



**Charting Outcomes™:
Program Director Survey Results
Main Residency Match® 2026**

August 2026

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Introduction

In March 2026, the National Resident Matching Program® (NRMP®) conducted its biennial Program Director Survey, targeting directors of all programs participating in the Main Residency Match® (MRM). This survey, held every even year (e.g., 2022, 2024, 2026), aims to identify the criteria program directors use to (1) select applicants for interviews, and (2) rank applicants for the MRM.

The survey was distributed to program directors who had submitted a rank order list (ROL) for the 2026 MRM. It was conducted during the 11-day period between the ROL certification deadline and the beginning of Match Week to ensure that Match outcomes did not influence responses.

Survey

The survey included items across the following domains:

Overall review, selection, and ranking behaviors

The number of applications received, applications rejected, applications receiving holistic review, interview invitations sent, and applicants interviewed and ranked. How often applicants are invited to interview and ranked is also presented by applicant type.

Medical licensure exam results for interview selection

The specific medical licensure exam(s) required to be taken and score requirements of those exams for interview selection, presented by applicant type.

Endorsement and importance of factors considered for interview and ranking selection

The frequency of endorsement and importance ratings of factors considered for interview and ranking selection (i.e., academic metrics, interview day experiences, personal qualities, etc.)

NRMP's [interactive Tableau report](#) includes a table of contents that separately lists each of the visualizations contained within the interactive report, and each of those visualizations appears as a separate page/screen. For the purposes of this narrative, those pages are referred to as “tabs.” Users can navigate between tabs directly by clicking on the tabs along the top of the screen or by using the blue arrows that appear on each individual page. Users can return to the table of contents by hovering over the home icon in the upper-left corner.

Survey Modifications in 2026

For a complete list of assessment items, please refer to the [appendix](#) within this document.

Medical licensure exam results have been reported in prior versions of the Program Director Survey Results; however, modifications were made to these assessment items in 2026 to improve clarity and support a more accurate interpretation of the questions and reported findings.

In prior versions of the survey, questions about licensure exams did not disentangle which exam(s) were required to be *taken* from the required *results* for those exams, which may have led to respondents interpreting the original questions differently than intended. These items were revised to separate these concepts into a two-step format. This year, program directors were first asked which licensure exams, if any, applicants (separated by applicant type) were required to take to be considered for an interview. They then were asked to indicate the result requirement for each selected exam.

The changes are reflected in Tableau by separating the 2024 and 2026 data to more easily distinguish the difference between the questions. For any user interested in directly comparing each 2026 tab to the 2024 counterpart, there are new blue buttons in the upper-right corner within Tableau allowing for a seamless toggle between the two sets of data. However, any comparisons between the two years should be made cautiously in light of the assessment changes explained above.

Thus, **new tabs** include:

- Exam Taken: MD and IMG - reports the percentage of programs requiring U.S. MD and IMG applicants to take USMLE Step 1, Step 2 CK, and Step 3 for interview consideration.
- Exam Taken: DO - reports the percentage of programs requiring U.S. DO applicants to take COMLEX Level 1, Level 2 CE, and Level 3, and USMLE Step 1, Step 2 CK, Step 3 for interview consideration.
- Tabs for COMLEX Level 1/USMLE Step 1, COMLEX Level 2 CE/USMLE Step 2 CK, and COMLEX Level 3/USMLE Step 3, exam result requirements for U.S. DO applicants.

The response combinations presented in the interactive report for the COMLEX Level 1/USMLE Step 1 exam result requirements for U.S. DO applicants include*:

1. Require COMLEX and USMLE pass
2. Require COMLEX pass only
3. Do not require pass for both

**“Require USMLE pass only” is not represented in the interactive report as no respondents fell into this category.*

The response combinations presented in the interactive report for COMLEX Level 2 CE/USMLE Step 2 CK and COMLEX Level 3/USMLE Step 3 exam result requirements for U.S. DO applicants include:

1. Require a target score for both exams
2. Require pass or prefer score for both exams
3. Require target score for COMLEX, require pass or prefer score for USMLE
4. Require pass or prefer score for COMLEX, require target score for USMLE
5. Do not require a pass for one or both exams

Response Rate

The overall response for all specialties combined was 12.7% ($N = 861$). Specialty-specific response rates for Transitional Year programs and programs in the 21 specialties with 10 or more responses are shown in the table below. The "All Others" category consolidates 24 specialties, including 17 combined programs (e.g., Emergency Medicine/Anesthesiology, Pediatrics/Psychiatry/Child Psychiatry), that submitted fewer than 10 responses. The "All Others" category was only included in analyses encompassing all specialties combined.

