

# **Results of the 2016 NRMP Program Director Survey**

June 2016

Requests for permission to use these data as well as questions about the content of this publication or the National Resident Matching Program data and reports may be directed to Mei Liang, Director of Research, NRMP, at <a href="mailto:datarequest@nrmp.org">datarequest@nrmp.org</a>.

Questions about the NRMP should be directed to Mona M. Signer, President and CEO, NRMP, at <a href="mailto:admin@nrmp.org">admin@nrmp.org</a>.

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## **Table of Contents**

Introduction	1
All Specialties.	2
Charts for Individual Specialties	
Anesthesiology	Q
Child Neurology	
Dermatology	
Emergency Medicine	
Family Medicine	
Internal Medicine	
Internal Medicine/Pediatrics	
Neurological Surgery	
Neurology	
Obstetrics and Gynecology	
Orthopaedic Surgery	
Otolaryngology	
Pathology	
Pediatrics	
Physical Medicine and Rehabilitation	
Plastic Surgery	
Psychiatry	
Radiation Oncology	
Radiology-Diagnostic	
Surgery	
Thoracic Surgery	
Transitional Year	
Vascular Surgery	

#### Introduction

In March 2016, the National Resident Matching Program (NRMP) conducted its biennial survey of the directors of all programs participating in the Main Residency Match<sup>®</sup>. The primary purpose of the survey was to shed light on the factors that program directors use to (1) select applicants to interview and (2) rank applicants for the Match.

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

The survey solicited information on:

- the number of applications received, screened, and reviewed, as well as the number of applicants interviewed and ranked
- whether the program typically interviews and ranks specific applicant groups
- use of test scores in considering which applicants to i nterview, and
- the factors used for both interview selection and for ranking applicants.

The overall response rate for all specialties in this report was 39.9 percent. Transitional Year programs and programs in 22 specialties with 10 or more responses are included in this report. Response rates are listed in the table below.

Additional questions were added to the 2016 questionnaire. In

this survey, program directors were asked to indicate the percentage of interview invitations sent and interviews conducted in certain time periods. They also were asked how often they interviewed and ranked candidates from each applicant group. In addition, program directors rated factors used in assessing residents' success. In surveys conducted prior to 2014, program directors were asked to indicate factors they used in selecting applicants to interview and to rate the importance of each factor in ranking. Beginning with the 2014 survey, program directors have been asked to indicate factors they used in selecting applicants to interview and rank and rate their importance on a scale of 1 to 5.

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

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

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

Specialty	Surveys Sent	Number Responding	Response Rate
Anesthesiology	129	57	44.2%
Child Neurology	70	36	51.4%
Dermatology	113	39	34.5%
Emergency Medicine	166	80	48.2%
Family Medicine	454	190	41.9%
Internal Medicine	408	163	40.0%
Internal Medicine/Pediatrics	79	28	35.4%
Neurological Surgery	105	32	30.5%
Neurology	132	55	41.7%
Obstetrics and Gynecology	236	95	40.3%
Orthopaedic Surgery	150	66	44.0%
Otolaryngology	100	31	31.0%
Pathology	133	58	43.6%
Pediatrics	188	92	48.9%
Physical Medicine and Rehabilitation	78	34	43.6%
Plastic Surgery	69	28	40.6%
Psychiatry	185	80	43.2%
Radiation Oncology	82	28	34.1%
Radiology-Diagnostic	176	55	31.3%
Surgery-General	277	96	34.7%
Thoracic Surgery	27	12	44.4%
Transitional Year	88	27	30.7%
Vascular Surgery	48	15	31.3%
All Others	106	38	35.8%
Total	3,599	1,435	39.9%

All Specialties Combined (N=1,435)

## Figure 1

### All Specialties

# Percentage of Programs Citing Each Factor And Mean Importance Rating<sup>1</sup> for Each Factor in Selecting Applicants to Interview (N=1,300)

( ',',	Percent Citing Factor	Average Rating
USMLE Step 1/COMLEX Level 1 score	93%	4.2
Letters of recommendation in the specialty	88%	4.2
Medical Student Performance Evaluation (MSPE/Dean's Letter)	84%	4.1
USMLE Step 2 CK/COMLEX Level 2 CE score	83%	4.1
Grades in required clerkships	79%	4.1
Personal Statement	78%	3.8
Class ranking/quartile	71%	3.9
Any failed attempt in USMLE/COMLEX	70%	4.6
Grades in clerkship in desired specialty	70%	4.3
Evidence of professionalism and ethics	70%	4.5
Perceived commitment to specialty	71%	4.3
Personal prior knowledge of the applicant	70%	4.2
Leadership qualities	66%	4.1
Audition elective/rotation within your department	66%	4.1
Consistency of grades	64%	4.1
Pass USMLE Step2 CS/COMLEX Level 2 PE	62%	4.2
Alpha Omega Alpha (AOA) membership	61%	3.9
Perceived interest in program	61%	4.1
Lack of gaps in medical education	58%	4.0
Other life experience	59%	3.7
Awards or special honors in clinical clerkships	58%	3.7
Graduate of highly-regarded U.S. medical school	56%	3.8
Awards or special honors in clerkship in desired specialty	54%	3.9
Volunteer/extracurricular experiences	54%	3.8
Gold Humanism Honor Society (GHHS) membership	45%	3.8
Demonstrated involvement and interest in research	44%	3.7
Visa status*	42%	4.1
Applicant was flagged with Match violation by the NRMP	40%	4.7
Awards or special honors in basic sciences	29%	3.3
Interest in academic career	28%	3.8
Away rotation in your specialty at another institution	27%	3.7
Fluency in language spoken by your patient population	26%	3.8
USMLE Step 3/COMLEX Level 3 score	20%	3.4
<sup>1</sup> Ratings on a scale from 1 (not at all important) to 5 (very important).	0% 50% 0%	1 2 3 4 5

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

<sup>\*</sup> International Medical Graduates only

## Figure 2

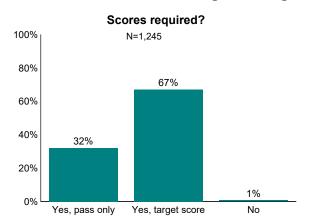
### All Specialties Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Ranking Applicants (N=1,275)

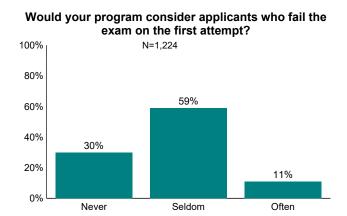
(N=1,275)		
	Percent Citing Factor	Average Rating
Interactions with faculty during interview and visit	95%	4.8
Interpersonal skills	95%	4.8
Interactions with house staff during interview and visit	90%	4.8
Feedback from current residents	86%	4.7
USMLE Step 1/COMLEX Level 1 score	78%	4.1
Letters of recommendation in the specialty	73%	4.1
USMLE Step 2 CK/COMLEX Level 2 CE score	72%	4.1
Medical Student Performance Evaluation (MSPE/Dean's Letter)	68%	4.1
Evidence of professionalism and ethics	67%	4.6
Perceived commitment to specialty	67%	4.4
Perceived interest in program	64%	4.2
Personal prior knowledge of the applicant	60%	4.3
Class ranking/quartile	58%	4.0
Leadership qualities	59%	4.2
Grades in required clerkships	57%	4.1
Personal Statement	57%	3.7
Audition elective/rotation within your department	58%	4.3
Passing USMLE Step 2 CS/COMLEX Level 2 PE	53%	4.2
Grades in clerkship in desired specialty	50%	4.2
Any failed attempt in USMLE/COMLEX	47%	4.5
Consistency of grades	47%	4.1
Alpha Omega Alpha (AOA) membership	46%	4.0
Other life experience	46%	3.8
Graduate of highly-regarded U.S. medical school	41%	3.9
Lack of gaps in medical education	41%	4.1
Volunteer/extracurricular experiences	40%	3.8
Awards or special honors in clinical clerkships	38%	3.8
Awards or special honors in clerkship in desired specialty	36%	3.9
Gold Humanism Honor Society (GHHS) membership	34%	3.9
Demonstrated involvement and interest in research	32%	3.8
Applicant was flagged with Match violation by the NRMP	28%	4.7
Visa status*	26%	4.2
Interest in academic career	25%	3.9
Awards or special honors in basic sciences	21%	3.4
Fluency in language spoken by your patient population	21%	4.0
Second interview/visit	22%	3.7
Away rotation in your specialty at another institution	20%	3.9
USMLE Step 3/COMLEX Level 3 score	19%	3.7
Other post-interview contact	<u>18%</u>	3.7
<sup>1</sup> Ratings on a scale from 1 (not at all important) to 5 (very important).	0% 50% 0%	1 2 3 4 5

<sup>&</sup>lt;sup>1</sup> Ratings on a scale from 1 (not at all important) to 5 (very important). \* International Medical Graduates only

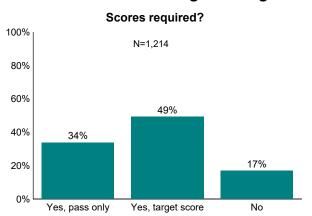
Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

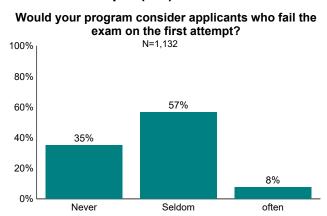
#### Percentage of Programs That Use USMLE Step 1 Score



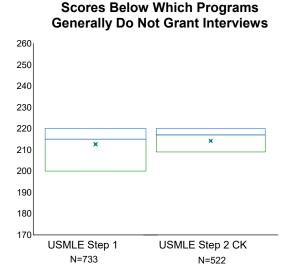


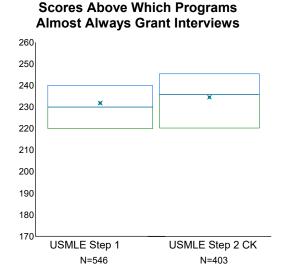
#### Percentage of Programs That Use USMLE Step 2 (CK) Score





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

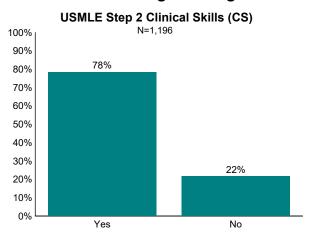


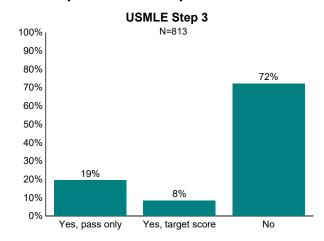


The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol in the box represents the mean.

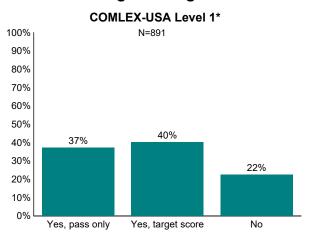
Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores\* When Considering Which Applicants to Interview

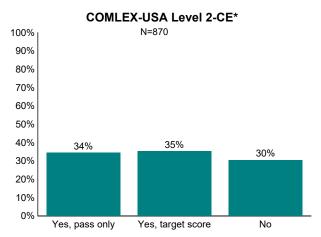
#### Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



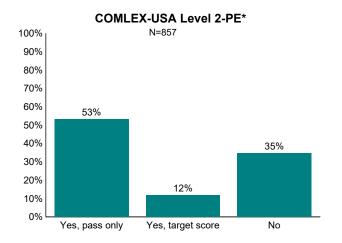


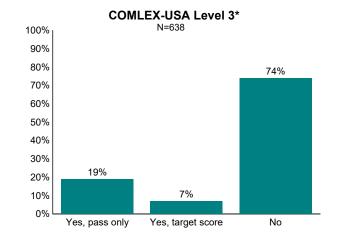
#### Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores





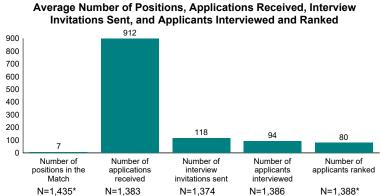
#### Percentage of Programs That Use COMLEX-USA Level 2-PE and Level 3 Scores

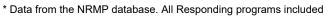




<sup>\*</sup> Osteopathic applicants only

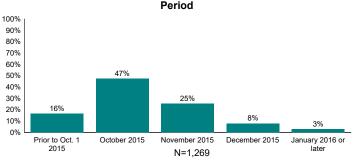
# All Specialties Program's Interview Activities



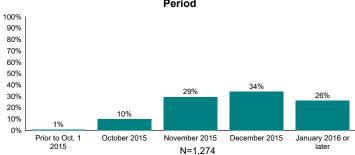


#### Average Percentage of Applicants Rejected and Reviewed 100% 90% 80% 70% 60% 50% 50% 44% 40% 30% 20% 10% Percentage of applications rejected Percentage of applicants receiving an in-depth review process N=1,326 N=1,343

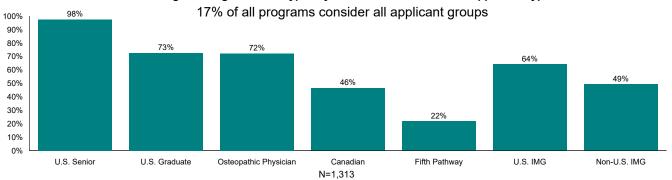
### Percentage of Program's Interviews Extended During Each Time



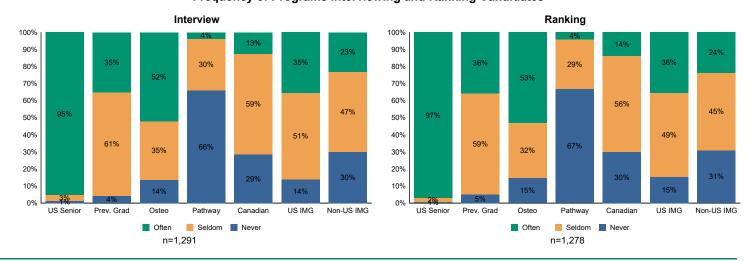
### Percentage of Program's Interviews Conducted During Each Time Period



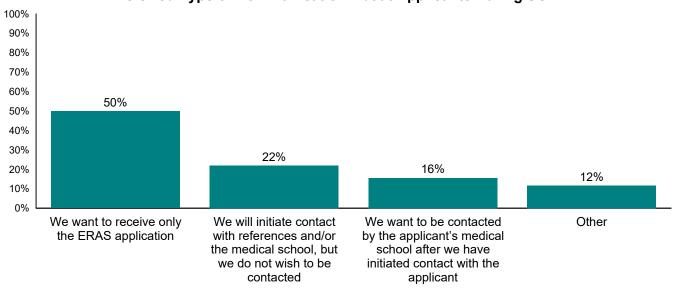
#### Percentage of Programs that Typically Interview and Rank Each Applicant Type



#### Frequency of Programs Interviewing and Ranking Candidates



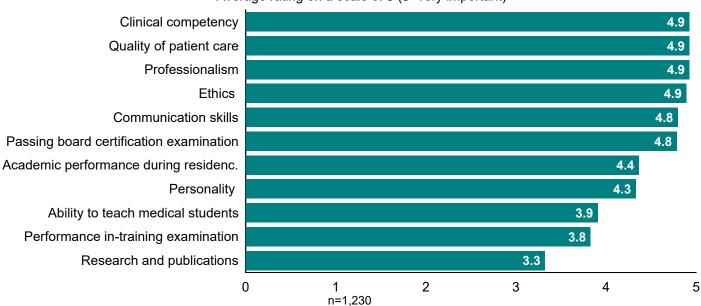
#### **Preferred Type of Communication About Applicants During SOAP**



N=1,141

#### Importance of Factors in Assessing Residents' Success

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



Anesthesiology (N=57)

## Figure AN-1

**Anesthesiology** Percentage of Programs Citing Each Factor And Mean Importance Rating<sup>1</sup> for Each Factor in Selecting Applicants to Interview

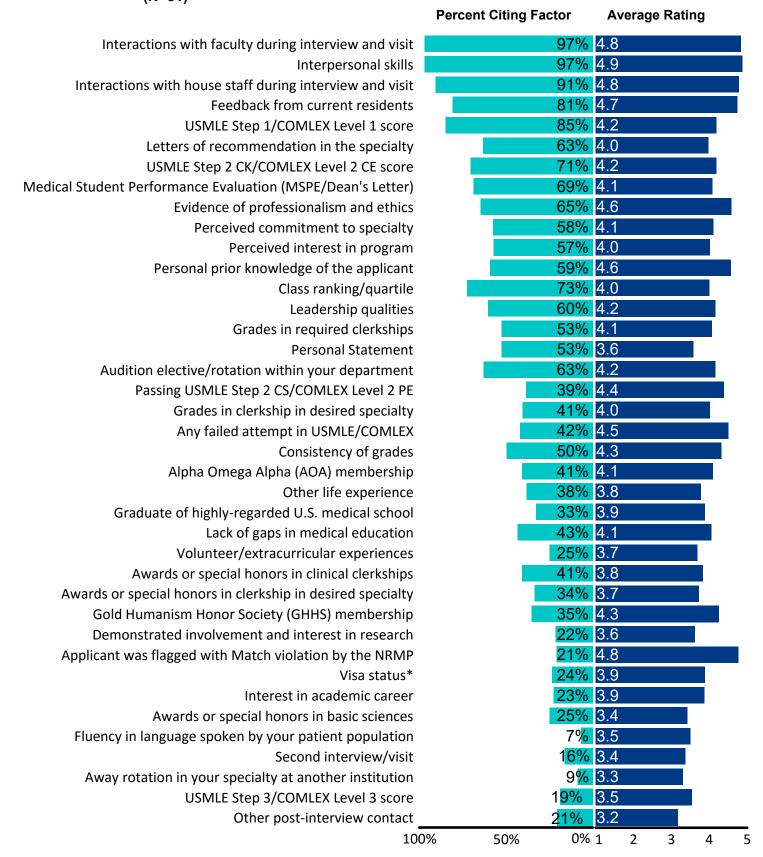
(N=51)

_	Percent Citing Factor	Average Rating
USMLE Step 1/COMLEX Level 1 score	99%	
Letters of recommendation in the specialty	84%	
Medical Student Performance Evaluation (MSPE/Dean's Letter)	86%	4.1
USMLE Step 2 CK/COMLEX Level 2 CE score	84%	4.1
Grades in required clerkships	79%	4.1
Personal Statement	70%	3.4
Class ranking/quartile	86%	4.1
Any failed attempt in USMLE/COMLEX	75%	4.8
Grades in clerkship in desired specialty	59%	4.3
Evidence of professionalism and ethics	74%	4.5
Perceived commitment to specialty	56%	4.0
Personal prior knowledge of the applicant	66%	4.3
Leadership qualities	66%	4.1
Audition elective/rotation within your department	64%	4.0
Consistency of grades	77%	4.3
Pass USMLE Step2 CS/COMLEX Level 2 PE	63%	4.2
Alpha Omega Alpha (AOA) membership	58%	3.9
Perceived interest in program	63%	3.9
Lack of gaps in medical education	56%	4.1
Other life experience	55%	3.6
Awards or special honors in clinical clerkships	61%	3.8
Graduate of highly-regarded U.S. medical school	55%	3.6
Awards or special honors in clerkship in desired specialty	46%	3.7
Volunteer/extracurricular experiences	45%	3.6
Gold Humanism Honor Society (GHHS) membership	49%	3.8
Demonstrated involvement and interest in research	41%	3.4
Visa status*	32%	3.9
Applicant was flagged with Match violation by the NRMP	34%	
Awards or special honors in basic sciences	35%	
Interest in academic career	33%	
Away rotation in your specialty at another institution	12 <mark>%</mark>	
Fluency in language spoken by your patient population	1 <mark>5</mark> %	
USMLE Step 3/COMLEX Level 3 score		3.8
100 Ratings on a scale from 1 (not at all important) to 5 (very important)		

<sup>&</sup>lt;sup>1</sup> Ratings on a scale from 1 (not at all important) to 5 (very important). \* International Medical Graduates only

### Figure AN-2

# Anesthesiology Percentage of Programs Citing Each Factor And Mean Importance Rating<sup>1</sup> for Each Factor in Ranking Applicants (N=51)



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

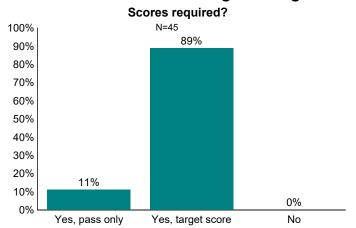
<sup>\*</sup> International Medical Graduates only

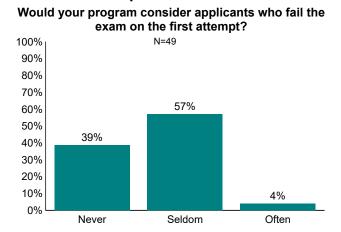
### Figure AN-3

#### **Anesthesiology**

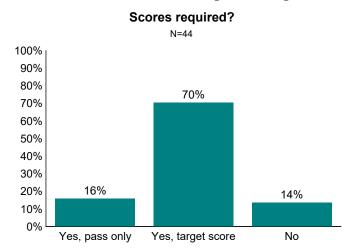
Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

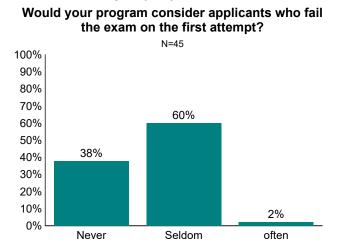
#### Percentage of Programs That Use USMLE Step 1 Score



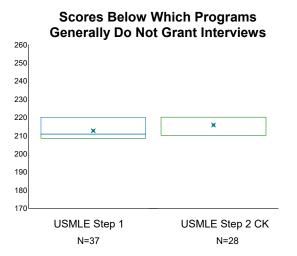


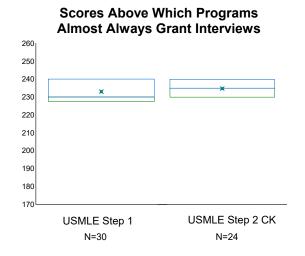
#### Percentage of Programs That Use USMLE Step 2 (CK) Score





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



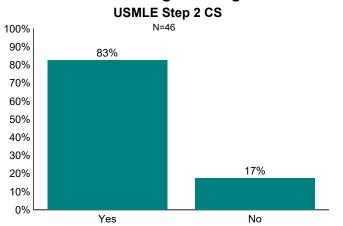


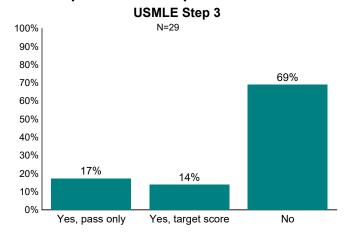
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

#### **Anesthesiology**

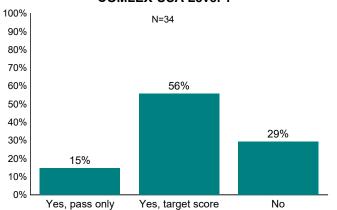
Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores\* When Considering Which Applicants to Interview

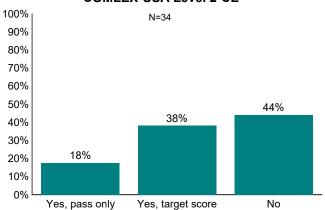
#### Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



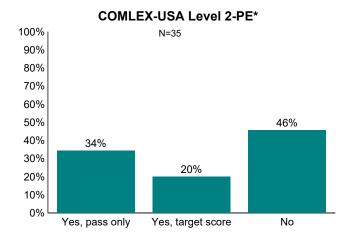


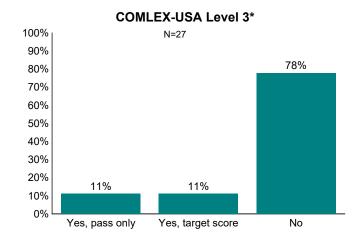
# Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores COMLEX-USA Level 1\* COMLEX-USA Level 2-CE\*





#### Percentage of Programs That Use COMLEX-USA Level 2-PE and Level 3 Scores

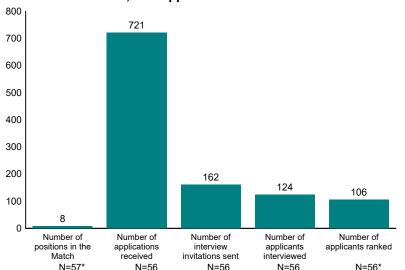




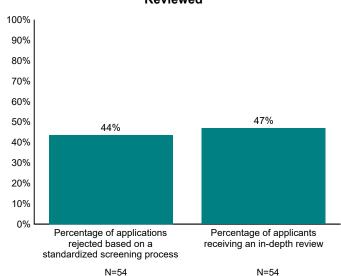
<sup>\*</sup> Osteopathic applicants only

#### Anesthesiology Program's Interview Activities





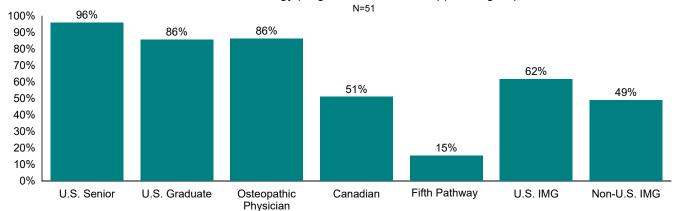
# Average Percentage of Applicants Rejected and Reviewed



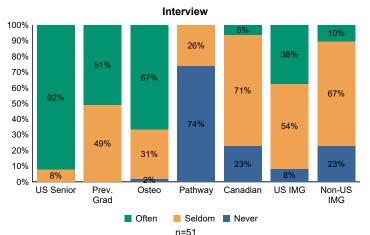
<sup>\*</sup> Data from the NRMP database. All Responding programs included

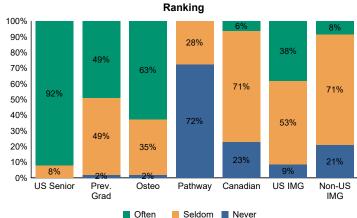
#### Percentage of Programs that Typically Interview and Rank Each Applicant Type

13% of Anesthesiology programs consider all applicant groups



#### Frequency of Programs Interviewing and Ranking Candidates



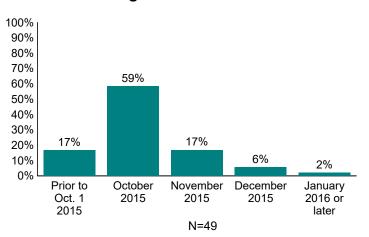


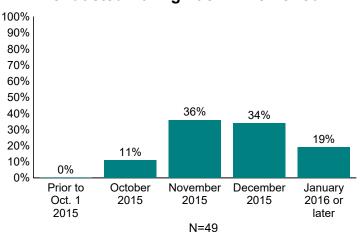
n=51

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

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

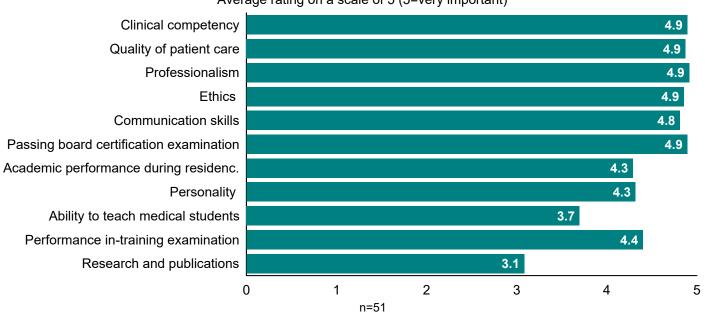
#### Percentage of Program's Interviews Conducted During Each Time Period





#### Importance of Factors in Assessing Residents' Success

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



Child Neurology (N=36)

### Figure CN-1

Child Neurology
Percentage of Programs Citing Each Factor And Mean Importance Rating<sup>1</sup> for Each
Factor in Selecting Applicants to Interview
(N=30)

