CHARTING OUTCOMES™:
DEMOGRAPHIC CHARACTERISTICS OF APPLICANTS IN THE MAIN
RESIDENCY MATCH® AND SOAP®

Table of Contents

Introduction

In January 2021, the NRMP Board of Directors voted to approve the collection of primary source demographic data from applicants commencing with the 2022 Main Residency Match (MRM). The decision was based on months-long study, including solicitation of feedback from the undergraduate and graduate medical education communities and leaders of national learner organizations. Key considerations in favor of collecting demographic information from applicants included the ability to better understand and report on the composition of residency applicant populations, inform efforts to address diversity, equity, inclusion, and belonging goals in the transition to residency, and increase the transparency and understanding of the matching process. There is a critical need to understand the roles of applicant demographics and potentially related biases at all points in the UME-GME transition, from application submission and review through interviewing and ranking.

Identification of Content Domains and Sourcing of Items

A work group consisting of NRMP Board members was convened to identify appropriate content domains and items within those content domains for querying applicant demographics. The final set of content domains included sex assigned at birth, sexual orientation, current gender identity, race and ethnicity, urbanicity of childhood rearing environment, childhood socioeconomic disadvantage, first-generation graduation from college, first-generation graduation from medical school, disability status, and accommodations requested and received in medical school.

To the extent possible, the work group preferred that the domains include items from existing medical education and national questionnaires and align with the demographic data collection efforts of other medical education organizations. Toward that end, the NRMP conducted examinations of questionnaires administered by entities overseeing medical education (e.g., the Association of American Medical Colleges) and physician licensing (e.g., the Federation of State Medical Boards), as well as existing national health-related surveys of the general population. The work group also directed staff to review relevant literature to locate potentially suitable measures.

When items of interest could not be identified in existing surveys, special-purpose items were crafted by the work group. Those included questions addressing childhood urbanicity and first-generation college and medical graduation. The final selection of items used to query applicant demographics may be found in Appendix A.

Data Collection Procedures

Demographic data items are administered within the NRMP's Registration, Ranking, and Results (R3) system as part of Match registration. Applicants are introduced to the items with language that makes clear the data are collected for research purposes. They are told they may refuse consent for the use of their data in research and may opt out of answering any or all questions. Further, they are informed that their demographic data will never be incorporated into the matching algorithm, never be identifiable or disaggregated for the public, and never be provided in identifiable form to programs. The NRMP's demographic data collection protocol underwent Institutional Review Board (IRB) review and was determined to be exempt from IRB oversight.

Structure and Content of this Report

Data Cell Size Requirements

To preserve applicant confidentiality, a minimum cell size of 25 respondents was required for all data points included in the report. In some cases, that threshold affected which demographic characteristics could be reported (for instance, a specialty may not have the cell sizes to allow race to be reported). It also restricted which response options within a characteristic could be reported (i.e., race could be reported for a specialty but only for specific race groups like Black/African American, Asian, and White). The NRMP will collect data annually; accordingly, the ability to present data with increasing granularity will improve for all specialties over time without compromising applicant confidentiality.

Data Presentation

With the first iteration of the report, considerations about how best to present the data were purposely broad and exploratory, the overarching goal being to provide as much specialty-specific data as possible even if it resulted in the creation of different profiles across specialties. This report expands upon last year's report, which included data for the 2022 and 2023 Main Residency Matches, with the inclusion of demographic characteristics reported by applicants who participated in the **2024 Main Residency Match**. The viewer can choose to view the data for each year individually, or cumulatively, using the **Match Year dropdown menu**.

A unique component of the report is the ability to examine applicant demographics by **preferred specialty** (i.e., the specialty of the program ranked first on each applicant's rank order list). Because some specialties, particularly those involving combined programs, will not have enough data to populate any of the visualizations for at least the first few years of data collection, individuals viewing the visualizations will have the option to select individual preferred specialties, or superordinate categories into which some of the smaller specialties have been rolled. For example, if viewers are interested in viewing the data for Internal Medicine in addition to its combined specialties, they can select "Internal Medicine & All Combined Specialties" from the **Preferred Combined Specialty Group dropdown menu**. If viewers are interested in viewing Internal Medicine on its own or any of the individual combined specialties, they can select "Internal Medicine" or any other specific specialty from the **Preferred Specialty dropdown menu**.