Specialty	Surveys Sent	Number Responding	Response Rate
Anesthesiology	304	36	11.8%
Child Neurology (Neurology)	106	12	11.3%
Dermatology	189	13	6.9%
Emergency Medicine	303	57	18.8%
Family Medicine	848	148	17.5%
Internal Medicine	1,210	115	9.5%
Internal Medicine/Pediatrics	81	13	16.1%
Neurological Surgery	121	12	9.9%
Neurology	224	30	13.4%
Obstetrics and Gynecology	327	54	16.5%
Orthopaedic Surgery	223	22	9.9%
Otolaryngology	140	13	9.3%
Pathology-Anatomic and Clinical	174	24	13.8%
Pediatrics	281	57	20.3%
Physical Medicine and Rehabilitation	135	16	11.9%
Plastic Surgery (Integrated)	94	10	10.6%
Psychiatry	433	50	11.6%
Radiology-Diagnostic	228	31	13.6%
Surgery-General	647	59	9.1%
Transitional Year	239	31	13.0%
Vascular Surgery (Integrated)	83	13	15.7%
All Others*	416	45	10.8%
Total	6,806	861	12.7%

*Specialties with fewer than 10 responses: Dermatology/Internal Medicine, Diagnostic Radiology/Nuclear Medicine, Emergency Medicine/Aerospace Medicine, Emergency Medicine/Anesthesiology, Emergency Medicine/Family Medicine, Emergency Medicine/Internal Medicine, Internal Medicine/Aerospace Medicine, Internal Medicine/Medical Genetics, Internal Medicine/Preventive Medicine, Internal Medicine/Psychiatry, Interventional Radiology (Integrated), Neurodevelopmental Disabilities, Occupational & Environmental Med, Osteopathic Neuromusculoskeletal Medicine, Pediatrics/Anesthesiology, Pediatrics/Emergency Medicine, Pediatrics/Medical Genetics, Pediatrics/Physical Medicine & Rehabilitation, Pediatrics/Psych/Child Psychiatry, Psychiatry/Family Medicine, Psychiatry/Neurology, Public Health & Preventive Medicine, Radiation Oncology, Thoracic Surgery (Integrated)

Summary of Results

Interpret the following results with caution, considering the response rates shown in the table above.

Applicant Selection Behaviors

(tab: [Applicant Selection Behaviors](#))

- The specialties (excluding Transitional Year) with the highest mean number of applications received were Internal Medicine, Surgery-General, Pediatrics, Anesthesiology, and Psychiatry.
- The specialties (excluding Transitional Year) with the highest mean number of interview invitations sent/applicants interviewed and applicants ranked were Pediatrics, Internal Medicine, Emergency Medicine, Anesthesiology, and Family Medicine.

Interview and Ranking Selection by Applicant Type

(tabs: [Interview by Applicant Type](#) | [Ranking by Applicant Type](#))

- In nine specialties (Anesthesiology, Child Neurology (Neurology), Dermatology, Internal Medicine/Pediatrics, Neurological Surgery, Otolaryngology, Plastic Surgery (Integrated), Radiation Oncology, and Vascular Surgery (Integrated)) 100% of the program directors who responded indicated that they “often” *interview* and *rank* **U.S. MD seniors**.
- Program Directors in Family Medicine, Pathology-Anatomic and Clinical, Physical Medicine and Rehabilitation, Emergency Medicine, and Psychiatry most frequently ($\geq 90\%$) endorsed that they “often” *interview* and *rank* **U.S. DO seniors**.
- Program Directors in Pathology-Anatomic and Clinical most frequently endorsed that they “often” *interview* and *rank* both **U.S. IMGs and Non-U.S. IMGs** ($\geq 71\%$). Pediatrics, Family Medicine, and Internal Medicine had the next highest reports of “often” *interviewing* and *ranking* **U.S. IMGs** (49-57%). Neurology had high rates of program director endorsement for *interviewing* only.