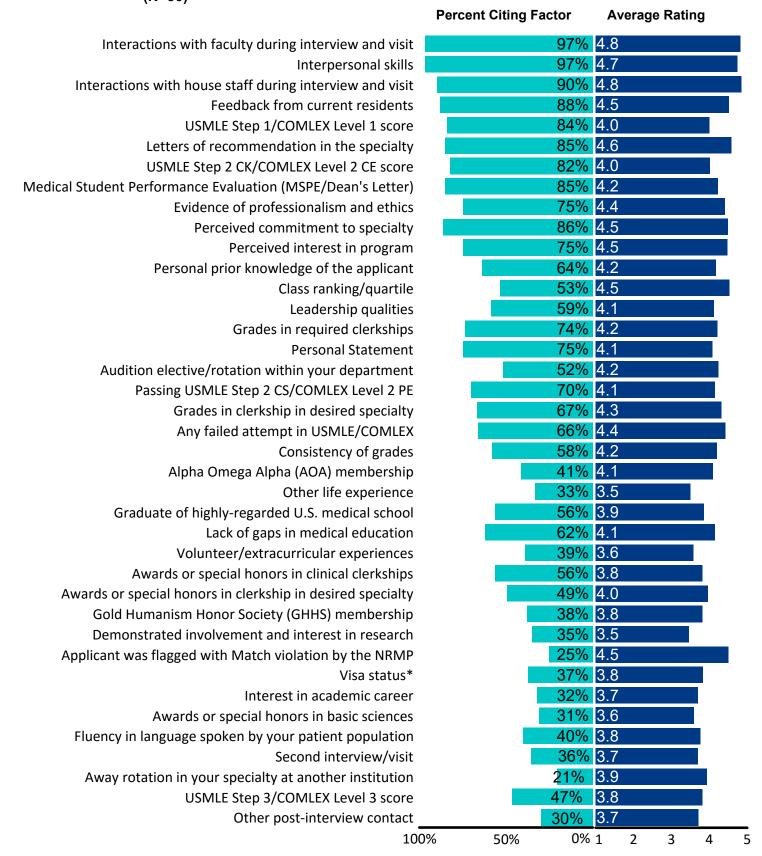
**Percent Citing Factor Average Rating** 100% 4.0 USMLE Step 1/COMLEX Level 1 score 97% 4.4 Letters of recommendation in the specialty 97% 4.2 Medical Student Performance Evaluation (MSPE/Dean's Letter) 92% 4.1 USMLE Step 2 CK/COMLEX Level 2 CE score 73% 4.1 Grades in required clerkships 88% 4.0 Personal Statement 68% 4.1 Class ranking/quartile 85% 4.4 Any failed attempt in USMLE/COMLEX 78% 4.3 Grades in clerkship in desired specialty 80% 4.3 Evidence of professionalism and ethics 83% 4.3 Perceived commitment to specialty 66% 4.1 Personal prior knowledge of the applicant **75%** 3.9 Leadership qualities Audition elective/rotation within your department 69% 4.2 Consistency of grades 66% 4.2 Pass USMLE Step2 CS/COMLEX Level 2 PE 83% 4.2 Alpha Omega Alpha (AOA) membership 58% 4.1 83% 4.2 Perceived interest in program 67% 4.3 Lack of gaps in medical education 56% 3.5 Other life experience 67% 3.9 Awards or special honors in clinical clerkships 66% 3.9 Graduate of highly-regarded U.S. medical school 70% 3.9 Awards or special honors in clerkship in desired specialty 49% 3.8 Volunteer/extracurricular experiences 54% 3.8 Gold Humanism Honor Society (GHHS) membership 38% 3.4 Demonstrated involvement and interest in research 56% 3.7 Visa status\* 37% 4.3 Applicant was flagged with Match violation by the NRMP 46% 3.5 Awards or special honors in basic sciences 39% 3.7 Interest in academic career 28% 3.7 Away rotation in your specialty at another institution 41% 3.5 Fluency in language spoken by your patient population 45% 3.7 USMLE Step 3/COMLEX Level 3 score 100% 50% 0% 1 2 3 4

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

<sup>\*</sup> International Medical Graduates only

### Figure CN-2

# Child Neurology Percentage of Programs Citing Each Factor And Mean Importance Rating<sup>1</sup> for Each Factor in Ranking Applicants (N=30)



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

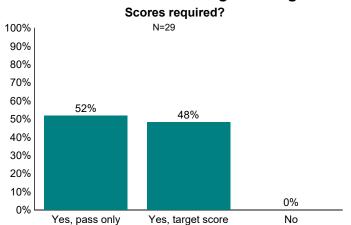
<sup>\*</sup> International Medical Graduates only

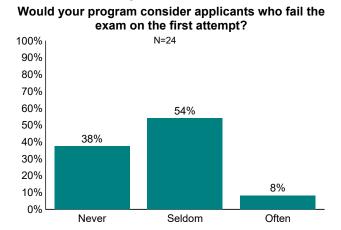
### Figure CN-3

#### **Child Neurology**

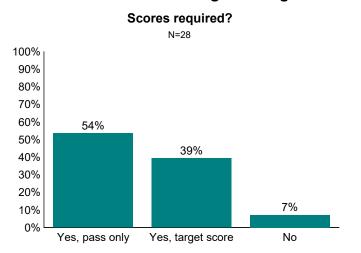
Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

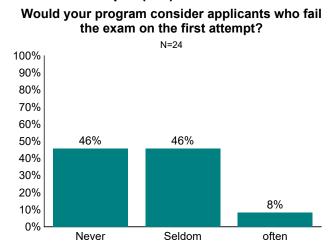
#### Percentage of Programs That Use USMLE Step 1 Score



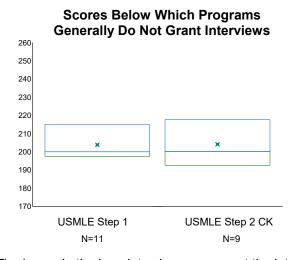


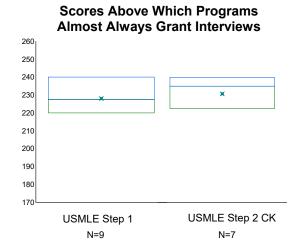
#### Percentage of Programs That Use USMLE Step 2 (CK) Score





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



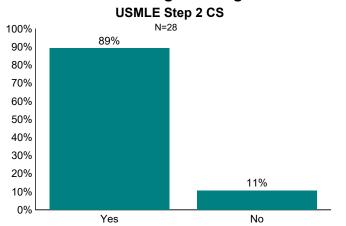


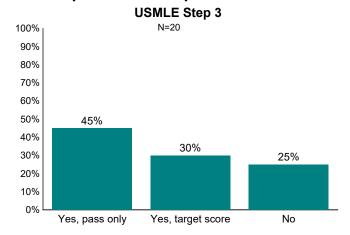
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

#### **Child Neurology**

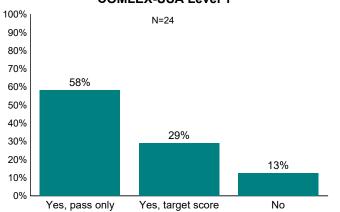
Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores\* When Considering Which Applicants to Interview

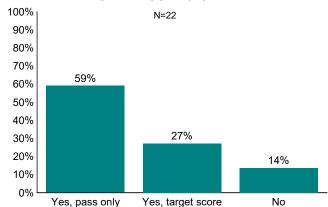
#### Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



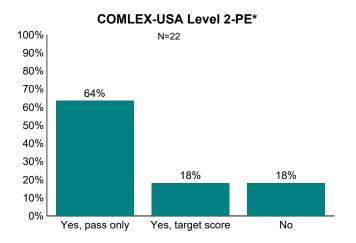


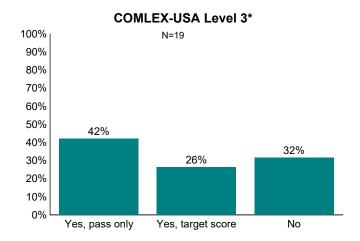
# Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores COMLEX-USA Level 1\* COMLEX-USA Level 2-CE\*





#### Percentage of Programs That Use COMLEX-USA Level 2-PE and Level 3 Scores

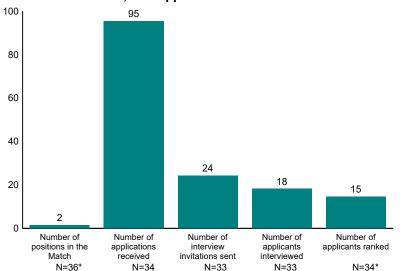




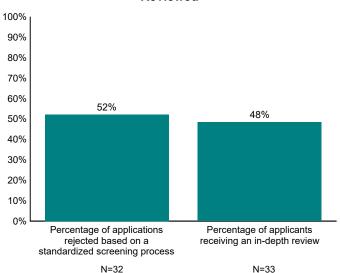
<sup>\*</sup> Osteopathic applicants only

#### Child Neurology Program's Interview Activities

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

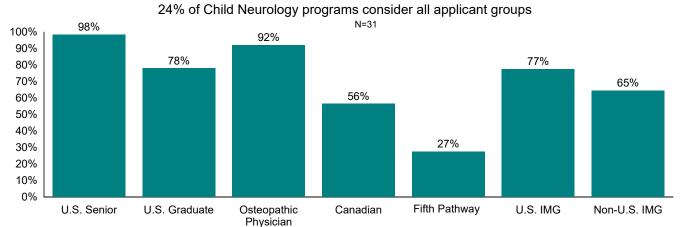


# Average Percentage of Applicants Rejected and Reviewed

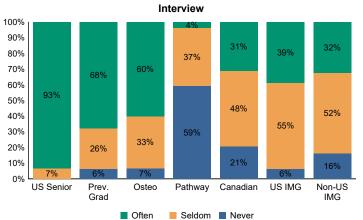


<sup>\*</sup> Data from the NRMP database. All Responding programs included

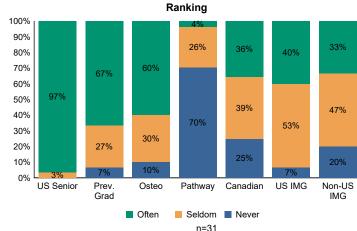
#### Percentage of Programs that Typically Interview and Rank Each Applicant Type



#### Frequency of Programs Interviewing and Ranking Candidates

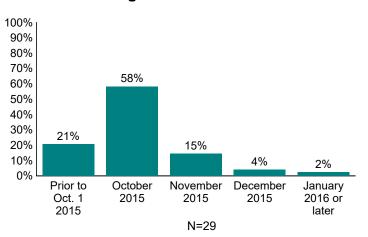


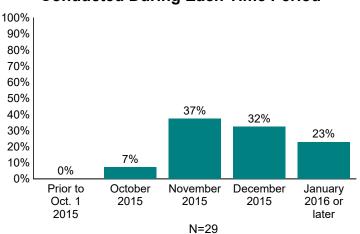
n=30



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

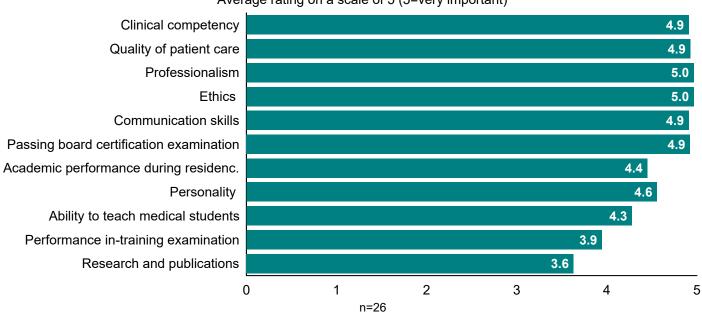
#### Percentage of Program's Interviews Conducted During Each Time Period





#### Importance of Factors in Assessing Residents' Success

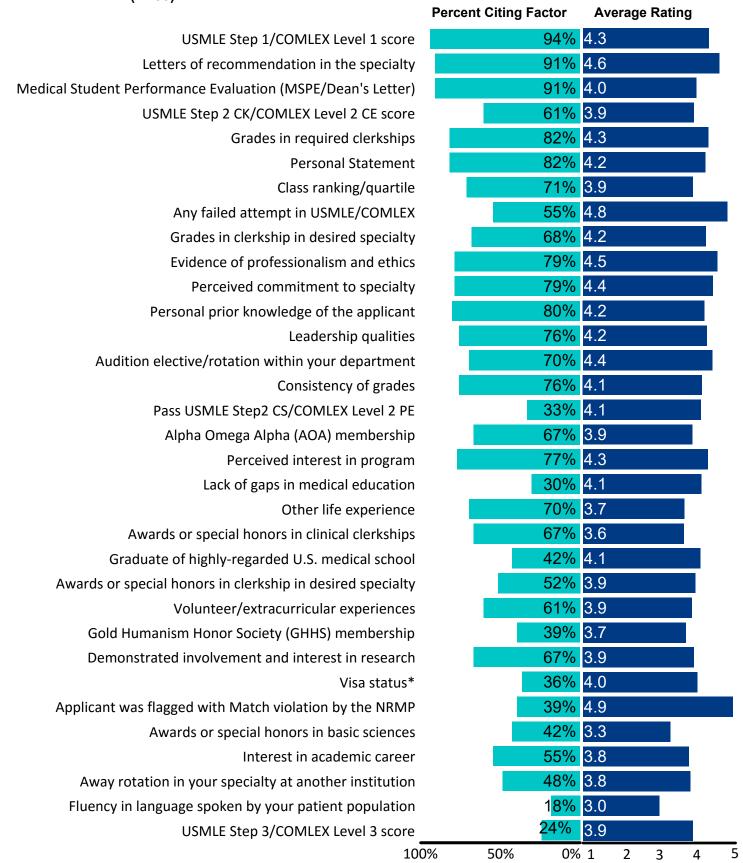
Average rating on a scale of 5 (5=very important)



Dermatology (N=39)

Dermatology

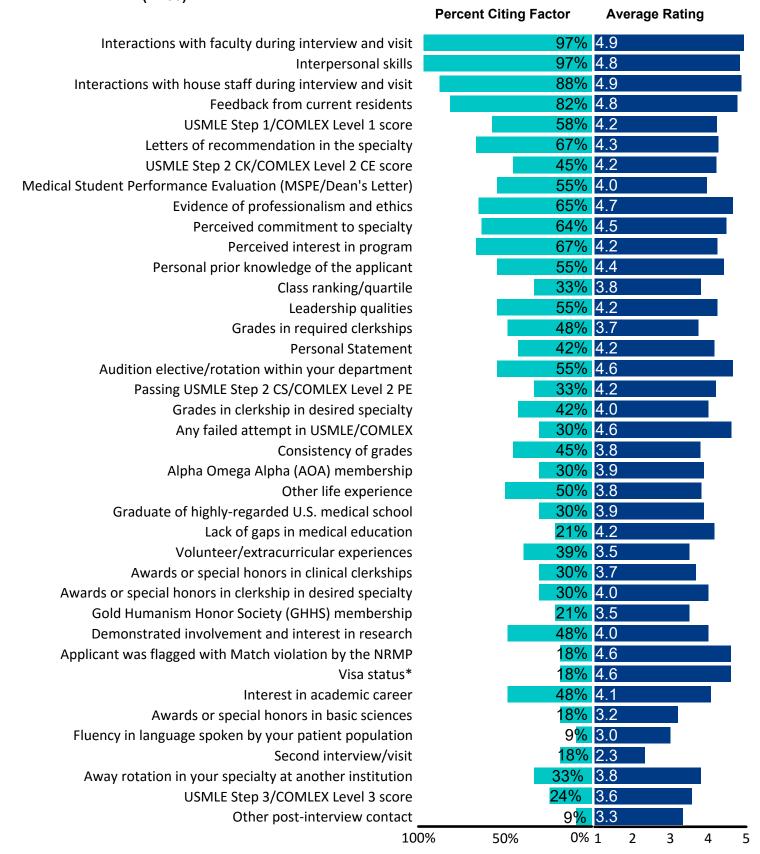
Percentage of Programs Citing Each Factor And Mean Importance Rating<sup>1</sup> for Each Factor in Selecting Applicants to Interview (N=33)



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

<sup>\*</sup> International Medical Graduates only

Dermatology
Percentage of Programs Citing Each Factor And Mean Importance Rating<sup>1</sup> for Each Factor in Ranking Applicants
(N=33)



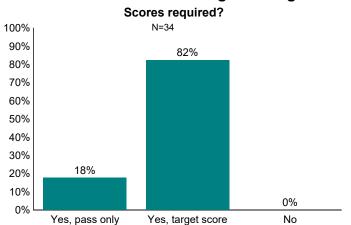
<sup>&</sup>lt;sup>1</sup> Ratings on a scale from 1 (not at all important) to 5 (very important).

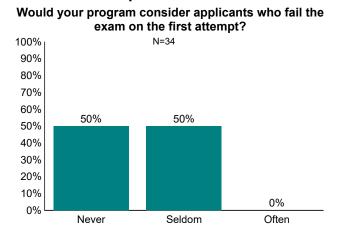
<sup>\*</sup> International Medical Graduates only

#### Dermatology

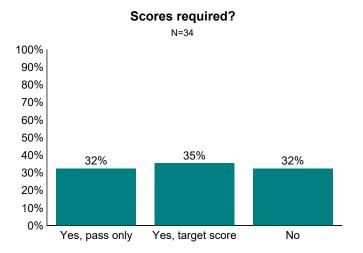
Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

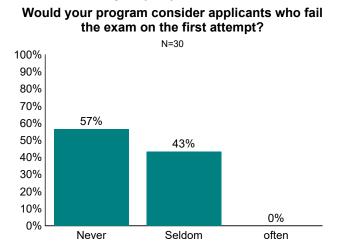
#### Percentage of Programs That Use USMLE Step 1 Score



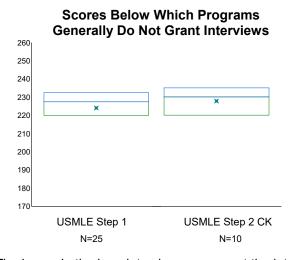


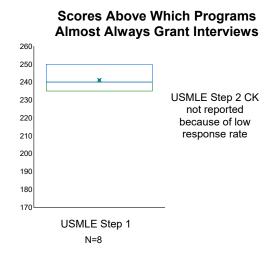
#### Percentage of Programs That Use USMLE Step 2 (CK) Score





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



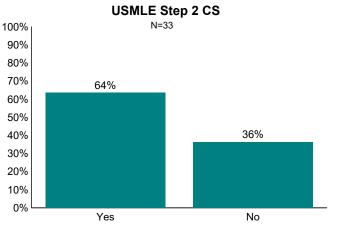


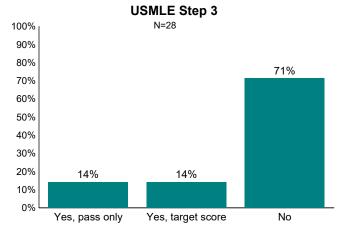
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

#### **Dermatology**

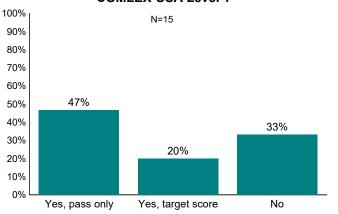
Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores\* When Considering Which Applicants to Interview

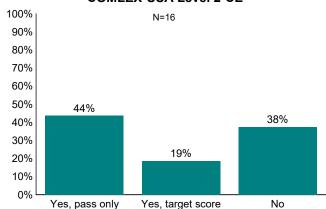
#### Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



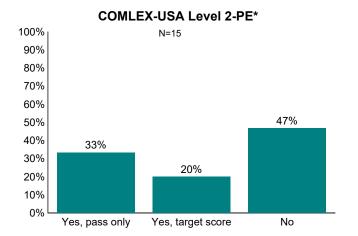


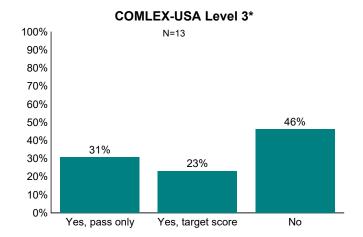
# Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores COMLEX-USA Level 1\* COMLEX-USA Level 2-CE\*





#### Percentage of Programs That Use COMLEX-USA Level 2-PE and Level 3 Scores

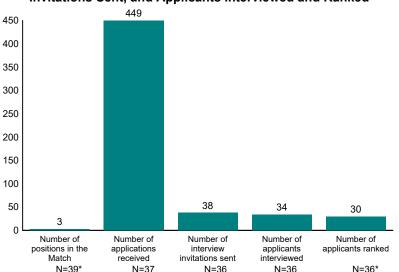




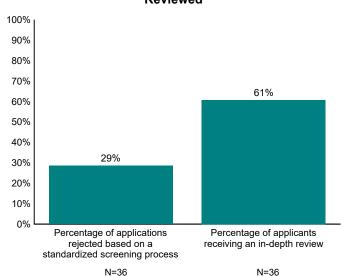
<sup>\*</sup> Osteopathic applicants only

#### Dermatology Program's Interview Activities

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

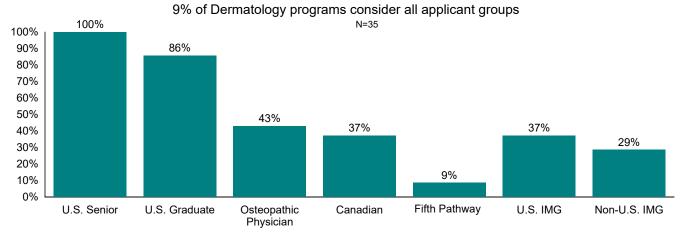


# Average Percentage of Applicants Rejected and Reviewed

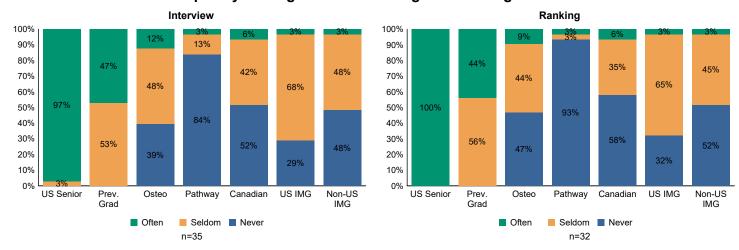


<sup>\*</sup> Data from the NRMP database. All Responding programs included

#### Percentage of Programs that Typically Interview and Rank Each Applicant Type

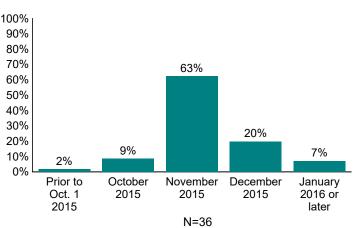


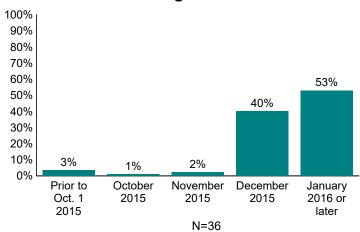
#### Frequency of Programs Interviewing and Ranking Candidates



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

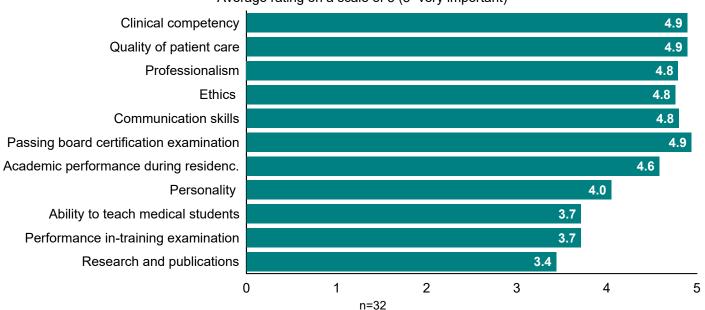
#### Percentage of Program's Interviews Conducted During Each Time Period





#### Importance of Factors in Assessing Residents' Success

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



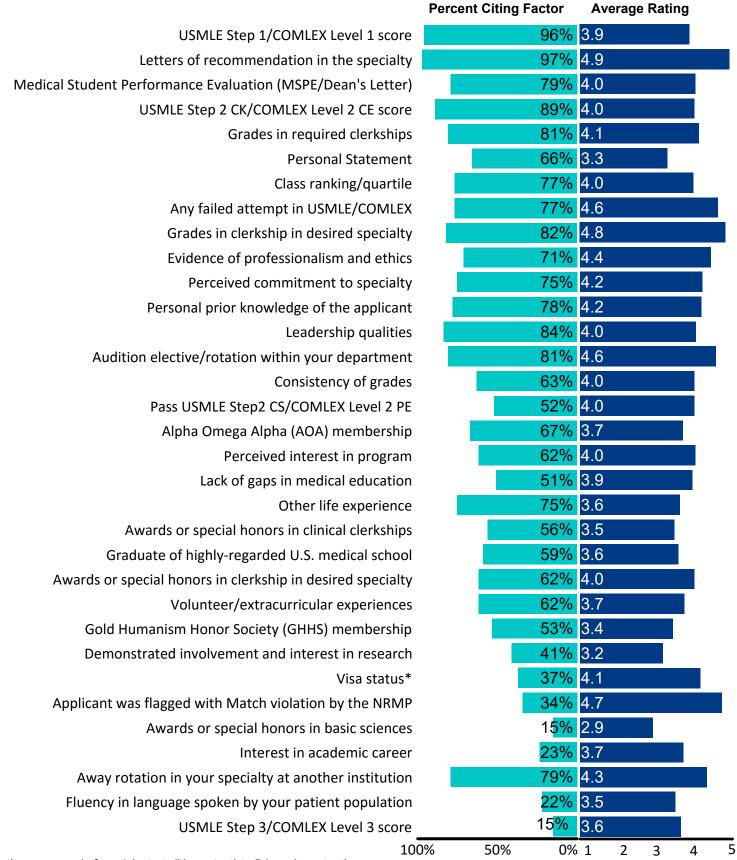
Emergency Medicine (N=80)

### Figure EM-1

**Emergency Medicine** 

Percentage of Programs Citing Each Factor And Mean Importance Rating<sup>1</sup> for Each Factor in Selecting Applicants to Interview (N=73)

N=73)

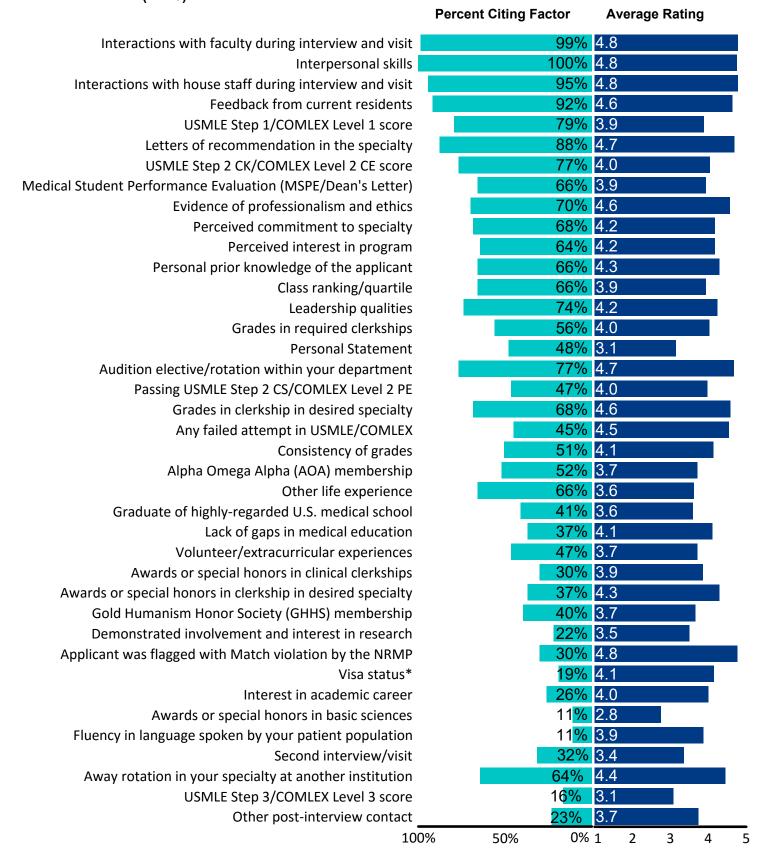


<sup>&</sup>lt;sup>1</sup> Ratings on a scale from 1 (not at all important) to 5 (very important).