It is important to reiterate that preferred specialty is based on the first-ranked specialty on each applicant's rank order list and does not necessarily mean that an applicant obtained a position within that preferred specialty. For example, applicants whose preferred specialty is Anesthesiology but who obtain a position in Internal Medicine will appear in the visualizations under Anesthesiology, *__not__* Internal Medicine.

While most visualizations offer the ability to examine the demographic information by preferred specialty, there are also visualizations that allow the viewer to examine the information by **matched specialty** (i.e., the specialty an applicant matched to through the match algorithm regardless of whether that specialty was preferred) and **accepted specialty** (i.e., the specialty in which an applicant who participated in SOAP accepted an offer in). The **Matched Combined Specialty Group**, **Matched Specialty Group**, **Accepted Combined Specialty Group**, and **Accepted Specialty Group dropdown menus** function in the same way as the Preferred Combined Specialty Group and Preferred Specialty Group dropdown menus described above.

In addition to the ability to examine the demographic information by specialty, three other dynamics were considered: 1) the extent to which demographic characteristics could be reported by **positions obtained in either the MRM or SOAP, as well as outcomes of the MRM (matched versus unmatched by the algorithm),** 2) the extent to which these characteristics could be reported by **applicant type** (i.e., U.S. MD senior, U.S. DO senior, U.S. MD graduate, U.S. DO graduate, U.S. IMG, non-U.S. IMG), and 3) the extent to which demographic characteristics could be reported by **program type** (i.e., Categorical, Primary, Preliminary/Transitional, Advanced, Reserved (also known as "Physician Positions")). Many visualizations include an **Applicant Type dropdown menu**, which allows the viewer to view the information by each of the six applicant types. Many also include a **Program Type dropdown menu**, which allows the viewer to view the demographic characteristics by **program position type**.

For a full list of visualizations and other components of this report, viewers can visit the Table of Contents screen within the interactive version of the report. Visualizations are broken into two main categories, 1) Main Residency Match and SOAP, and 2) Main Residency Match (Active Applicants Only). Below is a list of visualization types within each category, as well as a description of each.

Main Residency Match and SOAP

- **Registered Applicants by Applicant Type: Main Residency Match and SOAP**—All applicants who **<u>registered</u>** to participate in the Match by applicant type.

- **Active Applicant Positions Obtained: Main Residency Match and SOAP**—Positions obtained by active applicants (certified a rank order list) during the Match and/or SOAP by preferred specialty.

- **Active Applicants by Positions Obtained and Applicant Type: Main Residency Match and SOAP**—Positions obtained by active applicants in the Match and/or SOAP by preferred specialty and applicant type.

- **SOAP Positions Accepted by Specialty All Applicants: Main Residency Match and SOAP**—SOAP positions accepted by applicant type.

- **SOAP Eligible Applicants with No Position: Main Residency Match and SOAP**—SOAP-eligible applicants who did not obtain a position through the Match or SOAP.

Main Residency Match (Active Applicants Only)

- **Active Applicants by Preferred Specialty: Main Residency Match**—Demographic characteristics by preferred specialty—all applicant types.

- **Active Applicants by Applicant Type: Main Residency Match**—Demographic characteristics by preferred specialty and applicant type.

- **Active Applicants by Match Outcomes: Main Residency Match**—Demographic characteristics by preferred specialty and Match outcomes.

- **Active Applicants by Matched Specialty: Main Residency Match**—Demographic characteristics by matched specialty—all applicant types.

- **Active Unmatched Applicants by Preferred Specialty: Main Residency Match**—Demographic characteristics of unmatched applicants by preferred specialty.

