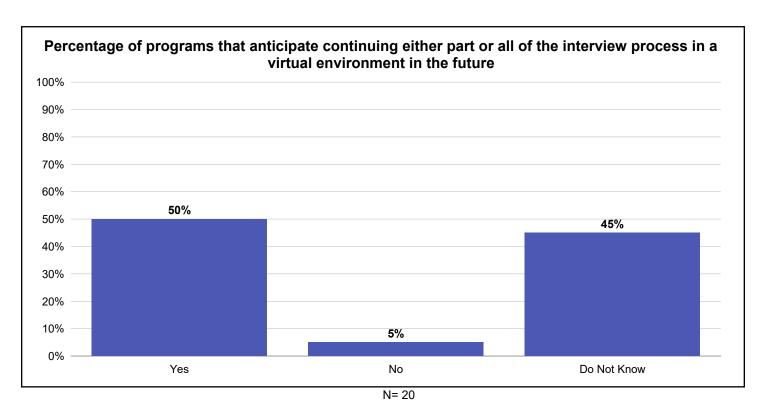
First Time Reliance on Applicant Engagement Strategies, 2022

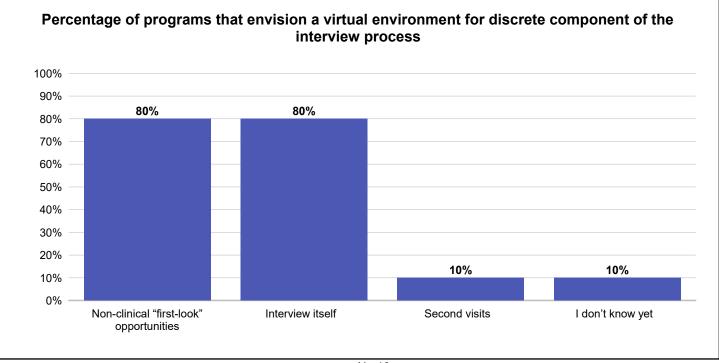


N= 22

#### Physical Medicine and Rehabilitation Summary of Program Virtual Experience

Intention to Rely on Virtual Recruitment for Future Match Cycles, 2022





N= 10

## Perceived Advantages/Disadvantages of Virtual Recruitment, 2022<sup>1</sup>

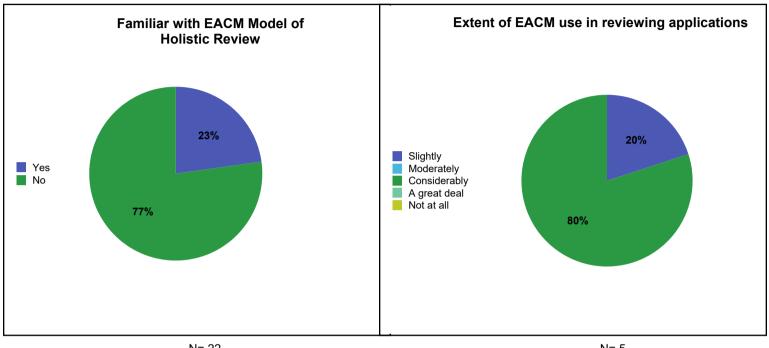
### **Virtual Recruitment Circumstance**

Creating new web-based info materials about program	5%		27% 23		3%	18%		18%		9%
More applications to cull through	14%			27%		2	7%		14%	9%
Fewer applications to cull through	5%		32%	5%			59%			
Time/ability to research, select online mtg platform		14%		45%	6		14%	<mark>5%</mark>	-	8%
Time to create virtual interview agenda/itinerary	5%	27				50%			9%	5% 5%
Time to train staff to use online mtg software	9%		27%		-	6%		9%	9%	9%
Applicants cancelling interviews at last minute	5%		32%		18%		9%		32%	
Tech issues during interviews	9%		41%	-		23%	-	5%	23	%
Ensuring confidentiality of interviews	9%			55%			5% <mark>5%</mark>		27%	
Assessment of applicant competency			1%			32%		9%	5%	14%
Assessment of applicant interest in and understanding of program	14%			45%			23%		9%	5% 5%
Assessment of applicant interpersonal skills, alignment with interview team		3%		7%		32%			14%	5% 5%
Assessment of whether program showcased adequately	5%			5%			18%	9		9% 5%
Reduced applicant-related hosting expenses	9%	9%	9%	23%			32%			8%
Fewer cancelled interviews	14%			41%			27%		5%	14%
More efficiency of interview process	9%	14%		4	1%			32%		5%
More flexibility for interview dates	5%		43%			4%		29%		10%
More difficulty of scheduling interviews for applicants outside U.S.	5%		45%			9%		41%		
Less difficulty of scheduling interviews for applicants outside U.S.	5%		36%		18%	<mark>5%</mark>		36		
More access to faculty and residents to participate in interview process	5% 5%		27%		32%	-		23%		9%
Need for more outreach to identify and capture interested applicants	14%		32%	<b>b</b>		32%	6	9	% <mark>5</mark> %	<mark>6 9%</mark>
(	0%	:	0%	40%		60%		80%		100%
Mod/Sig Disadv Slight Disadv		Neither Ad	v Nor Disadv	Slight Adv	vantage	Mod/	Sig Adv		N/A	
		N=	<u>, , , , , , , , , , , , , , , , , , , </u>							

N= 22

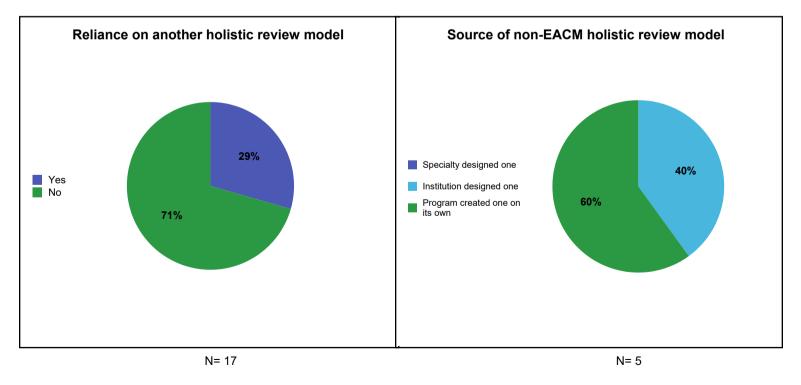
#### Physical Medicine and Rehabilitation **Summary of Program Holistic Review**

#### Familiarity with and Use of the AAMC EACM Model of Holistic Review and Other Holistic Review **Models**, 2022<sup>1</sup>





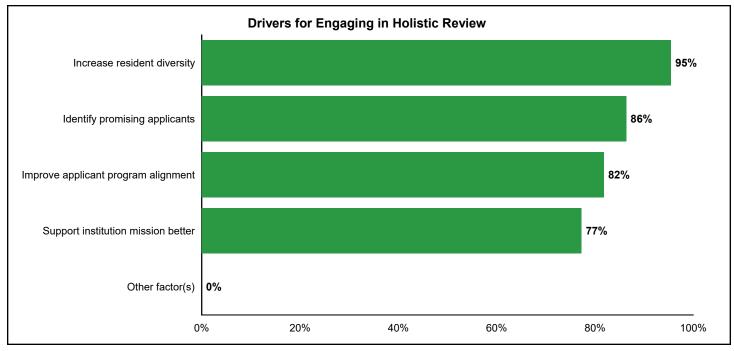
N= 5



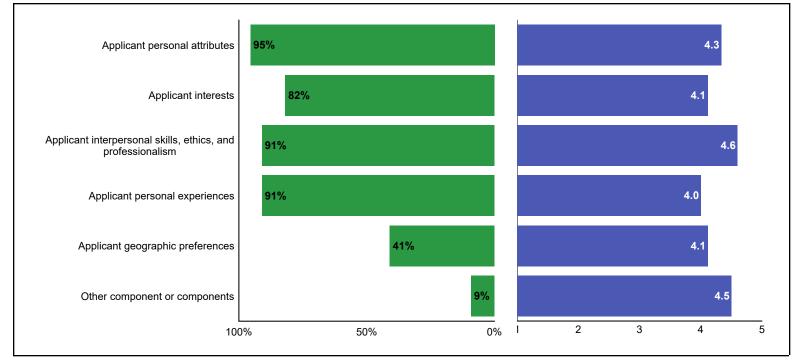
#### Figure PD\_PMR-13 Physical Medicine and Rehabilitation

Summary of Program Holistic Review

#### Drivers for Engaging in Holistic Review (For Those Indicating that they Performed Holistic Review), 2022



Percentage of Programs Citing Discrete Factors and Mean Importance Rating<sup>1</sup> of Said Factors, 2022

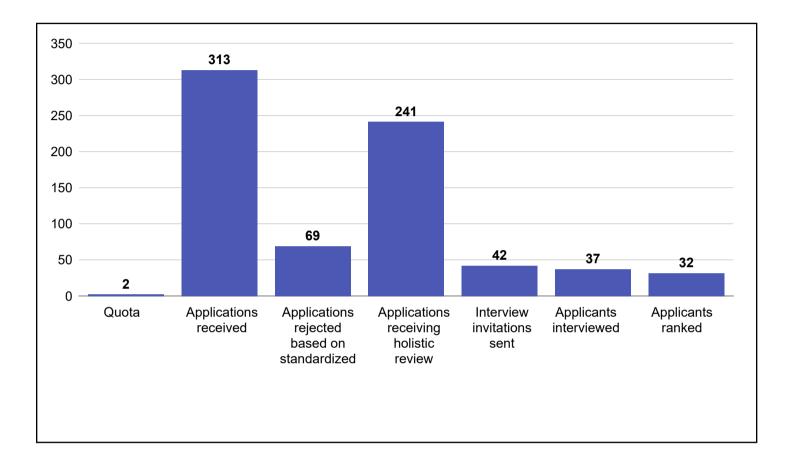


<sup>1</sup> Ratings on a scale from 1 (not at all important) to 5 (very important).

NRMP Program Director Survey Results, 2022

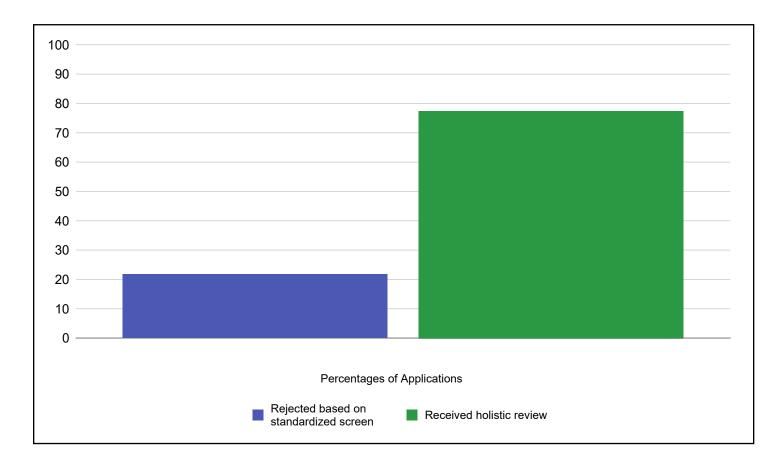
### Plastic Surgery (Integrated) Total N = 17

#### Figure PD\_PS-1 Plastic Surgery (Integrated) Summary of Program Interviewing and Ranking Activities (Total N = 13)



## Mean Numbers of Applications Received, Interview Invitations, Interviews, and Applicants Ranked, 2022

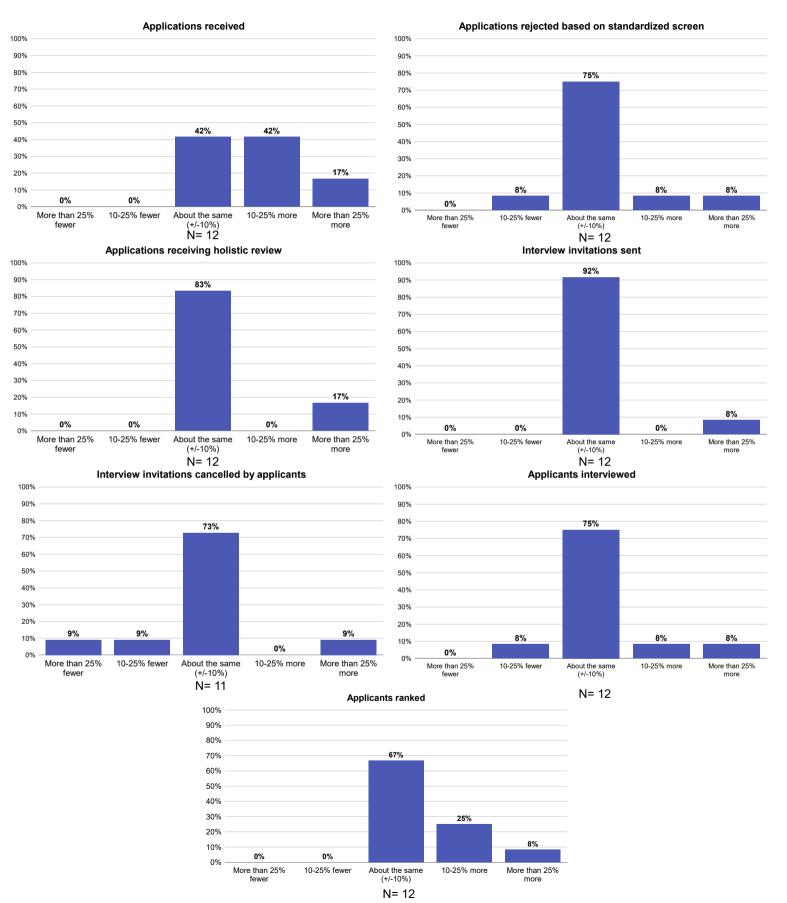
Plastic Surgery (Integrated) Summary of Program Interviewing and Ranking Activities (Total N = 12)



Average Percentage of Applications Rejected and Reviewed, 2022

### Plastic Surgery (Integrated)

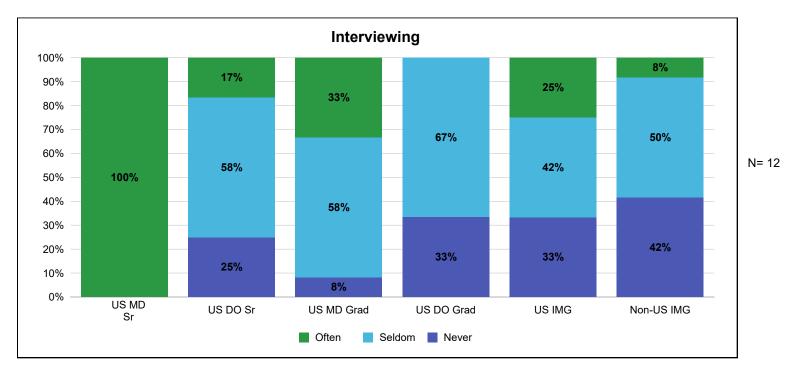
#### Summary of Program Interviewing and Ranking Activities Compared to 2021

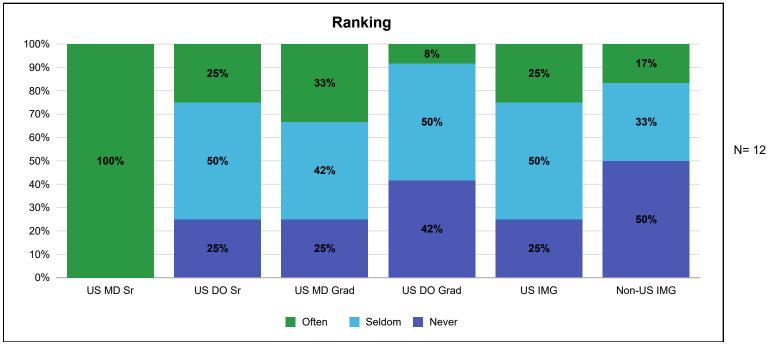


#### Plastic Surgery (Integrated)

Summary of Program Interviewing and Ranking Activities

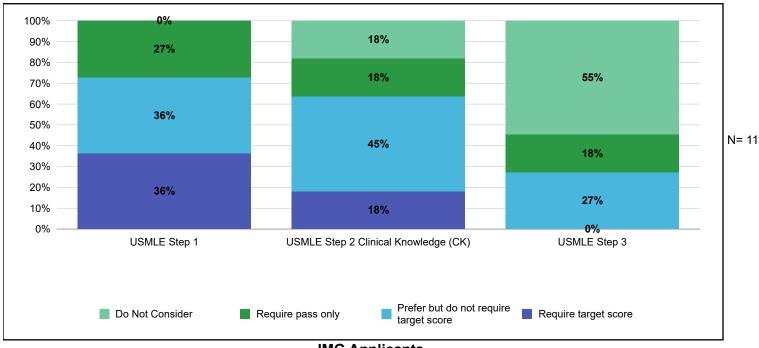






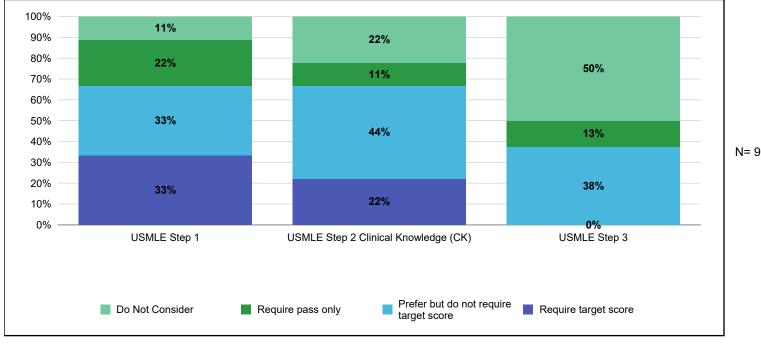
#### Plastic Surgery (Integrated) Use of Standardized Licensure Exams to Select Applicants for Interview

## Percentages of Programs Using USMLE to Select US MD and IMG Applicants for Interview, $2022^{123}$



**US MD Applicants** 

**IMG Applicants** 



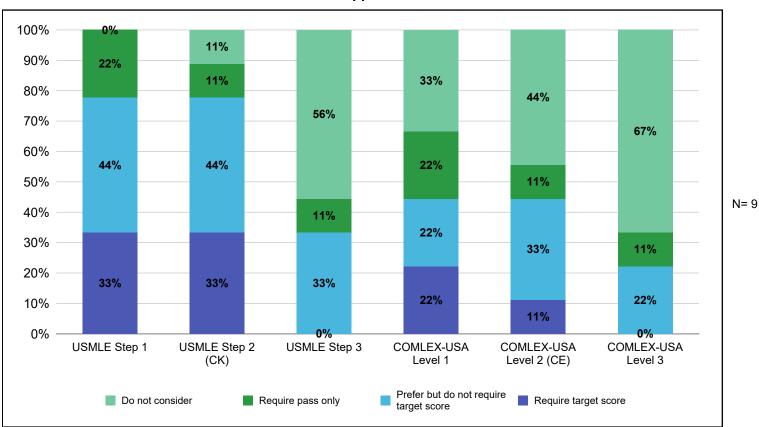
<sup>1</sup>Seniors and graduates are considered together.

<sup>2</sup>Total number of respondents who indicated they "seldom" or "often" consider MD senior and/or graduate, or IMG applicants for interview.

**Plastic Surgery (Integrated)** 

Use of Standardized Licensure Exams to Select Applicants for Interview

## Percentages of Programs Using USMLE and COMLEX-USA to Select DO Applicants for Interview, 2022<sup>1 2 3</sup>



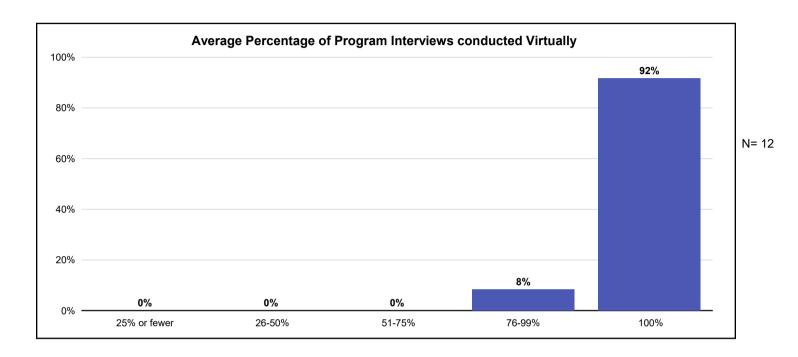
US DO Applicants

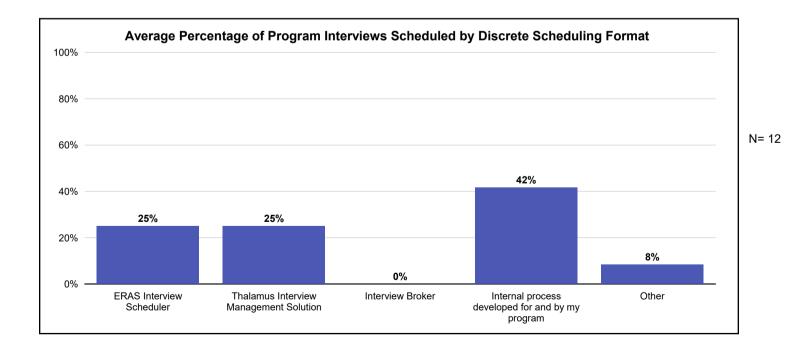
<sup>1</sup>DO seniors and DO graduates are considered together.