<sup>\*</sup> International Medical Graduates only

### Figure EM-2

Emergency Medicine
Percentage of Programs Citing Each Factor And Mean Importance Rating<sup>1</sup> for Each Factor in Ranking Applicants
(N=73)



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

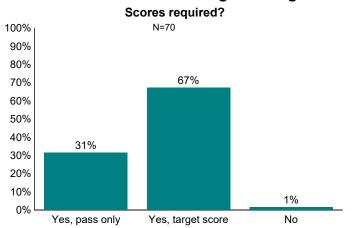
<sup>\*</sup> International Medical Graduates only

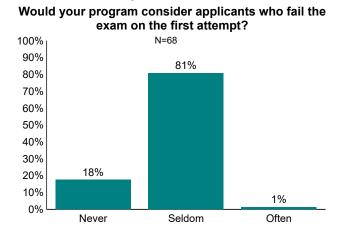
### Figure EM-3

#### **Emergency Medicine**

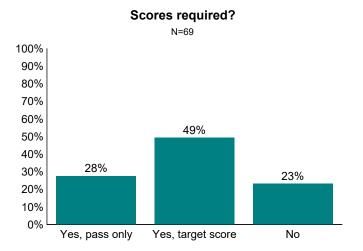
Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

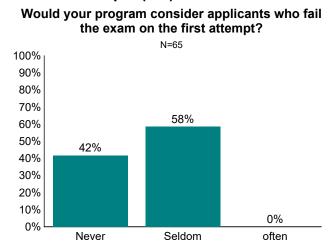
#### Percentage of Programs That Use USMLE Step 1 Score



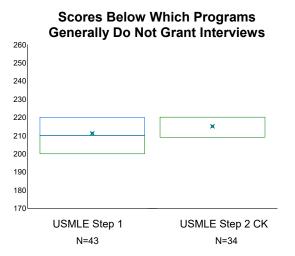


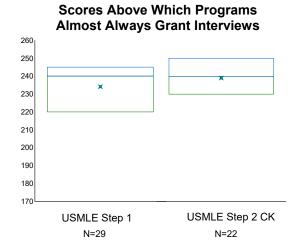
#### Percentage of Programs That Use USMLE Step 2 (CK) Score





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





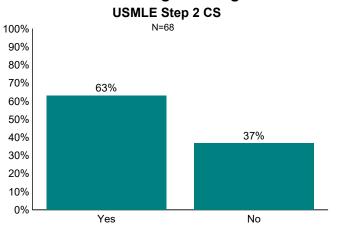
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

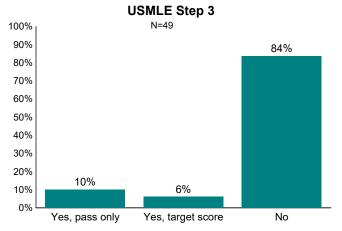
### Figure EM-4

#### **Emergency Medicine**

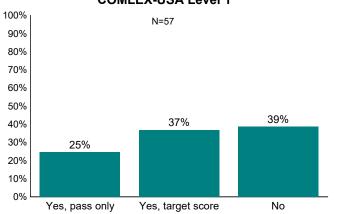
Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores\* When Considering Which Applicants to Interview

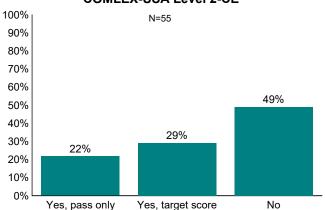
### Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



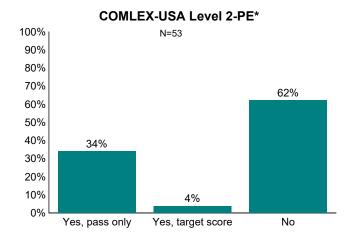


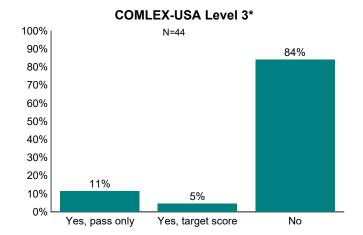
# Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores COMLEX-USA Level 1\* COMLEX-USA Level 2-CE\*





### Percentage of Programs That Use COMLEX-USA Level 2-PE and Level 3 Scores

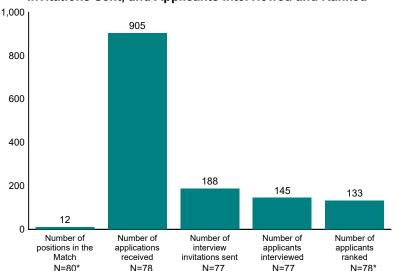




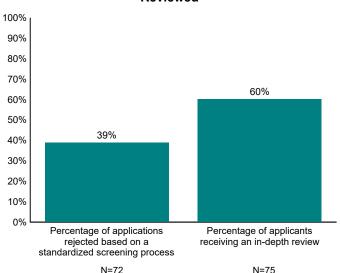
<sup>\*</sup> Osteopathic applicants only

# **Emergency Medicine Program's Interview Activities**

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

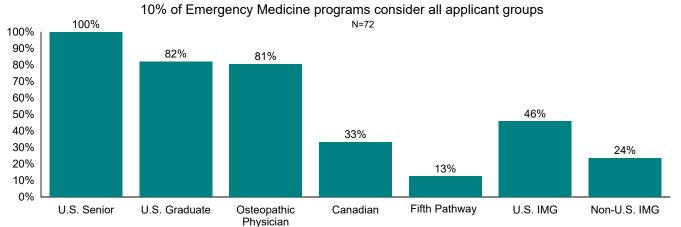


### Average Percentage of Applicants Rejected and Reviewed

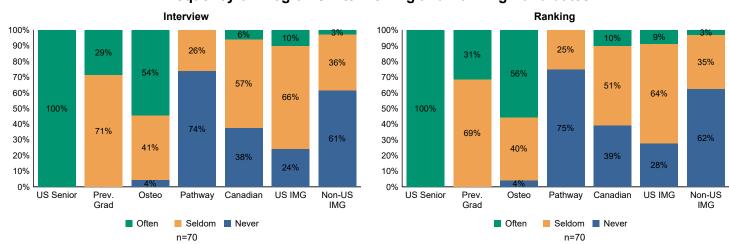


<sup>\*</sup> Data from the NRMP database. All Responding programs included

### Percentage of Programs that Typically Interview and Rank Each Applicant Type



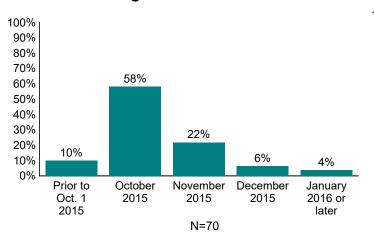
#### Frequency of Programs Interviewing and Ranking Candidates

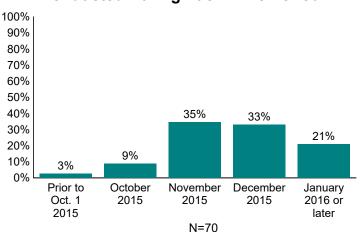


Program's Interview Activities (Continued) and Program Assessment of Residents' Success

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

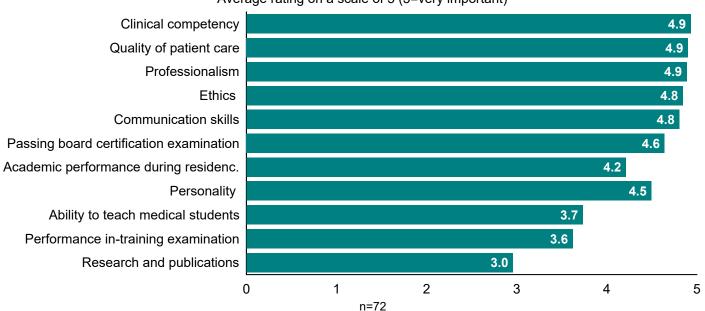
### Percentage of Program's Interviews Conducted During Each Time Period





### Importance of Factors in Assessing Residents' Success

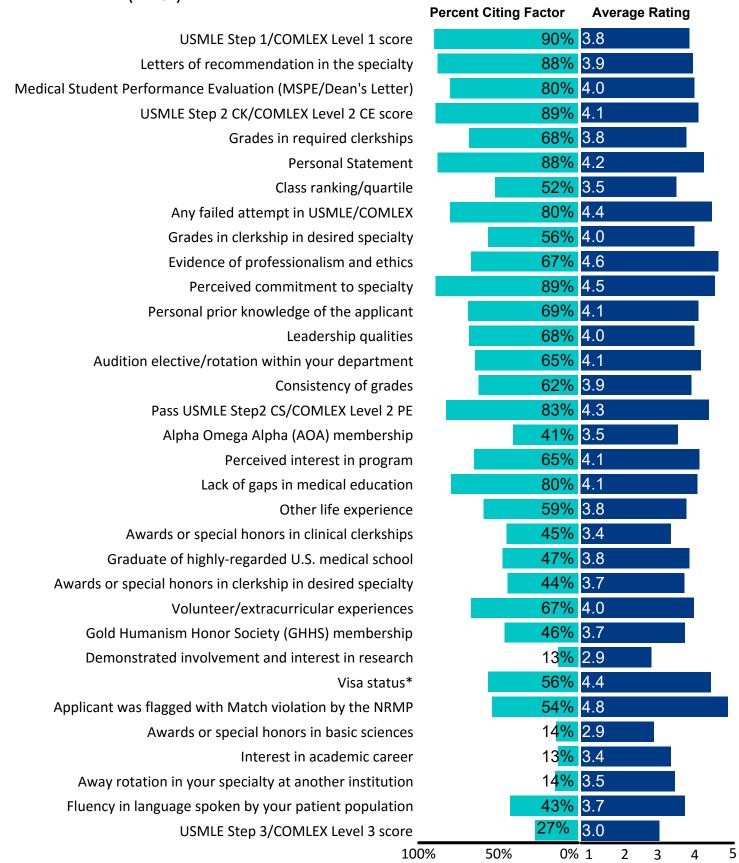
Average rating on a scale of 5 (5=very important)



Family Medicine

**Family Medicine** 

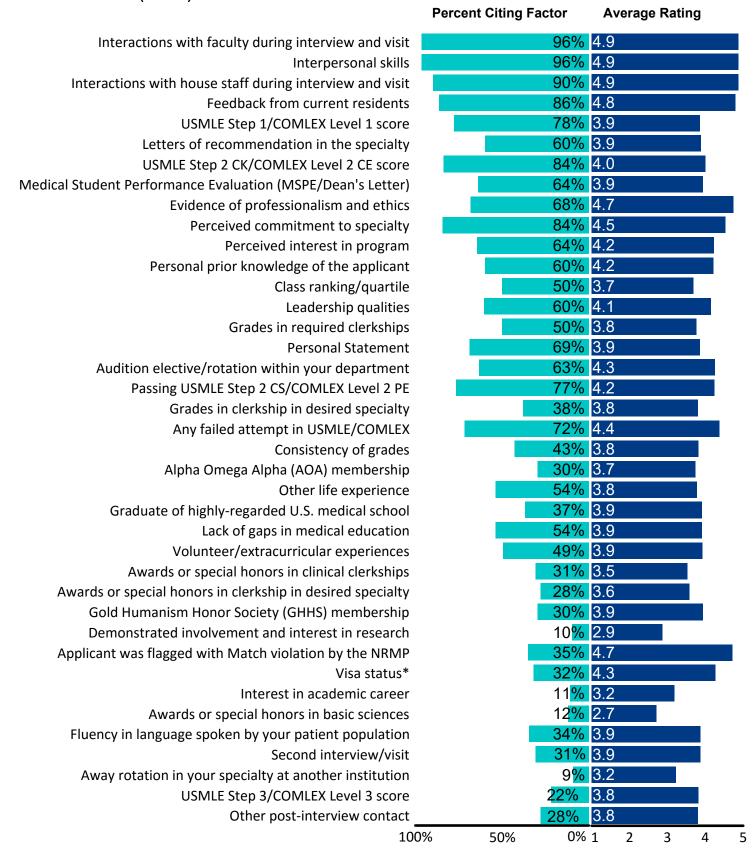
Percentage of Programs Citing Each Factor And Mean Importance Rating<sup>1</sup> for Each Factor in Selecting Applicants to Interview (N=167)



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

<sup>\*</sup> International Medical Graduates only

Family Medicine
Percentage of Programs Citing Each Factor And Mean Importance Rating<sup>1</sup> for Each
Factor in Ranking Applicants
(N=167)



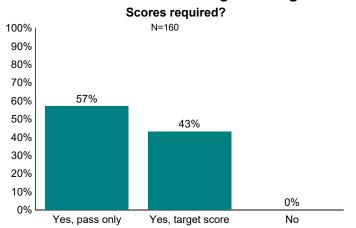
<sup>&</sup>lt;sup>1</sup> Ratings on a scale from 1 (not at all important) to 5 (very important).

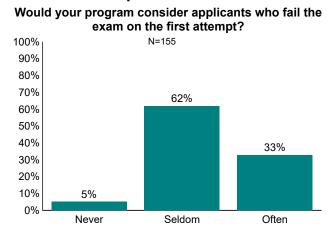
<sup>\*</sup> International Medical Graduates only

#### **Family Medicine**

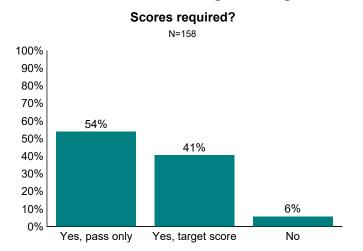
Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

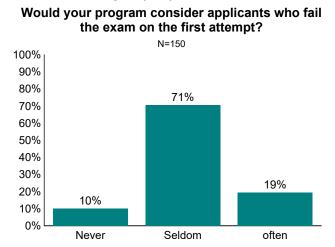
#### Percentage of Programs That Use USMLE Step 1 Score



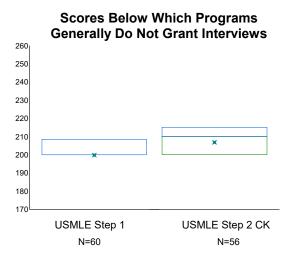


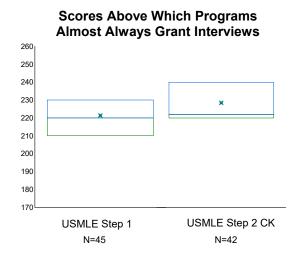
### Percentage of Programs That Use USMLE Step 2 (CK) Score





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



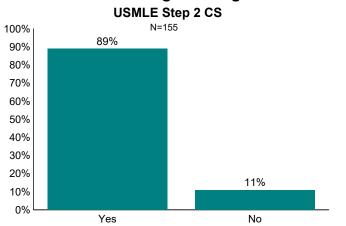


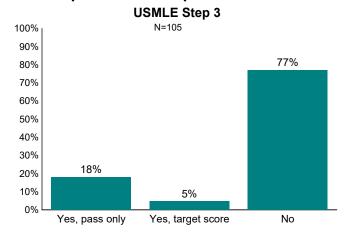
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

#### **Family Medicine**

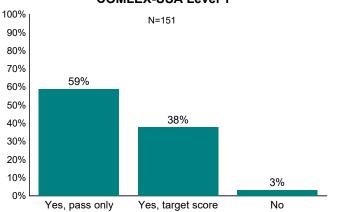
Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores\* When Considering Which Applicants to Interview

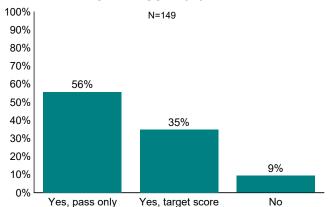
### Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



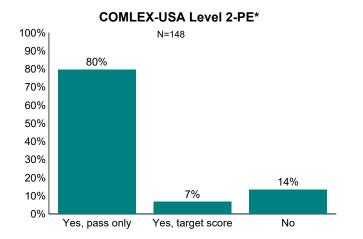


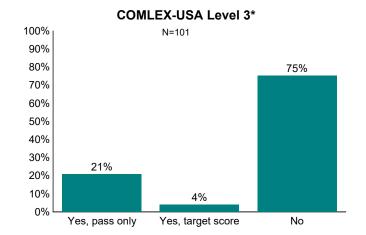
# Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores COMLEX-USA Level 1\* COMLEX-USA Level 2-CE\*





### Percentage of Programs That Use COMLEX-USA Level 2-PE and Level 3 Scores

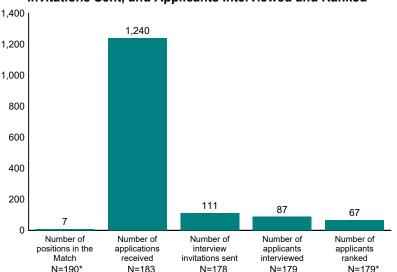




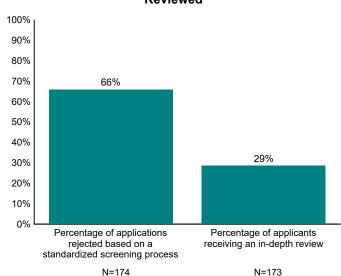
<sup>\*</sup> Osteopathic applicants only

### Family Medicine Program's Interview Activities

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

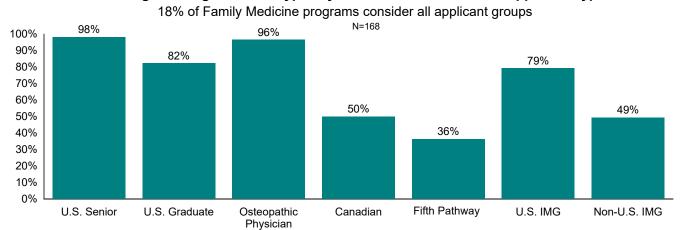


### Average Percentage of Applicants Rejected and Reviewed

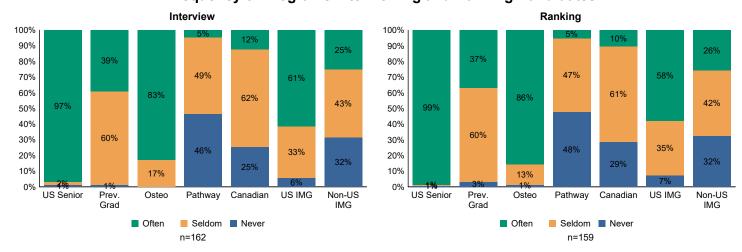


<sup>\*</sup> Data from the NRMP database. All Responding programs included

#### Percentage of Programs that Typically Interview and Rank Each Applicant Type



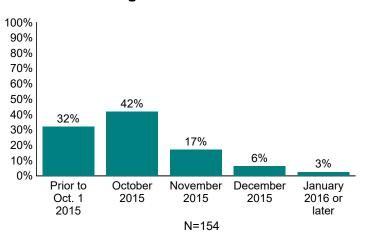
#### Frequency of Programs Interviewing and Ranking Candidates

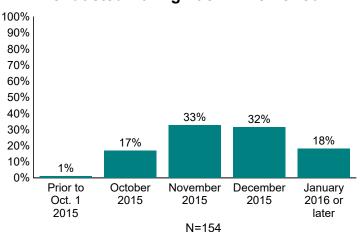


Program's Interview Activities (Continued) and Program Assessment of Residents' Success

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

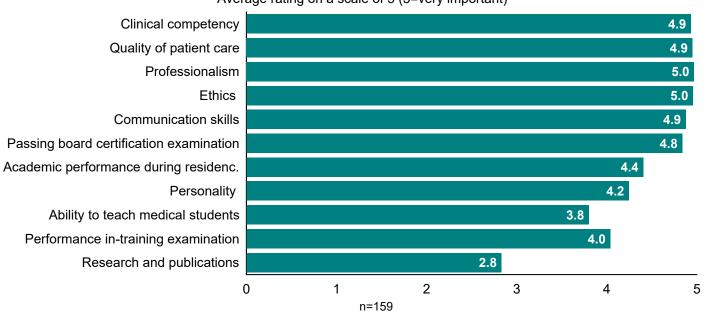
### Percentage of Program's Interviews Conducted During Each Time Period





### Importance of Factors in Assessing Residents' Success

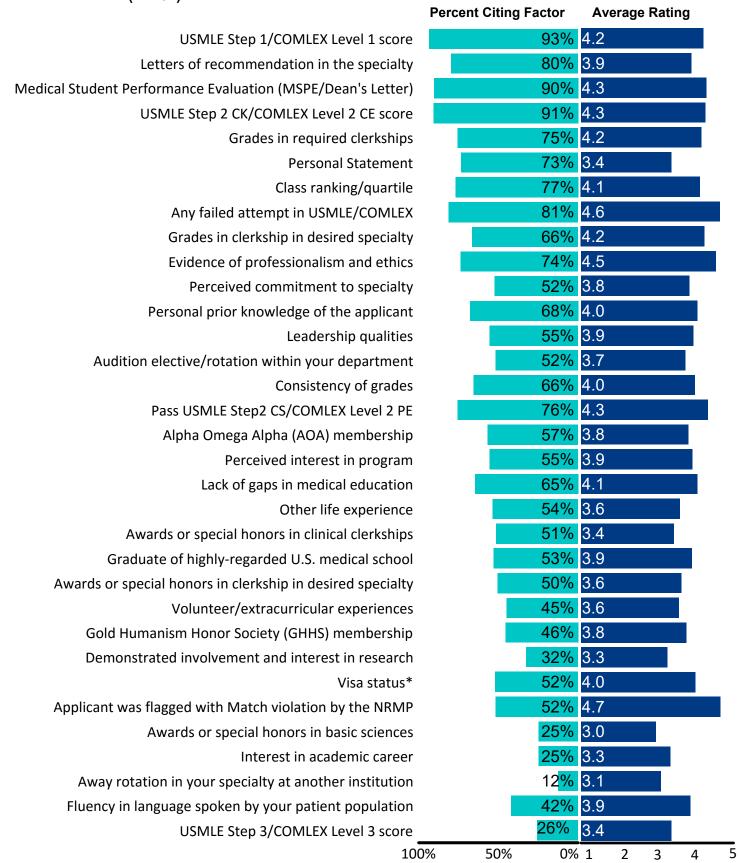
Average rating on a scale of 5 (5=very important)



Internal Medicine (N=163)

**Internal Medicine** 

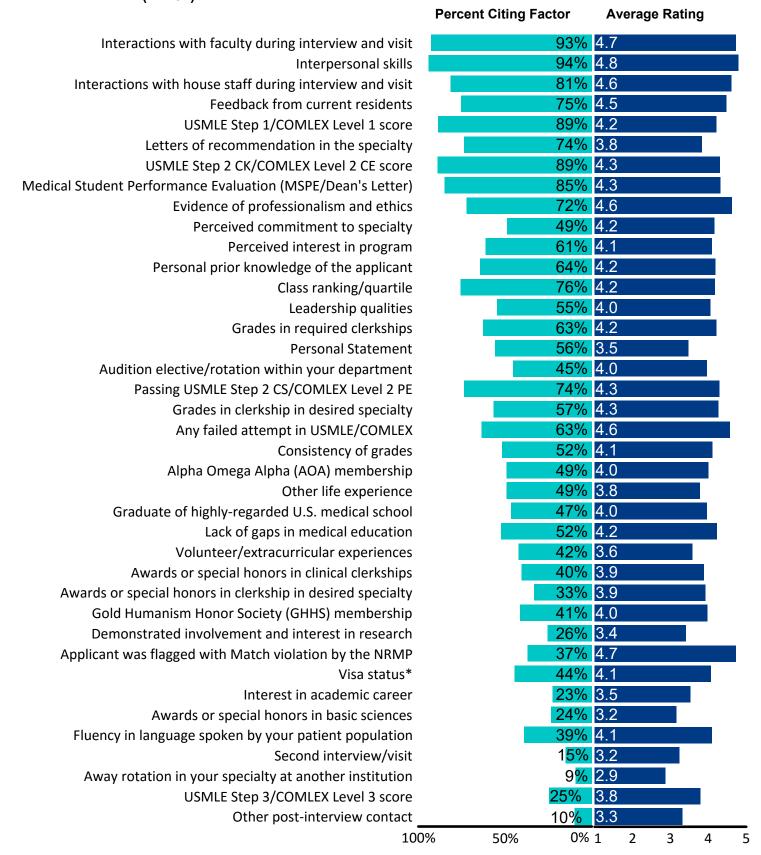
Percentage of Programs Citing Each Factor And Mean Importance Rating<sup>1</sup> for Each Factor in Selecting Applicants to Interview (N=151)



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

<sup>\*</sup> International Medical Graduates only

Internal Medicine
Percentage of Programs Citing Each Factor And Mean Importance Rating<sup>1</sup> for Each Factor in Ranking Applicants
(N=151)



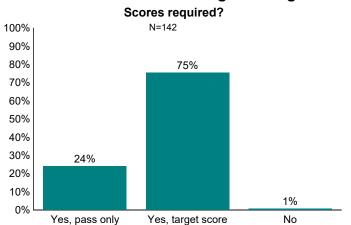
<sup>&</sup>lt;sup>1</sup> Ratings on a scale from 1 (not at all important) to 5 (very important).

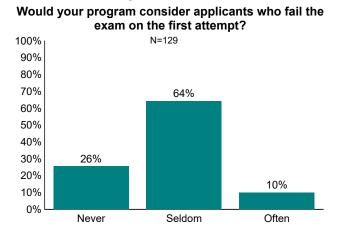
<sup>\*</sup> International Medical Graduates only

#### **Internal Medicine**

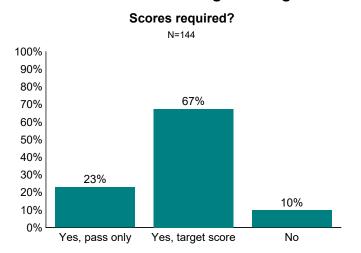
Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

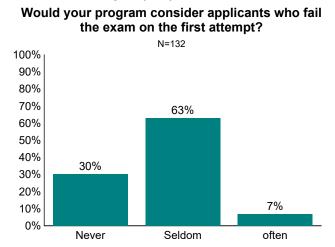
#### Percentage of Programs That Use USMLE Step 1 Score



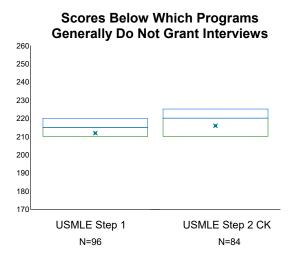


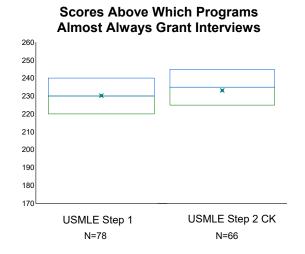
### Percentage of Programs That Use USMLE Step 2 (CK) Score





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



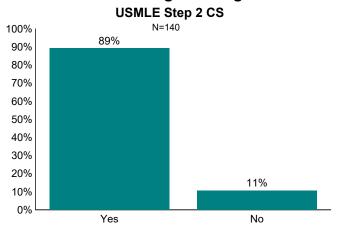


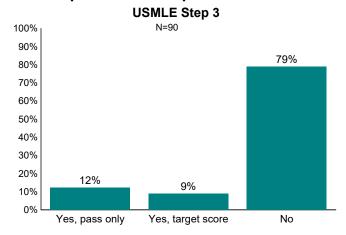
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

#### **Internal Medicine**

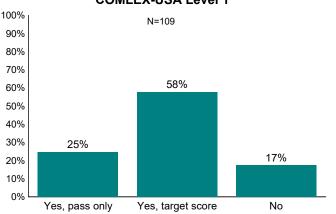
Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores\* When Considering Which Applicants to Interview

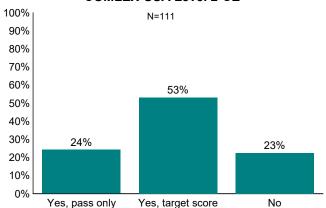
### Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



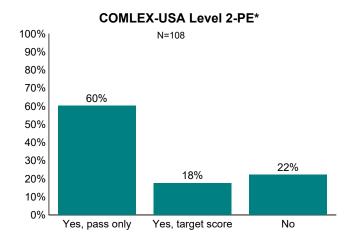


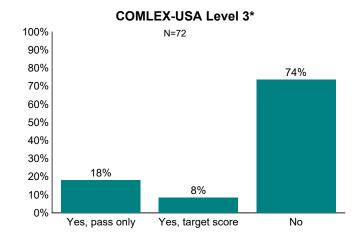
# Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores COMLEX-USA Level 1\* COMLEX-USA Level 2-CE\*





### Percentage of Programs That Use COMLEX-USA Level 2-PE and Level 3 Scores

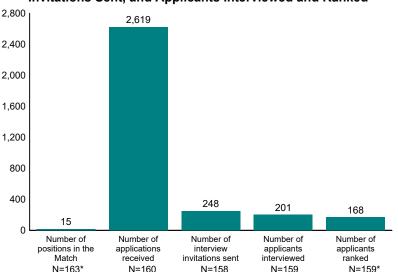




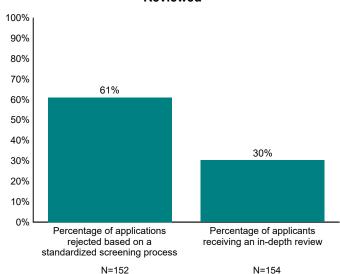
<sup>\*</sup> Osteopathic applicants only