The visualizations included at the specialty level have between one and 10 demographic characteristics reported. The 2025 version of this report will also include gender identity. In cases where only a subset of the available response options are reported (due to small cell sizes), the percentages included in the visualizations are based only on applicants who endorsed the response options with sufficient cell sizes to report. For example, in the Applicant Positions Obtained visualization, some cell sizes for the "did not obtain a position" response option are too small to report, leading to some categories reporting 100 percent of a grouping as having obtained a position. This represents 100 percent of the data included in the visualization after the removal of the prohibitively small cells but does not represent 100 percent of the underlying data.

Consistent with standard practice in analyses of survey data, the response options "I do not know" and "I prefer not to answer" were combined for all demographic characteristics that included these two options. For first-generation college and first-generation medical school graduation, the two "yes" categories (i.e., yes first in my immediate family, yes first in my extended family) were also combined. Please see Appendix A for additional detail about the demographic characteristics queried and associated response options.

Sample and Consent Rates for the Present Report

Sample

This section of the report highlights active applicants in the 2024 Main Residency Match in 44 specialties or specialty groups. Canadian and Fifth Pathway applicants were excluded because of their small numbers, yielding a final sample size of 44,840 active applicants.

Future iterations of this report will expand this section to include information for all registrants in addition to active applicants. These future versions will also include breakdowns of consent and "do not know/prefer not to answer" rates by matched and accepted specialty in addition to preferred specialty.

Consent Rates

Percentages of active applicants who consented to provide demographic data for research, combining over all applicant types, are shown in Table 3 by preferred specialty, and shown in Table 4 by matched specialty. Overall, 85.4 percent of Main Residency Match applicants consented to provide demographic data in 2024 (N=38,296). Consent rates also varied both by specialty and by applicant type. Among specialties with at least 25 consenting active applicants, the highest consent rates for 2024 were in Pediatrics/Psychiatry/Child and Adolescent Psychiatry by *preferred* specialty (95.0 percent) and Internal Medicine/Emergency Medicine (93.6 percent) by *matched* specialty. The lowest consent rates were in Transitional Year by both *preferred* specialty (77.9 percent) and by *matched* specialty (79.4 percent). Consent to provision of demographic data for research by applicant type, combining over preferred specialties, are shown in Table 1. The highest percentages consenting to use of

data in 2024 was observed among U.S. MD seniors (87.2 percent) while the lowest rate was observed among U.S. DO graduates (76.8 percent).

"Do Not Know" and "Prefer Not to Answer" Responses

The percentage of active applicants who consented to provide demographic data for research and indicated that they did not know or preferred not to answer one or more items was 18.6 percent by both *preferred* specialty and by *matched* specialty. As noted previously, these two response options were combined for the analyses. Among applicants who did not know or preferred not to answer any items, the majority gave this response to only one question, accounting for 13.8 percent of the total sample by *preferred* specialty and 13.9 percent of the total sample by *matched* specialty. As with consent to provide demographic data, do not know/prefer not to answer responses to demographic questions varied by preferred specialty (Table 5) and matched specialty (Table 6). Among individual specialties with at least 25 consenting active applicants, the lowest percentages of applicants who gave any do not know/prefer not to answer responses were in Internal Medicine by *preferred* specialty (15.6 percent) and Orthopaedic Surgery by *matched* specialty (14.5 percent). The highest percentages of applicants endorsing these responses were in Medicine/Psychiatry and Pediatrics/Psychiatry/Child and Adolescent Psychiatry by *preferred* specialty (both 31.6 percent) and Pediatrics/Psychiatry/Child and Adolescent Psychiatry by *matched* specialty (34.6 percent). Do not know/prefer not to answer responses also varied by applicant type (Table 2). The lowest percentage of applicants providing any of these responses was observed among non-U.S. IMGs (12.3 percent); the highest, among U.S. MD graduates (24.0 percent).

Table 1. Consent Rates (%) by Applicant Type—MRM 2024

Applicant Type	Total NRMP active applicants[1], N	Consented to provide demographic data, N (%)
U.S. MD Seniors	19,760	17,226 (87.2)
U.S. DO Seniors	8,032	6,975 (86.8)
U.S. MD Graduates	1,661	1,282 (77.2)
U.S. DO Graduates	616	473 (76.8)
U.S. IMGs	4,751	3,901 (82.1)
Non-U.S. IMGs	10,020	8,439 (84.2)

[1] Active applicants are applicants who certified a rank order list. Excludes Canadian and Fifth Pathway applicants due to small subgroup sizes.