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



#### Impact of Virtual Experience on Applicants Interviewed, 2022

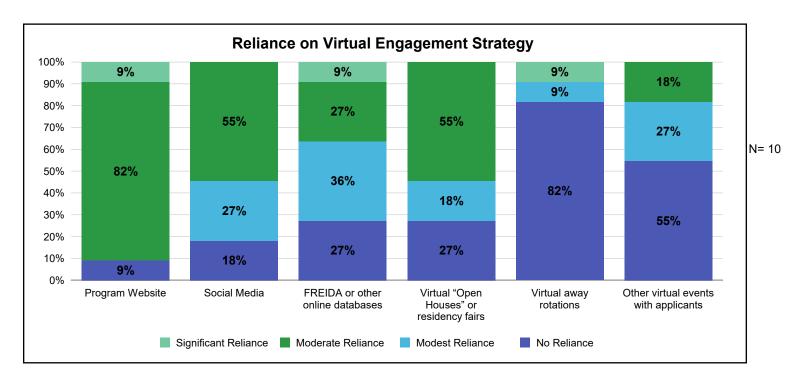


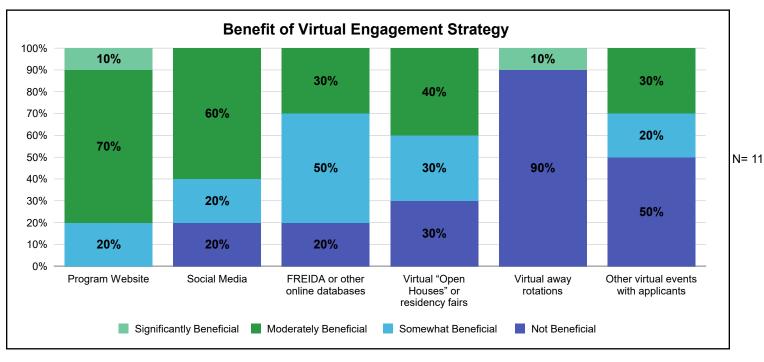


### Figure PD\_PS-8

#### Plastic Surgery (Integrated) Summary of Program Virtual Experience

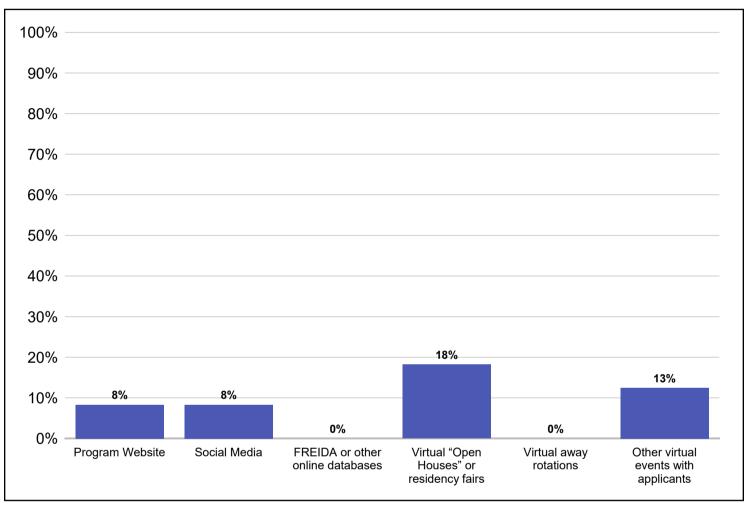








First Time Reliance on Applicant Engagement Strategies, 2022

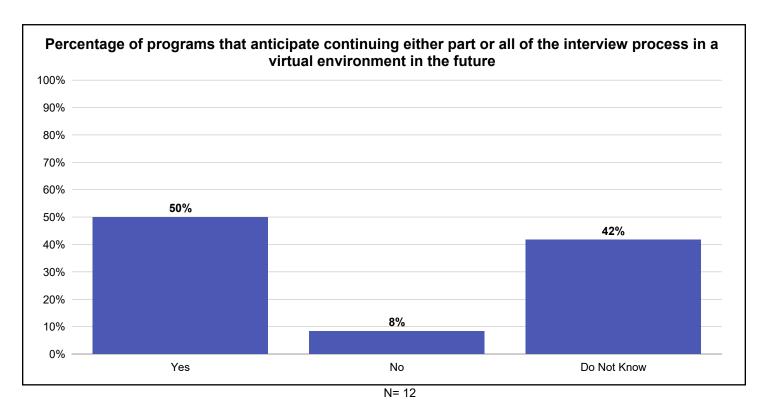


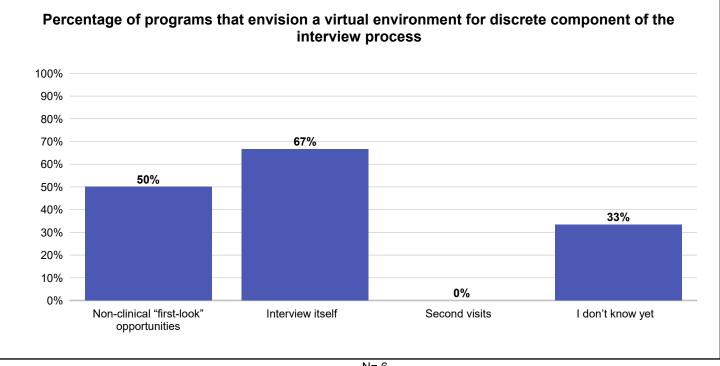
N= 12



#### Plastic Surgery (Integrated) Summary of Program Virtual Experience

Intention to Rely on Virtual Recruitment for Future Match Cycles, 2022





N= 6

## Perceived Advantages/Disadvantages of Virtual Recruitment, 2022<sup>1</sup>

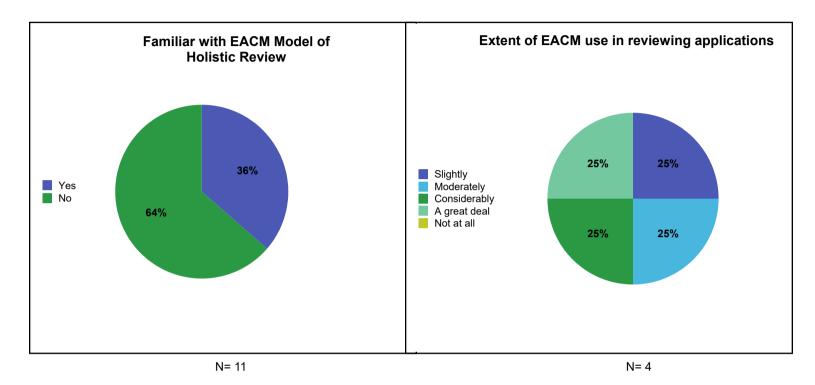
### **Virtual Recruitment Circumstance**

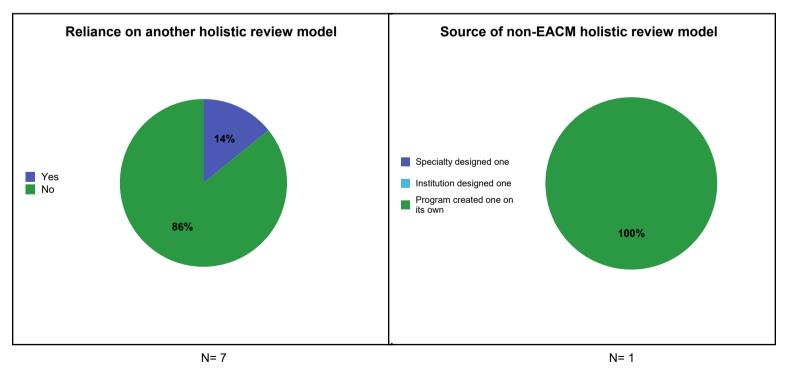
Creating new web-based info materials about program More applications to cull through			42%		25%		17%		17%
	1	7%		33%	17%	6	25%		8%
Fewer applications to cull through	8%		33%				58%		
Time/ability to research, select online mtg platform	1	7%		50%			8%	25%	
Time to create virtual interview agenda/itinerary	33%		25%	8%			33%		
Time to train staff to use online mtg software	33%		3	33%		33%			
Applicants cancelling interviews at last minute	8%	8%		50%			8%	25%	
Tech issues during interviews			42%		25%			33%	
Ensuring confidentiality of interviews	1	7%		58%				25%	
Assessment of applicant competency	8%		25%		50%	6			17%
Assessment of applicant interest in and understanding of program		33%			50%			17%	
Assessment of applicant interpersonal skills, alignment with interview team	17	7%	:	33%		33%	)		17%
Assessment of whether program showcased adequately	17	7%	25%			50%	)		8%
Reduced applicant-related hosting expenses	8%	17	8%			58%			8%
Fewer cancelled interviews			50%		8%	17%			
				3	3%				
•		17		5	0%			17%	8%
	8%								
		33	3%						
· · · ·									
Need for more outreach to identify and capture interested applicants	8%			67%			8%		17%
0	)%		20%	40%	6	0%	80	%	100%
	Time to train staff to use online mtg software Applicants cancelling interviews at last minute Tech issues during interviews Ensuring confidentiality of interviews Assessment of applicant competency Assessment of applicant interest in and understanding of program Assessment of applicant interpersonal skills, alignment with interview team Assessment of whether program showcased adequately Reduced applicant-related hosting expenses Fewer cancelled interviews More efficiency of interview process More flexibility for interview dates More difficulty of scheduling interviews for applicants outside U.S. Less difficulty of scheduling interviews for applicants outside U.S. More access to faculty and residents to participate in interview process Need for more outreach to identify and capture interested applicants	Time to train staff to use online mtg software Applicants cancelling interviews at last minute Tech issues during interviews Ensuring confidentiality of interviews Assessment of applicant competency Assessment of applicant interest in and understanding of program Assessment of applicant interpersonal skills, alignment with interview team Assessment of whether program showcased adequately Reduced applicant-related hosting expenses More efficiency of interview process More flexibility for interview dates More difficulty of scheduling interviews for applicants outside U.S. More access to faculty and residents to participate in interview process 8%	Time to train staff to use online mtg software Applicants cancelling interviews at last minute Tech issues during interviews Ensuring confidentiality of interviews Assessment of applicant interest in and understanding of program Assessment of applicant interpersonal skills, alignment with interview team Assessment of applicant interpersonal skills, alignment with interview team Assessment of whether program showcased adequately Reduced applicant-related hosting expenses Fewer cancelled interviews More efficiency of interview process More flexibility for interview dates 8% 17 8% 18 8% 17 8% 18 8% 17 8% 18 8% 17 8% 18 8% 17 8% 18 8% 18	Time to train staff to use online mtg software Applicants cancelling interviews at last minute Tech issues during interviews Ensuring confidentiality of interviews Assessment of applicant interest in and understanding of program Assessment of applicant interpersonal skills, alignment with interview team Assessment of whether program showcased adequately Reduced applicant-related hosting expenses Fewer cancelled interviews More efficiency of interview process More difficulty of scheduling interviews for applicants outside U.S. Less difficulty of scheduling interviews for applicants outside U.S. More access to faculty and residents to participate in interview process Need for more outreach to identify and capture interested applicants33% <td>Time to train staff to use online mtg software Applicants cancelling interviews at last minute Tech issues during interviews Ensuring confidentiality of interviews Assessment of applicant interest in and understanding of program Assessment of applicant interpersonal skills, alignment with interview team Assessment of whether program showcased adequately Reduced applicant-related hosting expenses Fewer cancelled interviews More efficiency of interview process More difficulty of scheduling interviews for applicants outside U.S. Less difficulty of scheduling interviews for applicants outside U.S. More access to faculty and residents to participate in interview process Need for more outreach to identify and capture interested applicants33%333%33%33%33%33%33%33%33%33%33%33%<!--</td--><td>Time to train staff to use online mtg software Applicants cancelling interviews at last minute Tech issues during interviews Ensuring confidentiality of interviews Assessment of applicant interest in and understanding of program Assessment of applicant interpersonal skills, alignment with interview team Assessment of whether program showcased adequately Reduced applicant-related hosting expenses Fewer cancelled interviews More efficiency of interview process More difficulty of scheduling interviews for applicants outside U.S. Less difficulty of scheduling interviews for applicants outside U.S. More access to faculty and residents to participate in interview process Need for more outreach to identify and capture interested applicant33%33%33%33%33%33%33%25%50%17%33%50%33%33%33%3</td><td>Time to train staff to use online mtg software Applicants cancelling interviews at last minute Tech issues during interviews Ensuring confidentiality of interviews Assessment of applicant interest in and understanding of program Assessment of applicant interpersonal skills, alignment with interview team Assessment of whether program showcased adequately Reduced applicant-related hosting expenses Fewer cancelled interviews More efficiency of interview process More difficulty of scheduling interviews for applicants outside U.S. Less difficulty of scheduling interviews for applicants outside U.S. More access to faculty and residents to participate in interview process Need for more outreach to identify and capture interested applicants33%33%33%33%33%33%33%25%50%17%33%</td><td>Time to train staff to use online mtg software Applicants cancelling interviews at last minute Tech issues during interviews Ensuring confidentiality of interviews Assessment of applicant interest in and understanding of program Assessment of applicant interpersonal skills, alignment with interview team Assessment of whether program showcased adequately Reduced applicant-related hosting expenses Fewer cancelled interviews More efficiency of interview dates More difficulty of scheduling interviews for applicants outside U.S. Less difficulty of scheduling interviews for applicants outside U.S. More access to faculty and residents to participate in interview process Need for more outreach to identify and capture interested 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minute Tech issues during interviews Ensuring confidentiality of interviews Assessment of applicant interest in and understanding of program Assessment of applicant interpersonal skills, alignment with interview team Assessment of applicant-related hosting expenses Fewer cancelled interviews More efficiency of interview process More difficulty of scheduling interviews for applicants outside U.S. Less difficulty of scheduling interviews for applicants outside U.S. More access to faculty and residents to participate in interview process Need for more outreach to identify and capture interested applicants33%33%33%33%33%33%25%33%25%50%33%</td>	Time to train staff to use online mtg software Applicants cancelling interviews at last minute Tech issues during interviews Ensuring confidentiality of interviews Assessment of applicant interest in and understanding of program Assessment of applicant interpersonal skills, alignment with interview team Assessment of whether program showcased 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### Figure PD\_PS-12

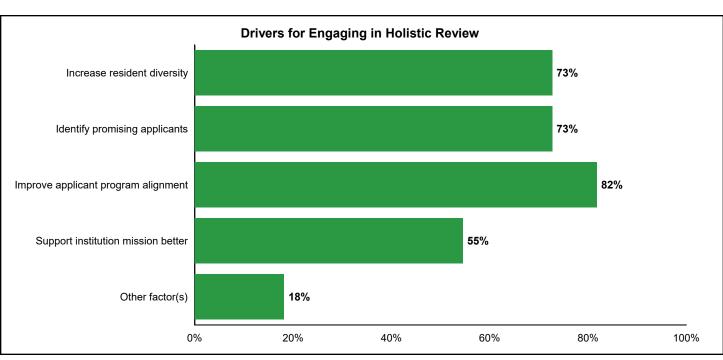
#### Plastic Surgery (Integrated) Summary of Program Holistic Review

# Familiarity with and Use of the AAMC EACM Model of Holistic Review and Other Holistic Review Models, 2022<sup>1</sup>



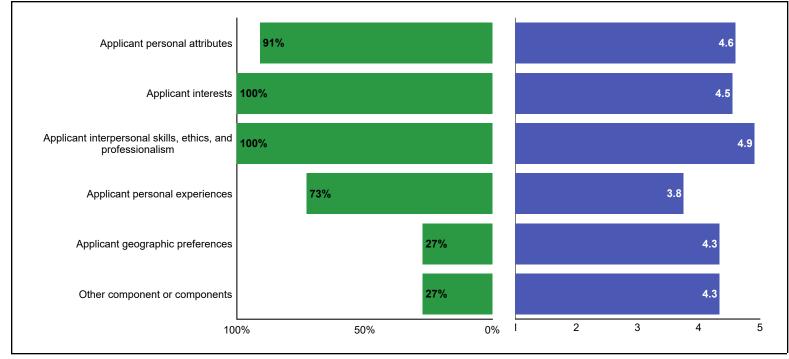


#### Figure PD\_PS-13 Plastic Surgery (Integrated) Summary of Program Holistic Review



#### Drivers for Engaging in Holistic Review (For Those Indicating that they Performed Holistic Review), 2022

Percentage of Programs Citing Discrete Factors and Mean Importance Rating<sup>1</sup> of Said Factors, 2022



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



# Mean Numbers of Applications Received, Interview Invitations, Interviews, and Applicants Ranked, 2022

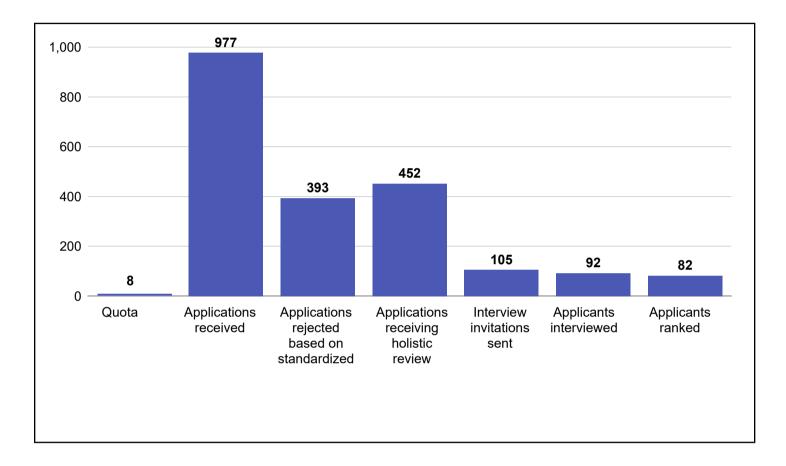
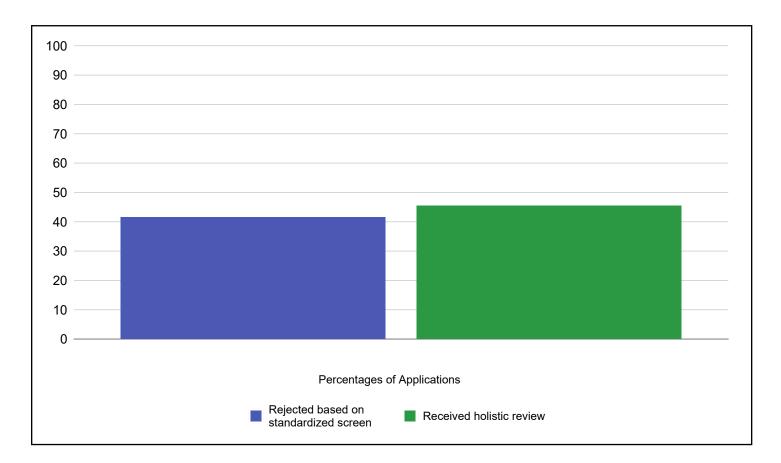


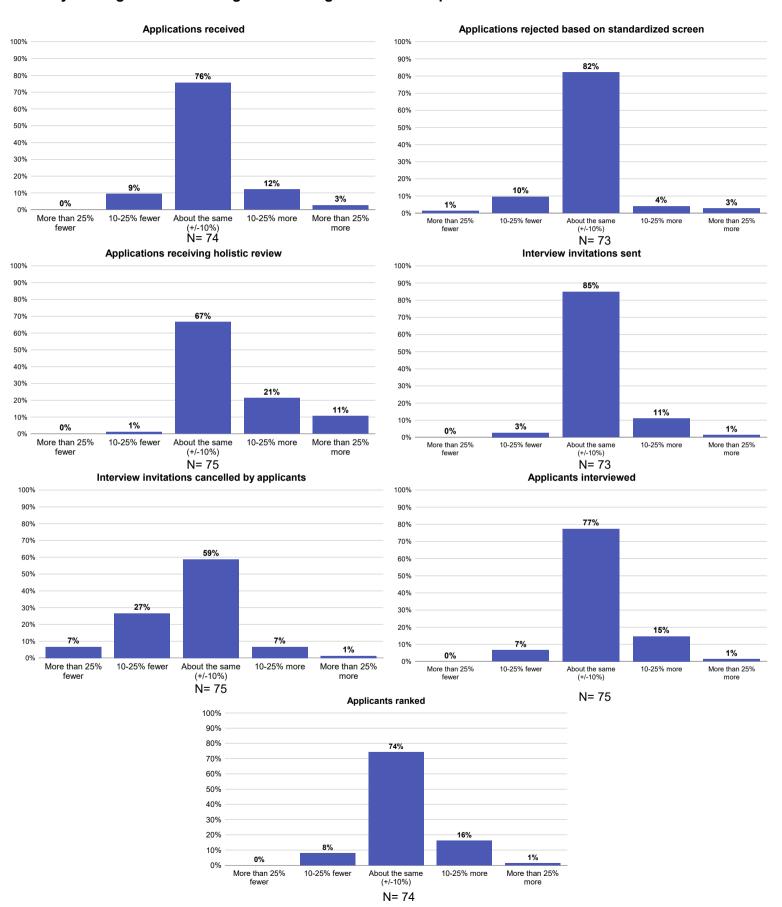
Figure PD\_PSY-2 Psychiatry Summary of Program Interviewing and Ranking Activities (Total N = 72)

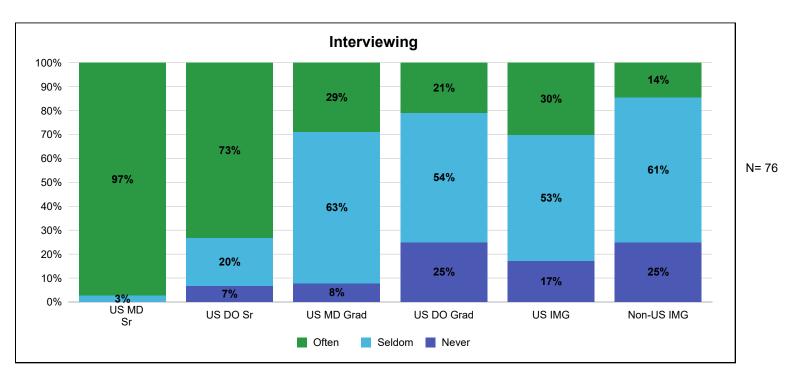


Average Percentage of Applications Rejected and Reviewed, 2022

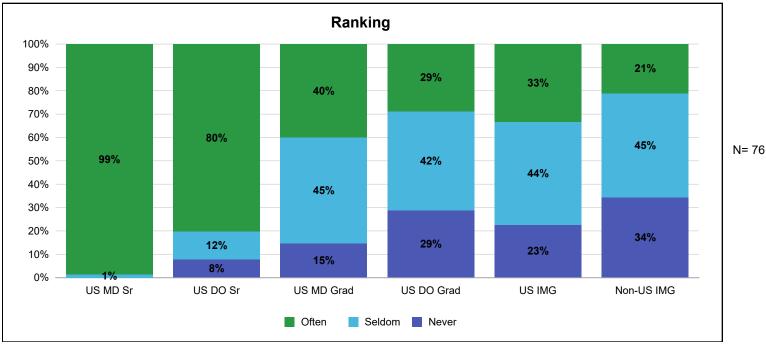
#### Figure PD\_PSY-3 Psychiatry

#### Summary of Program Interviewing and Ranking Activities Compared to 2021





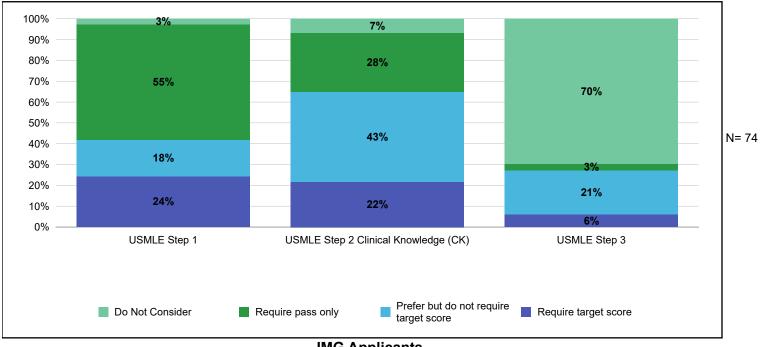
Percentages of Programs Interviewing and Ranking Candidates by Applicant Type, 2022<sup>1</sup>



### Figure PD\_PSY-5

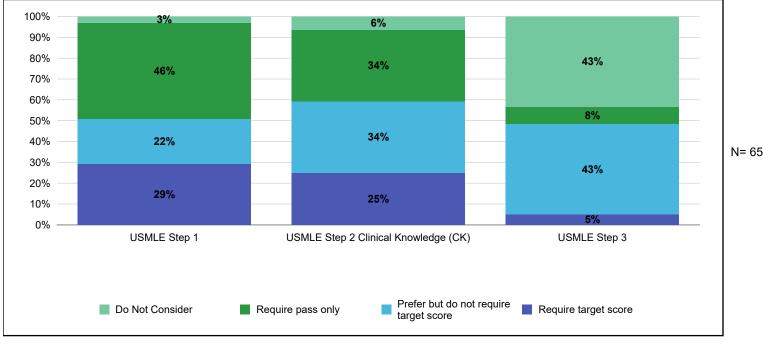
### Psychiatry Use of Standardized Licensure Exams to Select Applicants for Interview

# Percentages of Programs Using USMLE to Select US MD and IMG Applicants for Interview, $2022^{123}$



**US MD Applicants** 

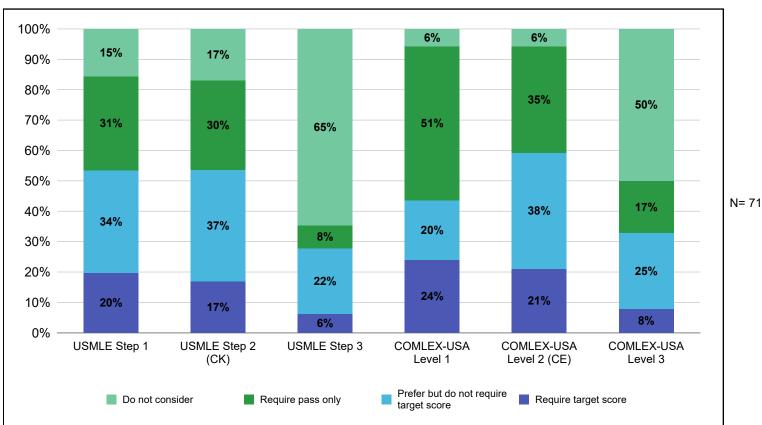
**IMG Applicants** 



<sup>1</sup>Seniors and graduates are considered together.