### Internal Medicine Program's Interview Activities

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

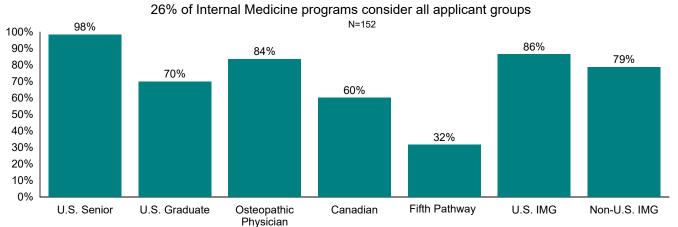


### Average Percentage of Applicants Rejected and Reviewed

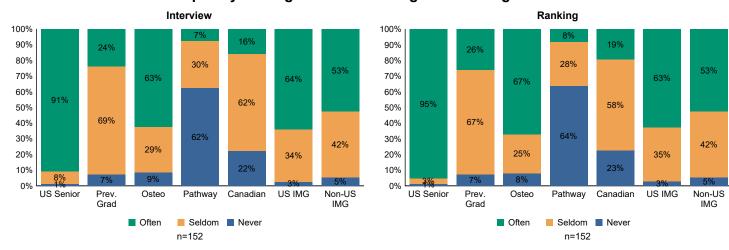


<sup>\*</sup> Data from the NRMP database. All Responding programs included

### Percentage of Programs that Typically Interview and Rank Each Applicant Type



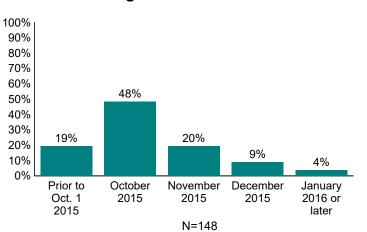
#### Frequency of Programs Interviewing and Ranking Candidates

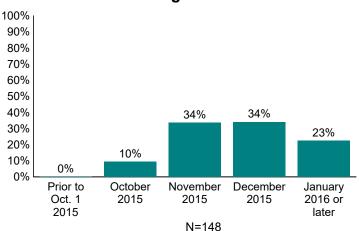


Program's Interview Activities (Continued) and Program Assessment of Residents' Success

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

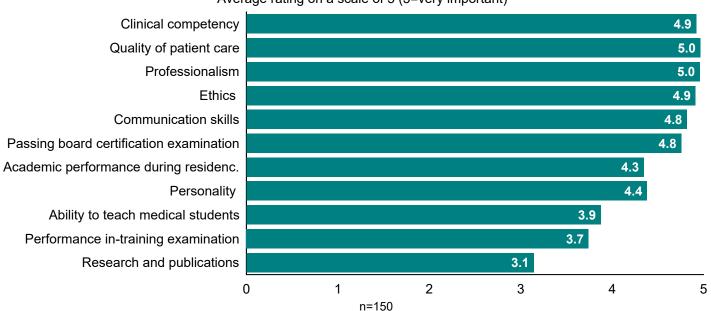
### Percentage of Program's Interviews Conducted During Each Time Period





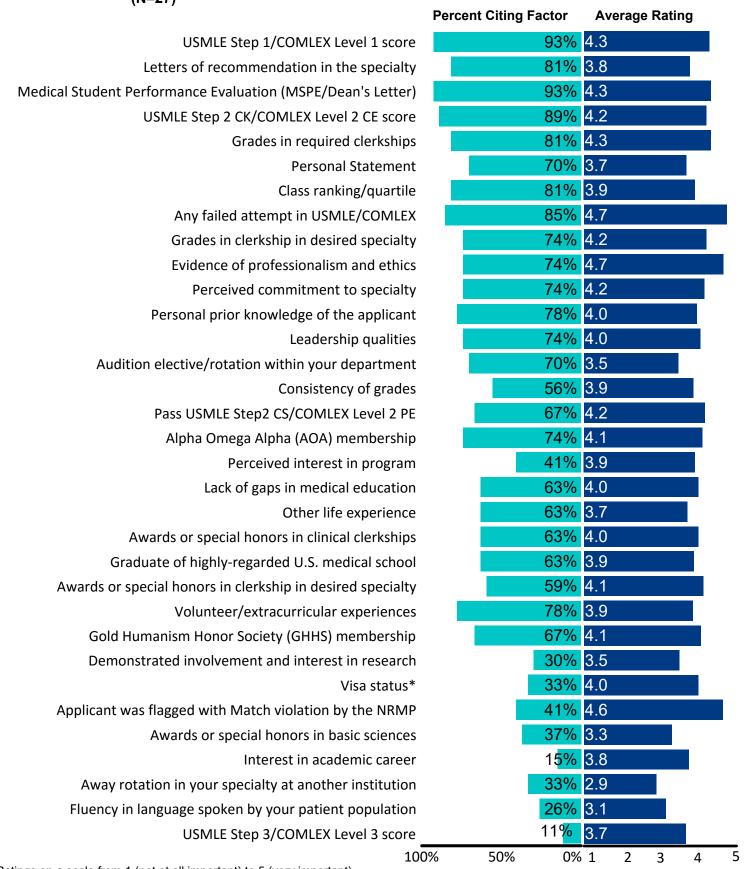
### Importance of Factors in Assessing Residents' Success

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



Internal Medicine/Pediatrics (N=28)

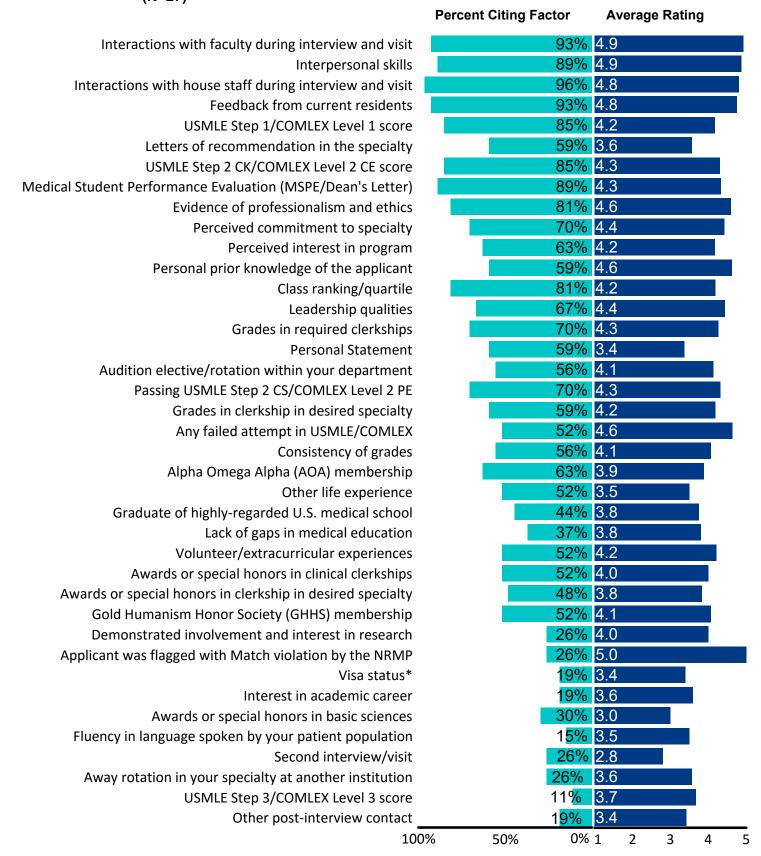
Internal Medicine/Pediatrics
Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Selecting Applicants to Interview
(N=27)



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

<sup>\*</sup> International Medical Graduates only

# Internal Medicine/Pediatrics Percentage of Programs Citing Each Factor And Mean Importance Rating<sup>1</sup> for Each Factor in Ranking Applicants (N=27)



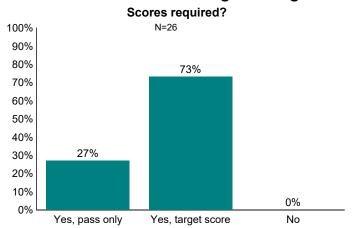
<sup>&</sup>lt;sup>1</sup> Ratings on a scale from 1 (not at all important) to 5 (very important).

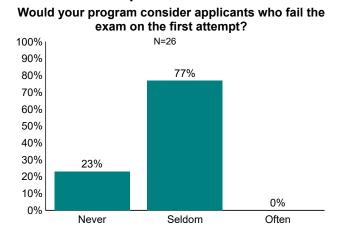
<sup>\*</sup> International Medical Graduates only

Internal Medicine/Pediatrics

Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

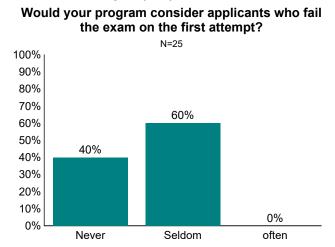
### Percentage of Programs That Use USMLE Step 1 Score



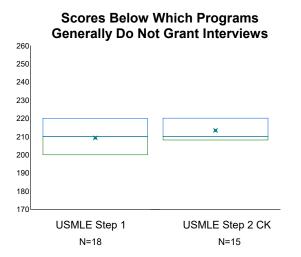


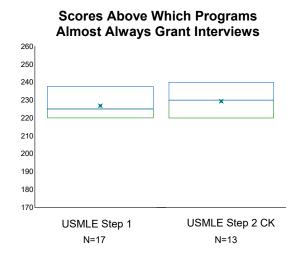
### Percentage of Programs That Use USMLE Step 2 (CK) Score

Scores required? N=25 100% 90% 80% 70% 56% 60% 50% 40% 32% 30% 20% 12% 10% 0% Yes, pass only Yes, target score No



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



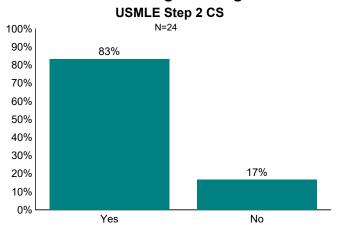


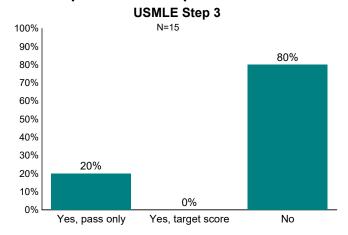
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

#### **Internal Medicine/Pediatrics**

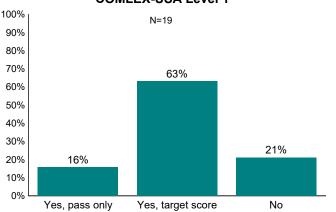
Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores\* When Considering Which Applicants to Interview

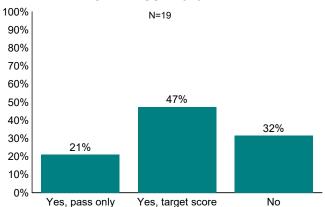
### Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



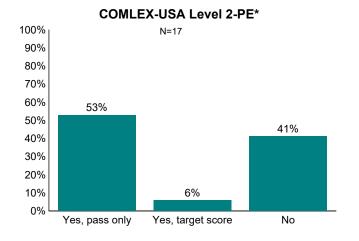


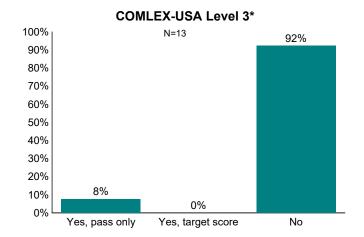
# Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores COMLEX-USA Level 1\* COMLEX-USA Level 2-CE\*





### Percentage of Programs That Use COMLEX-USA Level 2-PE and Level 3 Scores

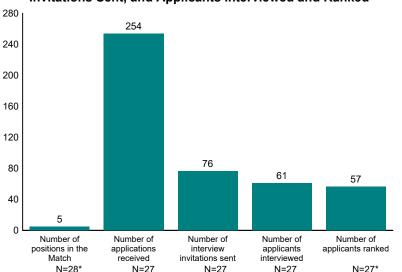




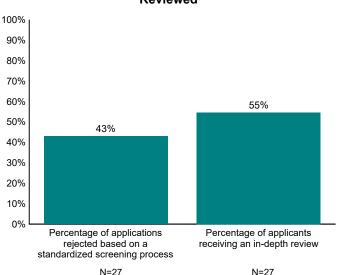
<sup>\*</sup> Osteopathic applicants only

### Internal Medicine/Pediatrics Program's Interview Activities

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



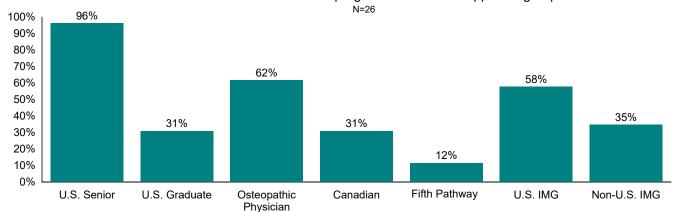
### Average Percentage of Applicants Rejected and Reviewed



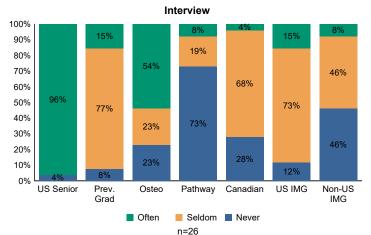
<sup>\*</sup> Data from the NRMP database. All Responding programs included

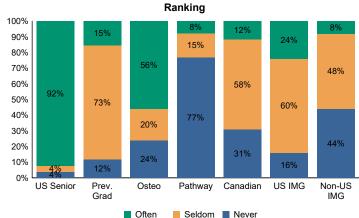
### Percentage of Programs that Typically Interview and Rank Each Applicant Type

12% of Internal Medicine/Pediatrics programs consider all applicant groups



#### Frequency of Programs Interviewing and Ranking Candidates



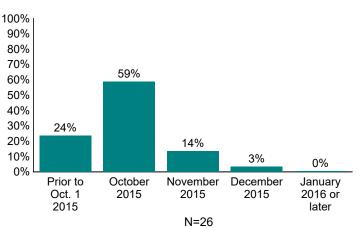


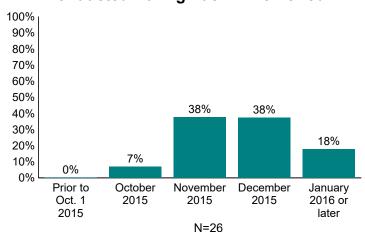
n=26

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

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

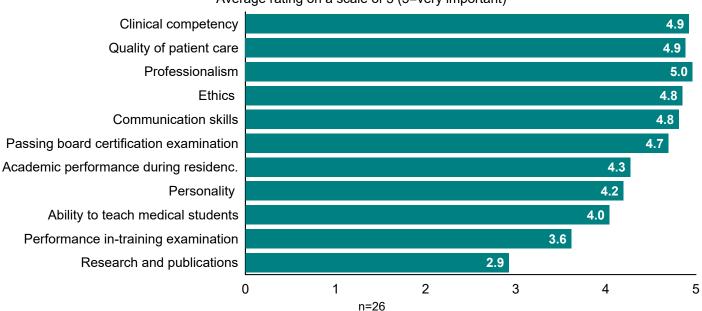
### Percentage of Program's Interviews Conducted During Each Time Period





### Importance of Factors in Assessing Residents' Success

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



Neurological Surgery (N=32)

### Figure NS-1

(N=30)

Neurological Surgery
Percentage of Programs Citing Each Factor And Mean Importance Rating<sup>1</sup> for Each
Factor in Selecting Applicants to Interview

**Percent Citing Factor Average Rating** 93% 4.6 USMLE Step 1/COMLEX Level 1 score 97% 4.8 Letters of recommendation in the specialty **73%** 3.9 Medical Student Performance Evaluation (MSPE/Dean's Letter) 50% 4.3 USMLE Step 2 CK/COMLEX Level 2 CE score 57% 4.1 Grades in required clerkships 83% 4.0 Personal Statement 67% 3.9 Class ranking/quartile 60% 4.9 Any failed attempt in USMLE/COMLEX 70% 4.4 Grades in clerkship in desired specialty 77% 4.5 Evidence of professionalism and ethics 70% 4.5 Perceived commitment to specialty 53% 4.4 Personal prior knowledge of the applicant 77% 4.3 Leadership qualities Audition elective/rotation within your department 80% 4.4 Consistency of grades 67% 4.3 Pass USMLE Step2 CS/COMLEX Level 2 PE 53% 4.1 Alpha Omega Alpha (AOA) membership 63% 4.0 70% 4.4 Perceived interest in program 40% 4.0 Lack of gaps in medical education 63% 3.7 Other life experience 60% 3.8 Awards or special honors in clinical clerkships 63% 4.2 Graduate of highly-regarded U.S. medical school 53% 4.3 Awards or special honors in clerkship in desired specialty 47% 3.7 Volunteer/extracurricular experiences 1<mark>7%</mark> 4.0 Gold Humanism Honor Society (GHHS) membership 83% 4.3 Demonstrated involvement and interest in research 47% 3.8 Visa status\* 40% 4.8 Applicant was flagged with Match violation by the NRMP 37% 3.7 Awards or special honors in basic sciences 50% 4.3 Interest in academic career 60% 3.9 Away rotation in your specialty at another institution 20% 4.5 Fluency in language spoken by your patient population 10% 4.3 USMLE Step 3/COMLEX Level 3 score 100% 50% 0% 1 2 3 4

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

<sup>\*</sup> International Medical Graduates only

### Figure NS-2

### **Neurological Surgery** Percentage of Programs Citing Each Factor And Mean Importance Rating<sup>1</sup> for Each Factor in Ranking Applicants (N=30)

•	Percent Citing Factor	Average Rating
Interactions with faculty during interview and visit	97%	4.9
Interpersonal skills	90%	4.8
Interactions with house staff during interview and visit	93%	4.8
Feedback from current residents	90%	4.7
USMLE Step 1/COMLEX Level 1 score	77%	4.5
Letters of recommendation in the specialty	90%	4.7
USMLE Step 2 CK/COMLEX Level 2 CE score	43%	4.5
Medical Student Performance Evaluation (MSPE/Dean's Letter)	50%	4.3
Evidence of professionalism and ethics	73%	4.6
Perceived commitment to specialty	67%	4.7
Perceived interest in program	73%	4.6
Personal prior knowledge of the applicant	60%	4.4
Class ranking/quartile	37%	4.3
Leadership qualities	63%	4.6
Grades in required clerkships	47%	3.9
Personal Statement	43%	4.0
Audition elective/rotation within your department	70%	4.7
Passing USMLE Step 2 CS/COMLEX Level 2 PE	23%	4.2
Grades in clerkship in desired specialty	43%	4.3
Any failed attempt in USMLE/COMLEX	17%	5.0
Consistency of grades	50%	4.4
Alpha Omega Alpha (AOA) membership	43%	3.9
Other life experience	33%	3.9
Graduate of highly-regarded U.S. medical school	43%	-
Lack of gaps in medical education	37%	
Volunteer/extracurricular experiences	33%	•
Awards or special honors in clinical clerkships	40%	
Awards or special honors in clerkship in desired specialty	40%	
Gold Humanism Honor Society (GHHS) membership	17%	
Demonstrated involvement and interest in research	67%	
Applicant was flagged with Match violation by the NRMP	23%	
Visa status*	17%	
Interest in academic career	47%	<u> </u>
Awards or special honors in basic sciences	27%	
Fluency in language spoken by your patient population	17%	
Second interview/visit	20%	
Away rotation in your specialty at another institution		4.7
USMLE Step 3/COMLEX Level 3 score	7%	
Other post-interview contact		4.2
100	0% 50% 0%	1 2 3 4 5

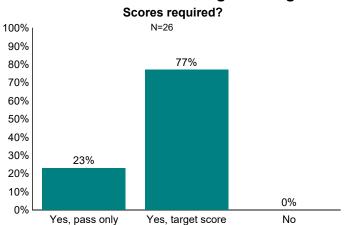
<sup>&</sup>lt;sup>1</sup> Ratings on a scale from 1 (not at all important) to 5 (very important). \* International Medical Graduates only

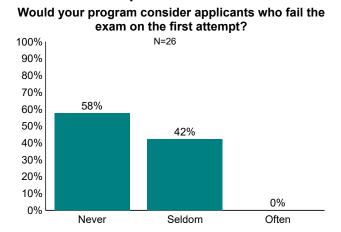
### Figure NS-3

#### **Neurological Surgery**

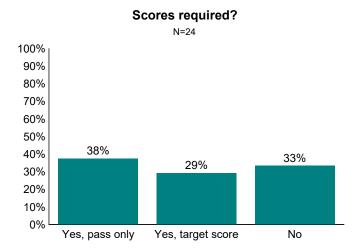
Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

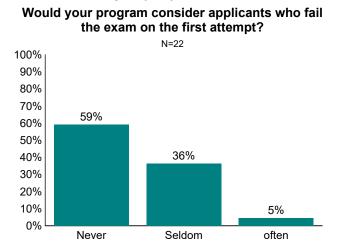
### Percentage of Programs That Use USMLE Step 1 Score



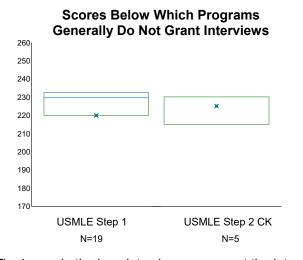


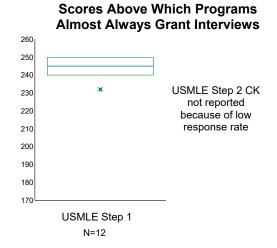
### Percentage of Programs That Use USMLE Step 2 (CK) Score





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



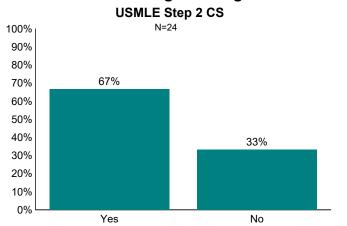


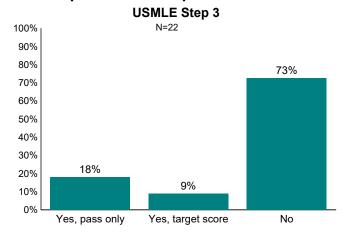
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

#### **Neurological Surgery**

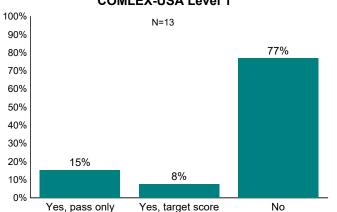
Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores\* When Considering Which Applicants to Interview

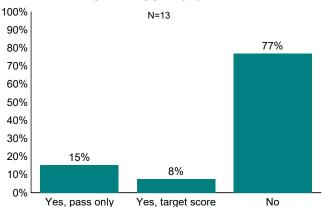
### Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



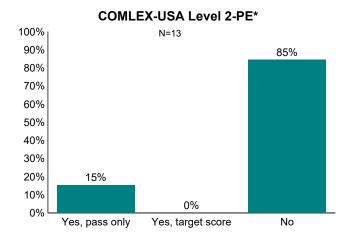


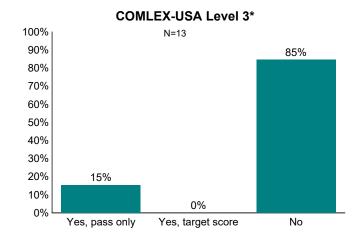
# Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores COMLEX-USA Level 1\* COMLEX-USA Level 2-CE\*





### Percentage of Programs That Use COMLEX-USA Level 2-PE and Level 3 Scores

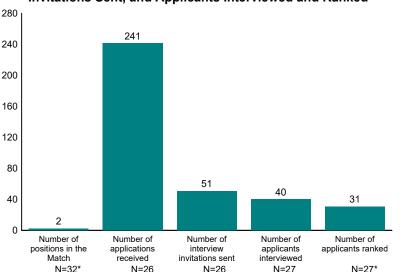




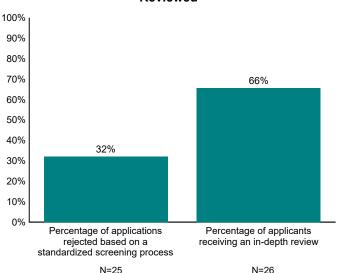
<sup>\*</sup> Osteopathic applicants only

### Neurological Surgery Program's Interview Activities

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

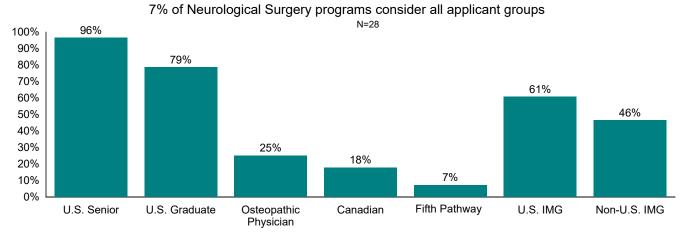


### Average Percentage of Applicants Rejected and Reviewed

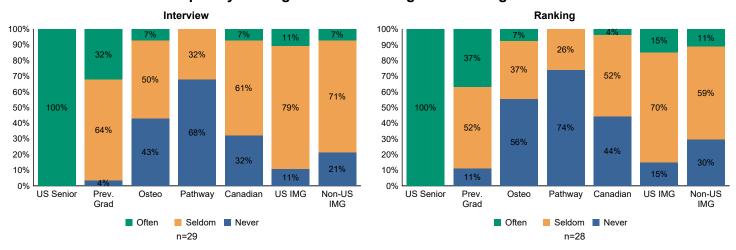


<sup>\*</sup> Data from the NRMP database. All Responding programs included

### Percentage of Programs that Typically Interview and Rank Each Applicant Type

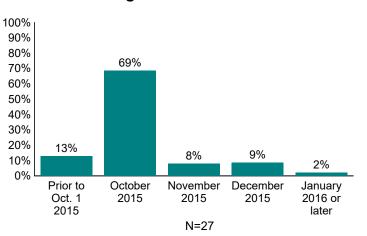


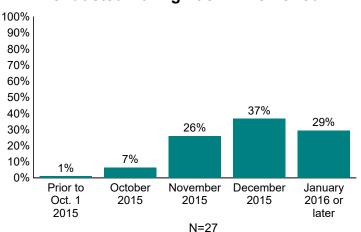
#### Frequency of Programs Interviewing and Ranking Candidates



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

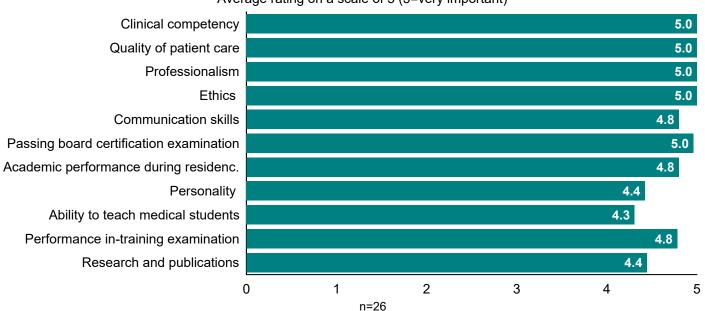
### Percentage of Program's Interviews Conducted During Each Time Period





### Importance of Factors in Assessing Residents' Success

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



Neurology (N=55)

### Figure N-1

Neurology

Percentage of Programs Citing Each Factor And Mean Importance Rating<sup>1</sup> for Each Factor in Selecting Applicants to Interview (N=50)

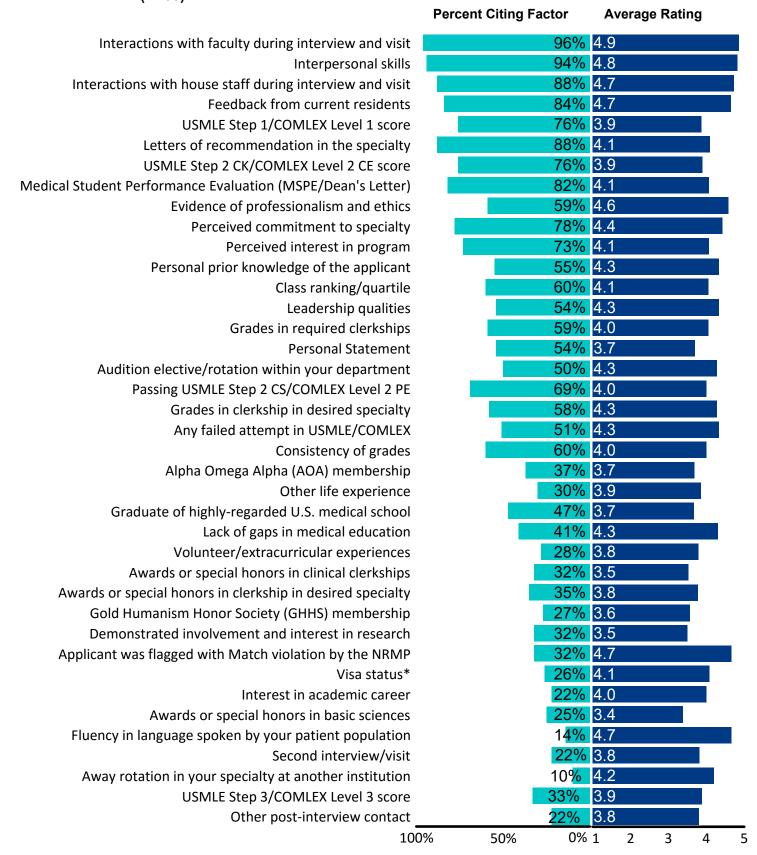
**Percent Citing Factor Average Rating** 94% 4.0 USMLE Step 1/COMLEX Level 1 score 90% 4.1 Letters of recommendation in the specialty 88% 4.0 Medical Student Performance Evaluation (MSPE/Dean's Letter) 84% 4.0 USMLE Step 2 CK/COMLEX Level 2 CE score 81% 4.0 Grades in required clerkships **75%** 3.8 Personal Statement **72%** 3.8 Class ranking/quartile 84% 4.5 Any failed attempt in USMLE/COMLEX 77% 4.4 Grades in clerkship in desired specialty 63% 4.3 Evidence of professionalism and ethics 79% 4.4 Perceived commitment to specialty 71% 4.1 Personal prior knowledge of the applicant 56% 3.9 Leadership qualities Audition elective/rotation within your department 59% 4.0 Consistency of grades 68% 4.1 69% 4.1 Pass USMLE Step2 CS/COMLEX Level 2 PE Alpha Omega Alpha (AOA) membership 45% 4.1 58% 4.2 Perceived interest in program 69% 3.9 Lack of gaps in medical education 54% 3.7 Other life experience **57%** 3.8 Awards or special honors in clinical clerkships 65% 4.0 Graduate of highly-regarded U.S. medical school 56% 4.1 Awards or special honors in clerkship in desired specialty 45% 3.5 Volunteer/extracurricular experiences 33% 3.9 Gold Humanism Honor Society (GHHS) membership 50% 3.6 Demonstrated involvement and interest in research 43% 3.7 Visa status\* 37% 4.7 Applicant was flagged with Match violation by the NRMP 32% 3.4 Awards or special honors in basic sciences 28% 4.0 Interest in academic career 26% 3.0 Away rotation in your specialty at another institution **21%** 3.8 Fluency in language spoken by your patient population 28% 3.7 USMLE Step 3/COMLEX Level 3 score 100% 50% 0% 1 2 3 4

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

<sup>\*</sup> International Medical Graduates only

### Figure N-2

Neurology
Percentage of Programs Citing Each Factor And Mean Importance Rating<sup>1</sup> for Each Factor in Ranking Applicants
(N=50)



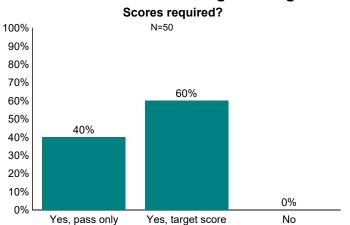
<sup>&</sup>lt;sup>1</sup> Ratings on a scale from 1 (not at all important) to 5 (very important).