Table 2. "Do Not Know/Prefer Not to Answer" Responses to Demographic Questions by Applicant Type—MRM 2024

Applicant Type	Number[1] of "Do Not Know/Prefer Not to Answer" Responses among Active Applicants[2], %[3]			
	0	1	2	3 or more
U.S. MD Seniors	80.5	14.7	3.0	1.9
U.S. DO Seniors	79.9	15.2	2.8	2.1
U.S. MD Graduates	76.0	15.7	3.9	4.5
U.S. DO Graduates	76.7	16.3	3.0	4.0
U.S. IMGs	77.4	16.0	4.0	2.6
Non-U.S. IMGs	87.7	9.7	1.4	1.2

[1] Two questions pertaining to childhood socioeconomic disadvantage were only asked of applicants who were U.S. citizens. Therefore, the total possible number of "Do Not Know/Prefer Not to Answer" responses was 9 for non-U.S. citizen applicants while 11 for U.S. citizen applicants.

[2] Active applicants are applicants who certified a rank order list. Excludes Canadian and Fifth Pathway applicants due to small subgroup sizes.

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

Table 3. Consent Rates by Preferred Specialty—MRM 2024

Preferred Specialty[2]	Number of Active Applicants[1]	Number Consenting to Provide Demographic Data for Research	Consent Rate (%)
Anesthesiology	2,932	2,496	85.1
Child Neurology	210	182	86.7
Dermatology	916	729	79.6
Emergency Medicine	2,980	2,569	86.2
Family Medicine	4,701	3,951	84.1
Internal Medicine	13,411	11,393	85.0
Internal Medicine/Emergency Medicine	67	57	85.1
Internal Medicine/Pediatrics	488	439	90.0
Internal Medicine/Psychiatry	43	38	88.4
Interventional Radiology (Integrated)	257	216	84.1
Neurological Surgery	415	357	86.0
Neurology	1,478	1,253	84.8
Obstetrics and Gynecology	2,041	1,844	90.4
Orthopaedic Surgery	1,447	1,233	85.2
Otolaryngology	496	418	84.3
Pathology-Anatomic and Clinical	942	792	84.1
Pediatrics	2,902	2,570	88.6
Pediatrics/Psychiatry/Child and Adolescent Psychiatry	40	38	95.0
Physical Medicine and Rehabilitation	740	625	84.5
Plastic Surgery (Integrated)	350	291	83.1
Psychiatry	2,858	2,417	84.6
Radiation Oncology	201	170	84.6
Radiology-Diagnostic	1,566	1,302	83.1
Surgery-General	2,761	2,423	87.8
Thoracic Surgery	97	82	84.5
Transitional Year	190	148	77.9
Vascular Surgery	138	113	81.9
Other Specialties	173	150	86.7
TOTAL	**44,840**	**38,296**	**85.4**

[1] Active applicants are applicants who certified a rank order list. Excludes Canadian and Fifth Pathway applicants due to small subgroup sizes.

[2] Preferred specialties that did not meet the minimum cell size for individual inclusion in this table (< 25 active, consenting respondents) but are included in the "Other Specialties" row include: Diagnostic Radiology/Nuclear Medicine, Emergency Medicine/Anesthesiology, Emergency Medicine/Family Medicine, Family Medicine/Preventive Medicine, Internal Medicine/Anesthesiology, Internal Medicine/Dermatology, Internal Medicine/Medical Genetics, Internal Medicine/Preventive Medicine, Neurodevelopmental Disabilities, Nuclear Medicine, Osteopathic Neuromusculoskeletal Medicine, Pediatrics/Anesthesiology, Pediatrics/Emergency Medicine, Pediatrics/Medical Genetics, Pediatrics/Physical Medicine and Rehabilitation, Psychiatry/Family Medicine, Psychiatry/Neurology.