<sup>2</sup>Total number of respondents who indicated they "seldom" or "often" consider MD senior and/or graduate, or IMG applicants for interview.

# Percentages of Programs Using USMLE and COMLEX-USA to Select DO Applicants for Interview, 2022<sup>1 2 3</sup>



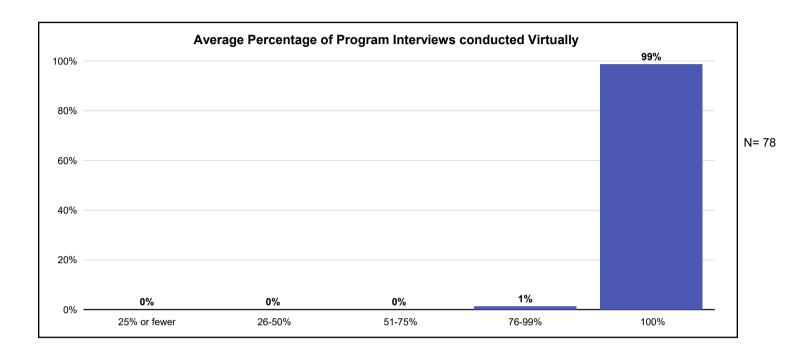
US DO Applicants

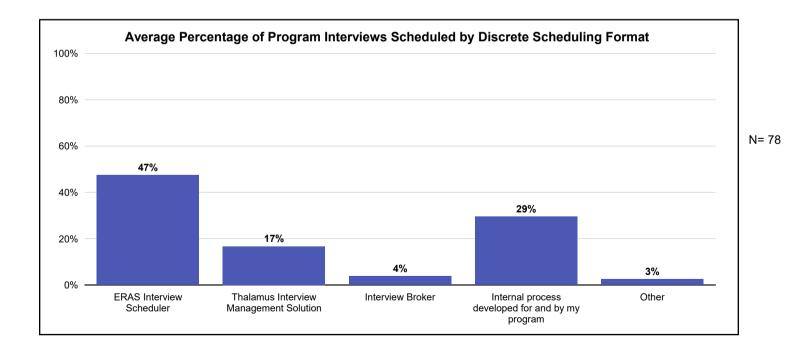
<sup>1</sup>DO seniors and DO graduates are considered together.

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

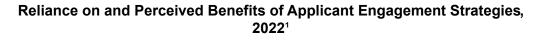


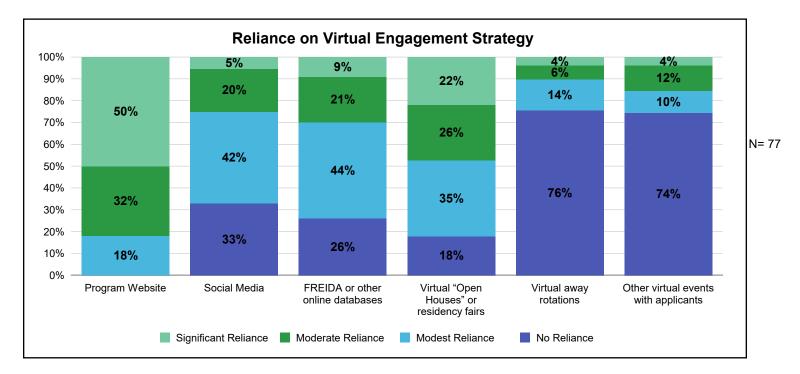
#### Impact of Virtual Experience on Applicants Interviewed, 2022

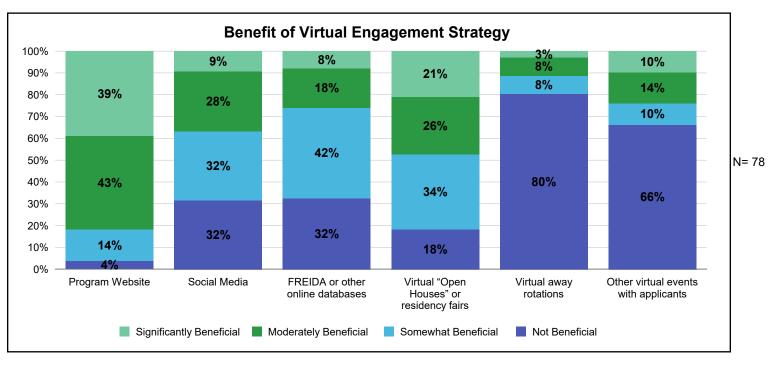






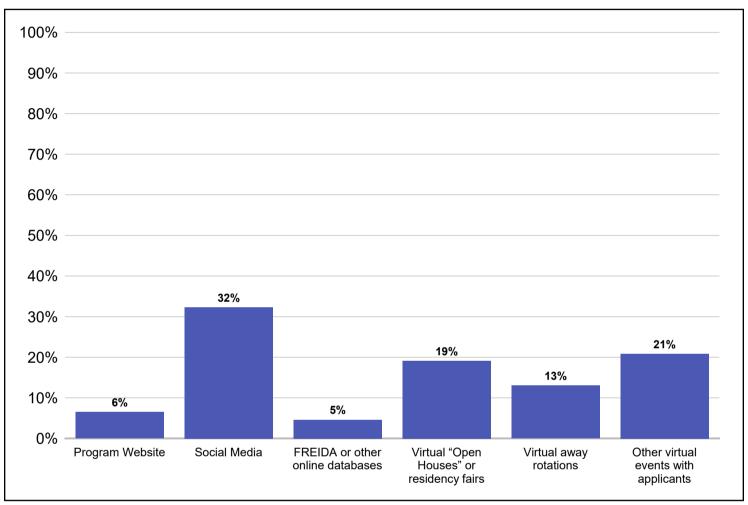








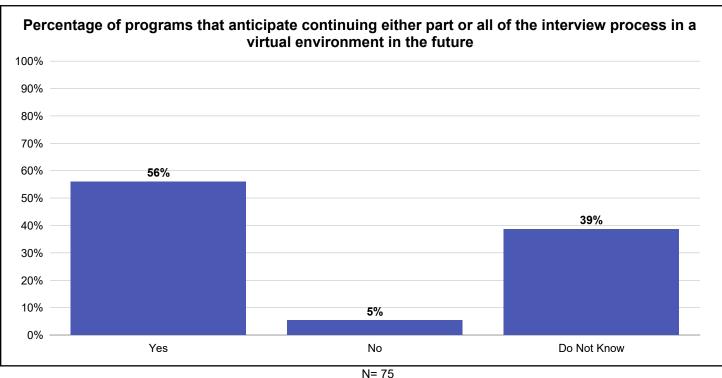
First Time Reliance on Applicant Engagement Strategies, 2022



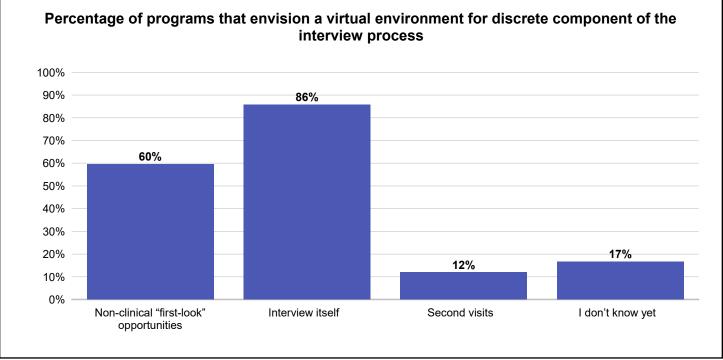
N= 77



Intention to Rely on Virtual Recruitment for Future Match Cycles, 2022







N= 42

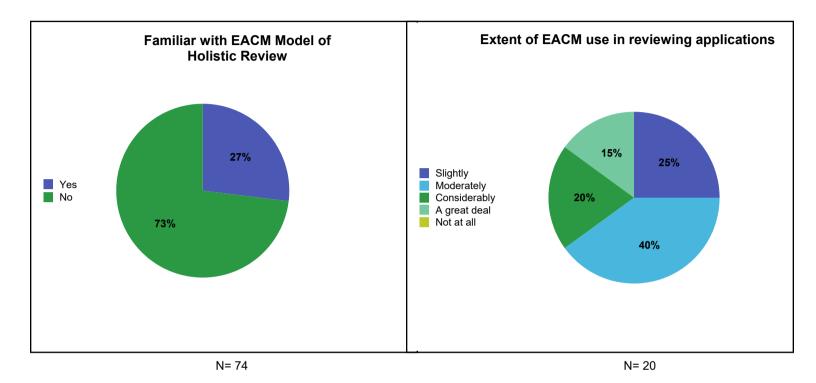
# Perceived Advantages/Disadvantages of Virtual Recruitment, 2022<sup>1</sup>

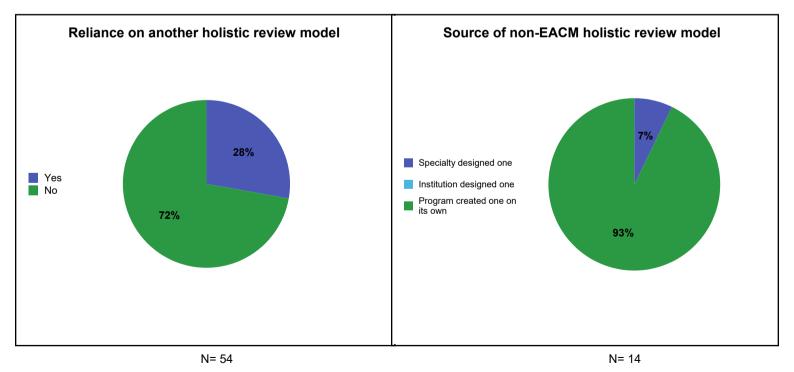
### **Virtual Recruitment Circumstance**

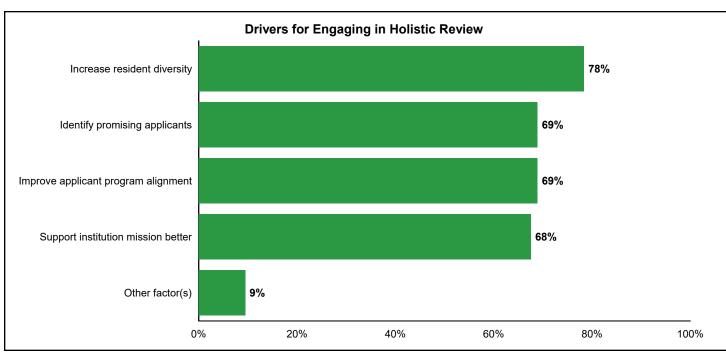
<b>.</b>								
Creating new web-based info materials about program	7%	20%	22%		28%		6%	8%
More applications to cull through	8%	15%	39	%	12%	8%	19%	D
Fewer applications to cull through		39%			61%			
Time/ability to research, select online mtg platform	<mark>% 16</mark> 9		489		7%		22%	
Time to create virtual interview agenda/itinerary	3%	24%		46%		11%	7%	9%
Time to train staff to use online mtg software	7%	34%		36		8%		11%
Applicants cancelling interviews at last minute	6%	21%		40%	10	)%	24%	
Tech issues during interviews	7%		61%			20%		3% 5%
Ensuring confidentiality of interviews	7%	20%		47%		<mark>4%<mark>3%</mark></mark>	20%	
Assessment of applicant competency	16%		27%		47%			<mark>/3%4%</mark>
Assessment of applicant interest in and understanding of program	16%		36%		31%			5% 3%
ssessment of applicant interpersonal skills, alignment with interview team	20		43%	6		21%		<mark>% 4%</mark>
Assessment of whether program showcased adequately	17%		40%			33%	4	% <mark>1 %4</mark> %
Reduced applicant-related hosting expenses	<mark>3%</mark> 8%	9%	30%		41%	6		9%
Fewer cancelled interviews	4% 4%	26%		29%	159		22%	
More efficiency of interview process		16%	41%			34%		5%
More flexibility for interview dates	%	36%		21%	3	0%	1	2%
More difficulty of scheduling interviews for applicants outside U.S.	5%		51%	3%	•	41%		
Less difficulty of scheduling interviews for applicants outside U.S.		45%		12%	7%	36%	D	
More access to faculty and residents to participate in interview process	<mark>%3%</mark>	24%		35%		24%	1	2%
Need for more outreach to identify and capture interested applicants	8%	27%		39%		4%	22%	
	0%	20%	40%	e	60%	80%		100%
		2070	1070	·		0070		10070
Mod/Sig Disadv Slight Disadv		Neither Adv Nor Dis	adv 📕 Slight Adv	vantage	Mod/Sig Adv	N	I/A	
		N= 76						



# Familiarity with and Use of the AAMC EACM Model of Holistic Review and Other Holistic Review Models, 2022<sup>1</sup>

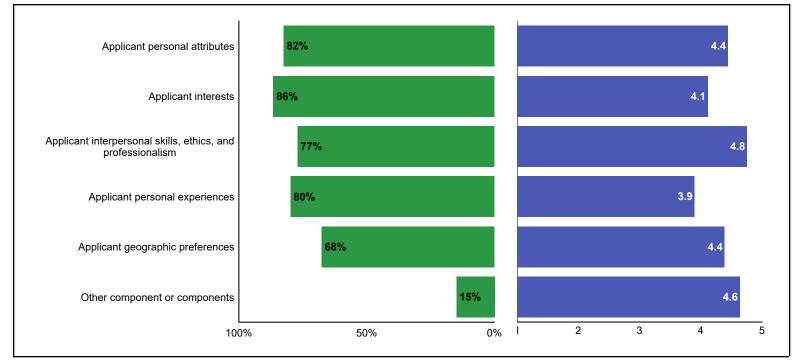






#### Drivers for Engaging in Holistic Review (For Those Indicating that they Performed Holistic Review), 2022

Percentage of Programs Citing Discrete Factors and Mean Importance Rating<sup>1</sup> of Said Factors, 2022

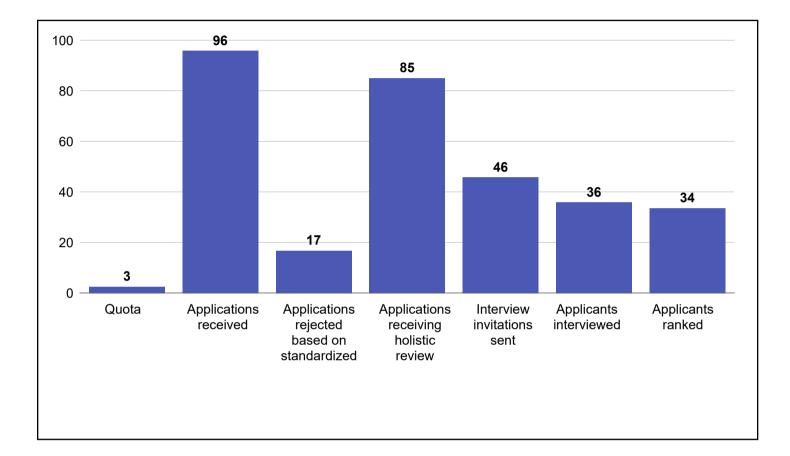


<sup>1</sup> Ratings on a scale from 1 (not at all important) to 5 (very important).

### Radiation Oncology Total N = 23

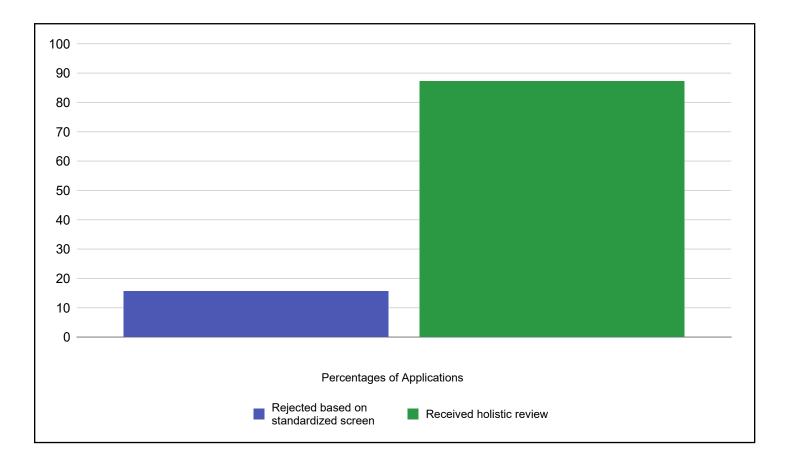
NRMP Program Director Survey Results, 2022

#### Figure PD\_RO-1 Radiation Oncology Summary of Program Interviewing and Ranking Activities (Total N = 22)



## Mean Numbers of Applications Received, Interview Invitations, Interviews, and Applicants Ranked, 2022

Figure PD\_RO-2 Radiation Oncology Summary of Program Interviewing and Ranking Activities (Total N = 22)

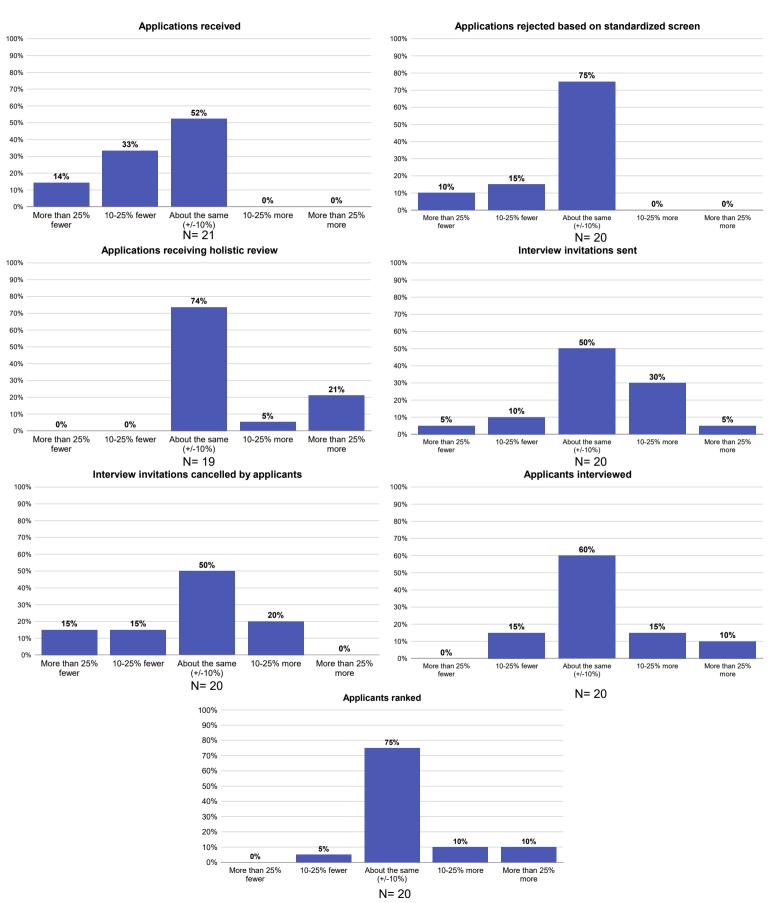


Average Percentage of Applications Rejected and Reviewed, 2022

### Figure PD\_RO-3

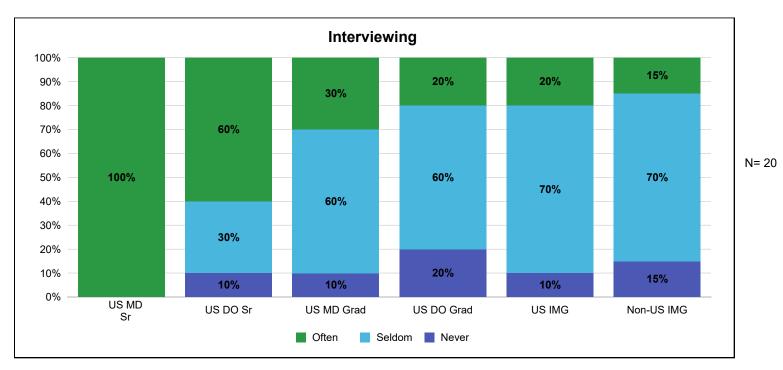
#### Radiation Oncology

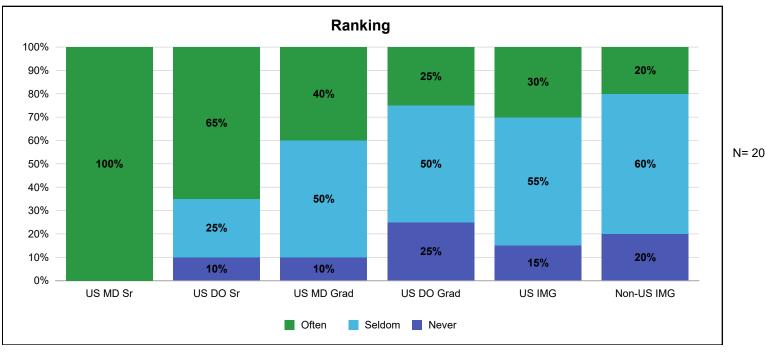
#### Summary of Program Interviewing and Ranking Activities Compared to 2021



#### Figure PD\_RO-4 Radiation Oncology Summary of Program Interviewing and Ranking Activities



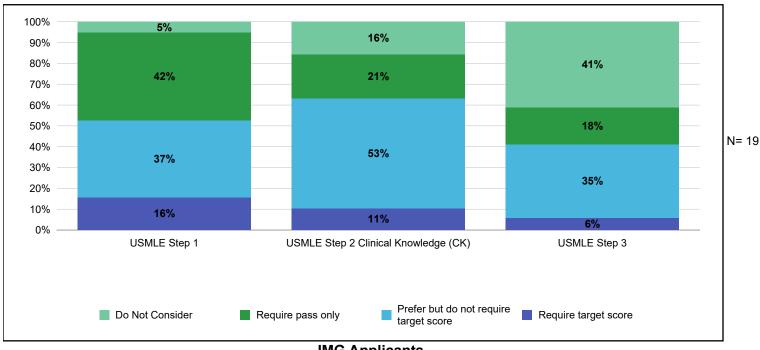




### Figure PD\_RO-5

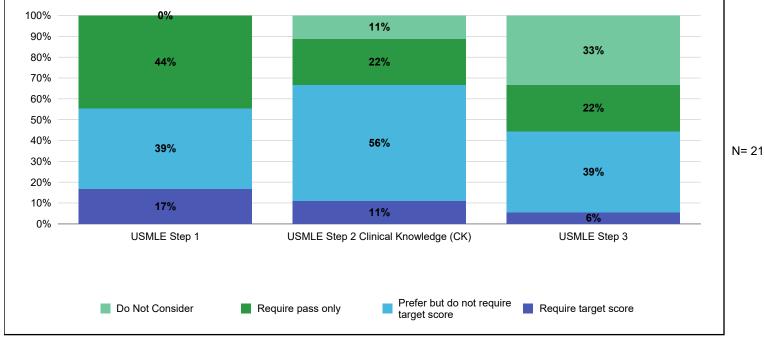
#### Radiation Oncology Use of Standardized Licensure Exams to Select Applicants for Interview

# Percentages of Programs Using USMLE to Select US MD and IMG Applicants for Interview, $2022^{123}$



**US MD Applicants** 

**IMG Applicants** 

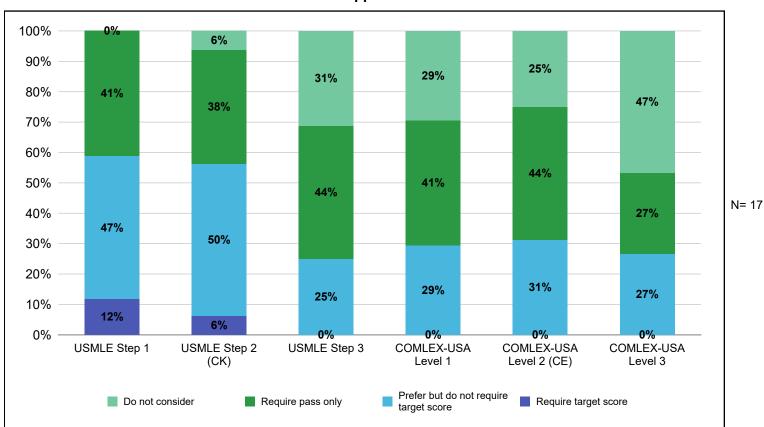


<sup>1</sup>Seniors and graduates are considered together.