Percentage of programs requiring medical licensure exams to be **taken** for interview consideration

(tabs: [Exam Taken: MD & IMGs](#) | [Exam Taken: DO](#))

- For **U.S. MD applicants**, 92% of programs reported requiring applicants to have taken USMLE Step 1 and 76% reported requiring USMLE Step 2 CK for interview consideration regardless of result requirement.
- For **IMG applicants**, 92% of programs reported requiring applicants to have taken USMLE Step 1 and 84% reported requiring USMLE Step 2 CK for interview consideration regardless of result requirement.
- For **U.S. DO applicants**, 76% reported requiring COMLEX Level 1 and 37% of programs reported requiring USMLE Step 1 for interview consideration regardless of result requirement.

Percentage of programs requiring medical licensure exams to be taken by **result** requirement for interview consideration

(tabs: [Exam Result: MD & IMGs](#) | [Exam Result: DO](#))

- USMLE Steps 1/ 2 CK/ 3
 - Of programs that required applicants to have taken USMLE Step 1, most required a passing result for interview consideration for **U.S. MD Seniors and Graduates** (96%), **U.S. DO Seniors and Graduates** (94%), and **IMGs** (97%).

- Of programs requiring USMLE Step 2 CK, programs reported requiring applicants to reach a target score for **U.S. MD Seniors and Graduates** (26%), **U.S. DO Seniors and Graduates** (34%), and **IMGs** (32%).
- COMLEX Levels 1/ 2 CE/ 3
 - For **U.S. DO Seniors and Graduates**, 96% of programs that required applicants to have taken COMLEX Level 1 required a pass result for COMLEX Level 1. Of programs requiring a COMLEX Level 2 CE result, 43% required a pass, 35% preferred a target score, and 20% required a target score.

Exam outcome requirements among programs who interview U.S. DO applicants

(tabs: [2026 Level 1/Step 1: DO](#) | [2026 Level 2/Step 2: DO](#) | [2026 Level 3/Step 3: DO](#))

- **These data are limited to respondents who reported requiring both COMLEX and USMLE exams and specified outcome requirements for both.**
 - Across all specialties, 94% (n=139) of programs required U.S. DO applicants to pass both the COMLEX Level 1 and USMLE Step 1 exams. In 12 of the 18 responding specialties, every respondent that indicated pre-requisite outcomes also required a pass for both USMLE Step 1 and COMLEX Level 1. Exceptions included Emergency Medicine (88%), Family Medicine (94%), Internal Medicine (89%), Internal Medicine/Pediatrics (50%), Obstetrics and Gynecology (91%), and Physical Medicine and Rehabilitation (67%).
 - Across all specialties, 66% of programs required U.S. DO applicants to pass and/or prefer but do not require a score on both the COMLEX Level 2 CE and USMLE Step 2 CK exams. Among responding specialties, all 100%, (n_{total}=10) of Child Neurology (n=3), Orthopaedic Surgery (n=1), Pediatrics (n=5), and Vascular Surgery (Integrated) (n=1) programs required a pass or preferred a score on both exams.

Selecting Applicants to Interview and Rank

(tabs: [Selecting Applicants to Interview](#) | [Selecting Applicants to Rank](#))

Program directors were asked to identify factors they considered in selecting applicants for interview and for ranking. For all factors selected, respondents rated the importance of that factor on a scale of *1=not important* to *5=extremely important*. The percentages below indicate the percentage of respondents who selected a factor while means (*M*) indicate mean importance ratings for that specific factor.

- Program director key considerations for *interviewing* included USMLE Step 2 CK score (89%, *M* = 4.0), USMLE Step 1 pass (87%, *M* = 4.4), and specialty-specific letters of recommendation (86%, *M* = 4.0).
- For *ranking*, key considerations were interpersonal skills (89%, *M* = 4.7), interactions during interviews (84%, *M* = 4.7), and feedback from current residents (74%, *M* = 4.5).
- As in prior years, while only 20% of program directors indicated that an applicant being flagged for a Match violation was a consideration for *interview* selection and 15% for *ranking*, this item had the highest mean importance across all factors (*M (interview)* = 4.7, *M (ranking)* = 4.8).