Table 4. Consent Rates by Matched Specialty—MRM 2024

Matched Specialty[1]	Number of Active Applicants[2]	Number Consenting to Provide Demographic Data for Research	Consent Rate (%)
Anesthesiology	2,133	1,847	86.6
Child Neurology	191	165	86.4
Dermatology	571	464	81.3
Emergency Medicine	2,891	2,514	87.0
Family Medicine	4,577	3,904	85.3
Internal Medicine	10,635	9,114	85.7
Internal Medicine/Emergency Medicine	31	29	93.6
Internal Medicine/Pediatrics	390	352	90.3
Interventional Radiology (Integrated)	187	157	84.0
Neurological Surgery	241	204	84.7
Neurology	1,122	965	86.0
Obstetrics and Gynecology	1,545	1,415	91.6
Orthopaedic Surgery	915	795	86.9
Otolaryngology	381	324	85.0
Pathology-Anatomic and Clinical	621	544	87.6
Pediatrics	2,887	2,551	88.4
Pediatrics/Psychiatry/Child and Adolescent Psychiatry	28	26	92.9
Physical Medicine and Rehabilitation	573	497	86.7
Plastic Surgery (Integrated)	213	184	86.4
Psychiatry	2,246	1,923	85.6
Radiation Oncology	188	161	85.6
Radiology-Diagnostic	1,182	1,007	85.2
Surgery-General	2,194	1,959	89.3
Thoracic Surgery	48	41	85.4
Transitional Year	359	285	79.4
Vascular Surgery	98	84	85.7
Other Specialties	137	120	87.6
TOTAL	**36,584**	**31,631**	**86.5**

[1] Preferred specialties that did not meet the minimum cell size for individual inclusion in this table (< 25 active, consenting respondents) but are included in the "Other Specialties" row include: Diagnostic Radiology/Nuclear Medicine, Emergency Medicine/Anesthesiology, Emergency Medicine/Family Medicine, Family Medicine/Preventive Medicine, Internal Medicine/Anesthesiology, Internal Medicine/Dermatology, Internal Medicine/Medical Genetics, Internal Medicine/Preventive Medicine, Internal Medicine/Psychiatry, Neurodevelopmental Disabilities, Nuclear Medicine, Osteopathic Neuromusculoskeletal Medicine, Pediatrics/Anesthesiology, Pediatrics/Emergency Medicine, Pediatrics/Medical Genetics, Pediatrics/Physical Medicine and Rehabilitation, Psychiatry/Family Medicine, Psychiatry/Neurology.

[2] Active applicants are applicants who certified a rank order list. Excludes Canadian and Fifth Pathway applicants due to small subgroup sizes.

Table 5. "Do Not Know/Prefer Not to Answer" Responses to Demographic Questions by Preferred Specialty—MRM 2024

Preferred Specialty[1]	Number[2] of "Do Not Know/Prefer Not to Answer" Responses among Active Applicants[3], %[4]			
	0	1	2	3 or more
Anesthesiology	81.4	14.4	2.3	1.9
Child Neurology	81.9	15.9	1.1	1.1
Dermatology	78.5	14.8	3.2	3.6
Emergency Medicine	78.7	15.2	3.6	2.5
Family Medicine	79.6	15.6	3.0	1.7
Internal Medicine	84.4	11.8	2.1	1.7
Internal Medicine/Emergency Medicine	80.7	10.5	3.5	5.3
Internal Medicine/Pediatrics	79.0	17.1	2.3	1.6
Internal Medicine/Psychiatry	68.4	26.3	0.0	5.3
Interventional Radiology (Integrated)	81.0	13.9	2.3	2.8
Neurological Surgery	74.0	18.2	3.9	3.9
Neurology	81.3	13.6	3.2	1.9
Obstetrics and Gynecology	81.9	14.6	2.2	1.3
Orthopaedic Surgery	84.4	11.1	1.9	2.7
Otolaryngology	81.1	14.4	2.4	2.2
Pathology-Anatomic and Clinical	77.7	16.7	4.3	1.4
Pediatrics	84.0	13.0	2.3	0.7
Pediatrics/Psychiatry/Child and Adolescent Psychiatry	68.4	18.4	7.9	5.3
Physical Medicine and Rehabilitation	82.9	12.0	2.7	2.4
Plastic Surgery (Integrated)	78.4	15.1	3.4	3.1
Psychiatry	75.0	18.1	4.2	2.7
Radiation Oncology	82.4	12.4	2.9	2.4
Radiology-Diagnostic	81.2	13.4	2.5	2.8
Surgery-General	79.7	14.1	3.8	2.4
Thoracic Surgery	81.7	14.6	2.4	1.2
Transitional Year	78.4	14.9	1.4	5.4
Vascular Surgery	83.2	11.5	1.8	3.5
Other Specialties	84.7	8.0	4.7	2.7
TOTAL	**81.4**	**13.8**	**2.7**	**2.0**