<sup>2</sup>Total number of respondents who indicated they "seldom" or "often" consider MD senior and/or graduate, or IMG applicants for interview.

#### **Figure PD\_RO-6** Radiation Oncology Use of Standardized Licensure Exams to Select Applicants for Interview

# Percentages of Programs Using USMLE and COMLEX-USA to Select DO Applicants for Interview, 2022<sup>1 2 3</sup>

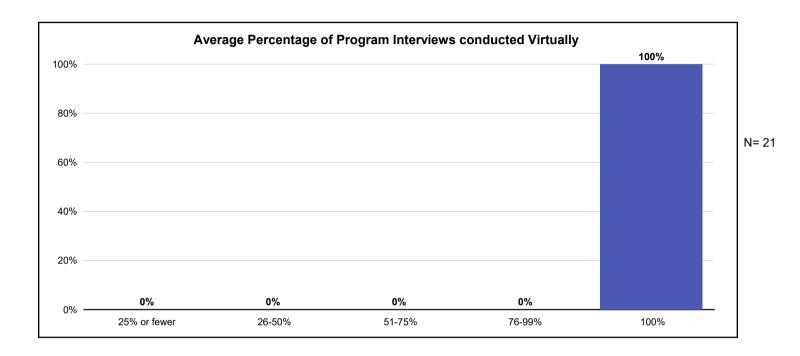


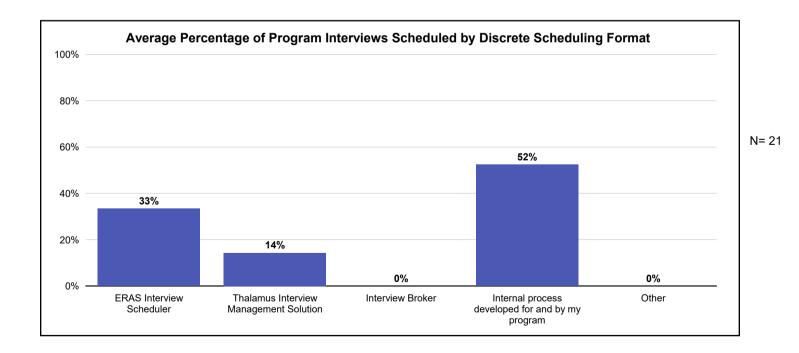
US DO Applicants

<sup>1</sup>DO seniors and DO graduates are considered together.

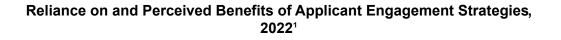
<sup>2</sup>Total number of respondents who indicated they "seldom" or "often" consider DO senior, DO graduate, or both types of applicants for interview.

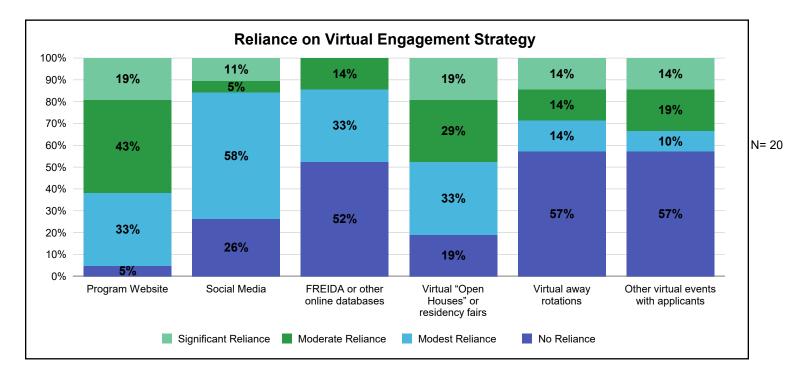
#### Impact of Virtual Experience on Applicants Interviewed, 2022

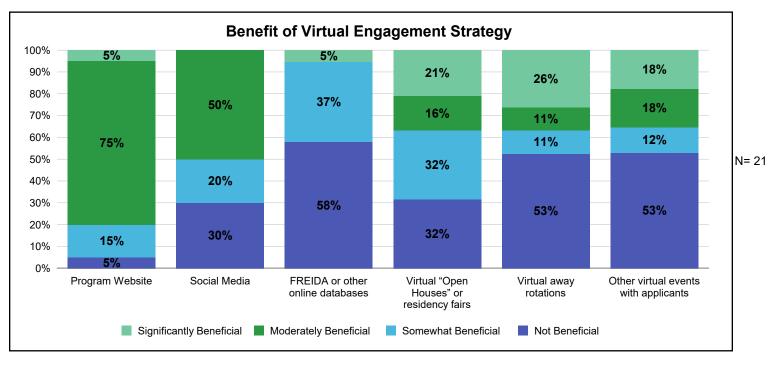




#### Figure PD\_RO-8 Radiation Oncology Summary of Program Virtual Experience

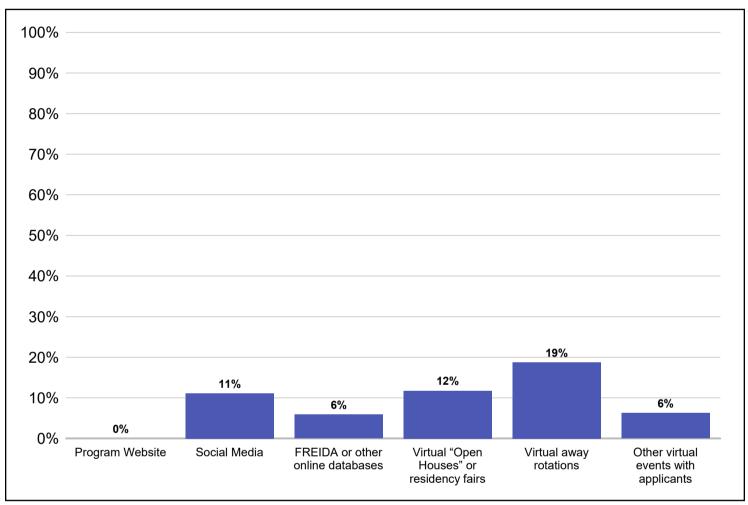








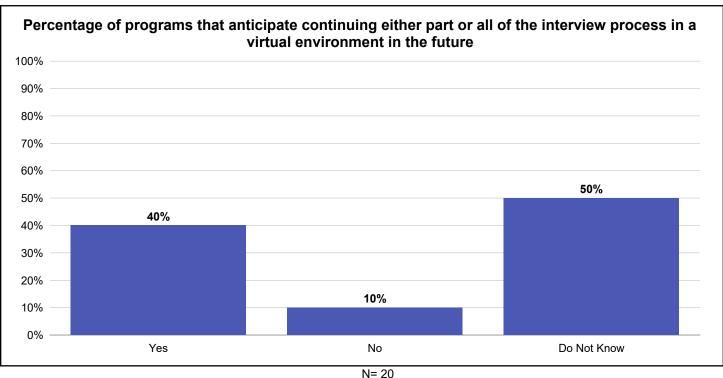
First Time Reliance on Applicant Engagement Strategies, 2022



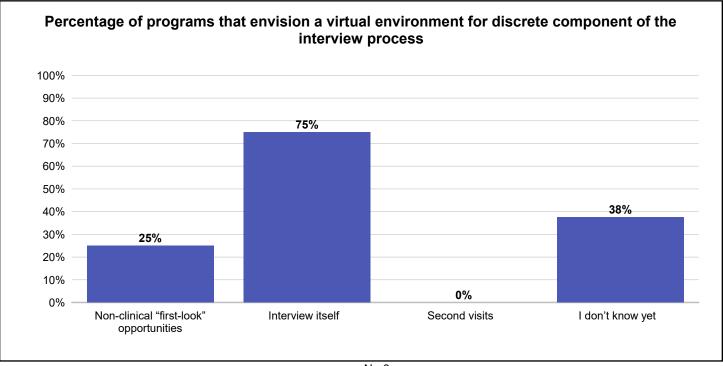
N= 21



Intention to Rely on Virtual Recruitment for Future Match Cycles, 2022







N= 8

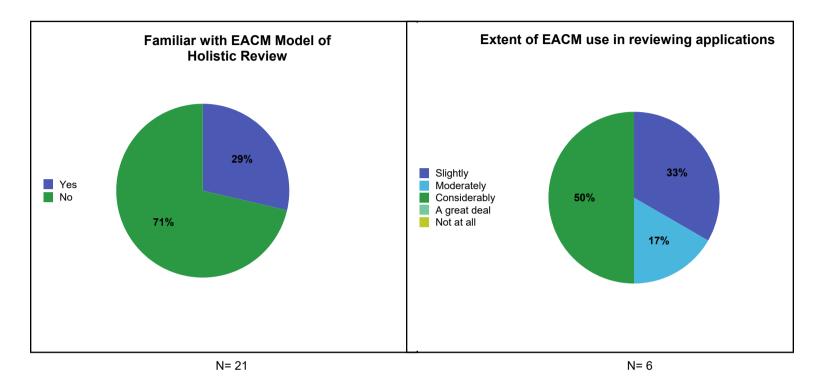
## Perceived Advantages/Disadvantages of Virtual Recruitment, 2022<sup>1</sup>

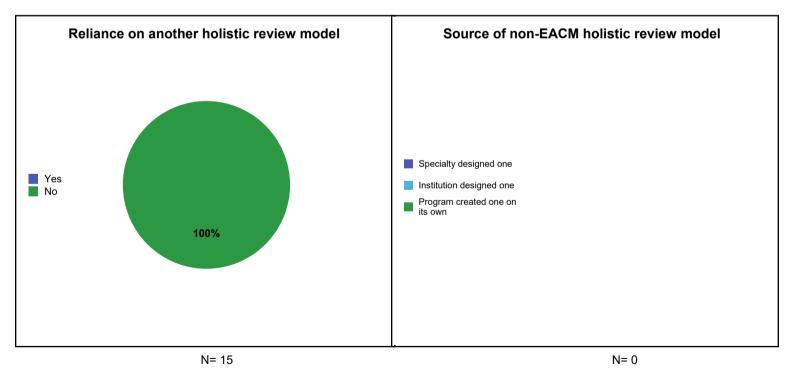
### **Virtual Recruitment Circumstance**

More applications to cull through Fewer applications to cull through Time/ability to research, select online mtg platform Time to create virtual interview agenda/itinerary Time to train staff to use online mtg software Applicants cancelling interviews at last minute Tech issues during interviews	16% 11% 22% 22%	21%	47%	53% 61% 61%	5% 5%	6%	16% 6% 6%
Time/ability to research, select online mtg platform Time to create virtual interview agenda/itinerary Time to train staff to use online mtg software Applicants cancelling interviews at last minute	22% 22%			61%		6%	
Time to create virtual interview agenda/itinerary Time to train staff to use online mtg software Applicants cancelling interviews at last minute	22%	39%					6% 6%
Time to train staff to use online mtg software Applicants cancelling interviews at last minute		39%		61%			
Applicants cancelling interviews at last minute	6%	39%				11%	
	6%			Ę		6%	
Tech issues during interviews	6% 39%		50%			6%	
•		39%			61%		
Ensuring confidentiality of interviews	22%			72%			6%
Assessment of applicant competency		22%		67%			6%
							11%
			8%				
	11%			44%		7%	11%
•					39%		11%
		39%		39%			6%
	<u>6% 6%</u>	500/	56%	470/	6%		
	00/	50%	040/	17%	470/		470/
			61%				17%
Need for more outreach to identify and capture interested applicants	11%	11%		56%		1/%	6%
(	0%	20%	40%	60%	80	1%	100%
	Assessment of applicant interpersonal skills, alignment with interview team Assessment of whether program showcased adequately Reduced applicant-related hosting expenses Fewer cancelled interviews More efficiency of interview process More difficulty of scheduling interviews for applicants outside U.S. Less difficulty of scheduling interviews for applicants outside U.S. More access to faculty and residents to participate in interview process Need for more outreach to identify and capture interested applicants	ssessment of applicant interpersonal skills, alignment with interview team Assessment of whether program showcased adequately Reduced applicant-related hosting expenses Fewer cancelled interviews More efficiency of interview process More flexibility for interview dates More difficulty of scheduling interviews for applicants outside U.S. Less difficulty of scheduling interviews for applicants outside U.S. More access to faculty and residents to participate in interview process	ssessment of applicant interpersonal skills, alignment with interview team Assessment of whether program showcased adequately Reduced applicant-related hosting expenses Fewer cancelled interviews More efficiency of interview process More flexibility for interview dates More difficulty of scheduling interviews for applicants outside U.S. Less difficulty of scheduling interviews for applicants outside U.S. More access to faculty and residents to participate in interview process Need for more outreach to identify and capture interested applicants	ssessment of applicant interpersonal skills, alignment with interview team Assessment of whether program showcased adequately Reduced applicant-related hosting expenses Fewer cancelled interviews More efficiency of interview process More flexibility for interview dates More difficulty of scheduling interviews for applicants outside U.S. Less difficulty of scheduling interviews for applicants outside U.S. More access to faculty and residents to participate in interview process Need for more outreach to identify and capture interested applicants	ssessment of applicant interpersonal skills, alignment with interview team Assessment of whether program showcased adequately Reduced applicant-related hosting expenses Fewer cancelled interviews More efficiency of interview process More flexibility for interview dates More difficulty of scheduling interviews for applicants outside U.S. Less difficulty of scheduling interviews for applicants outside U.S. More access to faculty and residents to participate in interview process Need for more outreach to identify and capture interested applicants	ssessment of applicant interpersonal skills, alignment with interview team Assessment of whether program showcased adequately Reduced applicant-related hosting expenses Fewer cancelled interviews More efficiency of interview process More flexibility for interview dates More difficulty of scheduling interviews for applicants outside U.S. Less difficulty of scheduling interviews for applicants outside U.S. More access to faculty and residents to participate in interview process Need for more outreach to identify and capture interested applicants	ssessment of applicant interpersonal skills, alignment with interview team Assessment of whether program showcased adequately Reduced applicant-related hosting expenses Fewer cancelled interviews More efficiency of interview process More flexibility for interview dates More difficulty of scheduling interviews for applicants outside U.S. Less difficulty of scheduling interviews for applicants outside U.S. More access to faculty and residents to participate in interview process Need for more outreach to identify and capture interested applicants

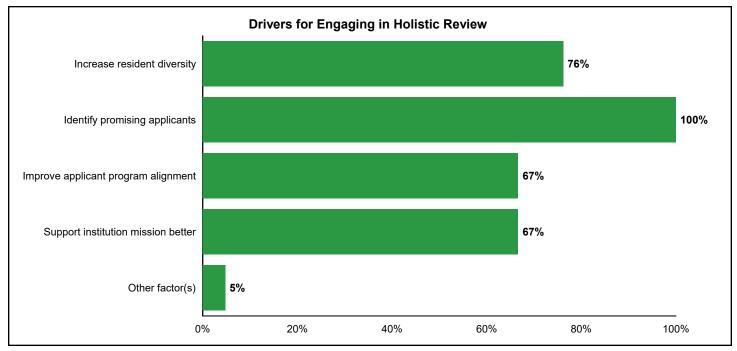


## Familiarity with and Use of the AAMC EACM Model of Holistic Review and Other Holistic Review Models, 2022<sup>1</sup>

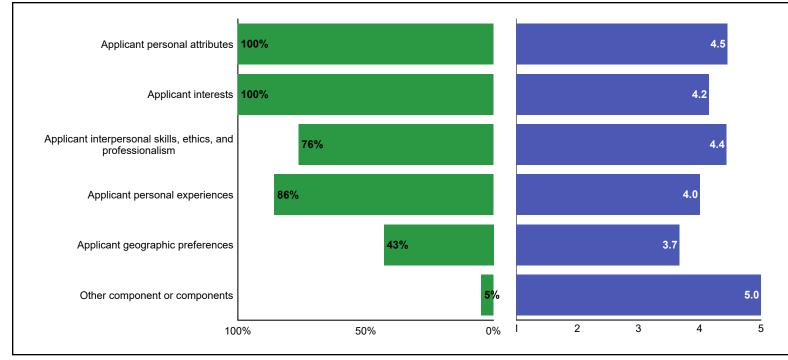








Percentage of Programs Citing Discrete Factors and Mean Importance Rating<sup>1</sup> of Said Factors, 2022

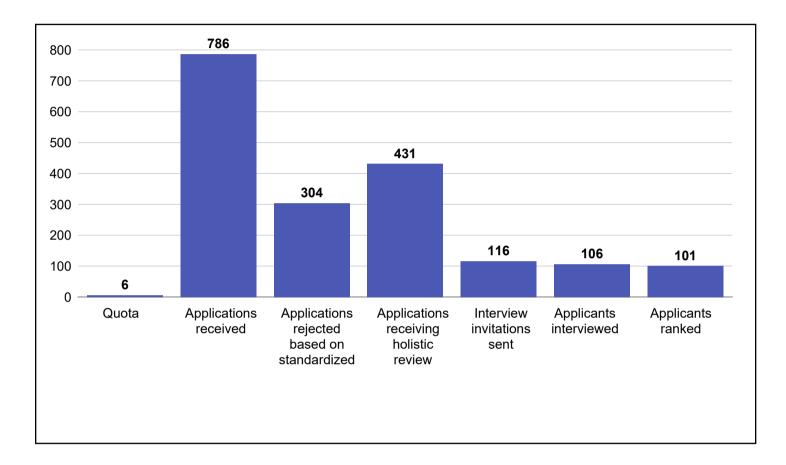


<sup>1</sup> Ratings on a scale from 1 (not at all important) to 5 (very important).