Appendix: 2026 Program Director Survey Questionnaire

1. Residency Program*: _____ [free text]

2. Is yours an academic or a community program?*

- Academic (*housed within an academic medical center*)
- Community (*affiliated with a medical school but not housed within an academic medical center*)
- Other -*please specify*: _____ [free text]
- Not sure

3. How many Main Residency Match cycles have you participated in as a Program Director?*

- This is my first Match cycle
- 1-2 previous Match cycles
- 3-4 previous Match cycles
- 5+ previous Match cycles

Please provide the following numbers about your residency applications and interviews in the 2026 Main Residency Match:

4. Quota in the Match _____

5. Applications received _____

6. Applications rejected based on a standardized screening process _____

7. Applications that received a holistic review _____

8. Number of preference signals received (if applicable)* _____

9. Interview invitations sent _____

10. Applicants interviewed _____

11. Applicants ranked _____

12. Does the receipt of preference (program) signals impact your review and selection process?*

- Yes
- No
- Not applicable (my program did not participate in preference signaling)

[Display Logic 1: Show Q13 if Q12 = yes]

13. What part(s) of the review and selection process is/are impacted by the receipt of preference (program) signals?*

- 13a Initial review/screening of applications
- 13b Selecting applicants for interviews
- 13c Selecting applicants for inclusion on your rank order list
- 13d Other (please describe) _____ [free text]

[Display Logic 2: Show Q14 if ONLY 13a checked]

14. How does program signaling impact your initial review/screening of applications?* [Free text]

[Display Logic 3: Show Q15 if ONLY 13b checked]

15. How does program signaling impact your selection of applicants for interviews?* [Free text]

[Display Logic 4: Show Q16 if ONLY 13c checked]

16. How does program signaling impact your selection of applicants for inclusion on your rank order list?* *[Free text]*

[Display Logic 5: Show Q17 if 13d checked OR multiple options selected]

17. How does program signaling impact your review and selection process?* *[Free text]*

The following questions are based on interview procedures in your program.

18. What interview format did you use this recruitment season?*

- In-person
- Virtual
- Hybrid

19. About what percentage of your interviews were conducted virtually this year?*

- 25% or fewer
- 26-50%
- 51-75%
- 76-99%
- 100%

20. Does your program offer post-interview in-person visit opportunity?*

- Yes
- No

21. How often did you interview candidates from each of these applicant groups for the 2026 Match?

	Never	Seldom	Often
21a Seniors in a U.S. MD-granting (allopathic) Medical School	☐	☐	☐
21b Seniors in a U.S. DO-granting (osteopathic) Medical School	☐	☐	☐
21c Graduates of a U.S. MD-granting (allopathic) Medical School	☐	☐	☐
21d Graduates of a U.S. DO-granting (osteopathic) Medical School	☐	☐	☐
21e U.S. Citizen Students/Graduates of an International Medical School	☐	☐	☐
21f Non-U.S. Citizen Students/Graduates of an International Medical School	☐	☐	☐

22. How often did you rank candidates from each of these applicant groups for the 2026 Match?

	Never	Seldom	Often
22a Seniors in a U.S. MD-granting (allopathic) Medical School	☐	☐	☐
22b Seniors in a U.S. DO-granting (osteopathic) Medical School	☐	☐	☐
22c Graduates of a U.S. MD-granting (allopathic) Medical School	☐	☐	☐
22d Graduates of a U.S. DO-granting (osteopathic) Medical School	☐	☐	☐

22e U.S. Citizen Students/Graduates of an International Medical School	☐	☐	☐
22f Non-U.S. Citizen Students/Graduates of an International Medical School	☐	☐	☐

[Display Logic 6: Show Q23 if 21b or 21d or 22b or 22d = SELDOM/OFTEN for interview and/or ranking]

23. Which of the following licensure exams, if any, did your program require that U.S. DO applicants take to be considered for an interview?

- ☐ 23a COMLEX-USA Level 1
- ☐ 23b COMLEX-USA Level 2-Cognitive Evaluation (CE)
- ☐ 23c COMLEX-USA Level 3
- ☐ 23d USMLE Step 1
- ☐ 23e USMLE Step 2 Clinical Knowledge (CK)
- ☐ 23f USMLE Step 3
- ☐ 23g I do not require any of the above exams to consider U.S. DO applicants for an interview. *(if selected, no other responses can be selected)*

24. *[pipe in from Q23] [Display logic 7: Display Q24 if 23a or 23d (Level or Step 1) is selected in Q23]*

You indicated that to be considered for an interview, you require that U.S. DO applicants take the following exam(s). Please indicate what your result requirement is for each exam.