[1] Preferred specialties that did not meet the minimum cell size for individual inclusion in this table (< 25 active, consenting respondents) but are included in the "Other Specialties" row include: Diagnostic Radiology/Nuclear Medicine, Emergency Medicine/Anesthesiology, Emergency Medicine/Family Medicine, Family Medicine/Preventive Medicine, Internal Medicine/Anesthesiology, Internal Medicine/Dermatology, Internal Medicine/Medical Genetics, Internal Medicine/Preventive Medicine, Neurodevelopmental Disabilities, Nuclear Medicine, Osteopathic Neuromusculoskeletal Medicine, Pediatrics/Anesthesiology, Pediatrics/Emergency Medicine, Pediatrics/Medical Genetics, Pediatrics/Physical Medicine and Rehabilitation, Psychiatry/Family Medicine, Psychiatry/Neurology.

[2] Two questions pertaining to childhood socioeconomic disadvantage were only asked of applicants who were U.S. citizens. Therefore, the total possible number of "Do Not Know/Prefer Not to Answer" responses was 9 for non-U.S. citizen applicants while 11 for U.S. citizen applicants.

[3] Active applicants are applicants who certified a rank order list. Excludes Canadian and Fifth Pathway applicants due to small subgroup sizes.

[4] Some percentages may not add to 100 because of rounding.

Table 6. "Do Not Know/Prefer Not to Answer" Responses to Demographic Questions by Matched Specialty—MRM 2024

Matched Specialty[1]	Number[2] of "Do Not Know/Prefer Not to Answer" Responses among Active Applicants[3], %[4]			
	0	1	2	3 or more
Anesthesiology	81.8	13.9	2.3	2.1
Child Neurology	80.6	17.0	1.2	1.2
Dermatology	82.1	12.7	1.5	3.7
Emergency Medicine	78.4	15.5	3.7	2.4
Family Medicine	79.4	15.7	3.1	1.8
Internal Medicine	83.7	12.1	2.4	1.8
Internal Medicine/Emergency Medicine	79.3	6.9	6.9	6.9
Internal Medicine/Pediatrics	79.8	17.1	1.7	1.4
Interventional Radiology (Integrated)	80.3	14.7	2.6	2.6
Neurological Surgery	79.4	15.7	2.5	2.5
Neurology	79.6	14.6	3.6	2.2
Obstetrics and Gynecology	82.6	14.1	2.2	1.1
Orthopaedic Surgery	85.5	10.3	1.9	2.3
Otolaryngology	82.7	13.6	2.2	1.5
Pathology-Anatomic and Clinical	77.2	16.7	4.6	1.5
Pediatrics	84.0	12.9	2.4	0.7
Pediatrics/Psychiatry/Child and Adolescent Psychiatry	65.4	15.4	15.4	3.9
Physical Medicine and Rehabilitation	81.7	12.7	2.8	2.8
Plastic Surgery (Integrated)	77.2	14.7	4.4	3.8
Psychiatry	75.1	18.4	4.3	2.2
Radiation Oncology	82.6	11.8	3.1	2.5
Radiology-Diagnostic	81.0	13.3	2.7	3.0
Surgery-General	81.2	13.4	3.5	1.9
Thoracic Surgery	80.5	19.5	0.0	0.0
Transitional Year	75.8	18.3	3.5	2.5
Vascular Surgery	83.3	11.9	2.4	2.4
Other Specialties	81.7	10.8	3.3	4.2
TOTAL	**81.4**	**13.9**	**2.8**	**1.9**