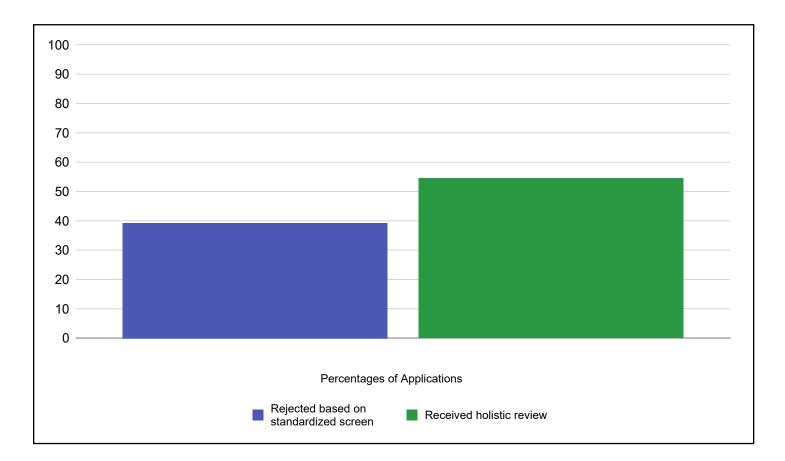
### Radiology-Diagnostic Total N = 61

#### Figure PD\_RD-1 Radiology-Diagnostic Summary of Program Interviewing and Ranking Activities (Total N = 49)

# Mean Numbers of Applications Received, Interview Invitations, Interviews, and Applicants Ranked, 2022



**Figure PD\_RD-2** Radiology-Diagnostic Summary of Program Interviewing and Ranking Activities (Total N = 46)



Average Percentage of Applications Rejected and Reviewed, 2022

# Figure PD\_RD-3

## Radiology-Diagnostic

60%

50%

40%

30%

20%

10%

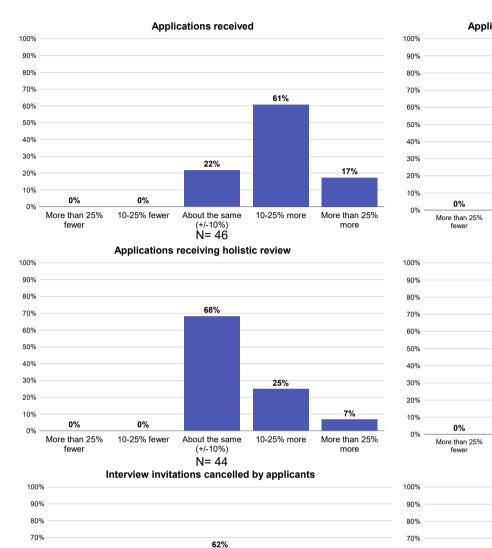
0%

11%

More than 25%

fewer

### Summary of Program Interviewing and Ranking Activities Compared to 2021

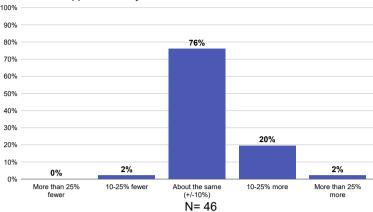


4%

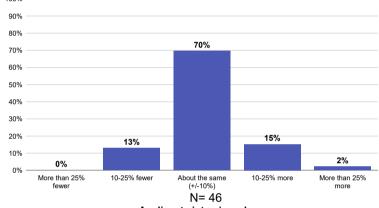
10-25% more

0%

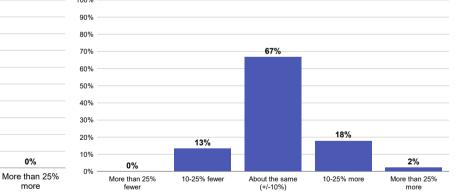
more

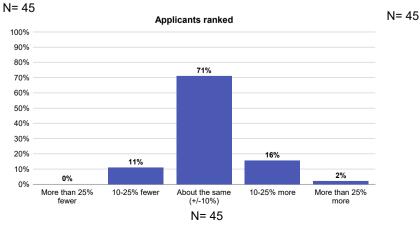


Interview invitations sent



Applicants interviewed





22%

10-25% fewer

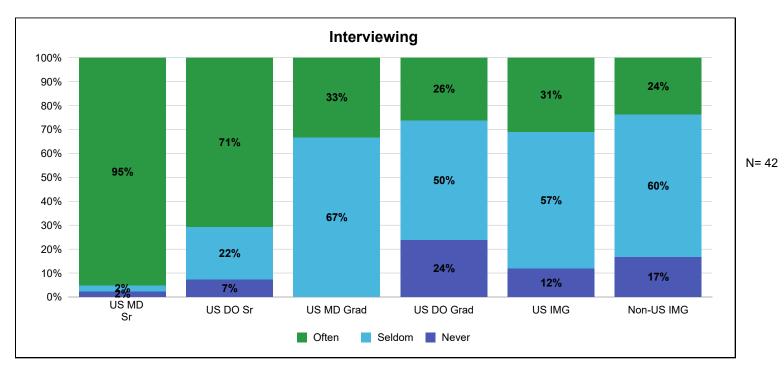
About the same

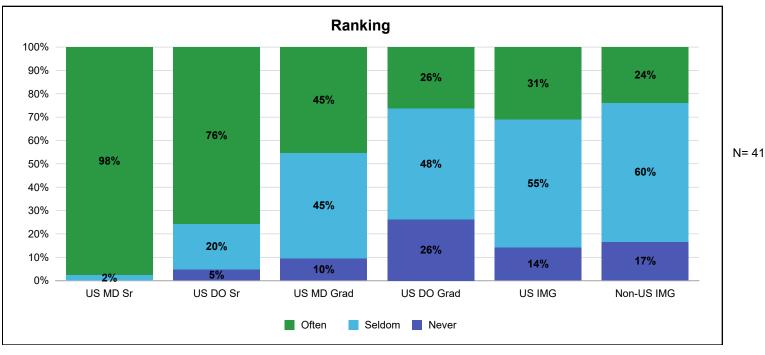
(+/-10%)

Applications rejected based on standardized screen

### **Figure PD\_RD-4** Radiology-Diagnostic Summary of Program Interviewing and Ranking Activities



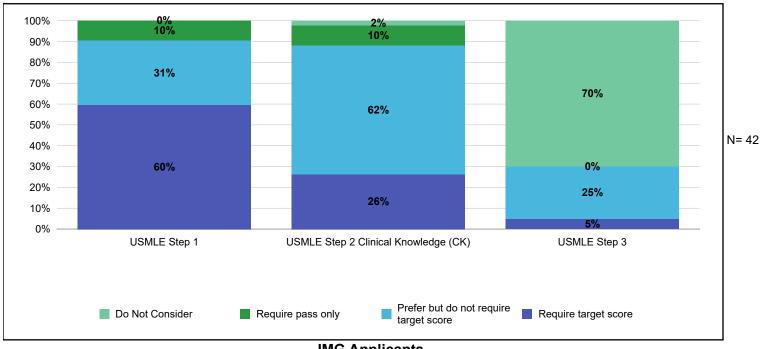




## Figure PD\_RD-5

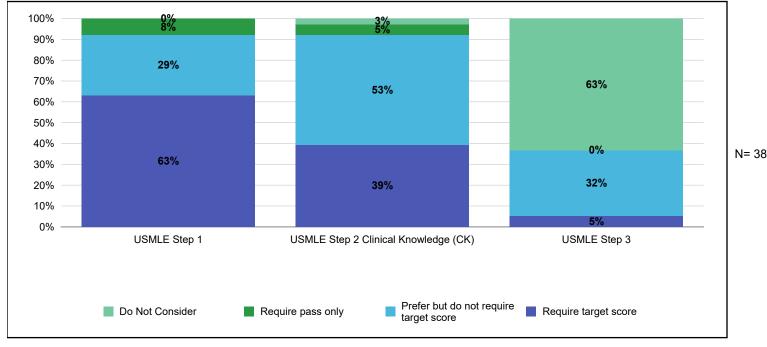
### Radiology-Diagnostic Use of Standardized Licensure Exams to Select Applicants for Interview

# Percentages of Programs Using USMLE to Select US MD and IMG Applicants for Interview, $2022^{123}$



**US MD Applicants** 

**IMG Applicants** 

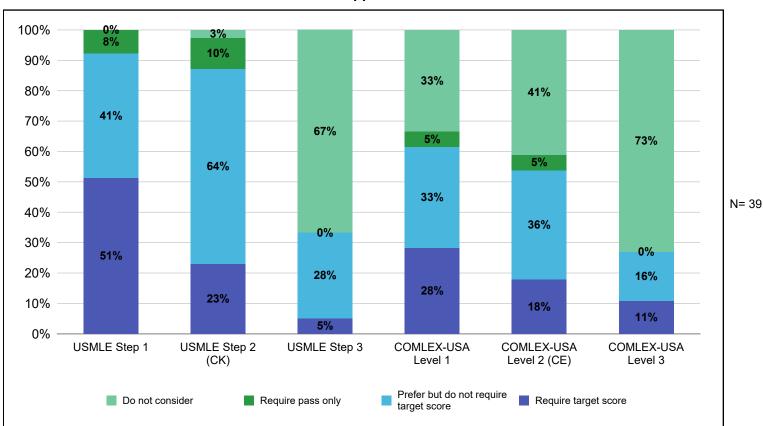


<sup>1</sup>Seniors and graduates are considered together.

<sup>2</sup>Total number of respondents who indicated they "seldom" or "often" consider MD senior and/or graduate, or IMG applicants for interview.

## **Figure PD\_RD-6** Radiology-Diagnostic Use of Standardized Licensure Exams to Select Applicants for Interview

# Percentages of Programs Using USMLE and COMLEX-USA to Select DO Applicants for Interview, 2022<sup>1 2 3</sup>

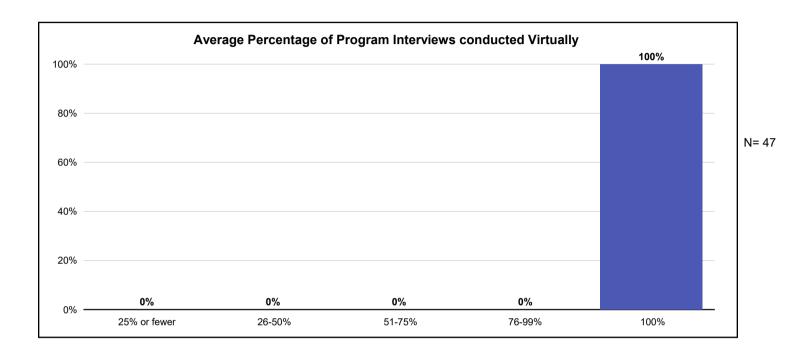


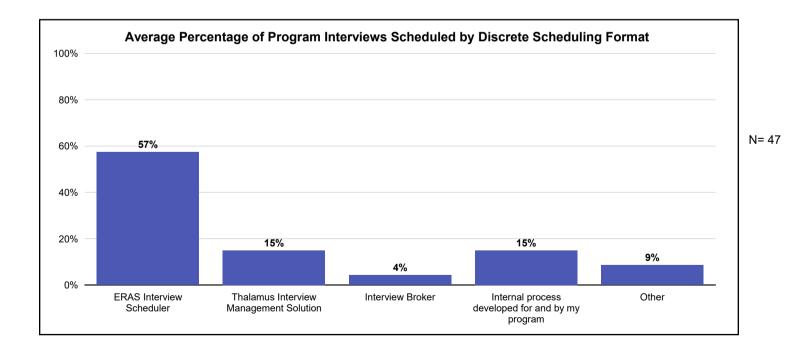
US DO Applicants

<sup>1</sup>DO seniors and DO graduates are considered together.

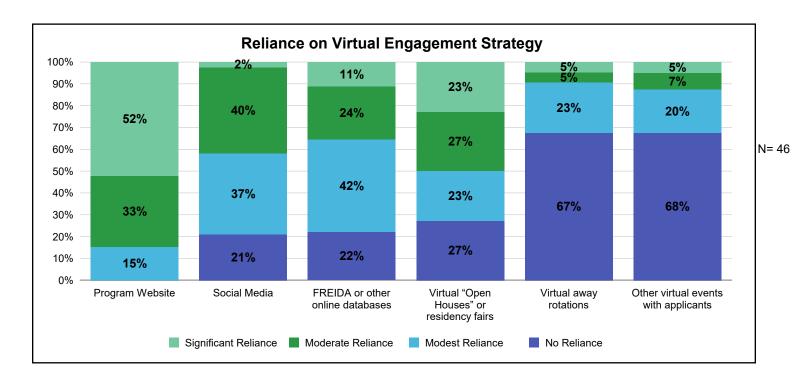
<sup>2</sup>Total number of respondents who indicated they "seldom" or "often" consider DO senior, DO graduate, or both types of applicants for interview.

### Impact of Virtual Experience on Applicants Interviewed, 2022

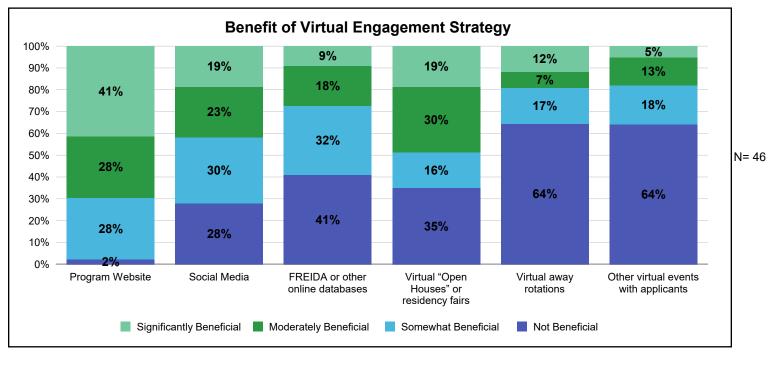




### Figure PD\_RD-8 Radiology-Diagnostic Summary of Program Virtual Experience

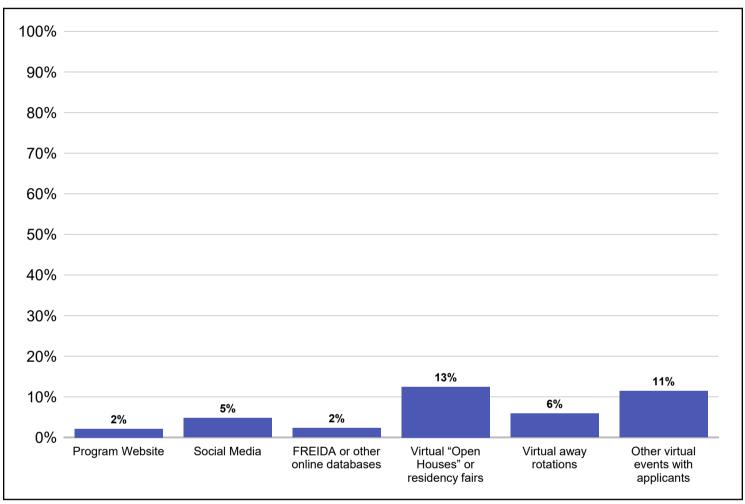


### Reliance on and Perceived Benefits of Applicant Engagement Strategies, 2022<sup>1</sup>





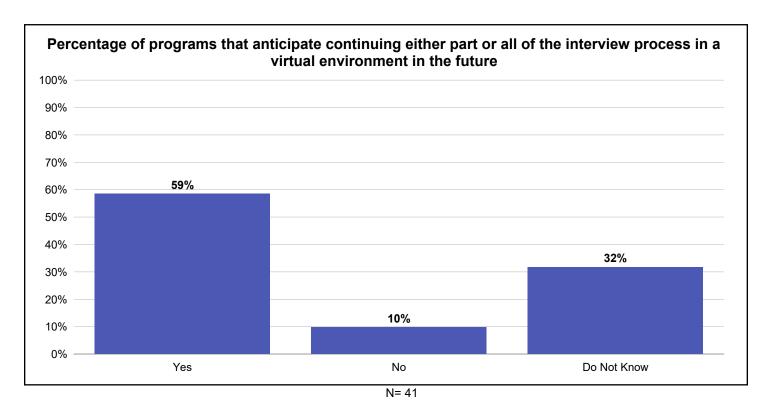
First Time Reliance on Applicant Engagement Strategies, 2022

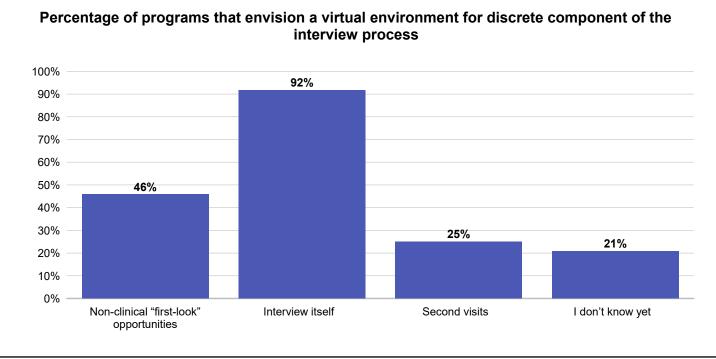


N= 47



Intention to Rely on Virtual Recruitment for Future Match Cycles, 2022





N= 24

#### Perceived Advantages/Disadvantages of Virtual Recruitment, 2022<sup>1</sup>

## **Virtual Recruitment Circumstance**

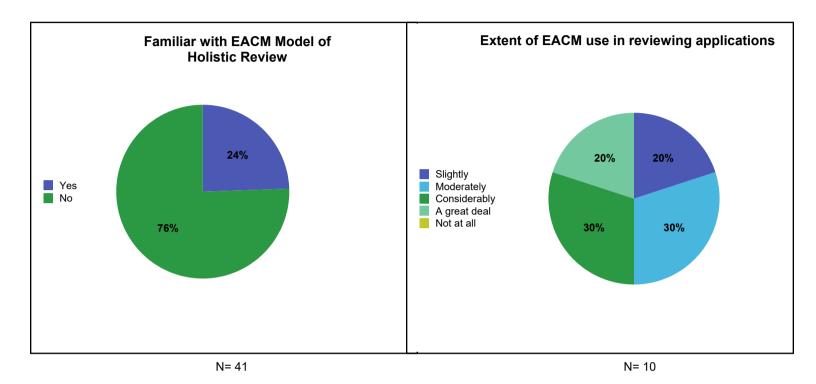
	70/	470/	200/	70/	0	00/	70/
Creating new web-based info materials about program	7%	17%	39%	7%		2%	7%
More applications to cull through		23%	28%	20%	10%	15%	5%
Fewer applications to cull through	3% 5%	23%	440	70%	00/	4.00/	4.00/
Time/ability to research, select online mtg platform	10%		41%		8%		10%
Time to create virtual interview agenda/itinerary	5%	23%	44%		15%		
Time to train staff to use online mtg software	10%		440/	56%	0/ 00/		8%
Applicants cancelling interviews at last minute	10%	18%	41%		8%	21%	
Tech issues during interviews	5%	400/	60%		22%	5%	
Ensuring confidentiality of interviews	5%	18%	54%	000/	3%	21%	
Assessment of applicant competency		24% 5%	070/	63%		00/	8%
Assessment of applicant interest in and understanding of program	4.40/	32%	37%			6% 0%	3% <mark>3%</mark>
Assessment of applicant interpersonal skills, alignment with interview team	11%		58%	.07	2	<u>6%</u>	3% <mark>3%</mark>
Assessment of whether program showcased adequately	400/	28%	49	9%0	240/	21%	3%
Reduced applicant-related hosting expenses		<mark>3%</mark> 18%	31%		31%	00/	8%
Fewer cancelled interviews	11%		42%		24%	8%	8%
More efficiency of interview process	8%			9%	0/	24%	3%
More flexibility for interview dates	5% <mark>3%</mark>		53%	18		16%	5%
More difficulty of scheduling interviews for applicants outside U.S.	<mark>3%</mark> 8%				46%	400/	
Less difficulty of scheduling interviews for applicants outside U.S.	440/	38%	24%		19%	19%	
More access to faculty and residents to participate in interview process	11%		42%	45%	24%	11%	
Need for more outreach to identify and capture interested applicants	11%	26%		45%		<mark>3%3% 1</mark> 3	3%
	0%	20%	40%	60%	80%	6	100%
Mod/Sig Disadv Slight Disadv		Neither Adv Nor Disadv	Slight Advantage	Mod/Sig Adv		N/A	
		N= 41					

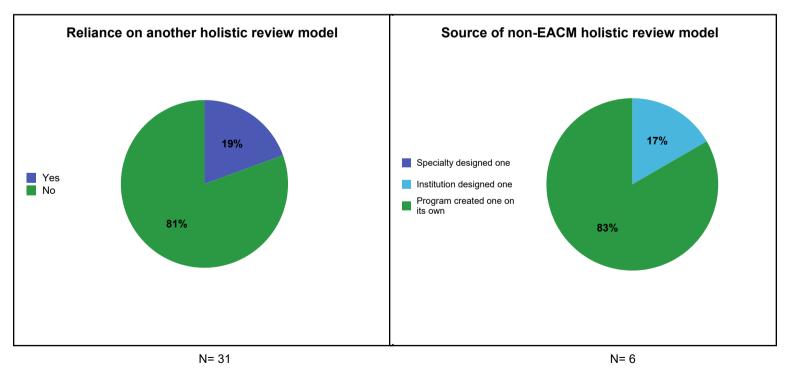
N= 41

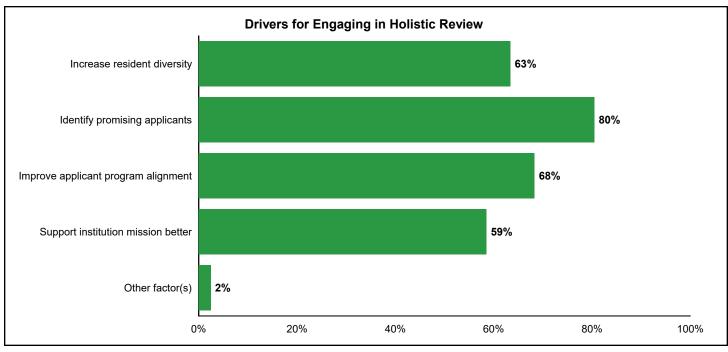
# Figure PD\_RD-12

### Radiology-Diagnostic Summary of Program Holistic Review

# Familiarity with and Use of the AAMC EACM Model of Holistic Review and Other Holistic Review Models, 2022<sup>1</sup>

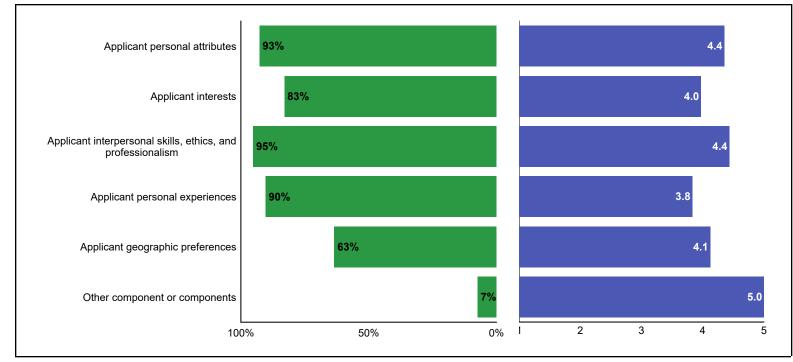






#### Drivers for Engaging in Holistic Review (For Those Indicating that they Performed Holistic Review), 2022

Percentage of Programs Citing Discrete Factors and Mean Importance Rating<sup>1</sup> of Said Factors, 2022



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

## Surgery-General Total N = 103

### Figure PD\_GS-1 Surgery-General Summary of Program Interviewing and Ranking Activities (Total N = 89)

# Mean Numbers of Applications Received, Interview Invitations, Interviews, and Applicants Ranked, 2022

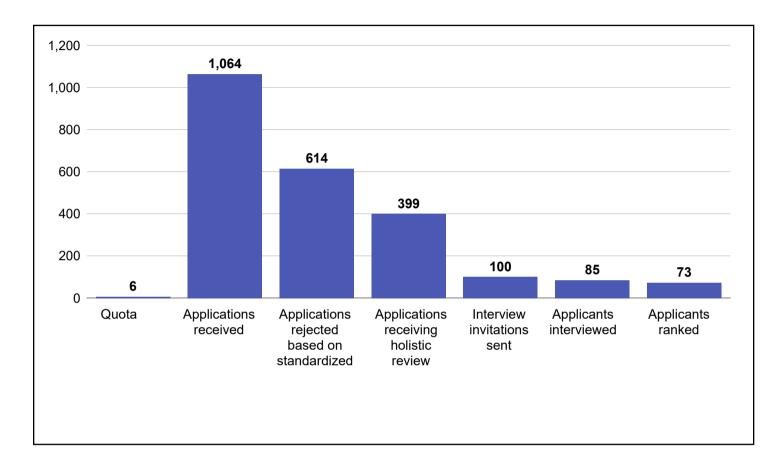
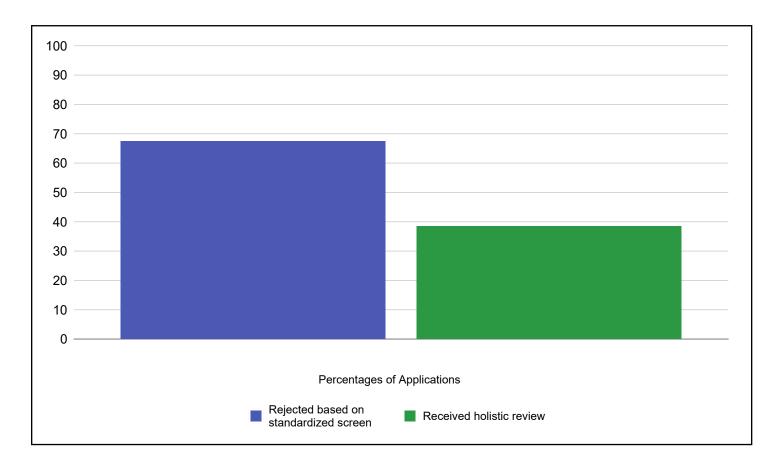


Figure PD\_GS-2 Surgery-General Summary of Program Interviewing and Ranking Activities (Total N = 84)