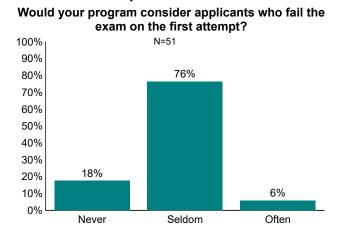
<sup>\*</sup> International Medical Graduates only

#### Neurology

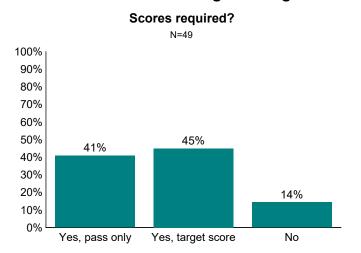
Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

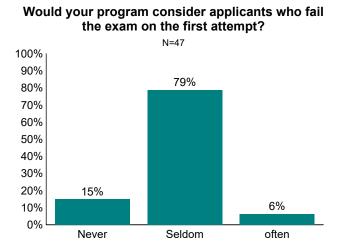
### Percentage of Programs That Use USMLE Step 1 Score



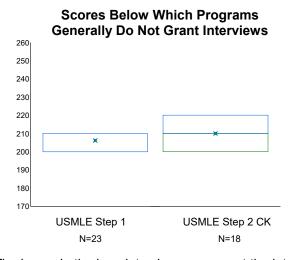


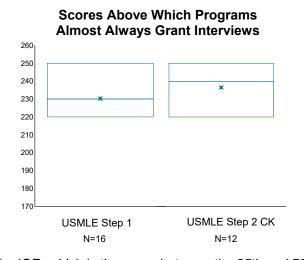
### Percentage of Programs That Use USMLE Step 2 (CK) Score





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



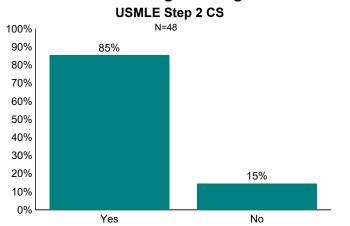


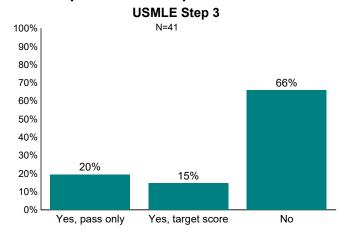
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

#### Neurology

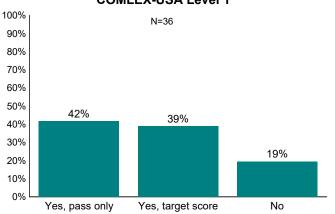
Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores\* When Considering Which Applicants to Interview

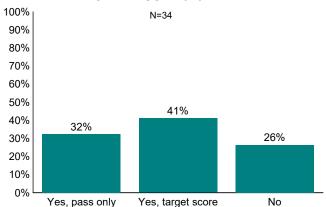
### Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



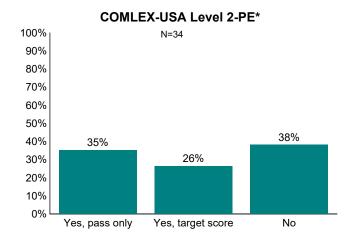


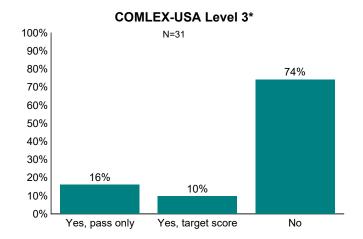
# Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores COMLEX-USA Level 1\* COMLEX-USA Level 2-CE\*





### Percentage of Programs That Use COMLEX-USA Level 2-PE and Level 3 Scores

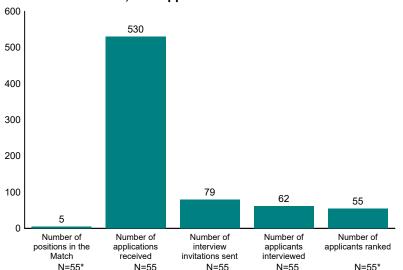




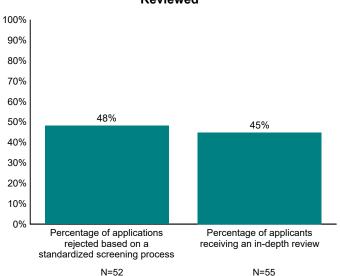
<sup>\*</sup> Osteopathic applicants only

### Neurology Program's Interview Activities

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

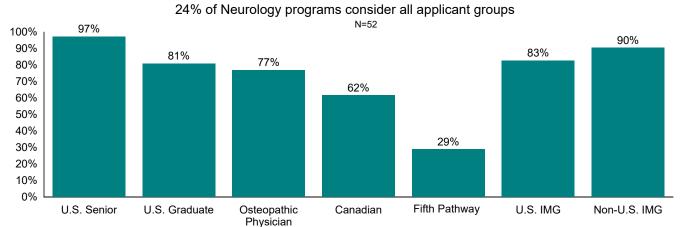


# Average Percentage of Applicants Rejected and Reviewed

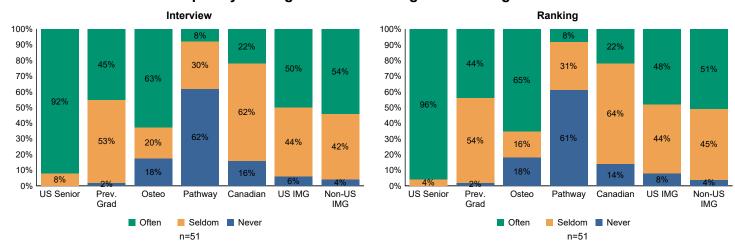


<sup>\*</sup> Data from the NRMP database. All Responding programs included

### Percentage of Programs that Typically Interview and Rank Each Applicant Type



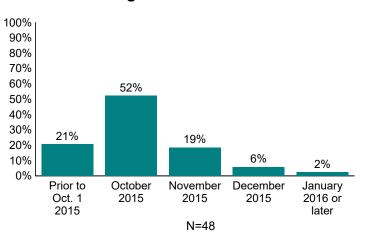
### Frequency of Programs Interviewing and Ranking Candidates

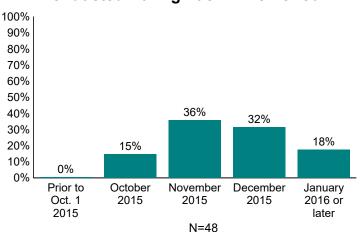


Program's Interview Activities (Continued) and Program Assessment of Residents' Success

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

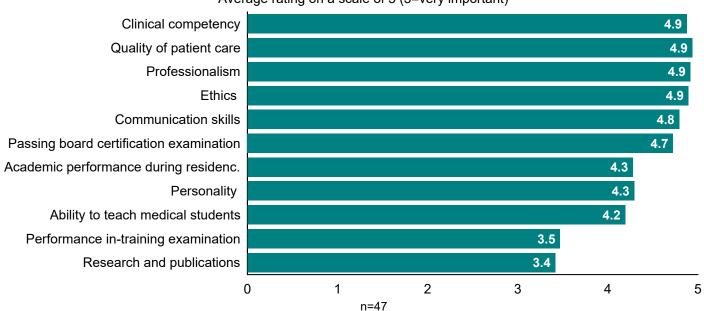
### Percentage of Program's Interviews Conducted During Each Time Period





### Importance of Factors in Assessing Residents' Success

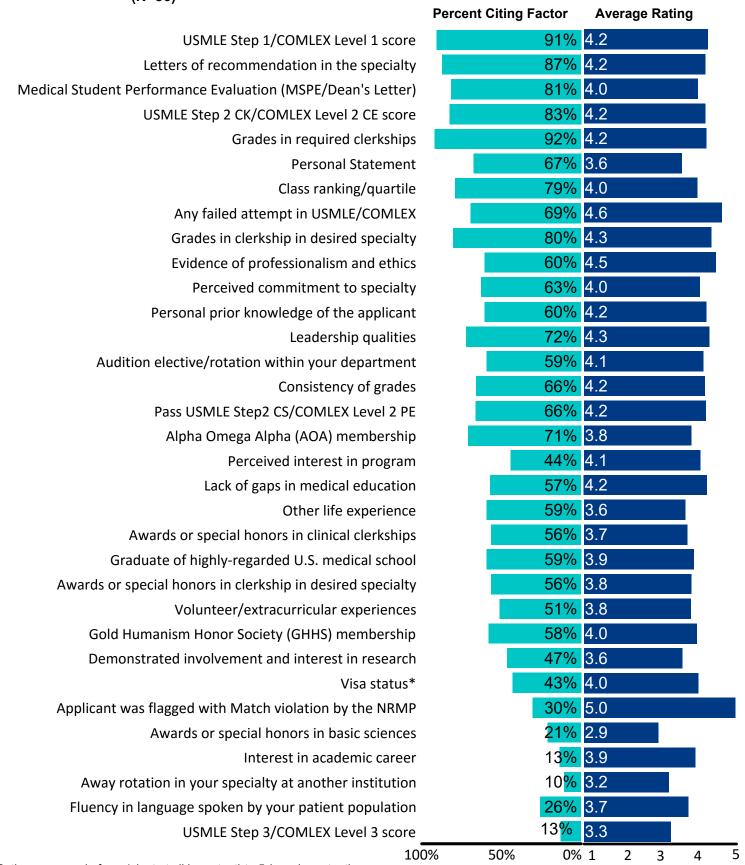
Average rating on a scale of 5 (5=very important)



Obstetrics and Gynecology (N=95)

### Figure OG-1

Obstetrics and Gynecology
Percentage of Programs Citing Each Factor And Mean Importance Rating<sup>1</sup> for Each
Factor in Selecting Applicants to Interview
(N=86)

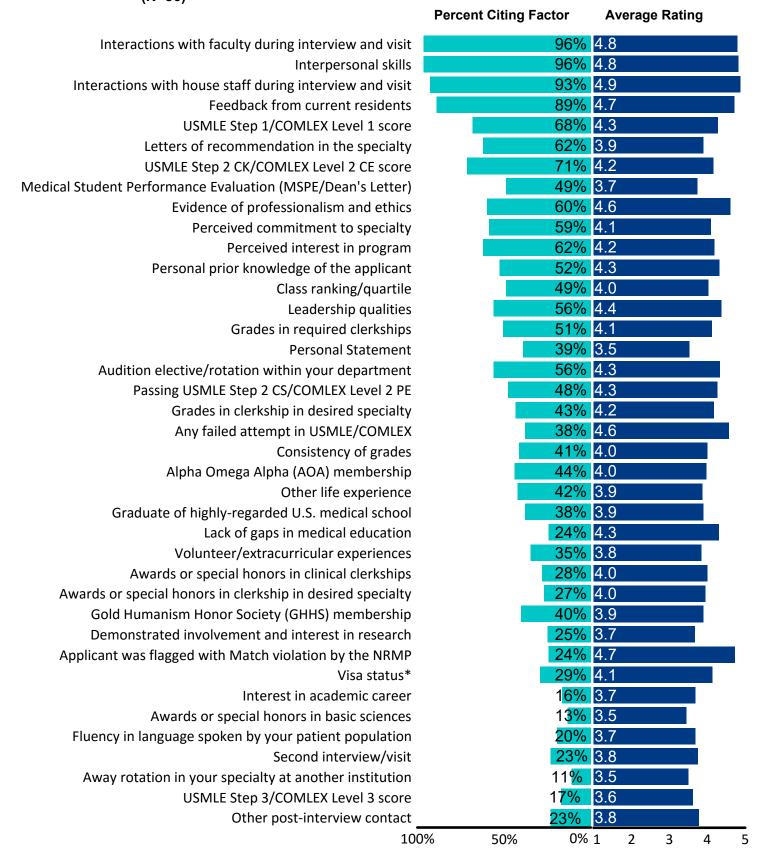


<sup>&</sup>lt;sup>1</sup> Ratings on a scale from 1 (not at all important) to 5 (very important).

<sup>\*</sup> International Medical Graduates only

### Figure OG-2

### Obstetrics and Gynecology Percentage of Programs Citing Each Factor And Mean Importance Rating<sup>1</sup> for Each Factor in Ranking Applicants (N=86)



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

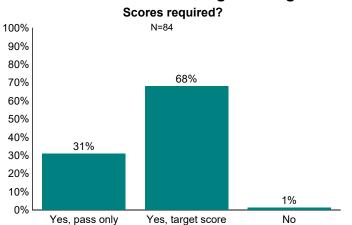
<sup>\*</sup> International Medical Graduates only

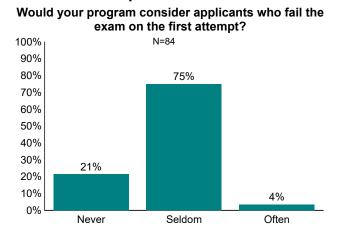
### Figure OG-3

### **Obstetrics and Gynecology**

Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

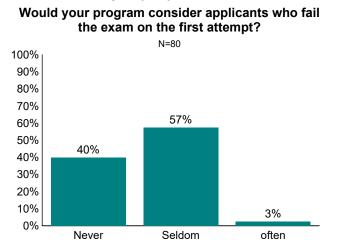
### Percentage of Programs That Use USMLE Step 1 Score



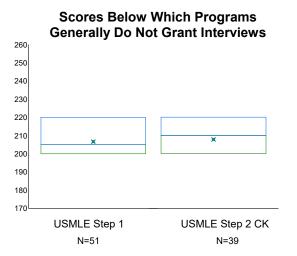


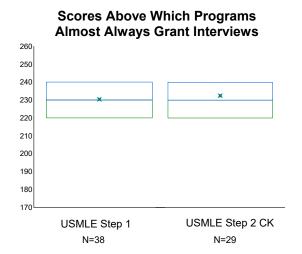
### Percentage of Programs That Use USMLE Step 2 (CK) Score

Scores required? N=81 100% 90% 80% 70% 60% 53% 50% 40% 36% 30% 20% 11% 10% 0% Yes, pass only Yes, target score No



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



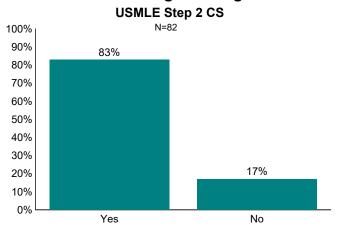


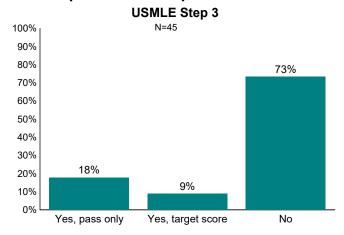
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

#### **Obstetrics and Gynecology**

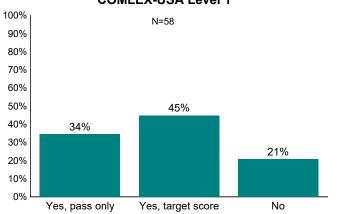
Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores\* When Considering Which Applicants to Interview

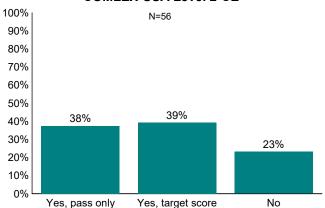
### Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



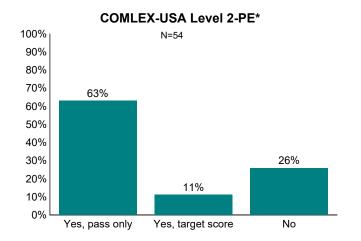


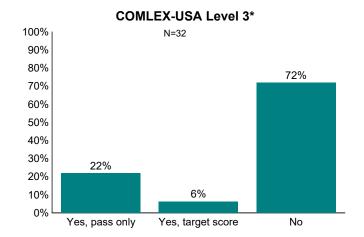
# Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores COMLEX-USA Level 1\* COMLEX-USA Level 2-CE\*





### Percentage of Programs That Use COMLEX-USA Level 2-PE and Level 3 Scores

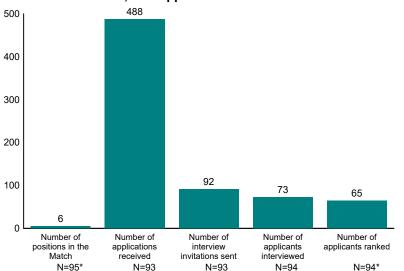




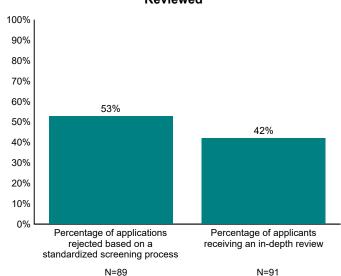
<sup>\*</sup> Osteopathic applicants only

### Obstetrics and Gynecology Program's Interview Activities



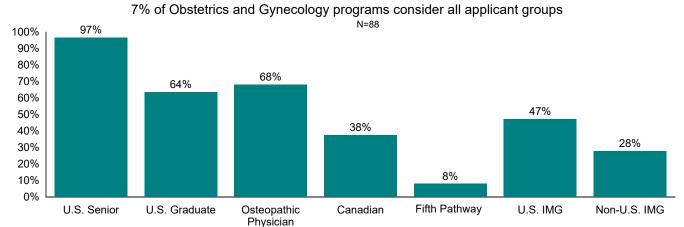


# Average Percentage of Applicants Rejected and Reviewed

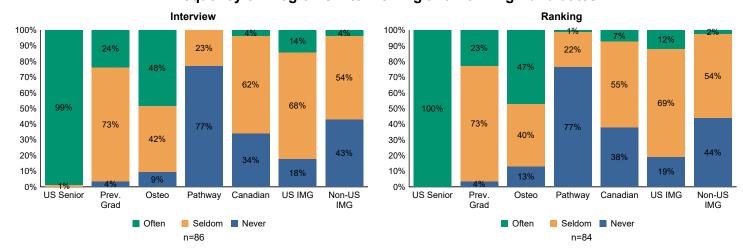


<sup>\*</sup> Data from the NRMP database. All Responding programs included

### Percentage of Programs that Typically Interview and Rank Each Applicant Type

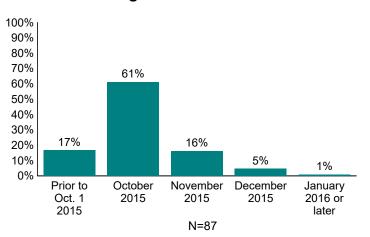


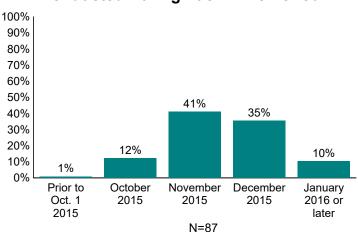
### Frequency of Programs Interviewing and Ranking Candidates



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

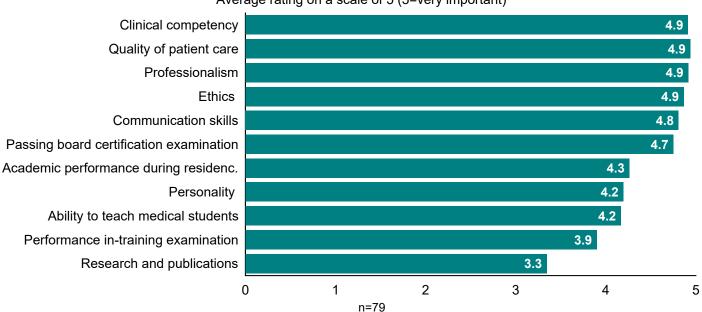
### Percentage of Program's Interviews Conducted During Each Time Period





### Importance of Factors in Assessing Residents' Success

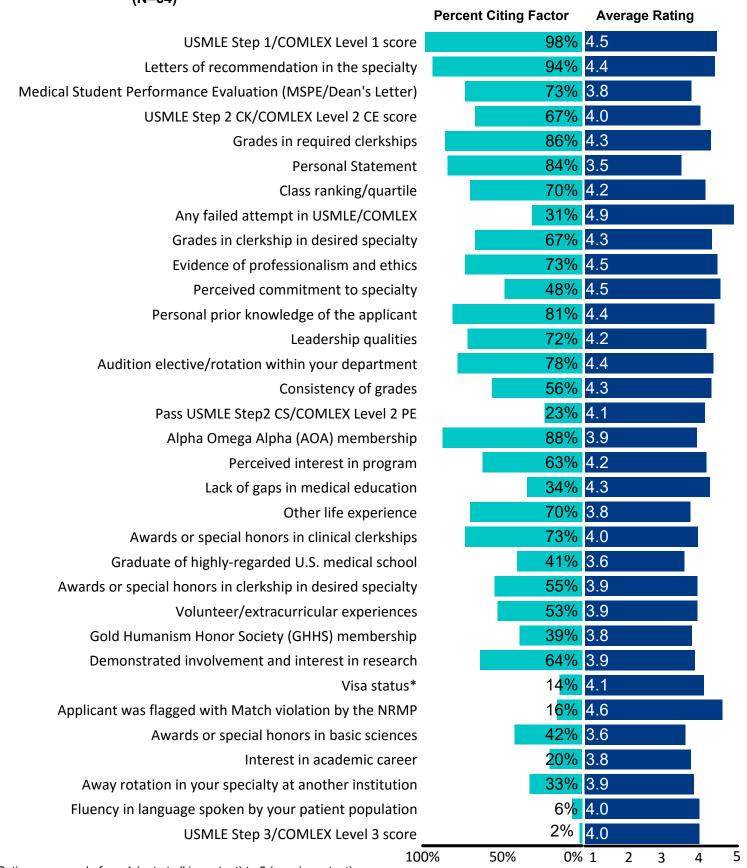
Average rating on a scale of 5 (5=very important)



Orthopaedic Surgery (N=66)

### Figure OS-1

Orthopaedic Surgery
Percentage of Programs Citing Each Factor And Mean Importance Rating<sup>1</sup> for Each Factor in Selecting Applicants to Interview
(N=64)

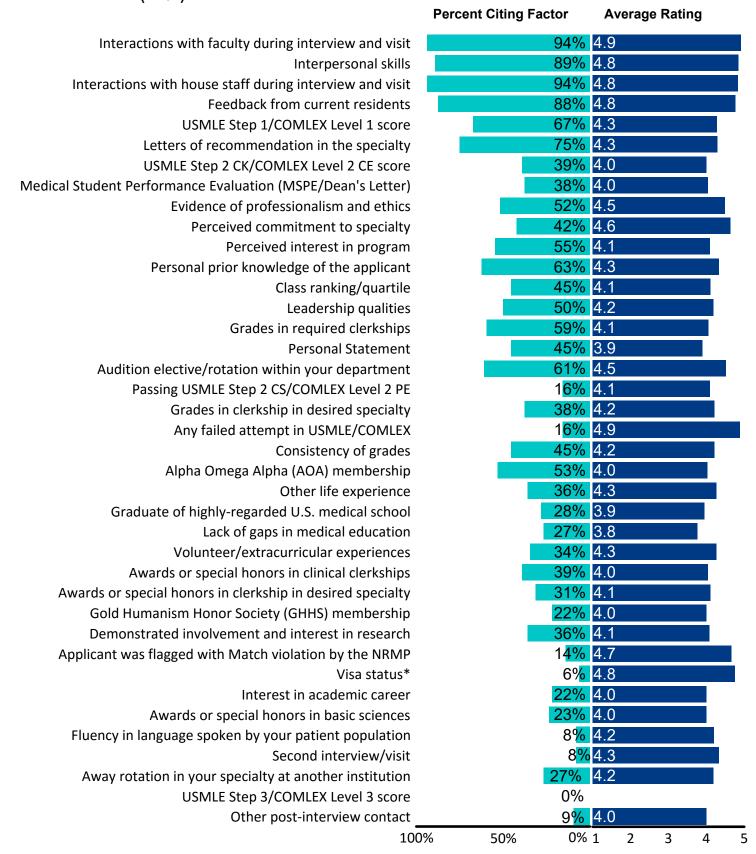


<sup>&</sup>lt;sup>1</sup> Ratings on a scale from 1 (not at all important) to 5 (very important).