[1] Preferred specialties that did not meet the minimum cell size for individual inclusion in this table (< 25 active, consenting respondents) but are included in the "Other Specialties" row include: Diagnostic Radiology/Nuclear Medicine, Emergency Medicine/Anesthesiology, Emergency Medicine/Family Medicine, Family Medicine/Preventive Medicine, Internal Medicine/Anesthesiology, Internal Medicine/Dermatology, Internal Medicine/Medical Genetics, Internal Medicine/Preventive Medicine, Internal Medicine/Psychiatry, Neurodevelopmental Disabilities, Nuclear Medicine, Osteopathic Neuromusculoskeletal Medicine, Pediatrics/Anesthesiology, Pediatrics/Emergency Medicine, Pediatrics/Medical Genetics, Pediatrics/Physical Medicine and Rehabilitation, Psychiatry/Family Medicine, Psychiatry/Neurology.

[2] Two questions pertaining to childhood socioeconomic disadvantage were only asked of applicants who were U.S. citizens. Therefore, the total possible number of "Do Not Know/Prefer Not to Answer" responses was 9 for non-U.S. citizen applicants while 11 for U.S. citizen applicants.

[3] Active applicants are applicants who certified a rank order list. Excludes Canadian and Fifth Pathway applicants due to small subgroup sizes.

[4] Some percentages may not add to 100 because of rounding.

Appendix A

Below is a list of the demographic items that were queried of applicants participating in the 2024 Main Residency Match. Due to small cell sizes, not all demographic items could be presented in the report. In future years, as sample size accrues, additional variables and response options will be reported for more specialties and at greater levels of granularity.

Items	Source(s)
Are you of Hispanic, Latino, or Spanish origin or descent? ☐ Yes ☐ No ☐ Don't know/decline to answer **(**If of Hispanic, Latino, or Spanish origin or descent:) Which of these Hispanic, Latino, or Spanish groups best describes you? (*More than one category may be selected.***)** ☐ Mexican, Mexican American, Mexicano, or Chicano ☐ Puerto Rican ☐ Central or South American ☐ Cuban or Cuban American ☐ Dominican (from Dominican Republic) ☐ Spanish (from Spain) ☐ Other (specify) _____ ☐ I do not know ☐ I prefer not to answer Which of these groups describes you? (*More than one category may be selected.*)[a] ☐ White ☐ Black or African American ☐ American Indian or Alaska Native (American Indian includes North American, Central American, and South American Indians) ☐ Native Hawaiian	Adapted from Substance Abuse and Mental Health Services Administration National Survey on Drug Use and Health

☐ Guamanian or Chamorro ☐ Samoan ☐ Other Pacific Islander ☐ Asian (including: Asian Indian, Pakistani, Bangladeshi, Sri Lankan, Chinese, Filipino, Japanese, Korean, and Vietnamese) ☐ Other (specify) _____ ☐ I do not know ☐ I prefer not to answer (*If identified as Asian*:) Please tell me which of these Asian groups describes you? ☐ Asian Indian ☐ Pakistani ☐ Bangladeshi ☐ Sri Lankan ☐ Chinese ☐ Filipino ☐ Japanese ☐ Korean ☐ Vietnamese ☐ Other (specify) _____ ☐ I do not know ☐ I prefer not to answer (*If identified as other racial group 2 questions previously*) Please tell me which other racial group describes you _____ ☐ I do not know ☐ I prefer not to answer	
How would you characterize the area in which you grew up? ☐ Rural	Developed by Work Group