	Require a pass	Do not require a pass (i.e., only require exam to be completed)
<i>[Display Logic 8: display if 23a is selected]</i> 24a COMLEX-USA Level 1	☐	☐
<i>[Display Logic 9: display if 23d is selected]</i> 24b USMLE Step 1	☐	☐

25. *[pipe in from Q23]* You indicated that to be considered for an interview, you require that U.S. DO applicants take the following exam(s). Please indicate what your result requirement is for each exam.

[Display Logic 10: Display Q25 if 23b, 23c, 23e, or 23f (Level or Step 2 or 3) is selected in Q23]

	Require a pass only	Require a target score	Prefer but do not require a score	Do not require a pass (i.e., only require exam to be completed)
25a <i>[Display Logic 11: display if 23b is selected]</i> COMLEX-USA Level 2–Cognitive Evaluation (CE)	☐	☐	☐	☐
25b <i>[Display Logic 12: display if 23c is selected]</i> COMLEX-USA Level 3	☐	☐	☐	☐
25c <i>[Display Logic 13: display if 23e is selected]</i> USMLE Step 2 Clinical Knowledge (CK)	☐	☐	☐	☐

25d <i>[Display Logic 14: display if 23f is selected]</i> USMLE Step 3	☐	☐	☐	☐
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26. *[Display Logic 15: Display Q26 if 21a or 21c or 22a or 22c = SELDOM/OFTEN for interview and/or ranking]*

Which of the following licensure exams, if any, did your program require that U.S. MD applicants take to be considered for an interview? *Select all that apply.*

- 26a USMLE Step 1
- 26b USMLE Step 2 Clinical Knowledge (CK)
- 26c USMLE Step 3
- 26d I do not require any of the above exams to consider U.S. MD applicants for an interview (*if selected, no other responses can be selected*)

27. *[pipe in from Q26]* You indicated that to be considered for an interview, you require that U.S. MD applicants take the following exam(s). Please indicate what your result requirement is for this exam.

[Display Logic 16: Display Q27 if 26a (Step 1) is selected in Q26]

	Require a pass	Do not require a pass (i.e., only require exam to be completed)
27a <i>[Display Logic 16: display if 26a selected]</i> USMLE Step 1	☐	☐

28. *[pipe in from Q26]* You indicated that to be considered for an interview, you require that U.S. MD applicants take the following exam(s). Please indicate what your result requirement is for these exams.

[Display Logic 17: Display Q28 if 26b or 26c Step 2 or 3 is selected in Q26]

	Require a pass only	Require a target score	Prefer but do not require a score	Do not require a pass (i.e., only require exam to be completed)
28a <i>[Display Logic 18: display if 26b is selected]</i> USMLE Step 2 Clinical Knowledge (CK)	☐	☐	☐	☐
28b <i>[Display Logic 19: display if 26c is selected]</i> USMLE Step 3	☐	☐	☐	☐

29. *[Display Logic 20: Display Q29 if 21e or 21f or 22e or 22f = SELDOM/OFTEN for interview and/or ranking for IMG]*

Which of the following licensure exams, if any, did your program require that graduates of international medical schools (IMGs) take to be considered for an interview? *Select all that apply.*

- 29a USMLE Step 1
- 29b USMLE Step 2 Clinical Knowledge (CK)
- 29c USMLE Step 3

- 29d I do not require any of the above exams to consider IMG applicants for an interview (if selected, no other responses can be selected)

30. *[pipe in from Q29]* You indicated that to be considered for an interview, you require that IMG applicants take the following exam(s). Please indicate what your result requirement is for this exam.

[Display Logic 21: Display Q30 if 29a (Step 1) is selected in Q29]

	Require a pass	Do not require a pass (i.e., only require exam to be completed)
30a USMLE Step 1	☐	☐

31. *[pipe in from Q29]* You indicated that to be considered for an interview, you require that IMG applicants take the following exam(s). Please indicate what your result requirement is for these exams.