<sup>\*</sup> International Medical Graduates only

### Figure OS-2

# Orthopaedic Surgery Percentage of Programs Citing Each Factor And Mean Importance Rating<sup>1</sup> for Each Factor in Ranking Applicants (N=64)



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

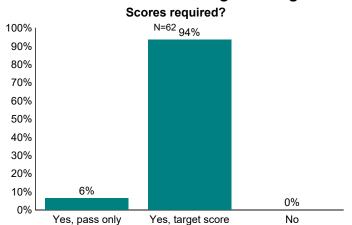
<sup>\*</sup> International Medical Graduates only

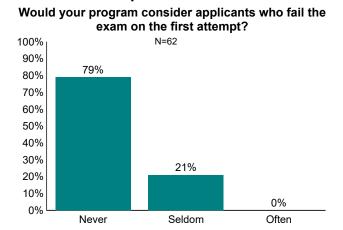
### Figure OS-3

#### **Orthopaedic Surgery**

Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

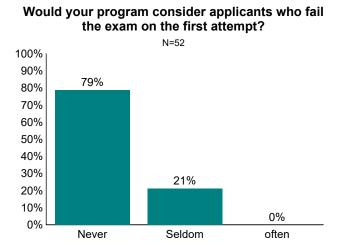
### Percentage of Programs That Use USMLE Step 1 Score



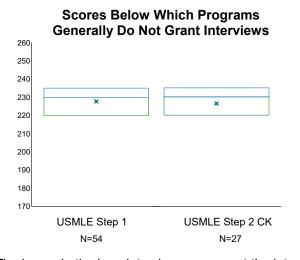


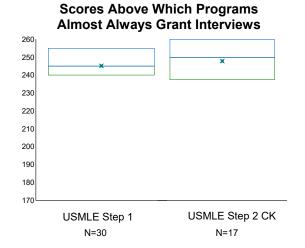
### Percentage of Programs That Use USMLE Step 2 (CK) Score

Scores required? N=60 100% 90% 80% 70% 60% 50% 50% 40% 35% 30% 20% 15% 10% 0% Yes, pass only Yes, target score No



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



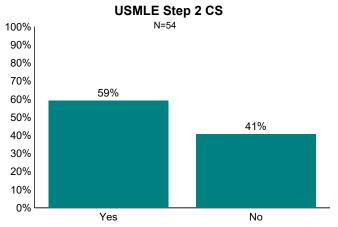


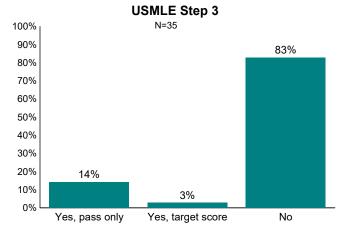
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

#### **Orthopaedic Surgery**

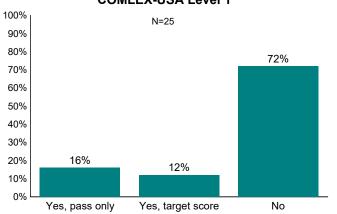
Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores\* When Considering Which Applicants to Interview

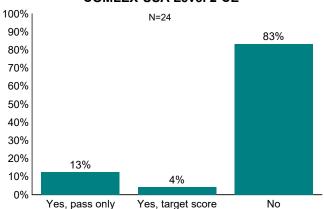
### Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



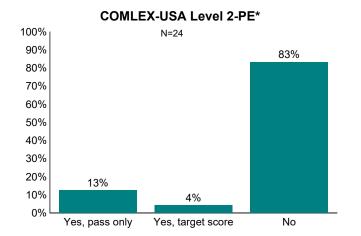


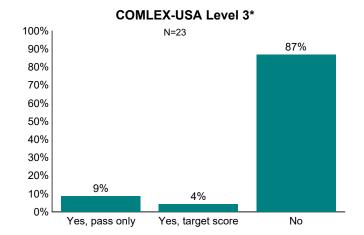
# Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores COMLEX-USA Level 1\* COMLEX-USA Level 2-CE\*





### Percentage of Programs That Use COMLEX-USA Level 2-PE and Level 3 Scores

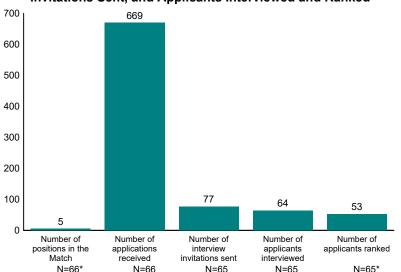




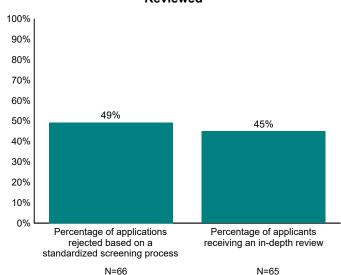
<sup>\*</sup> Osteopathic applicants only

### Orthopaedic Surgery Program's Interview Activities



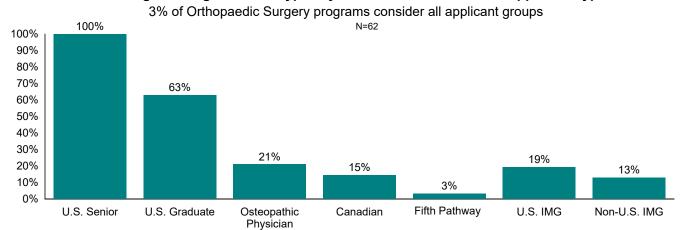


# Average Percentage of Applicants Rejected and Reviewed

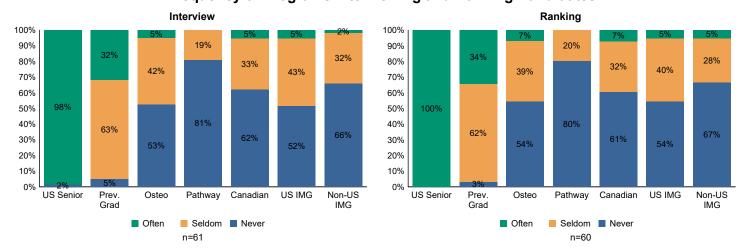


<sup>\*</sup> Data from the NRMP database. All Responding programs included

#### Percentage of Programs that Typically Interview and Rank Each Applicant Type

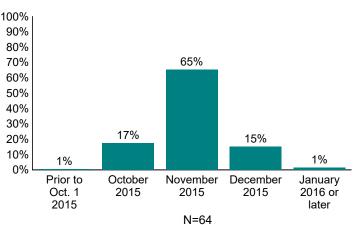


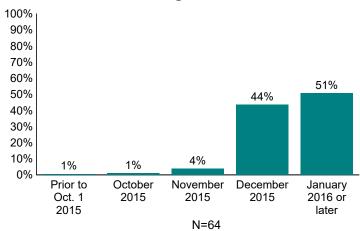
### Frequency of Programs Interviewing and Ranking Candidates



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

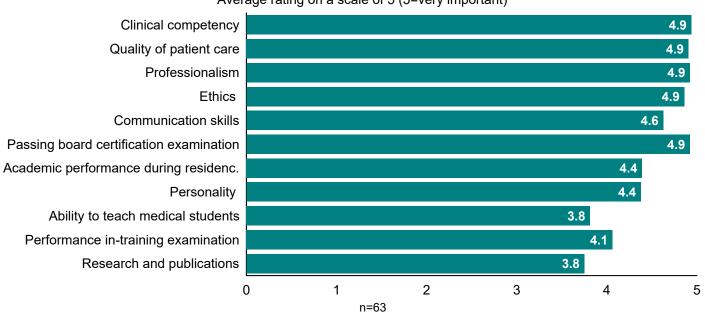
### Percentage of Program's Interviews Conducted During Each Time Period





### Importance of Factors in Assessing Residents' Success

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



Otolaryngology (N=31)

### Figure O-1

Otolaryngology

Percentage of Programs Citing Each Factor And Mean Importance Rating<sup>1</sup> for Each Factor in Selecting Applicants to Interview (N=30)

**Percent Citing Factor Average Rating** 97% 4.4 USMLE Step 1/COMLEX Level 1 score 100% 4.6 Letters of recommendation in the specialty 70% 3.5 Medical Student Performance Evaluation (MSPE/Dean's Letter) 67% 4.0 USMLE Step 2 CK/COMLEX Level 2 CE score 90% 4.3 Grades in required clerkships 87% 4.0 Personal Statement 67% 4.0 Class ranking/quartile 30% 4.9 Any failed attempt in USMLE/COMLEX 83% 4.7 Grades in clerkship in desired specialty 80% 4.4 Evidence of professionalism and ethics 73% 4.3 Perceived commitment to specialty 77% 4.8 Personal prior knowledge of the applicant 70% 4.3 Leadership qualities Audition elective/rotation within your department 90% 4.3 Consistency of grades **57%** 4.5 27% 3.9 Pass USMLE Step2 CS/COMLEX Level 2 PE Alpha Omega Alpha (AOA) membership 80% 3.9 73% 4.0 Perceived interest in program 47% 3.7 Lack of gaps in medical education 63% 3.8 Other life experience 77% 3.5 Awards or special honors in clinical clerkships 33% 3.3 Graduate of highly-regarded U.S. medical school 57% 4.2 Awards or special honors in clerkship in desired specialty 63% 4.1 Volunteer/extracurricular experiences 50% 3.5 Gold Humanism Honor Society (GHHS) membership 83% 4.3 Demonstrated involvement and interest in research 30% 3.6 Visa status\* 23% 4.9 Applicant was flagged with Match violation by the NRMP 40% 3.3 Awards or special honors in basic sciences 37% 4.1 Interest in academic career 43% 3.8 Away rotation in your specialty at another institution 3% 2.0 Fluency in language spoken by your patient population 3% 3.0 USMLE Step 3/COMLEX Level 3 score 100% 50% 0% 1 2 3 4

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

<sup>\*</sup> International Medical Graduates only

### Figure O-2

Otolaryngology Percentage of Programs Citing Each Factor And Mean Importance Rating<sup>1</sup> for Each Factor in Ranking Applicants (N=30)

, , ,	Percent Citing Factor	Average Rating
Interactions with faculty during interview and visit	93%	5.0
Interpersonal skills	97%	5.0
Interactions with house staff during interview and visit	97%	4.9
Feedback from current residents	93%	4.9
USMLE Step 1/COMLEX Level 1 score	69%	4.1
Letters of recommendation in the specialty	86%	4.5
USMLE Step 2 CK/COMLEX Level 2 CE score	41%	3.8
Medical Student Performance Evaluation (MSPE/Dean's Letter)	41%	3.5
Evidence of professionalism and ethics	69%	4.6
Perceived commitment to specialty	72%	4.3
Perceived interest in program	76%	4.2
Personal prior knowledge of the applicant	66%	4.7
Class ranking/quartile	38%	3.9
Leadership qualities	66%	4.4
Grades in required clerkships	55%	4.0
Personal Statement	55%	3.9
Audition elective/rotation within your department	72%	4.8
Passing USMLE Step 2 CS/COMLEX Level 2 PE	1 <mark>4%</mark>	4.3
Grades in clerkship in desired specialty	45%	4.2
Any failed attempt in USMLE/COMLEX	17%	4.5
Consistency of grades	34%	4.2
Alpha Omega Alpha (AOA) membership	48%	3.7
Other life experience	34%	4.0
Graduate of highly-regarded U.S. medical school	21%	3.6
Lack of gaps in medical education	21%	4.2
Volunteer/extracurricular experiences	45%	4.2
Awards or special honors in clinical clerkships	34%	3.9
Awards or special honors in clerkship in desired specialty	34%	3.8
Gold Humanism Honor Society (GHHS) membership	34%	3.6
Demonstrated involvement and interest in research	66%	4.2
Applicant was flagged with Match violation by the NRMP	14%	4.3
Visa status*	7%	4.5
Interest in academic career	45%	3.8
Awards or special honors in basic sciences	24%	
Fluency in language spoken by your patient population	3%	3.0
Second interview/visit	0%	
Away rotation in your specialty at another institution	31%	4.1
USMLE Step 3/COMLEX Level 3 score	3%	
Other post-interview contact	0%	
100	% 50% 0%	1 2 3 4

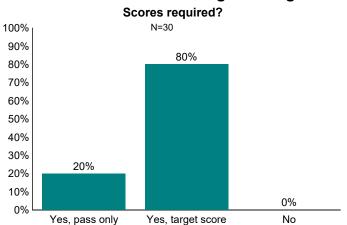
<sup>&</sup>lt;sup>1</sup> Ratings on a scale from 1 (not at all important) to 5 (very important). \* International Medical Graduates only

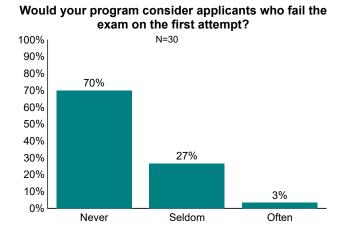
### Figure O-3

#### Otolaryngology

Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

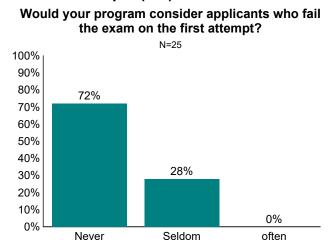
### Percentage of Programs That Use USMLE Step 1 Score



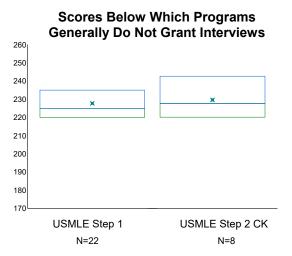


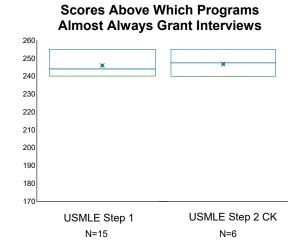
### Percentage of Programs That Use USMLE Step 2 (CK) Score

Scores required? N=29 100% 90% 80% 70% 60% 50% 41% 40% 31% 28% 30% 20% 10% 0% Yes, pass only Yes, target score No



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



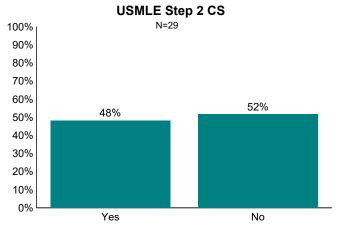


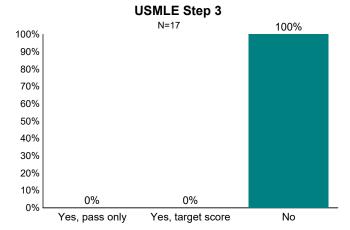
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

#### Otolaryngology

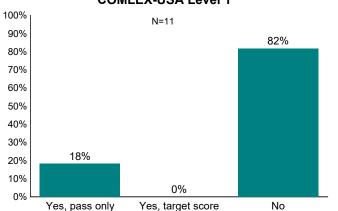
Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores\* When Considering Which Applicants to Interview

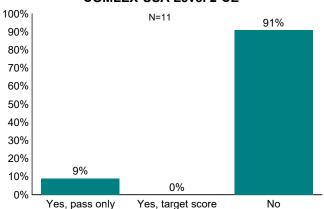
### Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



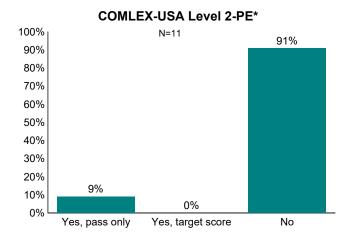


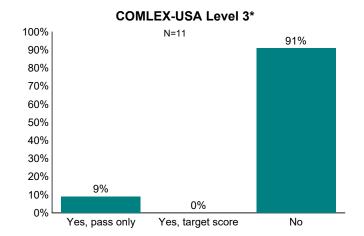
# Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores COMLEX-USA Level 1\* COMLEX-USA Level 2-CE\*





### Percentage of Programs That Use COMLEX-USA Level 2-PE and Level 3 Scores

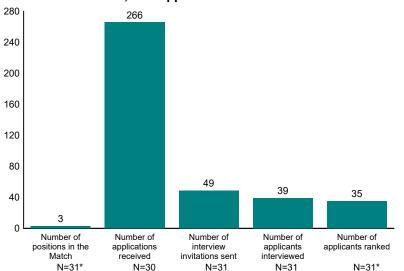




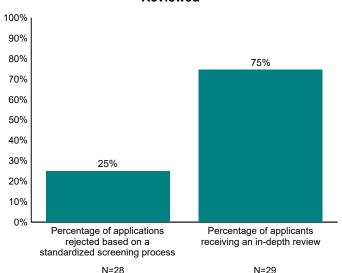
<sup>\*</sup> Osteopathic applicants only

### Otolaryngology Program's Interview Activities

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

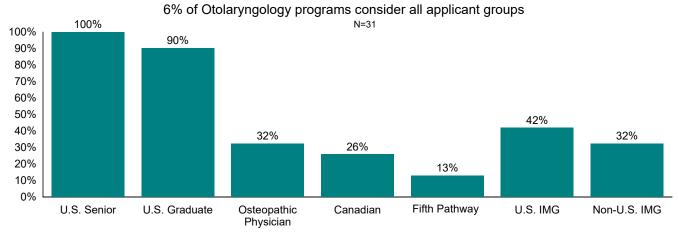


# Average Percentage of Applicants Rejected and Reviewed

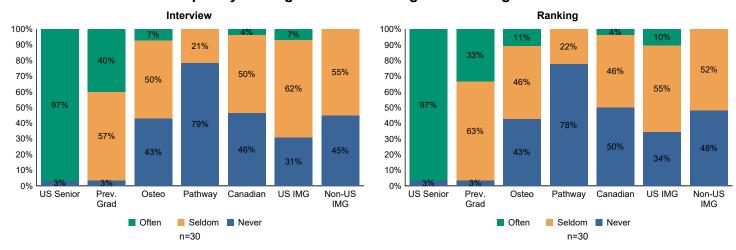


<sup>\*</sup> Data from the NRMP database. All Responding programs included

### Percentage of Programs that Typically Interview and Rank Each Applicant Type

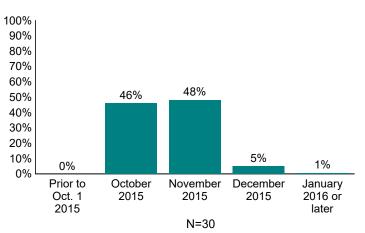


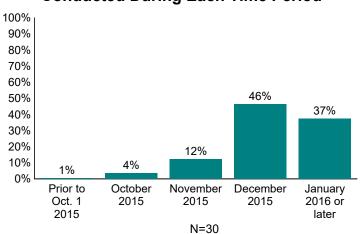
### Frequency of Programs Interviewing and Ranking Candidates



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

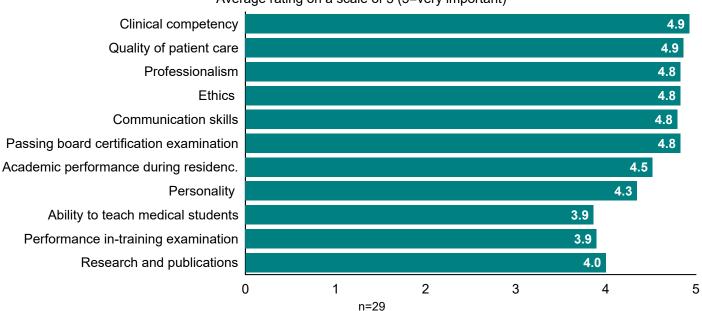
### Percentage of Program's Interviews Conducted During Each Time Period





### Importance of Factors in Assessing Residents' Success

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



Pathology (N=58)

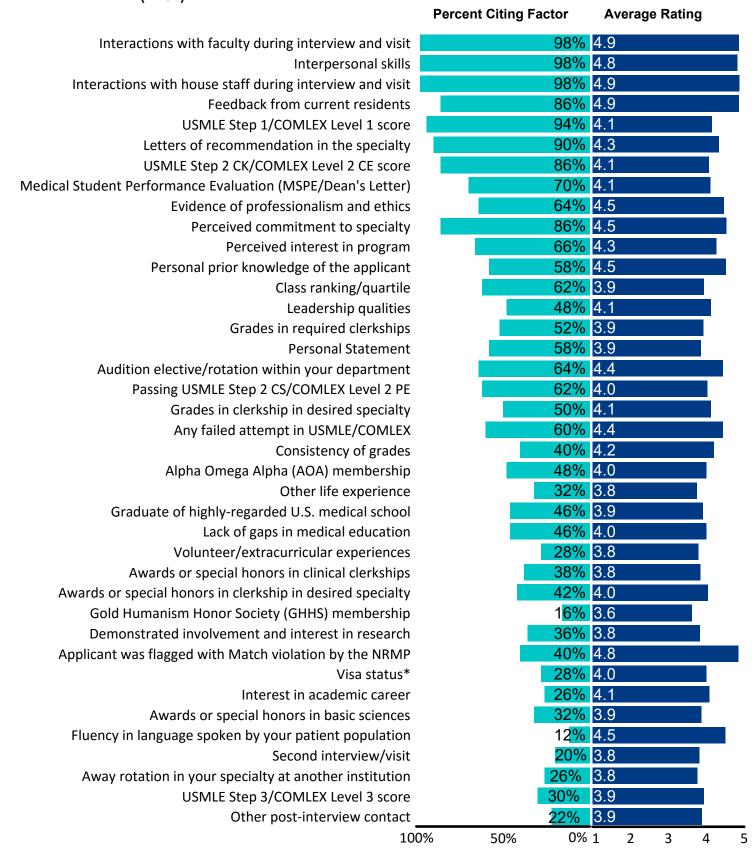
**Pathology** 

Percentage of Programs Citing Each Factor And Mean Importance Rating<sup>1</sup> for Each Factor in Selecting Applicants to Interview (N=52)

(14-52)	Percent Citing Factor	Average Rating
USMLE Step 1/COMLEX Level 1 score	98%	4.3
Letters of recommendation in the specialty	98%	
Medical Student Performance Evaluation (MSPE/Dean's Letter)	88%	
USMLE Step 2 CK/COMLEX Level 2 CE score	88%	4.1
Grades in required clerkships	79%	3.9
Personal Statement	87%	4.0
Class ranking/quartile	77%	3.8
Any failed attempt in USMLE/COMLEX	94%	4.6
Grades in clerkship in desired specialty	75%	4.2
Evidence of professionalism and ethics	67%	4.6
Perceived commitment to specialty	98%	4.3
Personal prior knowledge of the applicant	69%	4.3
Leadership qualities	56%	4.0
Audition elective/rotation within your department	73%	4.1
Consistency of grades	58%	4.1
Pass USMLE Step2 CS/COMLEX Level 2 PE	73%	4.1
Alpha Omega Alpha (AOA) membership	58%	3.9
Perceived interest in program	75%	4.2
Lack of gaps in medical education	69%	4.0
Other life experience	40%	3.9
Awards or special honors in clinical clerkships	62%	3.7
Graduate of highly-regarded U.S. medical school	63%	3.8
Awards or special honors in clerkship in desired specialty	69%	3.9
Volunteer/extracurricular experiences	37%	3.8
Gold Humanism Honor Society (GHHS) membership	21%	3.5
Demonstrated involvement and interest in research	54%	3.8
Visa status*	33%	3.8
Applicant was flagged with Match violation by the NRMP	56%	4.8
Awards or special honors in basic sciences	48%	3.8
Interest in academic career	38%	3.8
Away rotation in your specialty at another institution	42%	3.8
Fluency in language spoken by your patient population	27%	4.2
USMLE Step 3/COMLEX Level 3 score	40%	3.5
10	0% 50% 0%	51 2 3 4

<sup>&</sup>lt;sup>1</sup> Ratings on a scale from 1 (not at all important) to 5 (very important). \* International Medical Graduates only

Pathology
Percentage of Programs Citing Each Factor And Mean Importance Rating<sup>1</sup> for Each Factor in Ranking Applicants
(N=52)



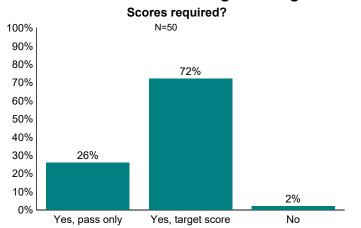
<sup>&</sup>lt;sup>1</sup> Ratings on a scale from 1 (not at all important) to 5 (very important).

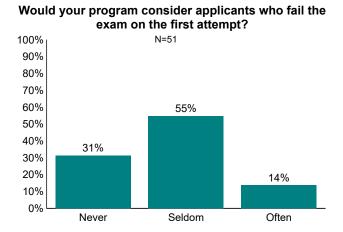
<sup>\*</sup> International Medical Graduates only

#### **Pathology**

Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

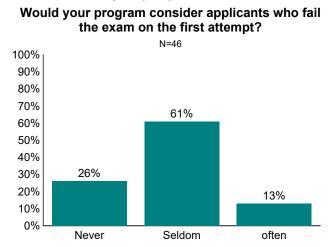
### Percentage of Programs That Use USMLE Step 1 Score



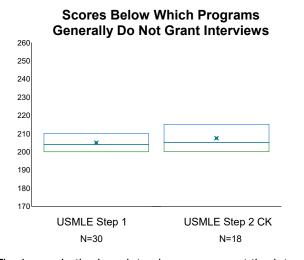


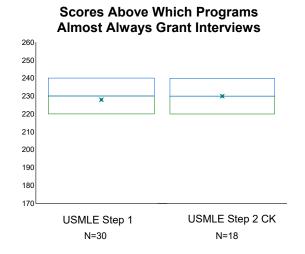
### Percentage of Programs That Use USMLE Step 2 (CK) Score

Scores required? N=49 100% 90% 80% 70% 60% 49% 50% 40% 31% 30% 20% 20% 10% 0% Yes, pass only Yes, target score No



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



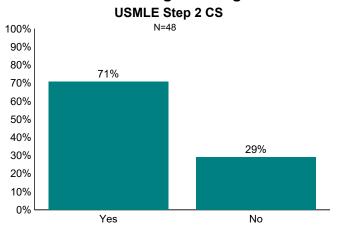


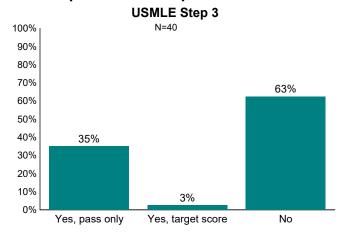
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

### **Pathology**

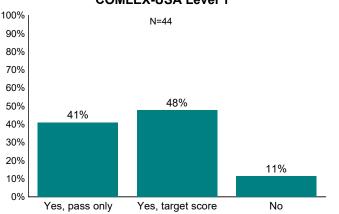
Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores\* When Considering Which Applicants to Interview

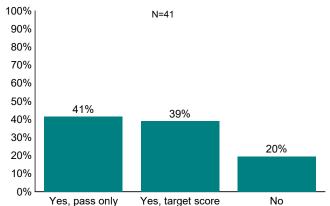
### Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



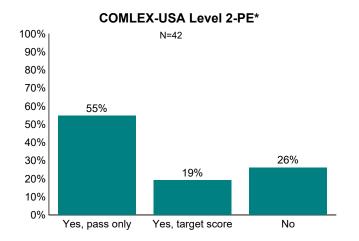


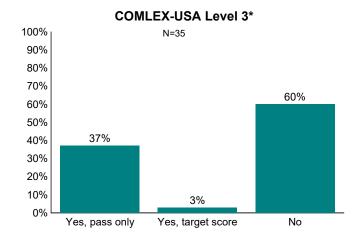
# Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores COMLEX-USA Level 1\* COMLEX-USA Level 2-CE\*





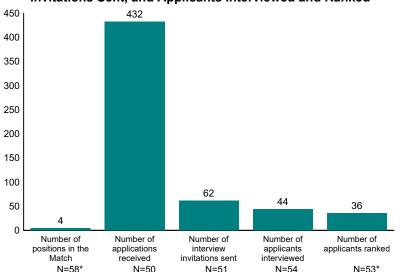
### Percentage of Programs That Use COMLEX-USA Level 2-PE and Level 3 Scores



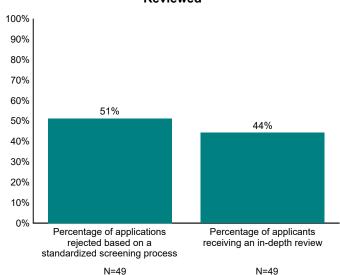


<sup>\*</sup> Osteopathic applicants only

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

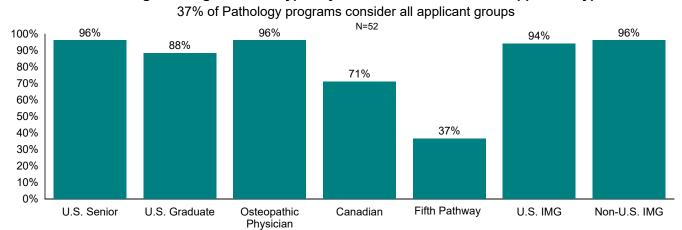


# Average Percentage of Applicants Rejected and Reviewed

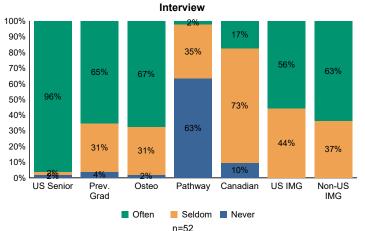


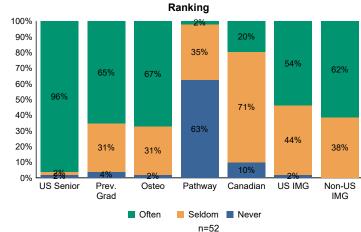
<sup>\*</sup> Data from the NRMP database. All Responding programs included

#### Percentage of Programs that Typically Interview and Rank Each Applicant Type



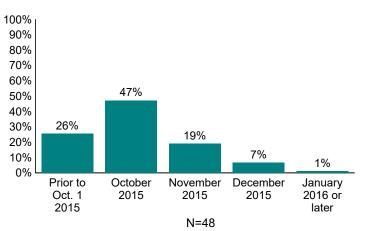
### Frequency of Programs Interviewing and Ranking Candidates

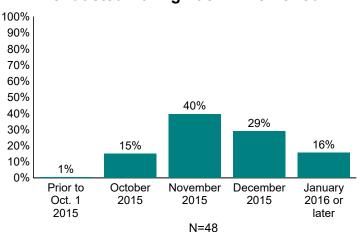




# Percentage of Program's Interviews Extended During Each Time Period

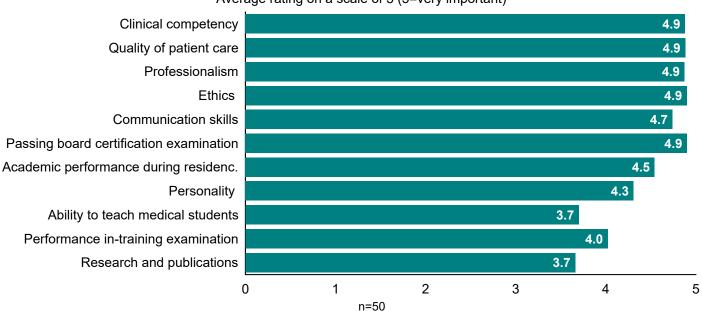
### Percentage of Program's Interviews Conducted During Each Time Period