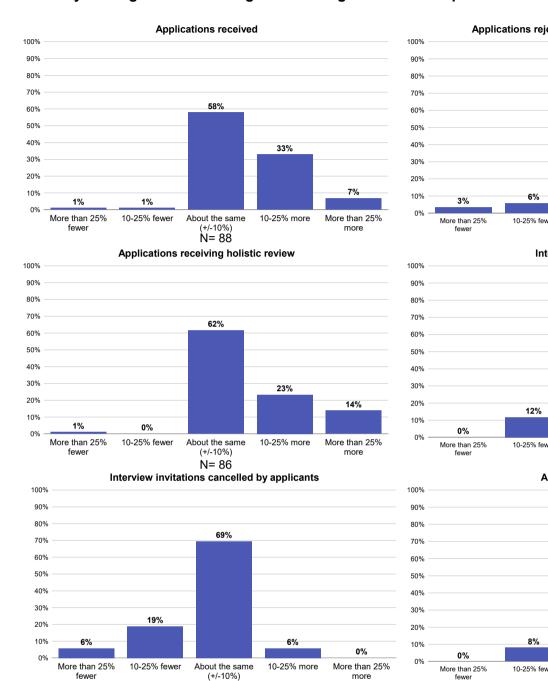
### Average Percentage of Applications Rejected and Reviewed, 2022

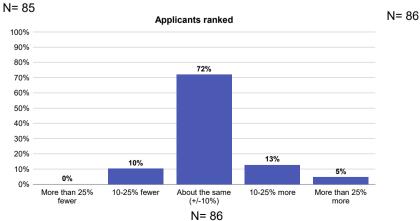
NRMP Program Director Survey Results, 2022

# Figure PD\_GS-3

#### Surgery-General

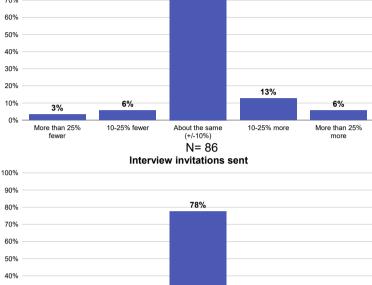
#### Summary of Program Interviewing and Ranking Activities Compared to 2021

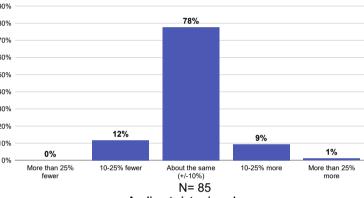




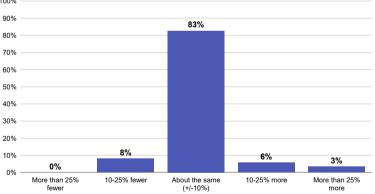
Applications rejected based on standardized screen

72%





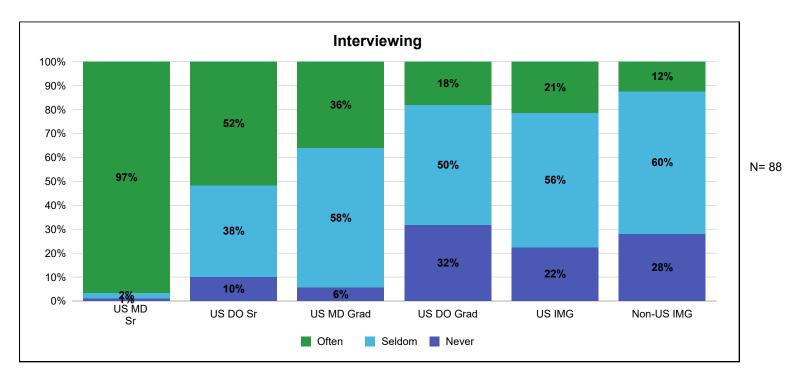
Applicants interviewed

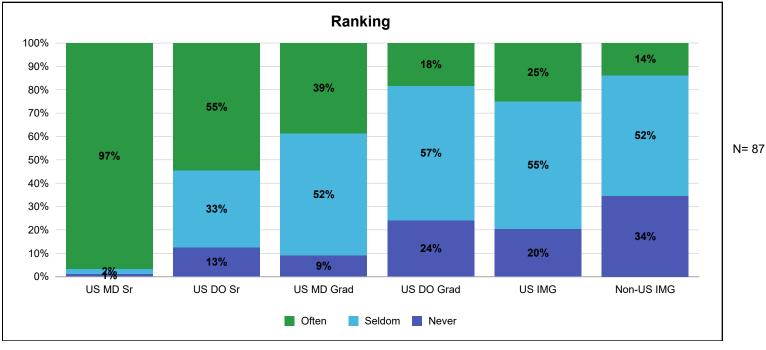


NRMP Program Director Survey Results, 2022

## **Figure PD\_GS-4** Surgery-General Summary of Program Interviewing and Ranking Activities



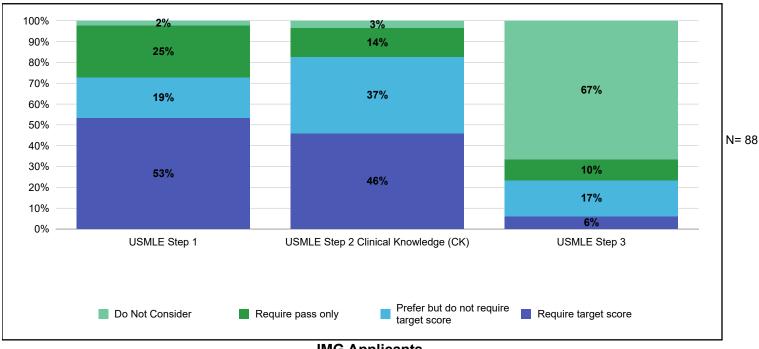




## Figure PD\_GS-5

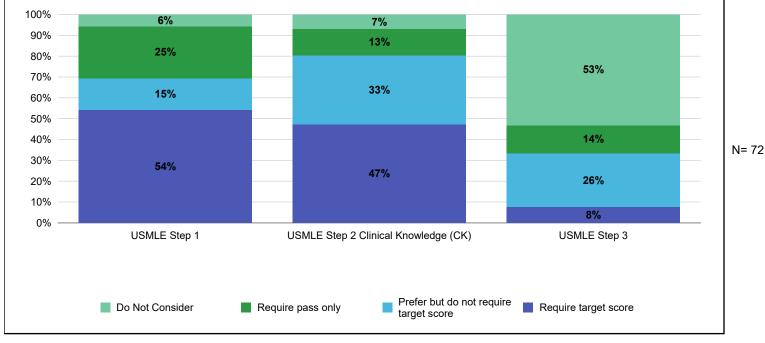
## Surgery-General Use of Standardized Licensure Exams to Select Applicants for Interview

# Percentages of Programs Using USMLE to Select US MD and IMG Applicants for Interview, $2022^{123}$



**US MD Applicants** 

**IMG Applicants** 

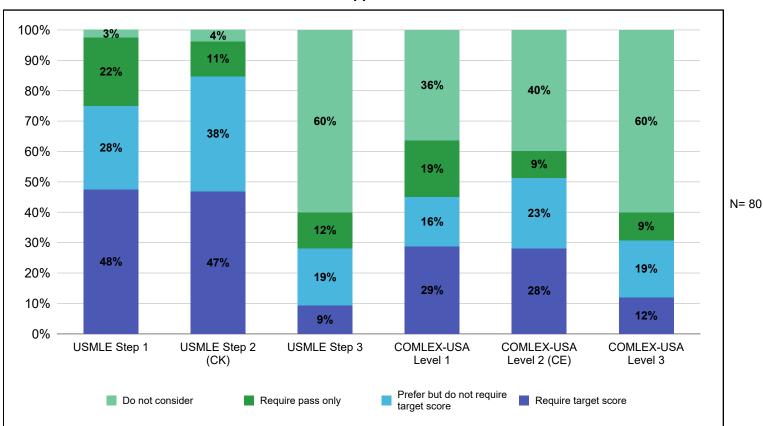


<sup>1</sup>Seniors and graduates are considered together.

<sup>2</sup>Total number of respondents who indicated they "seldom" or "often" consider MD senior and/or graduate, or IMG applicants for interview.

### Figure PD\_GS-6 Surgery-General Use of Standardized Licensure Exams to Select Applicants for Interview

# Percentages of Programs Using USMLE and COMLEX-USA to Select DO Applicants for Interview, 2022<sup>1 2 3</sup>



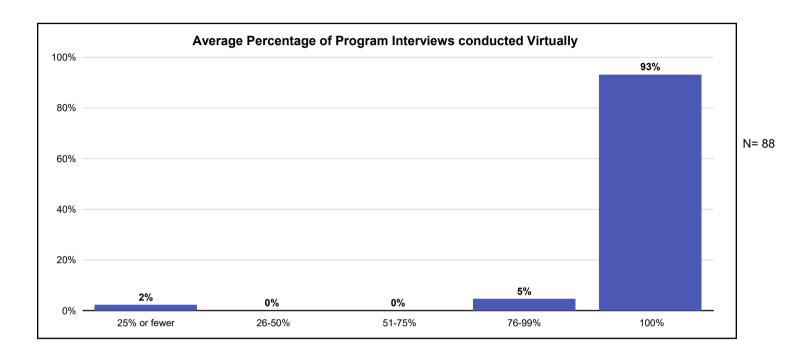
US DO Applicants

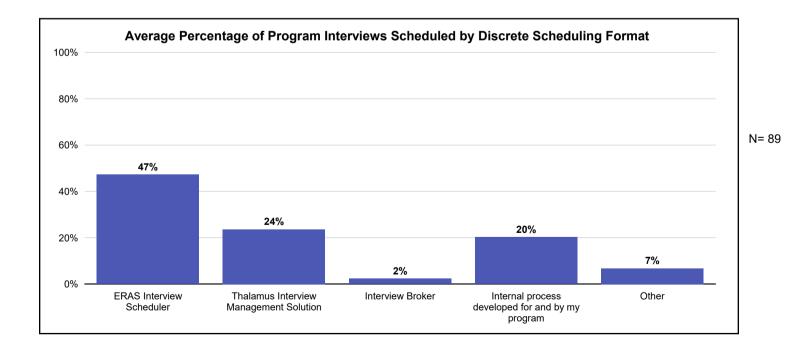
<sup>1</sup>DO seniors and DO graduates are considered together.

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

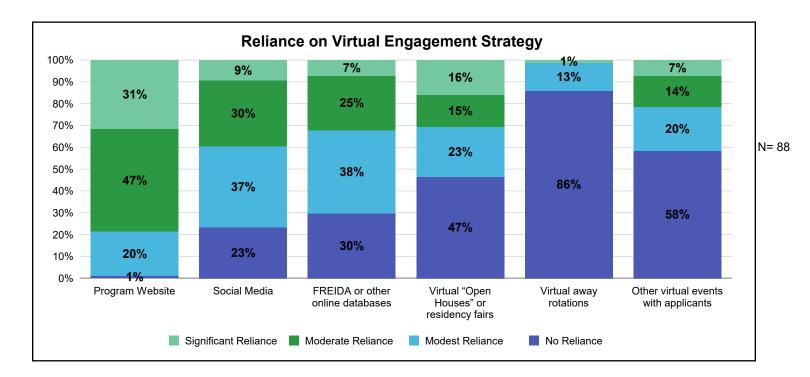


#### Impact of Virtual Experience on Applicants Interviewed, 2022

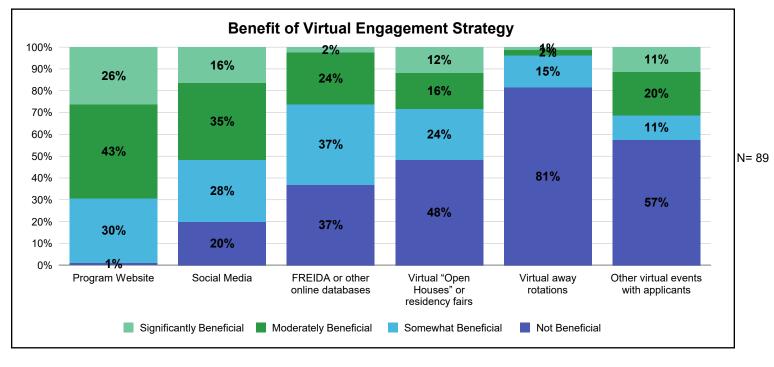




## Figure PD\_GS-8 Surgery-General Summary of Program Virtual Experience

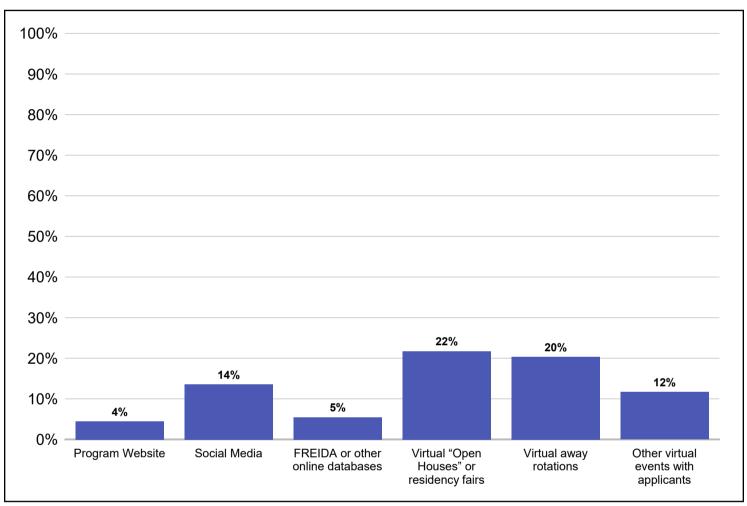


### Reliance on and Perceived Benefits of Applicant Engagement Strategies, 2022<sup>1</sup>





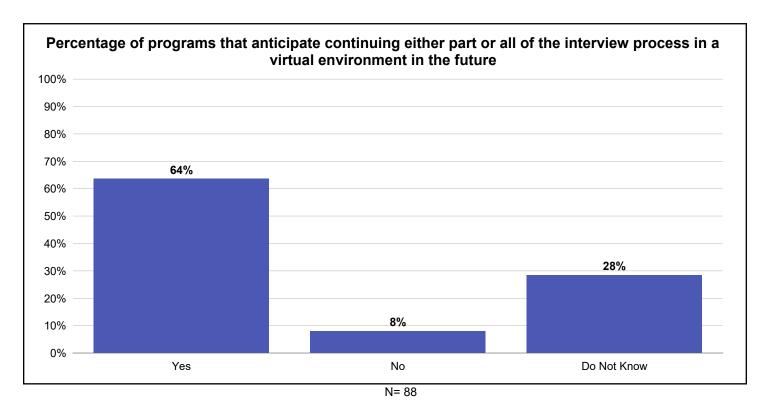
First Time Reliance on Applicant Engagement Strategies, 2022

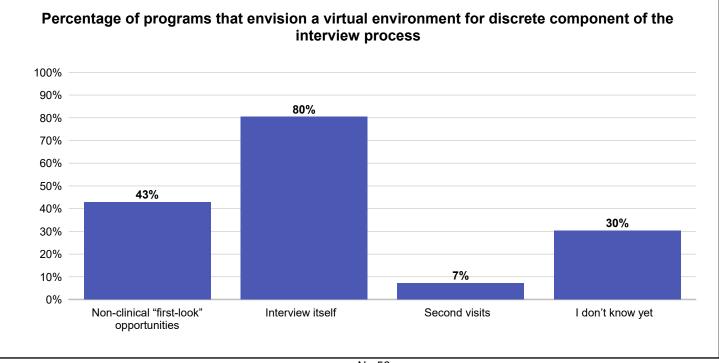


N= 90



Intention to Rely on Virtual Recruitment for Future Match Cycles, 2022





N= 56

#### Perceived Advantages/Disadvantages of Virtual Recruitment, **2022**<sup>1</sup>

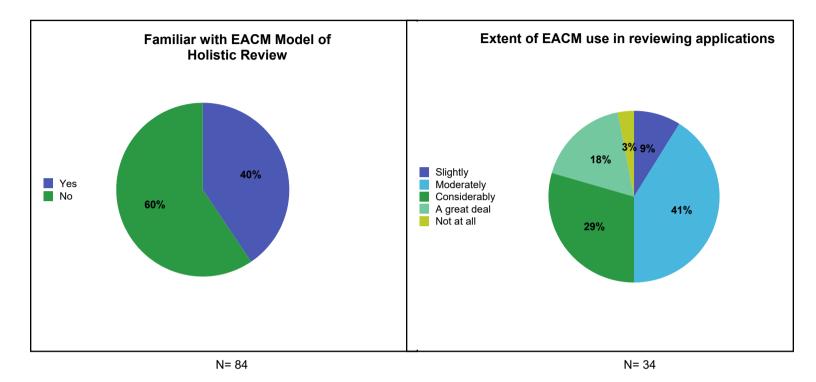
## **Virtual Recruitment Circumstance**

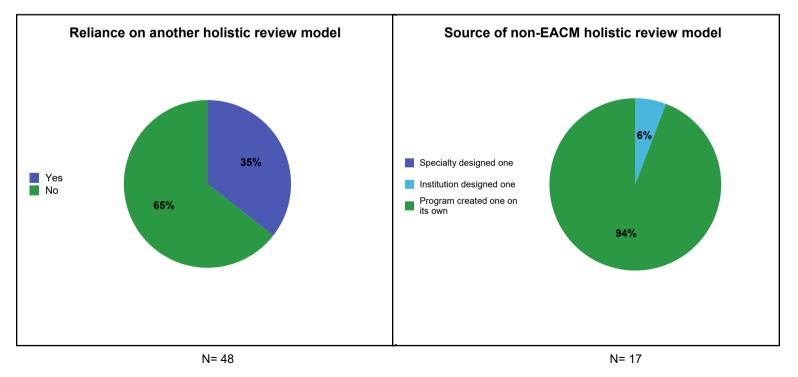
Creating new web-based info materials about program	5%	14%		26%	26%	6	18%	6	11%
More applications to cull through		13%		42%		19		10%	12%
Fewer applications to cull through				45%	1 <mark>%</mark>		45%		
Time/ability to research, select online mtg platform		15%		50%			14%	5%	14%
Time to create virtual interview agenda/itinerary		15%		51%	-		18%	_	% 8%
Time to train staff to use online mtg software		199			56%			10%	10%
Applicants cancelling interviews at last minute		21			46%		<b>5%</b> 5		17%
Tech issues during interviews			37%			38%		4%	14%
Ensuring confidentiality of interviews		3%			70%			2% <mark>%</mark>	
Assessment of applicant competency	119		20%		56	5%		4%	
Assessment of applicant interest in and understanding of program		18%		40%			27%		<mark>6 2%5%</mark>
Assessment of applicant interpersonal skills, alignment with interview team		3%		37%		33%		119	
Assessment of whether program showcased adequately		17%		41%			28%	6	<mark>% 2%</mark> 5%
Reduced applicant-related hosting expenses		<mark>4%</mark> 1	3%	28%			40%		7%
Fewer cancelled interviews				52%		24		5%	14%
More efficiency of interview process		2	4%		43%			23%	5%
More flexibility for interview dates			47%			25%		21%	5%
More difficulty of scheduling interviews for applicants outside U.S.	2% 7°	6		49%		4%		8%	
Less difficulty of scheduling interviews for applicants outside U.S.	% <mark>4%</mark>		43%	-	10%	9%		34%	
More access to faculty and residents to participate in interview process				44%		30		10	
Need for more outreach to identify and capture interested applicants	6%	20	%		48%		11%	6% <mark>6</mark> %	10%
	0%		20%	40%		60%	809	%	100%
Mod/Sig Disadv Slight Disadv		Neither	Adv Nor Disa	dv 📃 Slight Advar	ntage	Mod/Sig Adv	/	N/A	
		N	= 88						

IN= 99

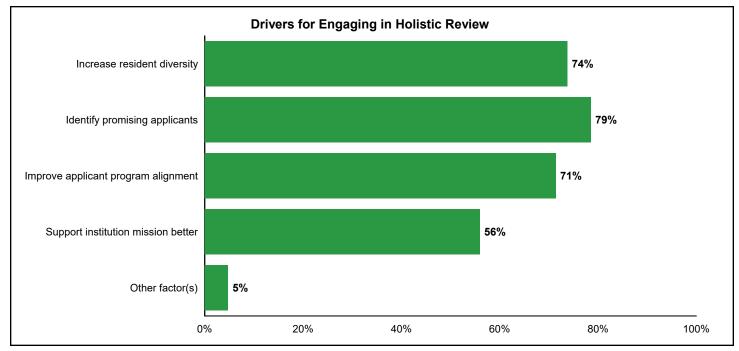


# Familiarity with and Use of the AAMC EACM Model of Holistic Review and Other Holistic Review Models, 2022<sup>1</sup>

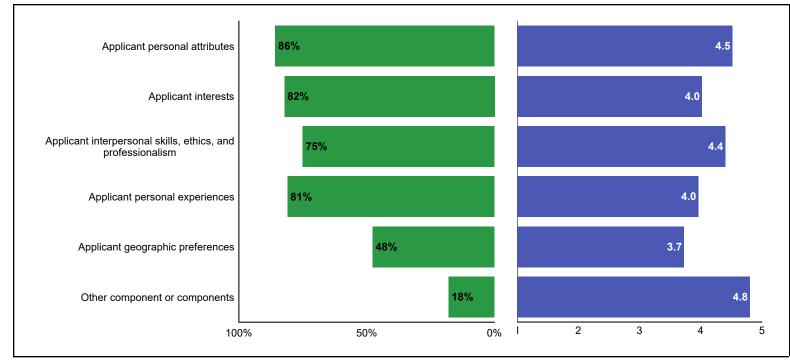








Percentage of Programs Citing Discrete Factors and Mean Importance Rating<sup>1</sup> of Said Factors, 2022



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

## Transitional Year Total N = 38

NRMP Program Director Survey Results, 2022

Figure PD\_TY-1 Transitional Year Summary of Program Interviewing and Ranking Activities (Total N = 35)

# Mean Numbers of Applications Received, Interview Invitations, Interviews, and Applicants Ranked, 2022

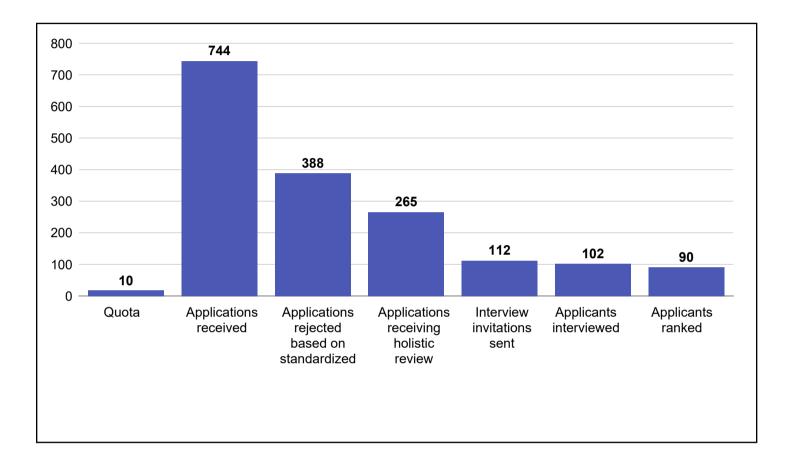
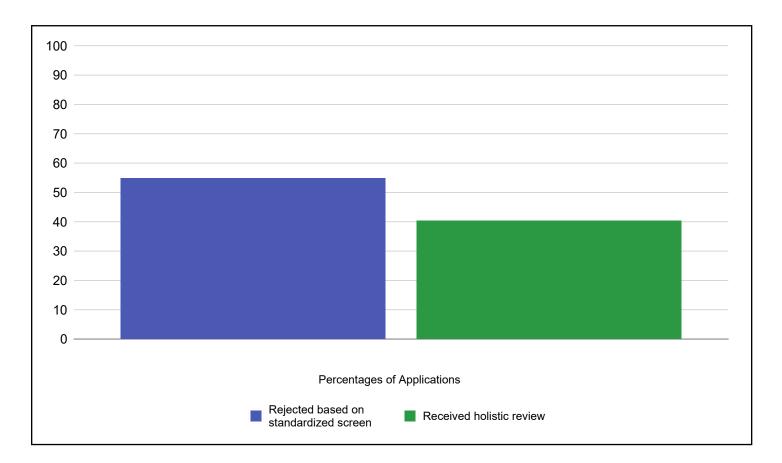