[Display Logic 22: Display Q31 if 29b or 29c (Step 2 or 3) is selected in Q29]

	Require a pass only	Require a target score	Prefer but do not require a score	Do not require a pass (i.e., only require exam to be completed)
31a <i>[Display Logic 23: display if 29b is selected]</i> USMLE Step 2 Clinical Knowledge (CK)	☐	☐	☐	☐
31b <i>[Display Logic 24: display if 29c is selected]</i> USMLE Step 3	☐	☐	☐	☐

The following questions are based on the transition of Step/Level 1 to pass/fail.

32. My program is placing more emphasis on other aspects of the application when selecting applicants for interview because of the transition to pass/fail.*

- Yes
- No

33. My program is placing more emphasis on other aspects of the application when selecting and ranking applicants on our rank order list because of the transition to pass/fail.*

- Yes
- No

[Display Logic 25: Show Q34 if Q32 = yes] [max = 3 answers]

34. Please select up to three (3) of the most important considerations your program uses when selecting applicants for interview because of the transition of Step/Level 1 to pass/fail.*

- 34a Step 2 CK/Level 2-CE scores
- 34b Medical Student Performance Evaluation (MSPE/Dean's Letter)
- 34c Receipt of preference (program) signal
- 34d Geographic preferences
- 34e Medical school grades
- 34f Past experiences section

- 34g Other - please describe ____ *[free text]*

[Display Logic 26: Show Q35 if Q33 = yes] [max = 3 answers]

35. Please select up to three (3) of the most important considerations your program uses when selecting and ranking applicants on your rank order list because of the transition of Step/Level 1 to pass/fail.

- 35a Step 2 CK/Level 2-CE scores
- 35b Medical Student Performance Evaluation (MSPE/Dean's Letter)
- 35c Receipt of preference (program) signal
- 35d Geographic preferences
- 35e Medical school grades
- 35f Past experiences section
- 35g Other - please describe ____ *[free text]*

36. Which of the following factors did your program use in selecting applicants for interview in the 2026 Main Residency Match? Please select ALL that apply.

Education and Performance

- 36a Medical Student Performance Evaluation (MSPE/Dean's Letter)
- 36b Class ranking/quartile
- 36c Grades in required clerkships
- 36d Awards or special honors in clinical clerkships
- 36e Grades in clerkship in desired specialty
- 36f Awards or special honors in clerkship in desired specialty
- 36g Awards or special honors in basic sciences
- 36h Evidence of continuous medical education without gaps
- 36i Consistency of grades
- 36j Accreditation status of applicant's medical school
- 36k How applicant's medical school handled virtual rotations
- 36l Graduate of highly-regarded medical or osteopathic school
- 36m Alpha Omega Alpha (AOA) membership
- 36n Sigma Sigma Phi (osteopathic honor society) membership
- 36o Gold Humanism Honor Society (GHHS) membership

Standardized Licensure Tests

- 36p USMLE Step 1 pass
- 36q USMLE Step 2 Clinical Knowledge (CK) score
- 36r USMLE Step 3 score
- 36s COMLEX-USA Level 1 pass
- 36t COMLEX-USA Level 2-Clinical Evaluation (CE) score
- 36u COMLEX-USA Level 3 score
- 36v Any failed attempt in USMLE
- 36w Any failed attempt in COMLEX-USA

Personal Qualities

- 36x Personal Statement (*overall*)
- 36y Diversity characteristics (e.g., race/ethnicity, citizenship/immigration status, whether first-generation higher education or medical school)
- 36z History (conveyed in Personal Statement, MSPE, or letters of recommendation) of having overcome significant obstacles
- 36aa Perceived commitment to specialty

- 36bb Receipt of preference (program) signal
- 36cc Geographic preferences
- 36dd Interest in academic career
- 36ee Demonstrated involvement and interest in research
- 36ff Evidence of professionalism and ethics
- 36gg Leadership qualities
- 36hh Volunteer/extracurricular experiences
- 36ii Other life experience
- 36jj Fluency in language spoken by your patient population

Other Knowledge of Applicants

- 36kk Letters of recommendation in the specialty
- 36ll Personal prior knowledge of the applicant
- 36mm Applicant was flagged with Match violation by the NRMP
- 36nn Visa status
- 36oo Ability to work legally in the U.S. without a visa
- 36pp Audition elective/rotation within your department
- 36qq Away rotation in your specialty at another institution
- 36rr Other (please specify) *[free text]*