### Importance of Factors in Assessing Residents' Success

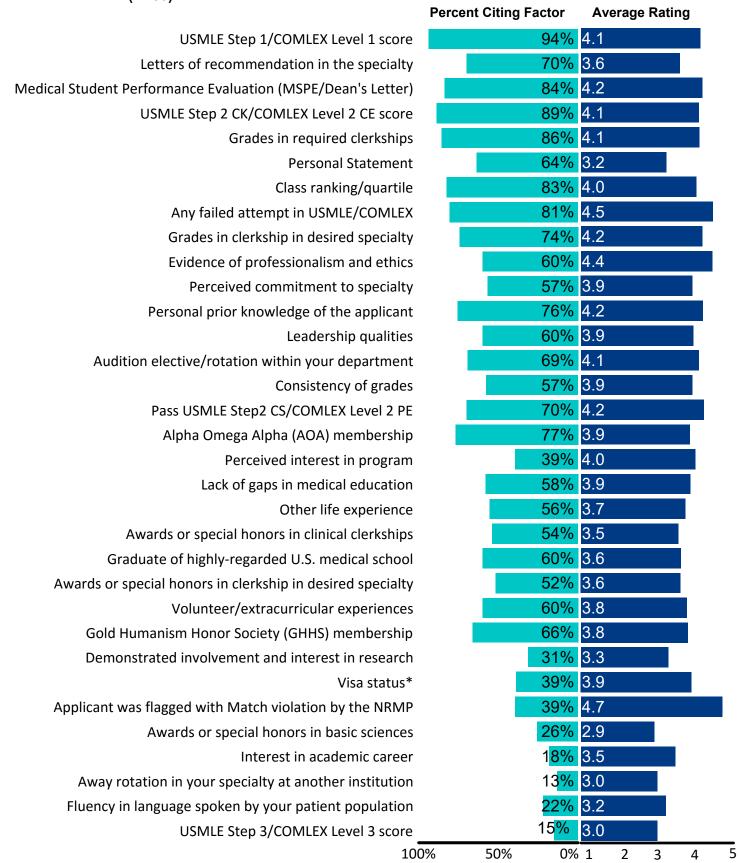
Average rating on a scale of 5 (5=very important)



Pediatrics (N=92)

**Pediatrics** 

Percentage of Programs Citing Each Factor And Mean Importance Rating<sup>1</sup> for Each Factor in Selecting Applicants to Interview (N=80)



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

<sup>\*</sup> International Medical Graduates only

**Pediatrics** Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Ranking Applicants (N=80)

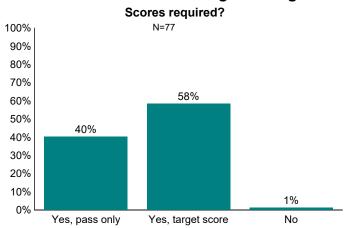
· ,	Percent Citing Factor	Average Rating
Interactions with faculty during interview and visit	100%	4.6
Interpersonal skills	99%	4.7
Interactions with house staff during interview and visit	99%	4.7
Feedback from current residents	96%	4.6
USMLE Step 1/COMLEX Level 1 score	90%	4.1
Letters of recommendation in the specialty	72%	3.6
USMLE Step 2 CK/COMLEX Level 2 CE score	88%	4.1
Medical Student Performance Evaluation (MSPE/Dean's Letter)	82%	4.3
Evidence of professionalism and ethics	76%	4.4
Perceived commitment to specialty	58%	3.9
Perceived interest in program	51%	4.0
Personal prior knowledge of the applicant	71%	4.2
Class ranking/quartile	76%	4.2
Leadership qualities	72%	4.0
Grades in required clerkships	67%	4.1
Personal Statement	67%	3.2
Audition elective/rotation within your department	69%	4.3
Passing USMLE Step 2 CS/COMLEX Level 2 PE	67%	4.3
Grades in clerkship in desired specialty	58%	4.1
Any failed attempt in USMLE/COMLEX	68%	4.4
Consistency of grades	54%	4.0
Alpha Omega Alpha (AOA) membership	67%	4.0
Other life experience	59%	3.6
Graduate of highly-regarded U.S. medical school	53%	3.8
Lack of gaps in medical education	50%	3.8
Volunteer/extracurricular experiences	62%	3.7
Awards or special honors in clinical clerkships	47%	3.5
Awards or special honors in clerkship in desired specialty	47%	3.6
Gold Humanism Honor Society (GHHS) membership	65%	3.9
Demonstrated involvement and interest in research	32%	3.3
Applicant was flagged with Match violation by the NRMP	28%	4.7
Visa status*	25%	4.1
Interest in academic career	16%	3.6
Awards or special honors in basic sciences	26%	
Fluency in language spoken by your patient population	19%	3.3
Second interview/visit	20%	3.6
Away rotation in your specialty at another institution	12 <mark>%</mark>	3.2
USMLE Step 3/COMLEX Level 3 score	10%	3.3
Other post-interview contact	1 <mark>7%</mark>	3.4
100	0% 50% 0%	1 2 3 4

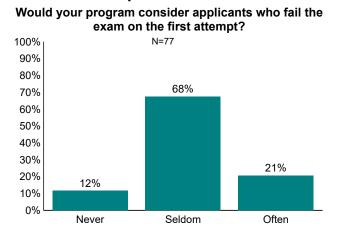
<sup>&</sup>lt;sup>1</sup> Ratings on a scale from 1 (not at all important) to 5 (very important). \* International Medical Graduates only

#### **Pediatrics**

Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

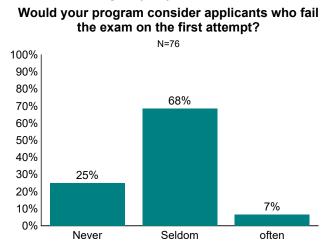
### Percentage of Programs That Use USMLE Step 1 Score



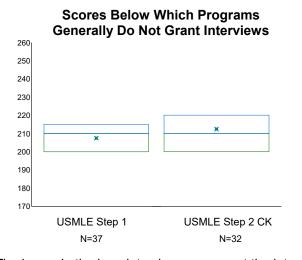


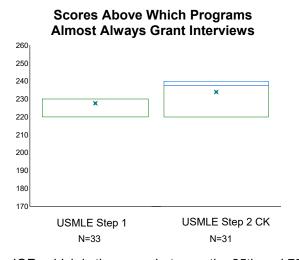
### Percentage of Programs That Use USMLE Step 2 (CK) Score

Scores required? N=78 100% 90% 80% 70% 60% 51% 50% 40% 40% 30% 20% 9% 10% 0% Yes, pass only Yes, target score No



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



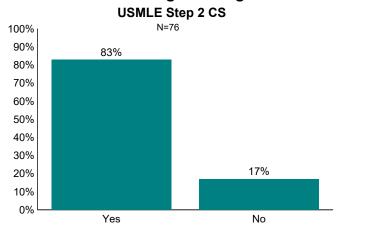


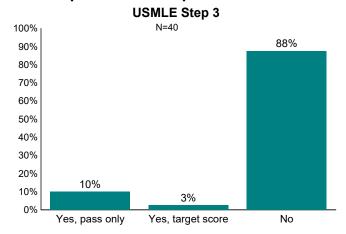
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

#### **Pediatrics**

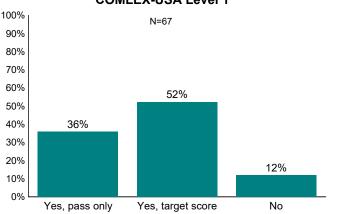
Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores\* When Considering Which Applicants to Interview

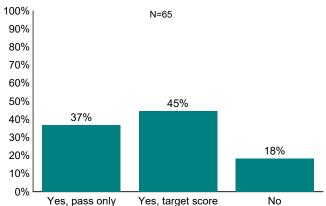
### Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



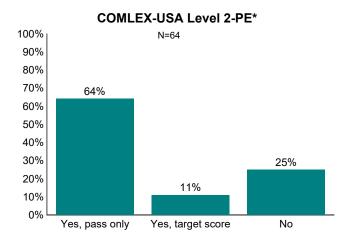


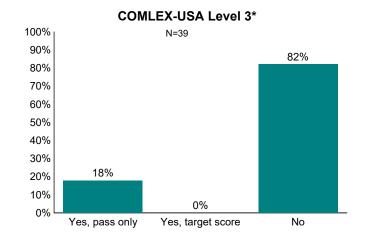
# Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores COMLEX-USA Level 1\* COMLEX-USA Level 2-CE\*





### Percentage of Programs That Use COMLEX-USA Level 2-PE and Level 3 Scores

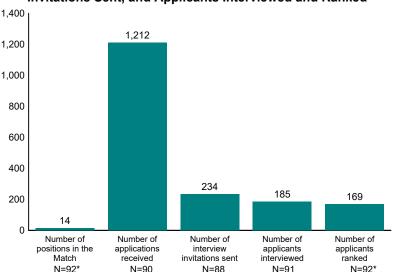




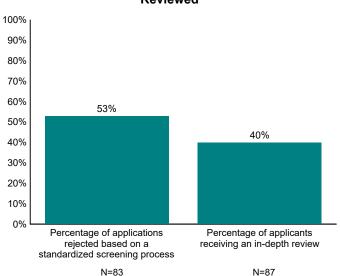
<sup>\*</sup> Osteopathic applicants only

### **Pediatrics Program's Interview Activities**

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



#### Average Percentage of Applicants Rejected and Reviewed

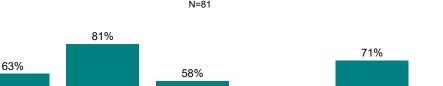


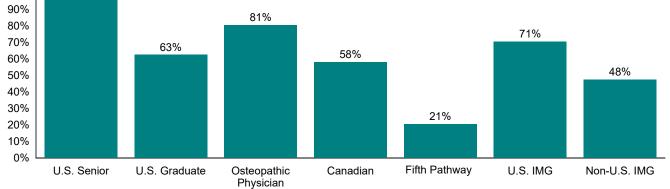
<sup>\*</sup> Data from the NRMP database. All Responding programs included

98%

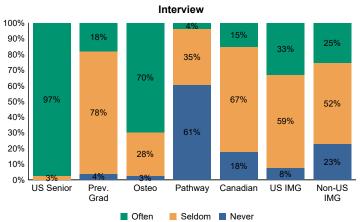
100%

### Percentage of Programs that Typically Interview and Rank Each Applicant Type 18% of Pediatrics programs consider all applicant groups

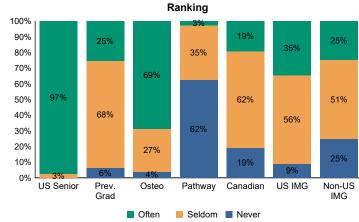




### Frequency of Programs Interviewing and Ranking Candidates



n=79

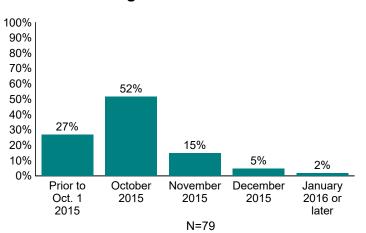


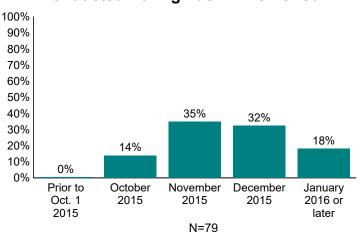
n=78

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

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

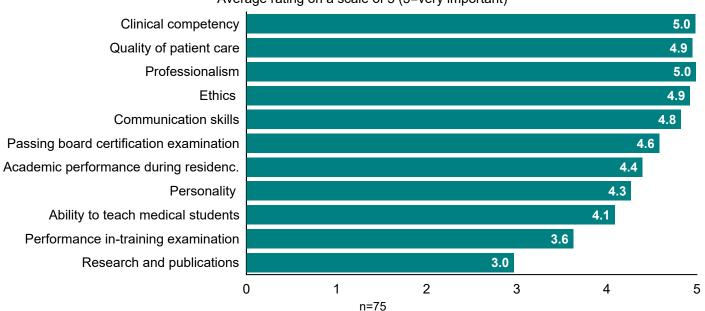
### Percentage of Program's Interviews Conducted During Each Time Period





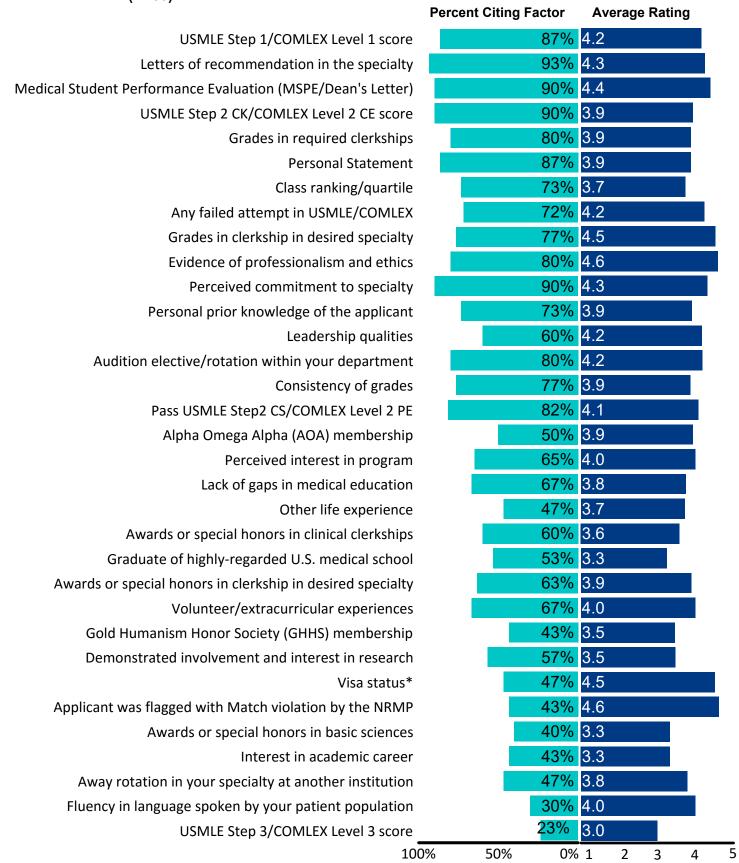
### Importance of Factors in Assessing Residents' Success

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



Physical Medicine and Rehabilitation (N=34)

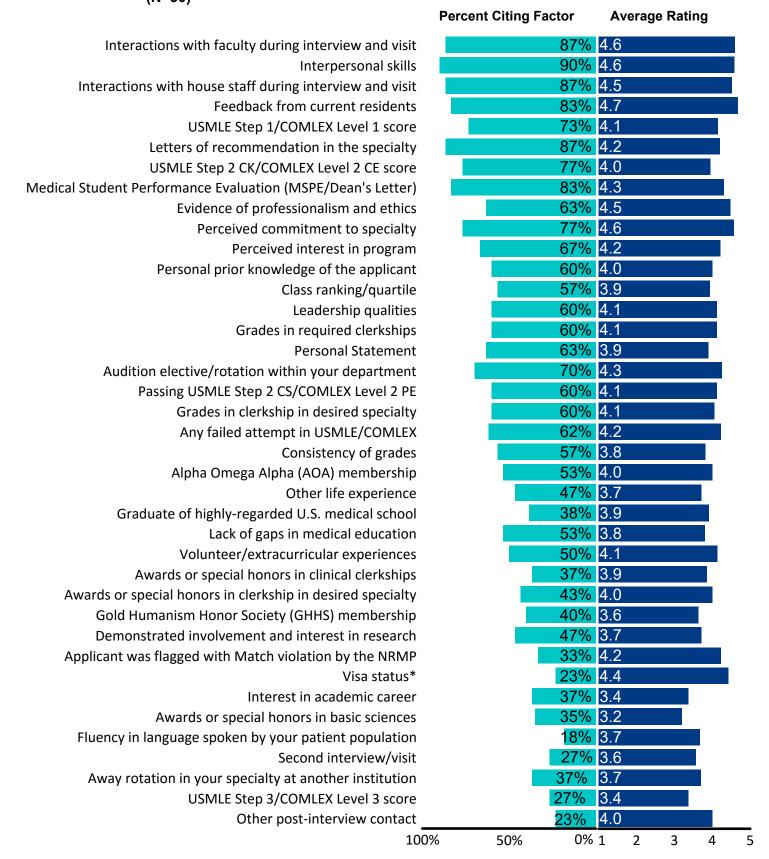
Physical Medicine and Rehabilitation
Percentage of Programs Citing Each Factor And Mean Importance Rating<sup>1</sup> for Each
Factor in Selecting Applicants to Interview
(N=30)



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

<sup>\*</sup> International Medical Graduates only

Physical Medicine and Rehabilitation
Percentage of Programs Citing Each Factor And Mean Importance Rating<sup>1</sup> for Each Factor in Ranking Applicants
(N=30)



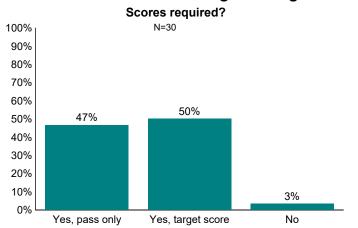
<sup>&</sup>lt;sup>1</sup> Ratings on a scale from 1 (not at all important) to 5 (very important).

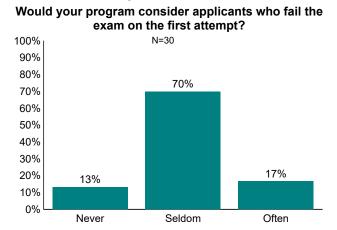
<sup>\*</sup> International Medical Graduates only

**Physical Medicine and Rehabilitation** 

Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

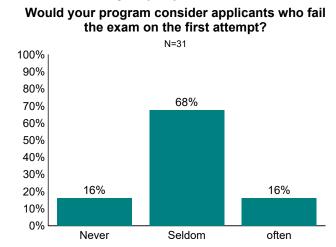
### Percentage of Programs That Use USMLE Step 1 Score



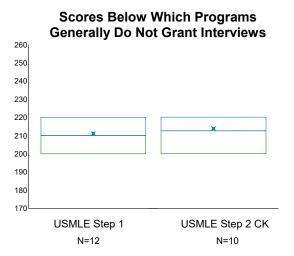


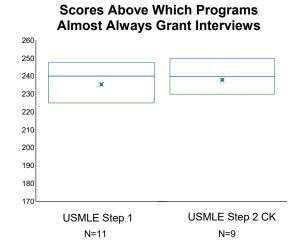
#### Percentage of Programs That Use USMLE Step 2 (CK) Score

Scores required? N=30 100% 90% 80% 70% 60% 50% 40% 40% 40% 30% 20% 20% 10% 0% Yes, pass only Yes, target score No



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



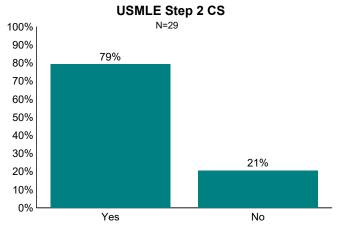


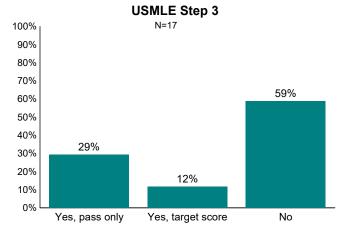
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

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

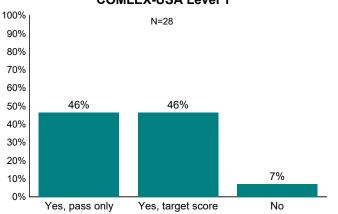
Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores\* When Considering Which Applicants to Interview

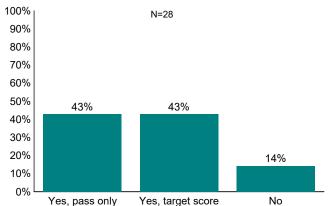
### Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



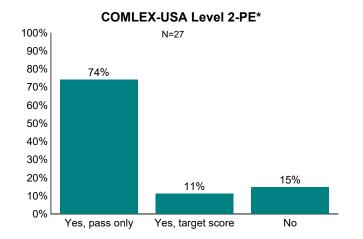


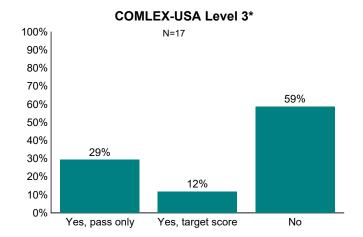
# Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores COMLEX-USA Level 1\* COMLEX-USA Level 2-CE\*





### Percentage of Programs That Use COMLEX-USA Level 2-PE and Level 3 Scores

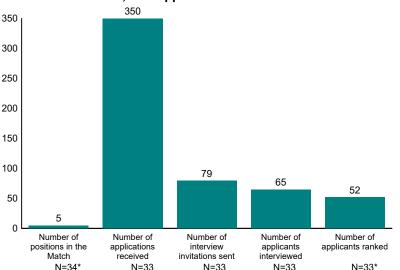




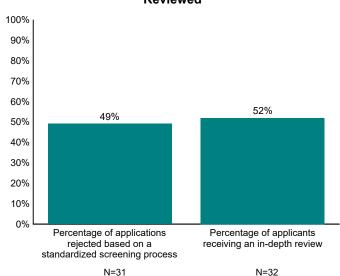
<sup>\*</sup> Osteopathic applicants only

### Physical Medicine and Rehabilitation Program's Interview Activities

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



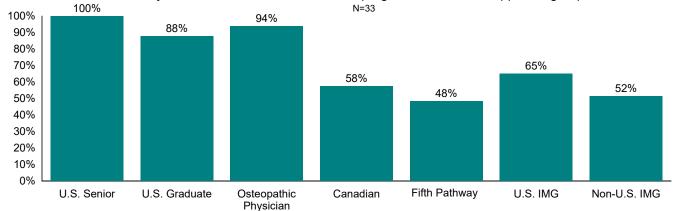
### Average Percentage of Applicants Rejected and Reviewed



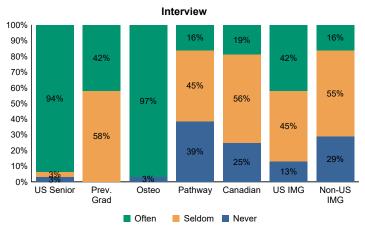
<sup>\*</sup> Data from the NRMP database. All Responding programs included

### Percentage of Programs that Typically Interview and Rank Each Applicant Type

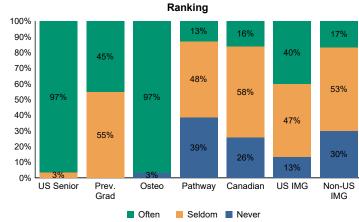
39% of Physical Medicine and Rehabilitation programs consider all applicant groups



#### Frequency of Programs Interviewing and Ranking Candidates



n=32

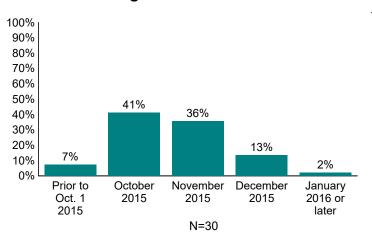


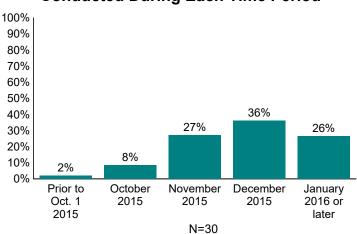
n=31

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

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

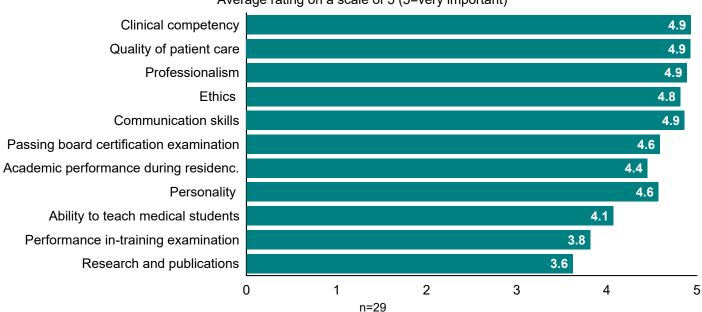
### Percentage of Program's Interviews Conducted During Each Time Period





### Importance of Factors in Assessing Residents' Success

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



Plastic Surgery (N=28)

Plastic Surgery Percentage of Programs Citing Each Factor And Mean Importance Rating<sup>1</sup> for Each

**Factor in Selecting Applicants to Interview** (N=27)

**Percent Citing Factor Average Rating** 93% 4.3 USMLE Step 1/COMLEX Level 1 score 96% 4.5 Letters of recommendation in the specialty 63% 3.6 Medical Student Performance Evaluation (MSPE/Dean's Letter) 74% 3.9 USMLE Step 2 CK/COMLEX Level 2 CE score 74% 4.1 Grades in required clerkships 74% 3.6 Personal Statement 44% 4.0 Class ranking/quartile 41% 4.8 Any failed attempt in USMLE/COMLEX 70% 4.5 Grades in clerkship in desired specialty 74% 4.4 Evidence of professionalism and ethics 70% 4.6 Perceived commitment to specialty 81% 4.3 Personal prior knowledge of the applicant 59% 4.4 Leadership qualities Audition elective/rotation within your department 78% 4.4 Consistency of grades 56% 4.0 30% 4.0 Pass USMLE Step2 CS/COMLEX Level 2 PE Alpha Omega Alpha (AOA) membership 74% 4.1 44% 4.2 Perceived interest in program **15%** 3.5 Lack of gaps in medical education 48% 3.6 Other life experience 44% 3.5 Awards or special honors in clinical clerkships 67% 3.7 Graduate of highly-regarded U.S. medical school 56% 3.8 Awards or special honors in clerkship in desired specialty 44% 3.2 Volunteer/extracurricular experiences 19% 3.8 Gold Humanism Honor Society (GHHS) membership Demonstrated involvement and interest in research **78%** 3.9 37% 4.4 Visa status\* 30% 5.0 Applicant was flagged with Match violation by the NRMP 26% 3.7 Awards or special honors in basic sciences 63% 3.8 Interest in academic career 44% 4.0 Away rotation in your specialty at another institution 0% Fluency in language spoken by your patient population 19% 3.2 USMLE Step 3/COMLEX Level 3 score 100%

50%

0% 1

2

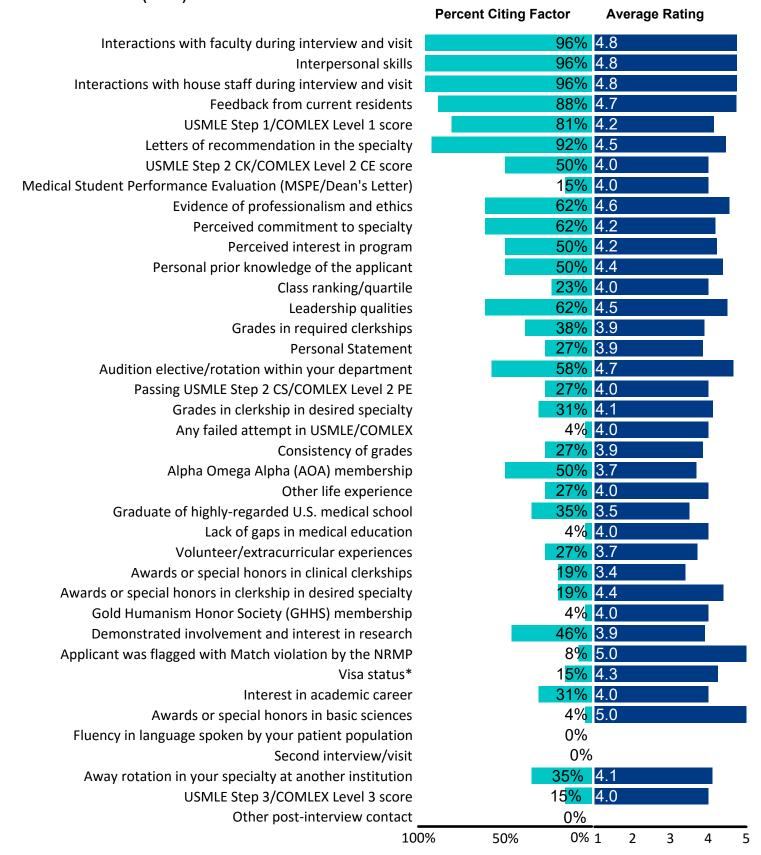
3

4

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

<sup>\*</sup> International Medical Graduates only

# Plastic Surgery Percentage of Programs Citing Each Factor And Mean Importance Rating<sup>1</sup> for Each Factor in Ranking Applicants (N=27)



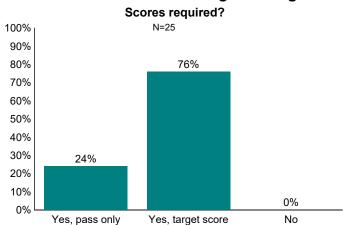
<sup>&</sup>lt;sup>1</sup> Ratings on a scale from 1 (not at all important) to 5 (very important).