Figure PD\_TY-2 Transitional Year Summary of Program Interviewing and Ranking Activities (Total N = 31)

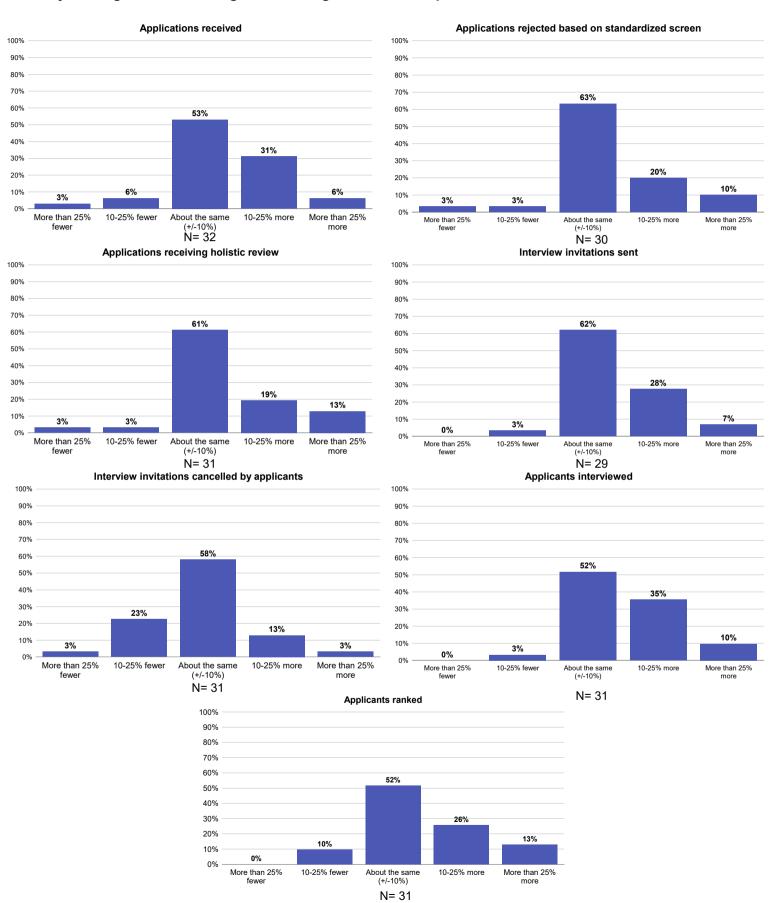


Average Percentage of Applications Rejected and Reviewed, 2022

# Figure PD\_TY-3

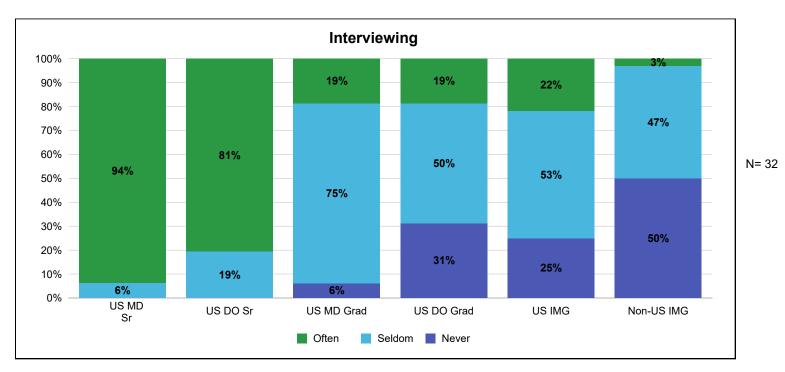
#### **Transitional Year**

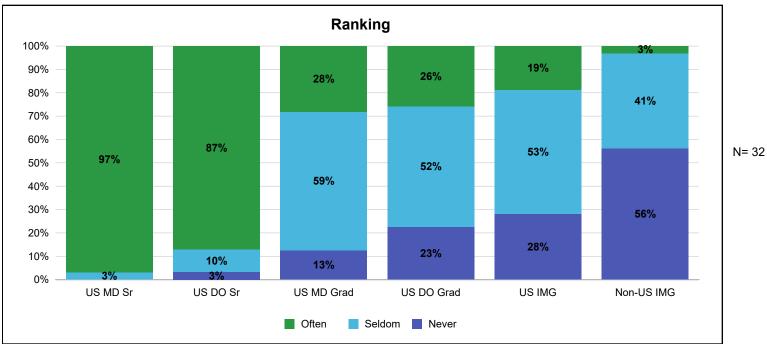
#### Summary of Program Interviewing and Ranking Activities Compared to 2021



### **Figure PD\_TY-4** Transitional Year Summary of Program Interviewing and Ranking Activities



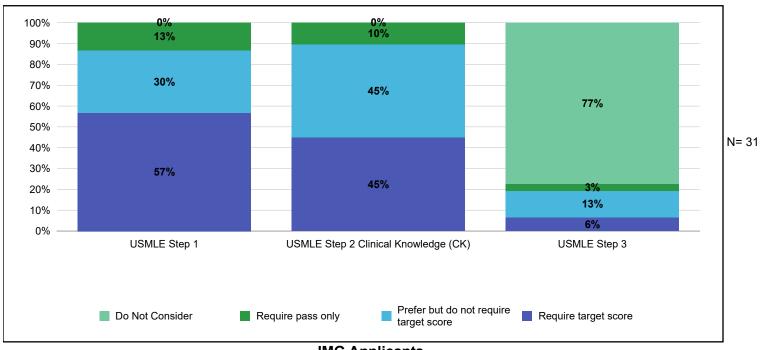




## Figure PD\_TY-5

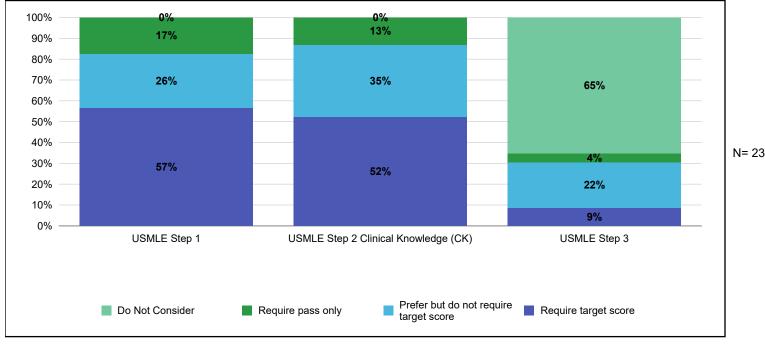
## Transitional Year Use of Standardized Licensure Exams to Select Applicants for Interview

# Percentages of Programs Using USMLE to Select US MD and IMG Applicants for Interview, $2022^{123}$



**US MD Applicants** 

**IMG Applicants** 

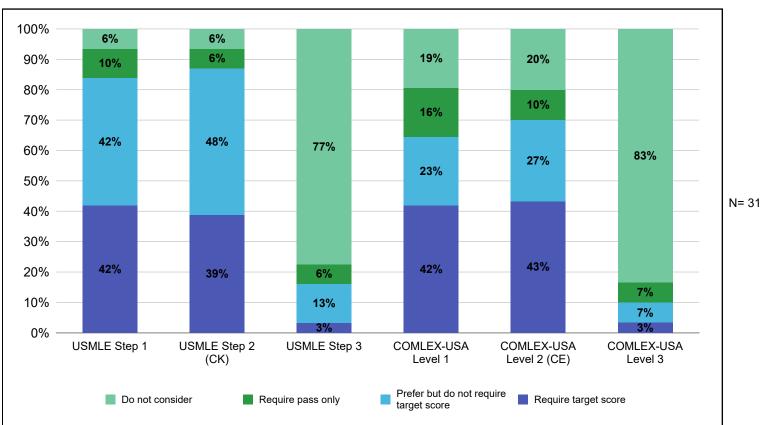


<sup>1</sup>Seniors and graduates are considered together.

<sup>2</sup>Total number of respondents who indicated they "seldom" or "often" consider MD senior and/or graduate, or IMG applicants for interview.

### **Figure PD\_TY-6** Transitional Year Use of Standardized Licensure Exams to Select Applicants for Interview

# Percentages of Programs Using USMLE and COMLEX-USA to Select DO Applicants for Interview, 2022<sup>1 2 3</sup>



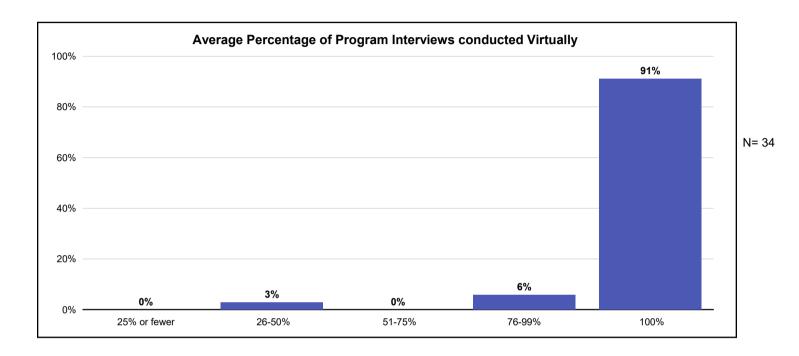
US DO Applicants

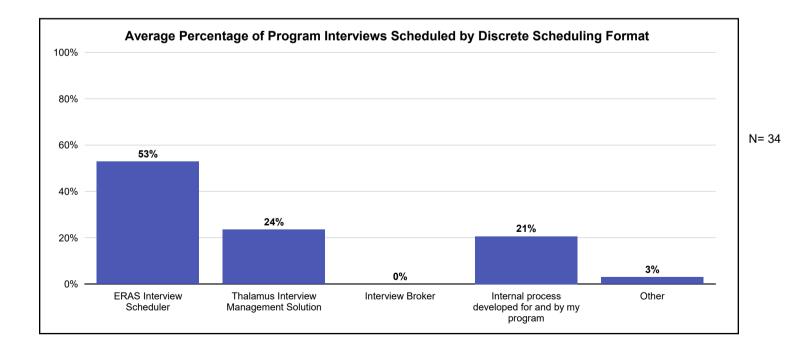
<sup>1</sup>DO seniors and DO graduates are considered together.

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

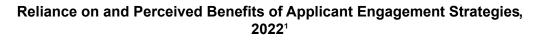


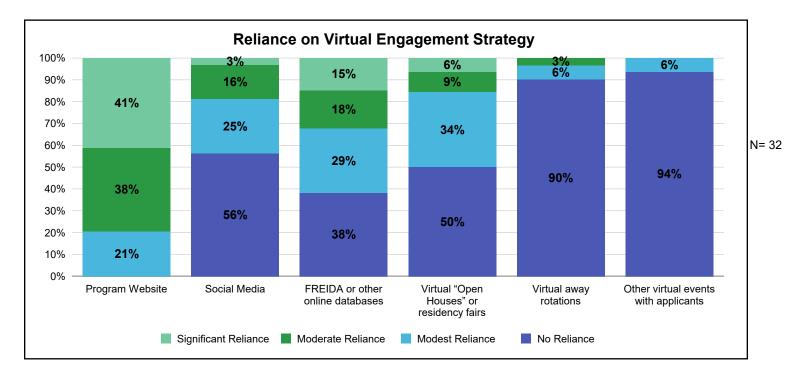
#### Impact of Virtual Experience on Applicants Interviewed, 2022

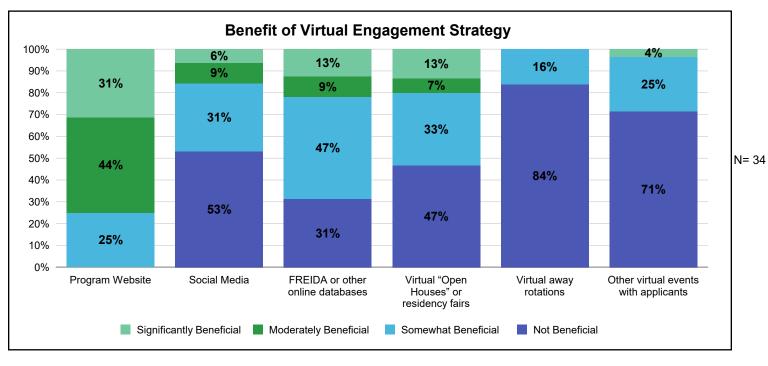






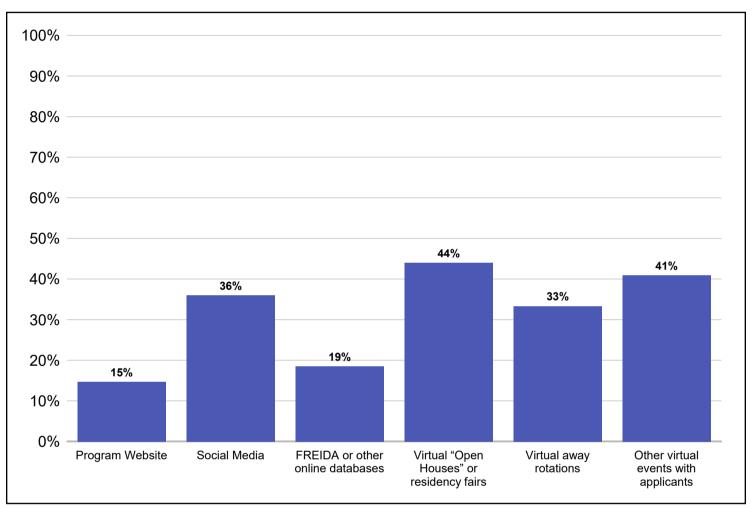








First Time Reliance on Applicant Engagement Strategies, 2022

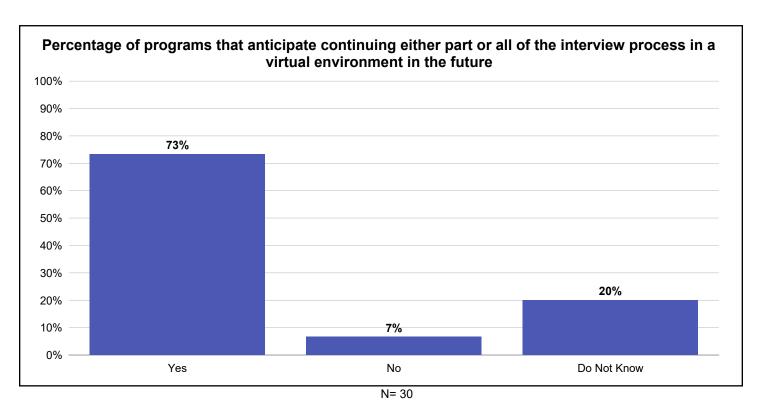


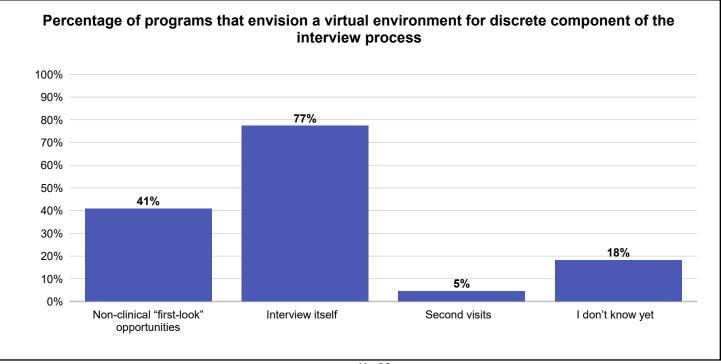
N= 34



### Transitional Year Summary of Program Virtual Experience

Intention to Rely on Virtual Recruitment for Future Match Cycles, 2022





N= 22

# Perceived Advantages/Disadvantages of Virtual Recruitment, 2022<sup>1</sup>

## **Virtual Recruitment Circumstance**

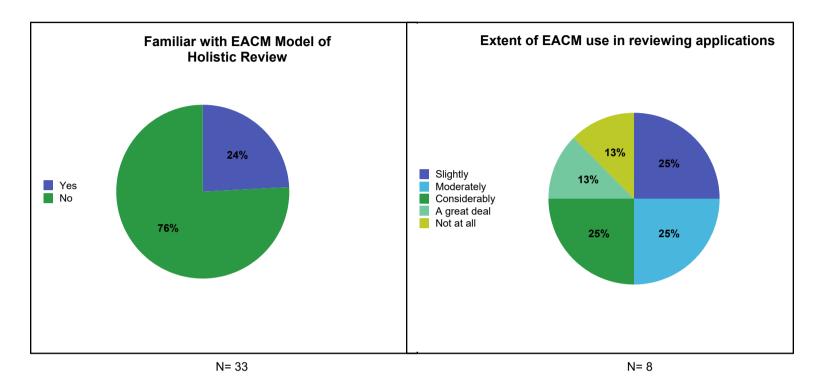
Creating new web-based info materials about program	16%	16%	39%		<u>6%</u> 16%	
More applications to cull through	7% 17		33%			3 <mark>% 10%</mark>
Fewer applications to cull through	3%	40%	3%		53%	400/
Time/ability to research, select online mtg platform	7% 13%		57%	==0/	<mark>3%</mark> 7%	13%
Time to create virtual interview agenda/itinerary		28%		55%		10% <mark>3%</mark>
Time to train staff to use online mtg software	10%	23%	070	57%	400/	10%
Applicants cancelling interviews at last minute	7%	27%	37%	/0		0% 7%
Tech issues during interviews	10%		60%		20%	<mark>3%</mark> 3%3%
Ensuring confidentiality of interviews	3% <u>13%</u>	200/	57%	47%	3% <mark>3%</mark>	20%
Assessment of applicant competency	<u>20%</u> 20%	20%	37%		0%	7% 7% 7% 3%3%
Assessment of applicant interest in and understanding of program	20%		33%	30%		0% <mark>3%3%</mark>
Assessment of applicant interpersonal skills, alignment with interview team Assessment of whether program showcased adequately		3%	33%		23%	3%3%
Reduced applicant-related hosting expenses	13% <mark>3</mark> 9		20%	339		13%
Fewer cancelled interviews	7%	40%	20 /0	33%	/ <sup>8</sup>	
More efficiency of interview process	7% 3%	27%	3:	3%	30%	
More flexibility for interview dates	3% 23%		43%		27%	3%
More difficulty of scheduling interviews for applicants outside U.S.	3% <mark>3%</mark>	47%	1070	3%	43%	0 / 0
Less difficulty of scheduling interviews for applicants outside U.S.		3%	13% 13	3%	40%	
More access to faculty and residents to participate in interview process	14%	31%		7%	31%	7%
Need for more outreach to identify and capture interested applicants	20%	23%	, D	37%	7% 3	
		2001/	40%	C0%	0.0%	100%
	0%	20%	40%	60%	80%	100%
Mod/Sig Disadv	Neithe	er Adv Nor Disadv	Slight Advantage	Mod/Sig Adv	N/A	
			engin / dvanage			
	1	N= 31				

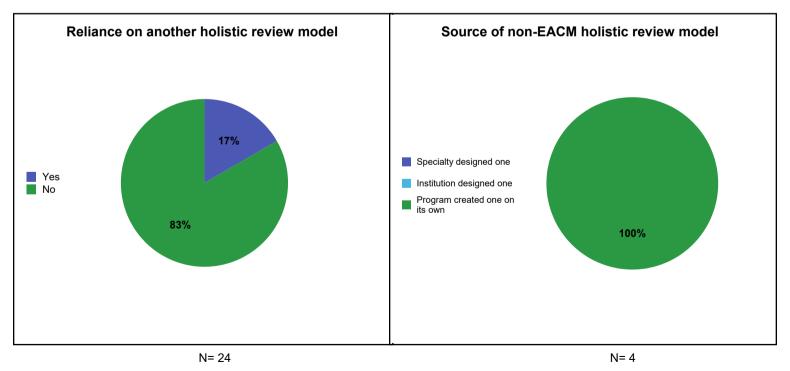
IN-



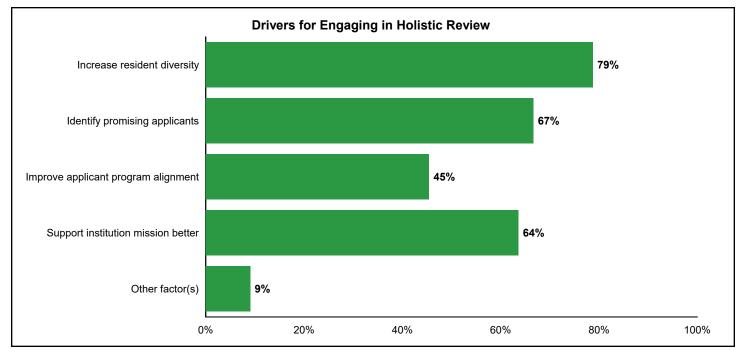
#### Transitional Year Summary of Program Holistic Review

# Familiarity with and Use of the AAMC EACM Model of Holistic Review and Other Holistic Review Models, 2022<sup>1</sup>

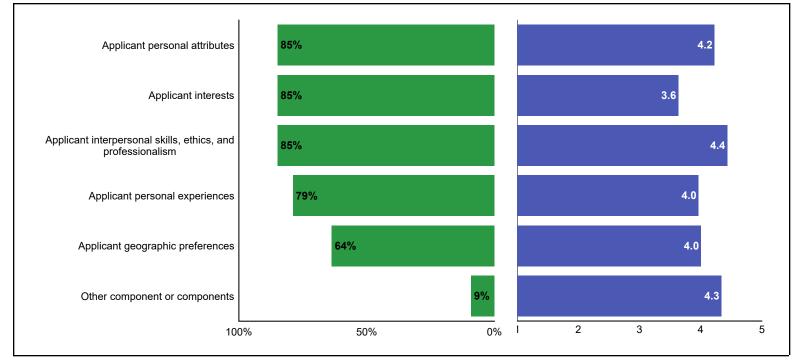








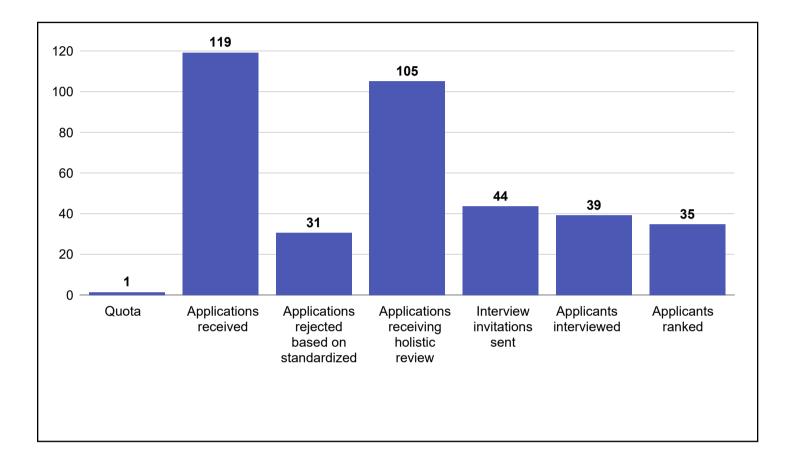
Percentage of Programs Citing Discrete Factors and Mean Importance Rating<sup>1</sup> of Said Factors, 2022