37. You said your program used the following factors in selecting applicants for interview. Please rate the importance of each factor. *(Display Logic 27: Answers piped from Q36) [37a-37rr]*

	1 Not important	2 Slightly important	3 Moderately important	4 Very important	5 Extremely important
<i>Options piped from Q36a-36rr</i>	☐	☐	☐	☐	☐

38. Which of the following factors did your program use in selecting and ranking applicants on the rank order list in the 2026 Main Residency Match? Please select ALL that apply.

Education and Performance

- 38a Medical Student Performance Evaluation (MSPE/Dean's Letter)
- 38b Class ranking/quartile
- 38c Grades in required clerkships
- 38d Awards or special honors in clinical clerkships
- 38e Grades in clerkship in desired specialty
- 38f Awards or special honors in clerkship in desired specialty
- 38g Awards or special honors in basic sciences
- 38h Evidence of continuous medical education without gaps
- 38i Consistency of grades
- 38j Accreditation status of applicant's medical school
- 38k How applicant's medical school handled virtual rotations
- 38l Graduate of highly-regarded medical or osteopathic school
- 38m Alpha Omega Alpha (AOA) membership
- 38n Sigma Sigma Phi (osteopathic honor society) membership
- 38o Gold Humanism Honor Society (GHHS) membership

Standardized Licensure Tests

- 38p USMLE Step 1 pass

- 38q USMLE Step 2 Clinical Knowledge (CK) score
- 38r USMLE Step 3 score
- 38s COMLEX-USA Level 1 pass
- 38t COMLEX-USA Level 2-Clinical Evaluation (CE) score
- 38u COMLEX-USA Level 3 score
- 38v Any failed attempt in USMLE
- 38w Any failed attempt in COMLEX-USA

Interview Day

- 38x Interpersonal skills
- 38y Applicant facility with meeting platform technology
- 38z Interactions with faculty during interview and visit
- 38aa Interactions with house staff during interview and visit
- 38bb Feedback from current residents
- 38cc Second interview/visit
- 38dd Other post-interview contact

Personal Qualities

- 38ee Personal Statement
- 38ff Diversity characteristics
- 38gg History of having overcome significant obstacles
- 38hh Perceived commitment to specialty
- 38ii Receipt of preference (program) signal
- 38jj Geographic preferences
- 38kk Interest in academic career
- 38ll Demonstrated involvement and interest in research
- 38mm Evidence of professionalism and ethics
- 38nn Leadership qualities
- 38oo Volunteer/extracurricular experiences
- 38pp Other life experience
- 38qq Fluency in language spoken by your patient population

Other Knowledge of Applicants

- 38rr Letters of recommendation in the specialty
- 38ss Personal prior knowledge of the applicant
- 38tt Applicant was flagged with Match violation by the NRMP
- 38uu Visa status
- 38vv Ability to work legally in the U.S. without a visa
- 38ww Audition elective/rotation within your department
- 38xx Away rotation in your specialty at another institution
- 38yy Other (please specify). *[free text]*

39. You said your program used the following factors in selecting and ranking applicants on the rank order list. Please rate the importance of each factor. (*Display Logic 28: Answers piped from Q38*) [39a-39yy]

	1 Not important	2 Slightly important	3 Moderately important	4 Very important	5 Extremely important
<i>Options piped from Q38a-38yy</i>	☐	☐	☐	☐	☐

The following questions are about holistic review practices.

40. In your opinion, does your program engage in holistic review practices when selecting applicants for interviews and/or for inclusion on the program's rank order list?*

- Yes
- No

41. Please define what "holistic review" means to you.* *[Free text]*

[Display Logic 29: Display Q42if Q40 =yes]

42. Please describe what your program's holistic review practices entail.* *[Free text]*

43. Is there other information about applicants or medical schools that you consider in making decisions about applicant recruitment, interview, and ranking? Is there information that is not currently available to you and to which you would like to have access? *(Please specify)* [Free text]*

Data for these items are **not presented in the Tableau dashboard; however, many have been/will be included in more in-depth deliverables produced by the NRMP.*