☐ Suburban ☐ Urban ☐ I do not know ☐ I prefer not to answer	
Are you the first member of your family to graduate from college? ☐ Yes, immediate family ☐ Yes, extended family ☐ No ☐ I do not know ☐ I prefer not to answer	Developed by Work Group
Are you the first member of your family to graduate from medical school? ☐ Yes, immediate family ☐ Yes, extended family ☐ No ☐ I do not know ☐ I prefer not to answer	Developed by Work Group

(These two items were only asked of U.S. citizens.) Before you were 18 years old, was there ever a time when your family received money from government assistance programs? Examples include: food stamps or Supplemental Nutrition Assistance Program (SNAP); National School Lunch Program; general assistance; welfare; Aid to Families with Dependent Children; or Temporary Assistance for Needy Families? ☐ Yes ☐ No ☐ I do not know ☐ I prefer not to answer Before you were 18, did you have to work to contribute to your family's income? ☐ Yes ☐ No ☐ I do not know ☐ I prefer not to answer	Adapted from National Institute on Alcohol Abuse and Alcoholism National Epidemiologic Survey on Alcohol and Related Conditions-III, 2011
What sex were you assigned at birth? ☐ Male ☐ Female ☐ I prefer not to answer	Association of American Medical Colleges (AAMC) Matriculating Student Questionnaire (MSQ) and Year 2 Questionnaire (Y2Q), 2020
What is your current gender identity? Select all that apply: ☐ Male ☐ Female ☐ Trans male/Trans man ☐ Trans female/Trans woman ☐ Genderqueer/gender nonconforming	AAMC MSQ and Y2Q, 2020

☐ Different identity (please state) _____ ☐ I prefer not to answer	
How do you self-identify? ☐ Bisexual ☐ Gay or lesbian ☐ Heterosexual or straight ☐ I do not know ☐ I prefer not to answer If one of the above three identities did not best describe you, then with what identity do you feel more comfortable? I self-identify as: _____ ☐ I prefer not to answer	Adapted from AAMC Y2Q and MSQ, 2020
Are you a person with a disability (e.g., ADHD, learning, psychological, chronic health, mobility, hearing, vision, etc.)? ☐ Yes ☐ No ☐ I do not know ☐ I prefer not to answer	AAMC Y2Q, 2020

(*If responded affirmatively to the above*:) Which of the following best describes your disability? If you have more than one type, select all that apply. (Optional: please add a brief description where provided.) ☐ Attention deficit/hyperactivity disorder ☐ Chronic health disability ☐ Deaf or hard of hearing ☐ Learning disability ☐ Mobility disability ☐ Psychological disability ☐ Visual disability ☐ Other ☐ I do not know ☐ I prefer not to answer	AAMC Y2Q, 2020
(*If responded "yes" to disability question*:) Did you request accommodations from your medical school? ☐ Yes ☐ No ☐ I do not know ☐ I prefer not to answer	AAMC Y2Q, 2020
(*If responded "yes" to whether requested accommodations*:) Has your medical school provided accommodations for your disability? ☐ Yes ☐ No ☐ I do not know ☐ I prefer not to answer	AAMC Y2Q, 2020

(*If accommodation not provided*:) Which of the following best describes why your medical school did not or has not provided accommodations? ☐ My request for accommodations was denied ☐ My request for accommodations is under review ☐ I do not know ☐ I prefer not to answer	AAMC Y2Q, 2020
(*If responded "no" to whether requested accommodations*:) Which of the following best describes why you did not request accommodations from your medical school? ☐ I have not requested accommodations because I feel I do not need accommodations ☐ I have not requested accommodations for other reasons (*Please specify*: _____) ☐ I do not know ☐ I prefer not to answer	AAMC Y2Q, 2020

[a] Applicant-reported race is reported here with each applicant classified in a single category based on a modification of the Census Bureau algorithm as implemented in the 2010 Census. In the future the NRMP Research Team plans to explore other approaches that may have greater utility for classification. Going forward the NRMP Research Team will also examine the subgroup compositions of the race identity categories and develop additional codes for them as needed.

In the categorization used for this report, applicants were assigned to categories using the following order of precedence: Native American/Alaska Native, Pacific Islander, Asian, Black/African American, White, and Other.