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

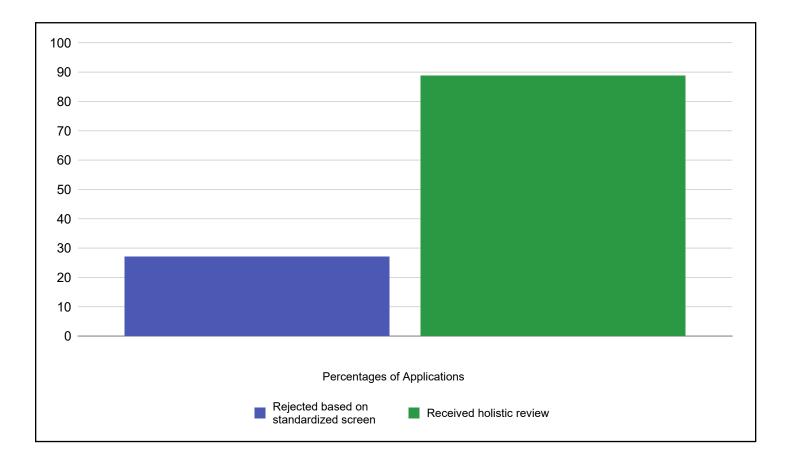
## Vascular Surgery Total N = 11

### Figure PD\_VS-1 Vascular Surgery Summary of Program Interviewing and Ranking Activities (Total N = 10)



# Mean Numbers of Applications Received, Interview Invitations, Interviews, and Applicants Ranked, 2022

Figure PD\_VS-2 Vascular Surgery Summary of Program Interviewing and Ranking Activities (Total N = 10)

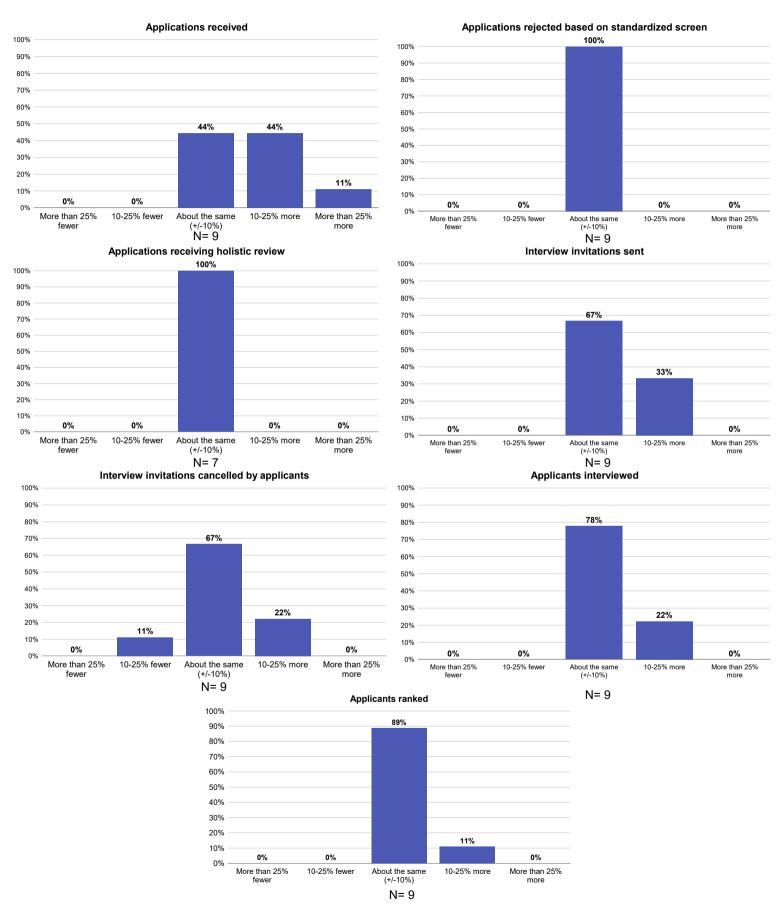


#### Average Percentage of Applications Rejected and Reviewed, 2022

## Figure PD\_VS-3

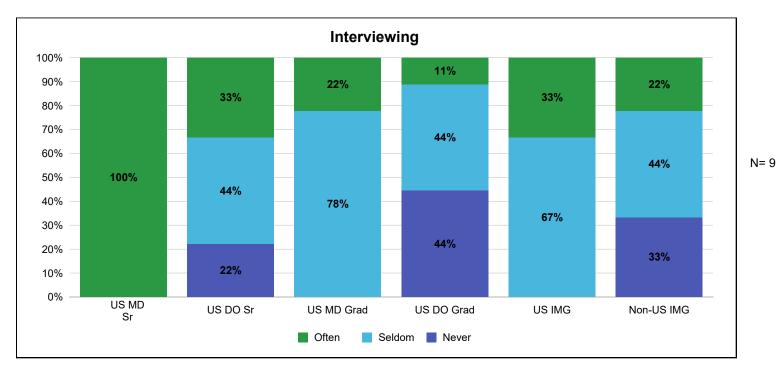
**Vascular Surgery** 

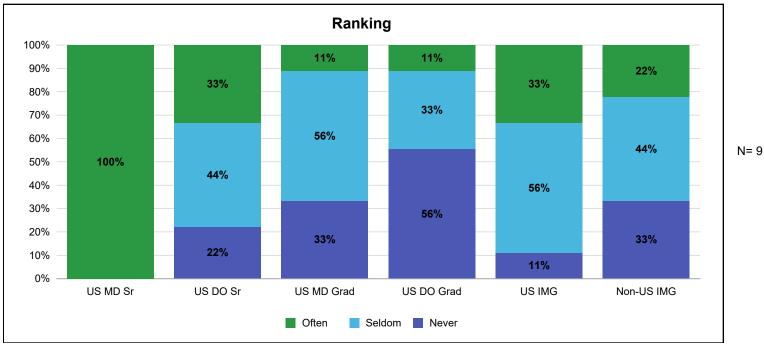
#### Summary of Program Interviewing and Ranking Activities Compared to 2021



### **Figure PD\_VS-4** Vascular Surgery Summary of Program Interviewing and Ranking Activities



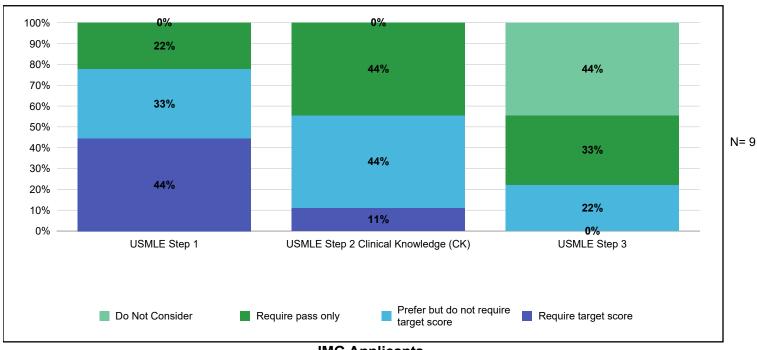




## Figure PD\_VS-5

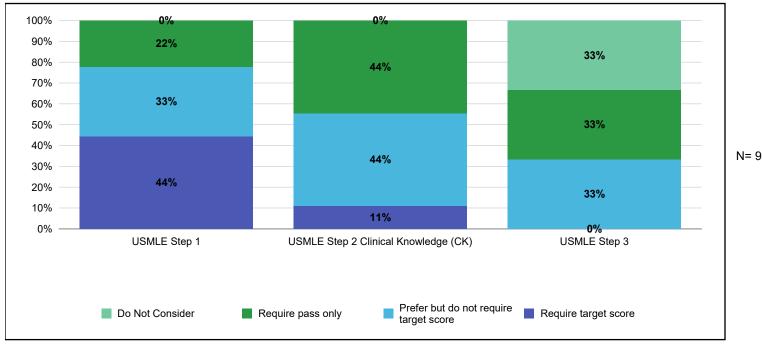
### Vascular Surgery Use of Standardized Licensure Exams to Select Applicants for Interview

# Percentages of Programs Using USMLE to Select US MD and IMG Applicants for Interview, $2022^{123}$



**US MD Applicants** 

**IMG Applicants** 

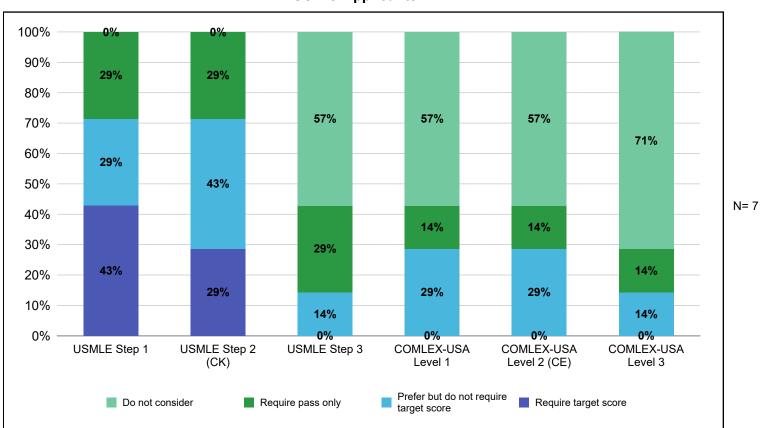


<sup>1</sup>Seniors and graduates are considered together.

<sup>2</sup>Total number of respondents who indicated they "seldom" or "often" consider MD senior and/or graduate, or IMG applicants for interview.

### **Figure PD\_VS-6** Vascular Surgery Use of Standardized Licensure Exams to Select Applicants for Interview

# Percentages of Programs Using USMLE and COMLEX-USA to Select DO Applicants for Interview, 2022<sup>1 2 3</sup>



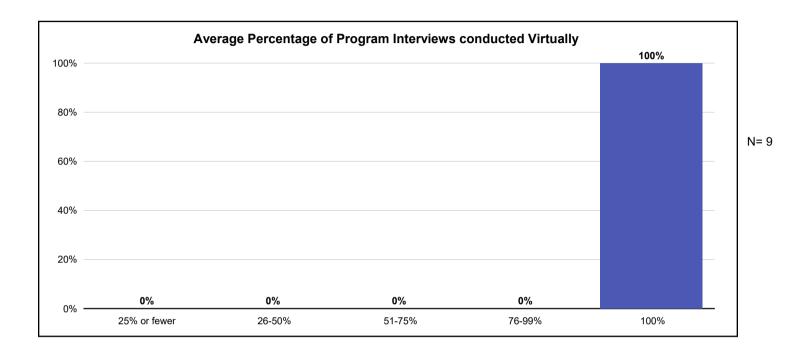
**US DO Applicants** 

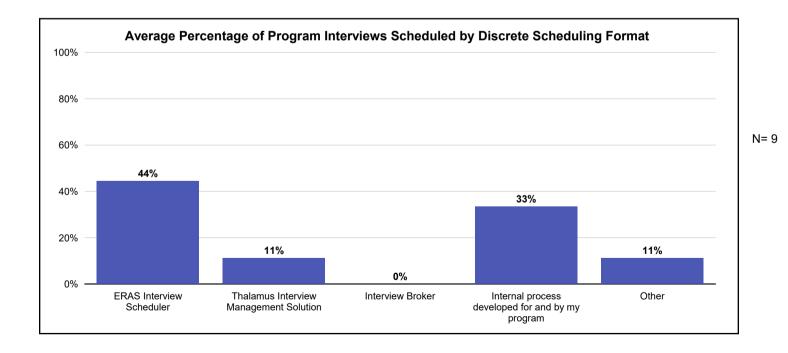
<sup>1</sup>DO seniors and DO graduates are considered together.

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



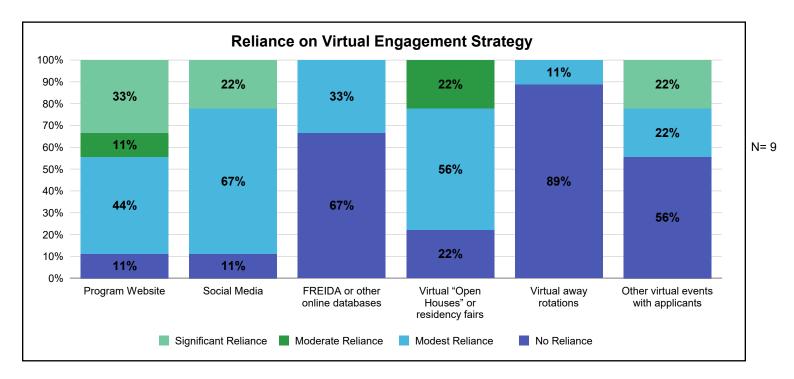
#### Impact of Virtual Experience on Applicants Interviewed, 2022

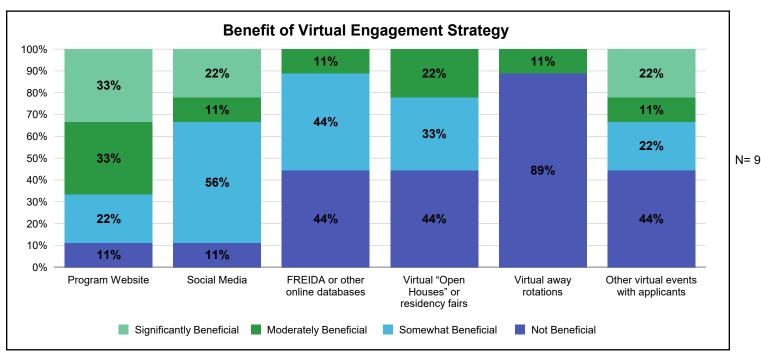






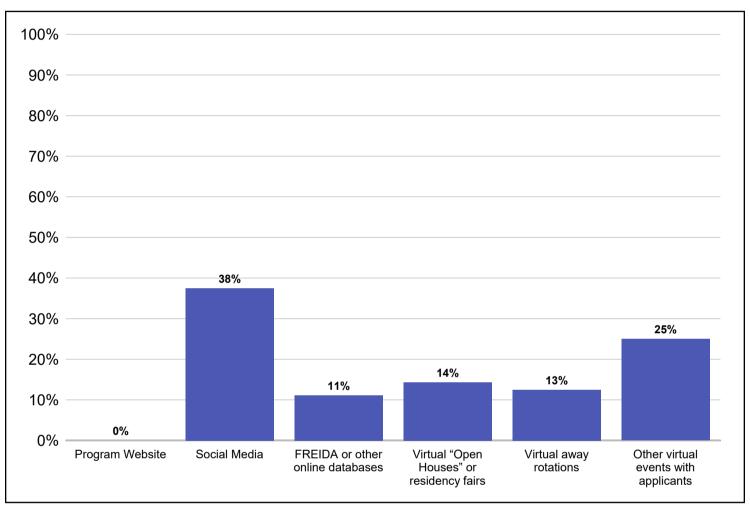
#### Reliance on and Perceived Benefits of Applicant Engagement Strategies, 2022<sup>1</sup>







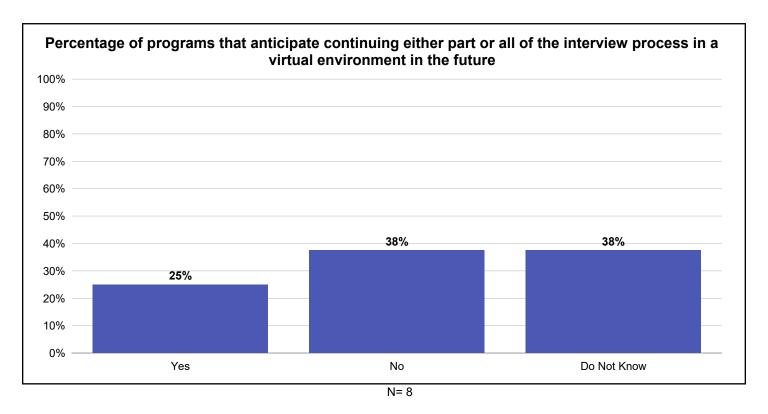
First Time Reliance on Applicant Engagement Strategies, 2022

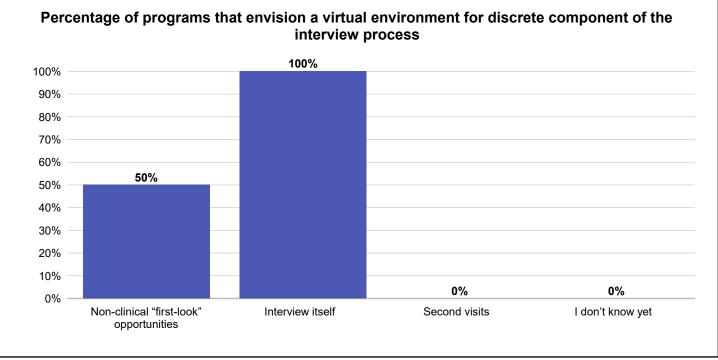


N= 9



Intention to Rely on Virtual Recruitment for Future Match Cycles, 2022





N= 2

# Perceived Advantages/Disadvantages of Virtual Recruitment, 2022<sup>1</sup>

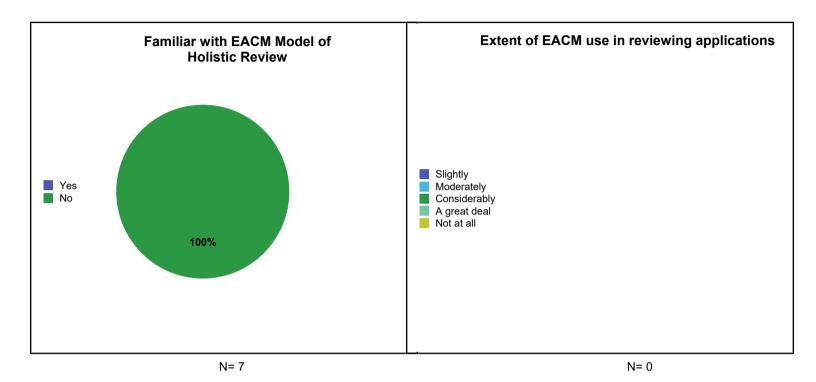
## **Virtual Recruitment Circumstance**

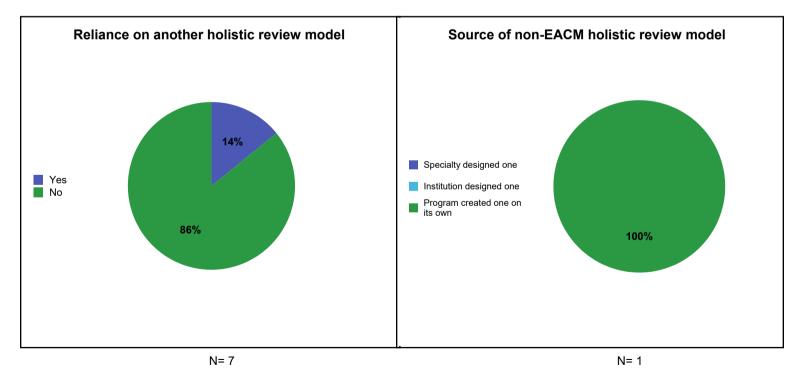
Creating new web-based info materials about program	11%	22%		56%		11%	
More applications to cull through	11%	11%	44%		33%		
Fewer applications to cull through	11%		44%		44%		
Time/ability to research, select online mtg platform	11%	11%		67%		11%	
Time to create virtual interview agenda/itinerary	22	2% <mark>11%</mark>		56%		11%	
Time to train staff to use online mtg software	11%	22%		44%	22	:%	
Applicants cancelling interviews at last minute	11%	11% 33%		44%	44% 11%		
Tech issues during interviews	22	.%	44%		33%		
Ensuring confidentiality of interviews	22% 67%				11%		
Assessment of applicant competency		56%		11%	33%		
Assessment of applicant interest in and understanding of program	44%				56%		
Assessment of applicant interpersonal skills, alignment with interview team	22	.%	44%		33%		
Assessment of whether program showcased adequately	44%			44%		11%	
Reduced applicant-related hosting expenses	11%	22%	33%	,	33%		
Fewer cancelled interviews		56%		11%	22%	11%	
More efficiency of interview process	11%	22%		44%	11%	11%	
More flexibility for interview dates	<u> </u>				33%	11%	
More difficulty of scheduling interviews for applicants outside U.S.	22	.%	44%		33%		
Less difficulty of scheduling interviews for applicants outside U.S.	67%			11% 22			
More access to faculty and residents to participate in interview process			67%		22%	11%	
Need for more outreach to identify and capture interested applicants	11% 11%			67%		11%	
0'	%	20%	40%	60%	80%	100%	
Mod/Sig Disadv Slight Disadv	M 1	leither Adv Nor Disadv	Slight Advantage	Mod/Sig Adv	v N/A		
		N= 9					



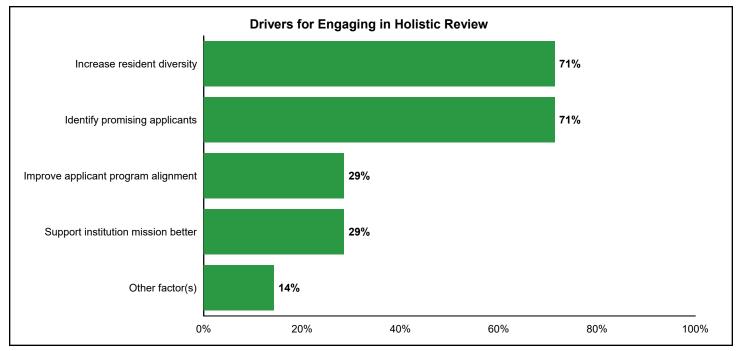
### Vascular Surgery Summary of Program Holistic Review

# Familiarity with and Use of the AAMC EACM Model of Holistic Review and Other Holistic Review Models, 2022<sup>1</sup>

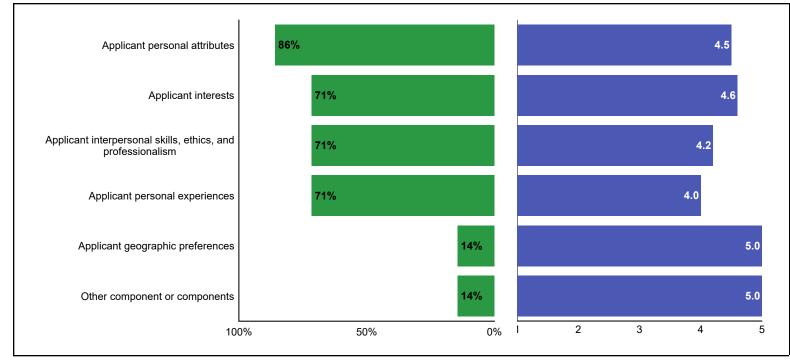




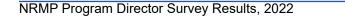




Percentage of Programs Citing Discrete Factors and Mean Importance Rating<sup>1</sup> of Said Factors, 2022



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



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