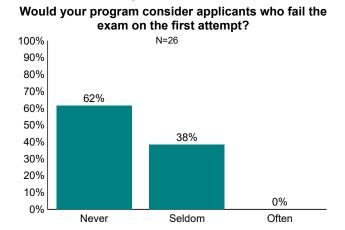
<sup>\*</sup> International Medical Graduates only

#### **Plastic Surgery**

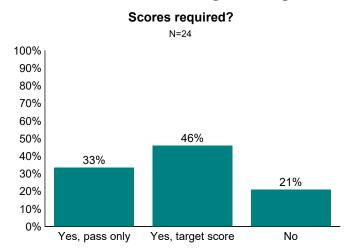
Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

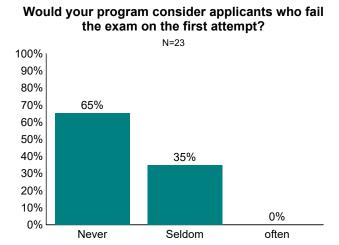
#### Percentage of Programs That Use USMLE Step 1 Score



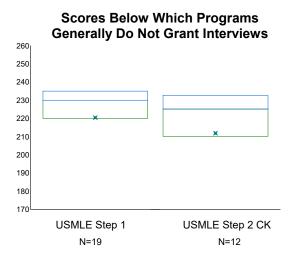


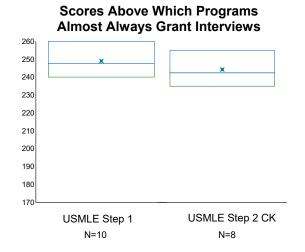
#### Percentage of Programs That Use USMLE Step 2 (CK) Score





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



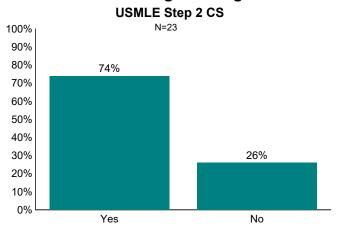


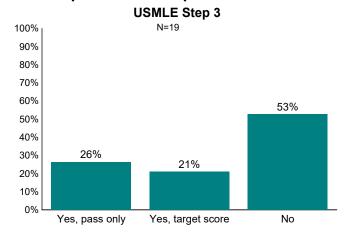
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

#### **Plastic Surgery**

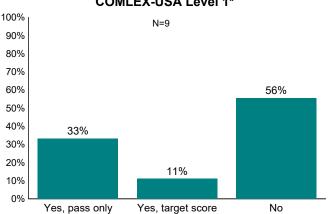
Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores\* When Considering Which Applicants to Interview

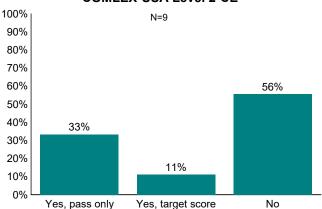
### Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



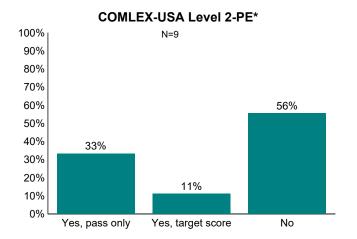


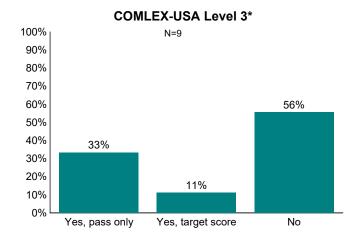
## Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores COMLEX-USA Level 1\* COMLEX-USA Level 2-CE\*





### Percentage of Programs That Use COMLEX-USA Level 2-PE and Level 3 Scores

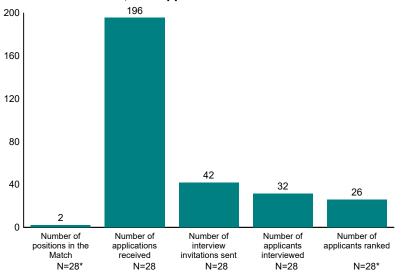




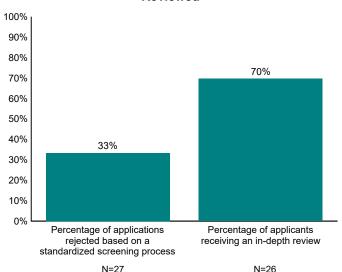
<sup>\*</sup> Osteopathic applicants only

### Plastic Surgery Program's Interview Activities

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

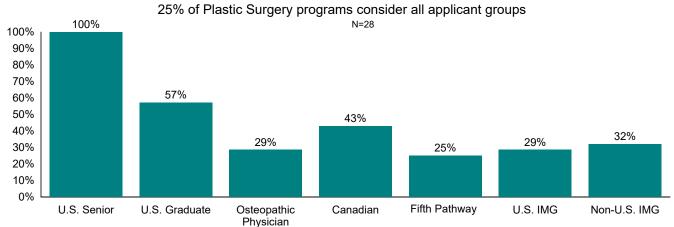


### Average Percentage of Applicants Rejected and Reviewed

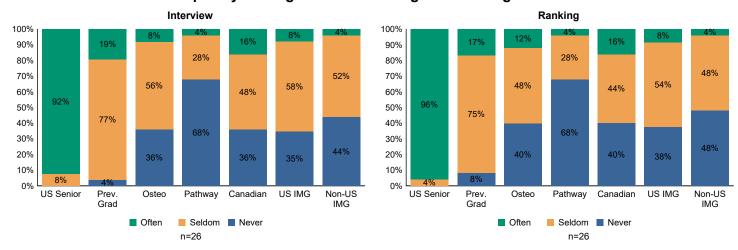


<sup>\*</sup> Data from the NRMP database. All Responding programs included

### Percentage of Programs that Typically Interview and Rank Each Applicant Type

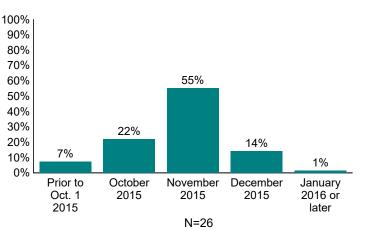


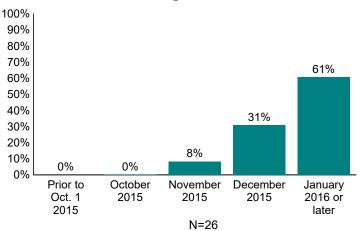
#### Frequency of Programs Interviewing and Ranking Candidates



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

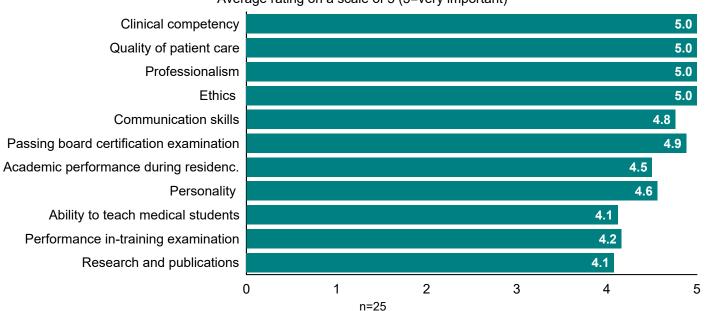
# Percentage of Program's Interviews Conducted During Each Time Period





### Importance of Factors in Assessing Residents' Success

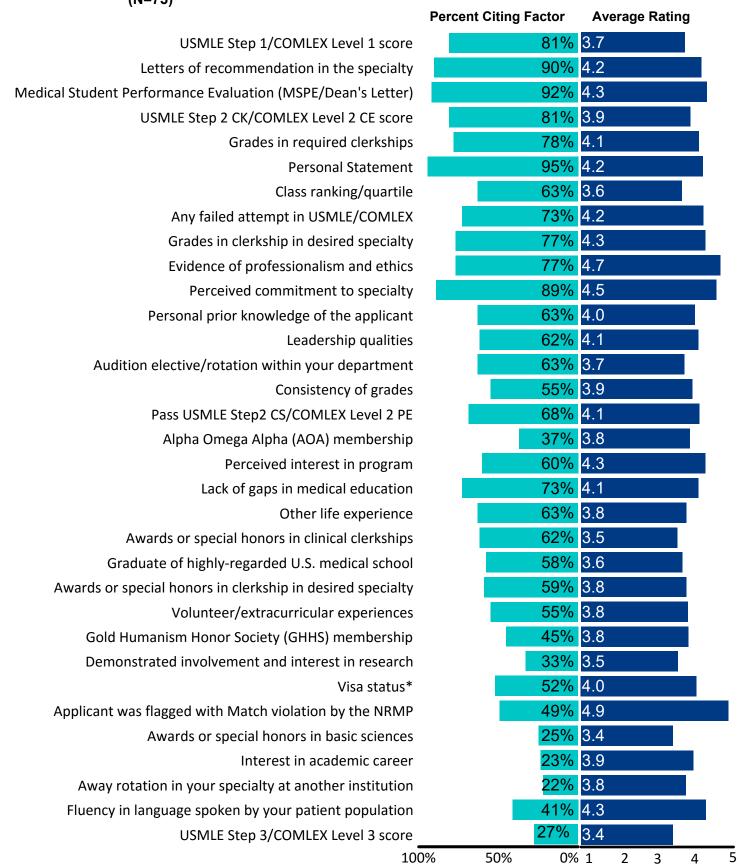
Average rating on a scale of 5 (5=very important)



Psychiatry (N=80)

**Psychiatry** 

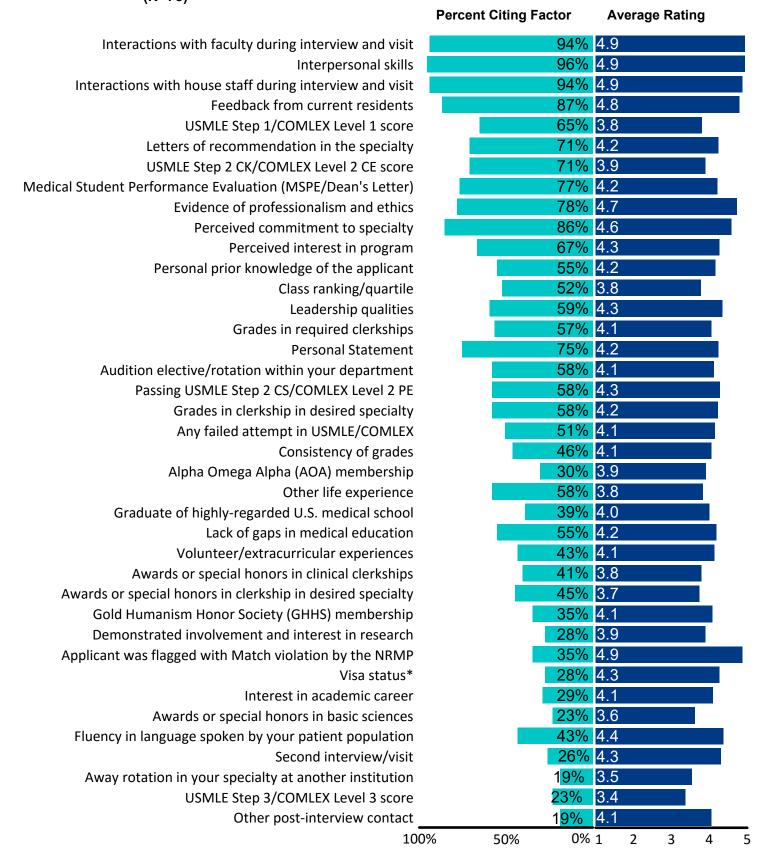
Percentage of Programs Citing Each Factor And Mean Importance Rating<sup>1</sup> for Each Factor in Selecting Applicants to Interview (N=73)



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

<sup>\*</sup> International Medical Graduates only

# Psychiatry Percentage of Programs Citing Each Factor And Mean Importance Rating<sup>1</sup> for Each Factor in Ranking Applicants (N=73)



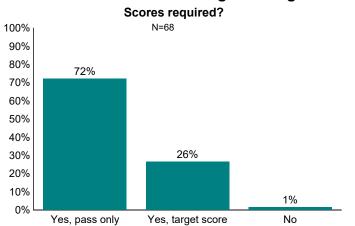
<sup>&</sup>lt;sup>1</sup> Ratings on a scale from 1 (not at all important) to 5 (very important).

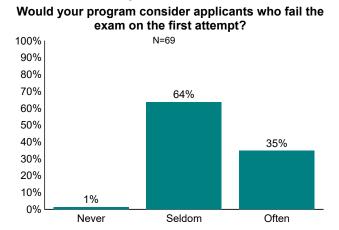
<sup>\*</sup> International Medical Graduates only

#### **Psychiatry**

Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

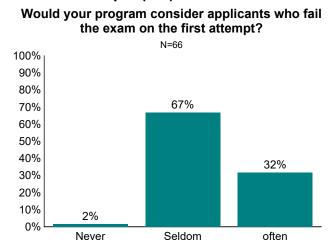
#### Percentage of Programs That Use USMLE Step 1 Score



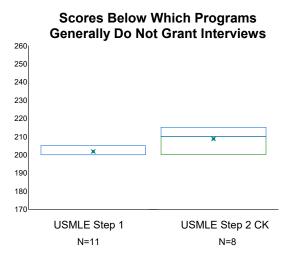


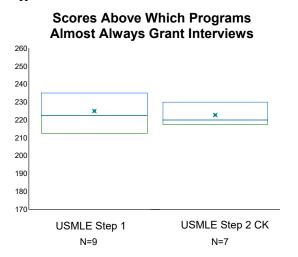
#### Percentage of Programs That Use USMLE Step 2 (CK) Score

Scores required? N=68 100% 90% 80% 70% 56% 60% 50% 40% 28% 30% 16% 20% 10% 0% Yes, pass only Yes, target score No



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



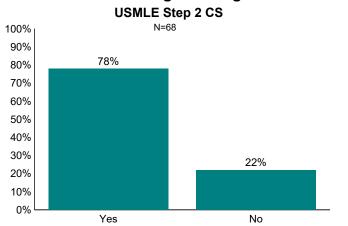


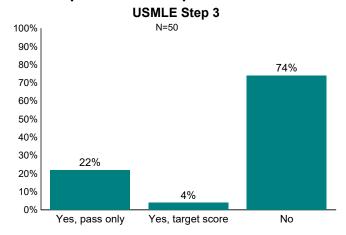
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

#### **Psychiatry**

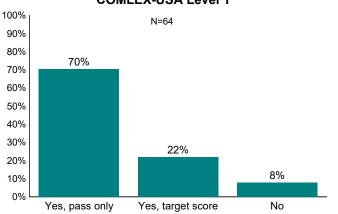
Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores\* When Considering Which Applicants to Interview

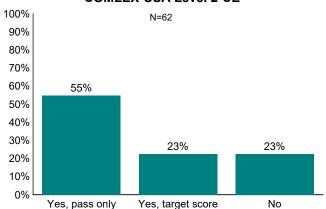
### Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



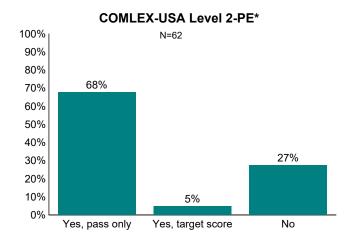


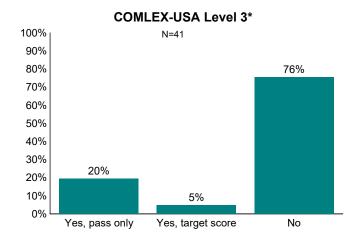
# Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores COMLEX-USA Level 1\* COMLEX-USA Level 2-CE\*





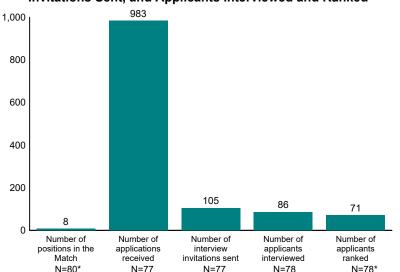
### Percentage of Programs That Use COMLEX-USA Level 2-PE and Level 3 Scores



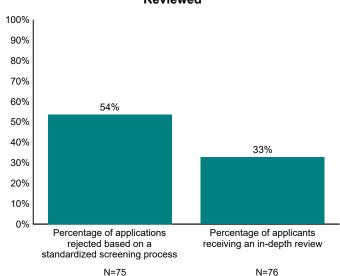


<sup>\*</sup> Osteopathic applicants only

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



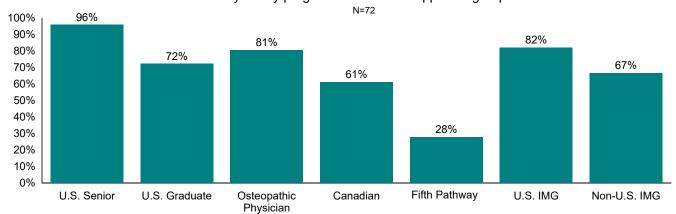
### Average Percentage of Applicants Rejected and Reviewed



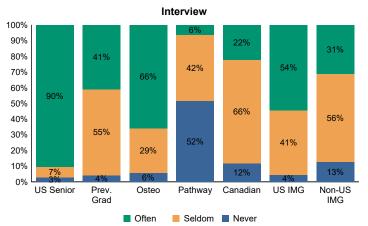
<sup>\*</sup> Data from the NRMP database. All Responding programs included

### Percentage of Programs that Typically Interview and Rank Each Applicant Type

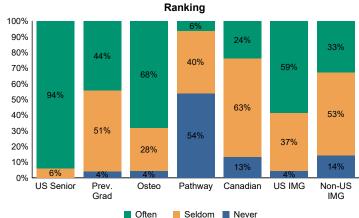
24% of Psychiatry programs consider all applicant groups



#### Frequency of Programs Interviewing and Ranking Candidates



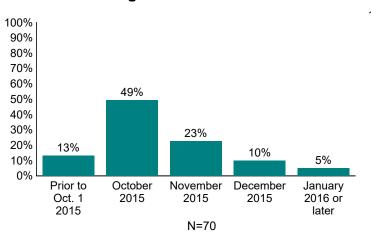
n=72

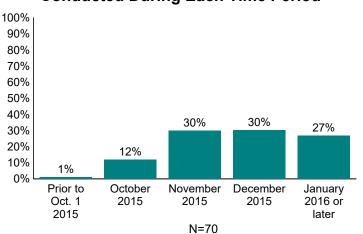


n=71

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

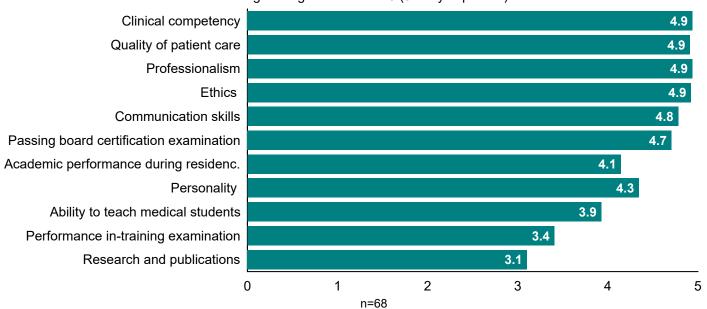
### Percentage of Program's Interviews Conducted During Each Time Period





### Importance of Factors in Assessing Residents' Success

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



Radiation Oncology (N=28)

### Figure RO-1

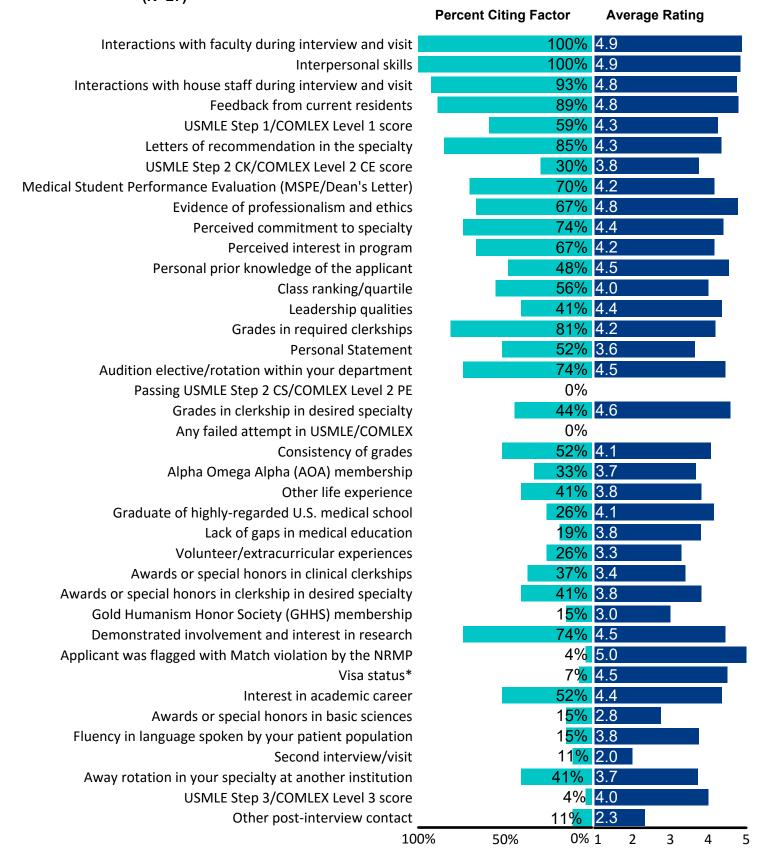
**Radiation Oncology** Percentage of Programs Citing Each Factor And Mean Importance Rating<sup>1</sup> for Each Factor in Selecting Applicants to Interview (N=27)

(N=21)		
	Percent Citing Factor	Average Rating
USMLE Step 1/COMLEX Level 1 score	100%	
Letters of recommendation in the specialty		
Medical Student Performance Evaluation (MSPE/Dean's Letter)	93%	
USMLE Step 2 CK/COMLEX Level 2 CE score	59%	3.3
Grades in required clerkships	93%	4.3
Personal Statement	74%	3.5
Class ranking/quartile	67%	4.2
Any failed attempt in USMLE/COMLEX	22%	4.7
Grades in clerkship in desired specialty	74%	4.5
Evidence of professionalism and ethics	67%	4.7
Perceived commitment to specialty	89%	4.3
Personal prior knowledge of the applicant	67%	4.2
Leadership qualities	56%	3.8
Audition elective/rotation within your department	85%	4.0
Consistency of grades	70%	4.2
Pass USMLE Step2 CS/COMLEX Level 2 PE	19%	3.8
Alpha Omega Alpha (AOA) membership	67%	3.5
Perceived interest in program	63%	4.1
Lack of gaps in medical education	26%	4.0
Other life experience	59%	3.6
Awards or special honors in clinical clerkships	74%	3.6
Graduate of highly-regarded U.S. medical school	59%	3.8
Awards or special honors in clerkship in desired specialty	59%	3.9
Volunteer/extracurricular experiences	48%	3.5
Gold Humanism Honor Society (GHHS) membership	19%	3.2
Demonstrated involvement and interest in research	85%	4.3
Visa status*	26%	3.4
Applicant was flagged with Match violation by the NRMP	15%	4.8
Awards or special honors in basic sciences	30%	3.1
Interest in academic career	56%	4.1
Away rotation in your specialty at another institution	56%	4.1
Fluency in language spoken by your patient population	19%	3.4
USMLE Step 3/COMLEX Level 3 score	7%	3.5
10		
Patings on a scale from 1 (not at all important) to 5 (year important)	- 3,-2	= 5 '

<sup>&</sup>lt;sup>1</sup> Ratings on a scale from 1 (not at all important) to 5 (very important). \* International Medical Graduates only

### Figure RO-2

# Radiation Oncology Percentage of Programs Citing Each Factor And Mean Importance Rating<sup>1</sup> for Each Factor in Ranking Applicants (N=27)



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

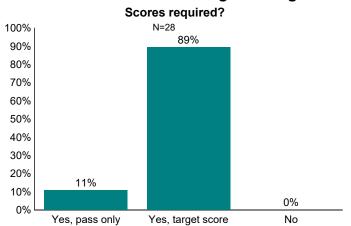
<sup>\*</sup> International Medical Graduates only

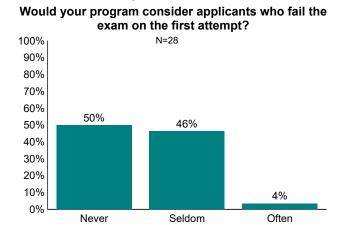
### Figure RO-3

#### **Radiation Oncology**

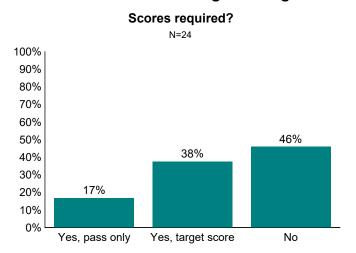
Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

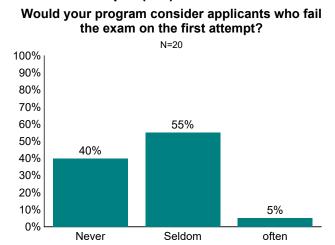
#### Percentage of Programs That Use USMLE Step 1 Score



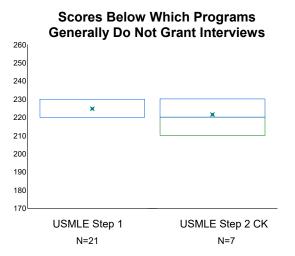


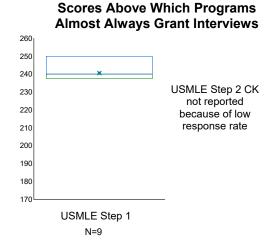
#### Percentage of Programs That Use USMLE Step 2 (CK) Score





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



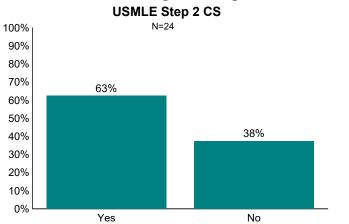


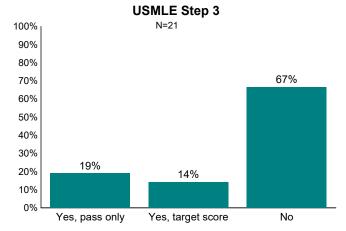
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

#### **Radiation Oncology**

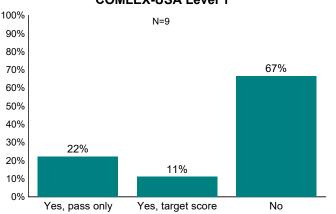
Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores\* When Considering Which Applicants to Interview

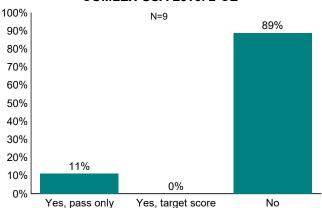
### Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



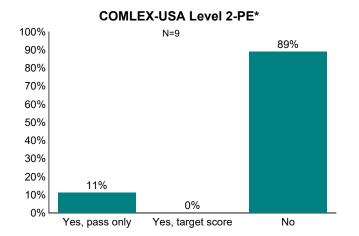


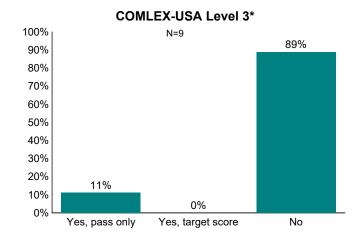
# Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores COMLEX-USA Level 1\* COMLEX-USA Level 2-CE\*





### Percentage of Programs That Use COMLEX-USA Level 2-PE and Level 3 Scores

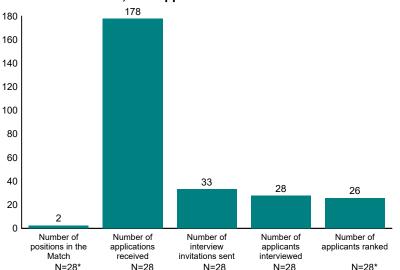




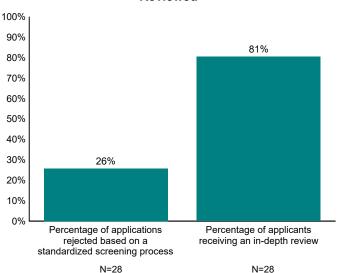
<sup>\*</sup> Osteopathic applicants only

### Radiation Oncology Program's Interview Activities

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

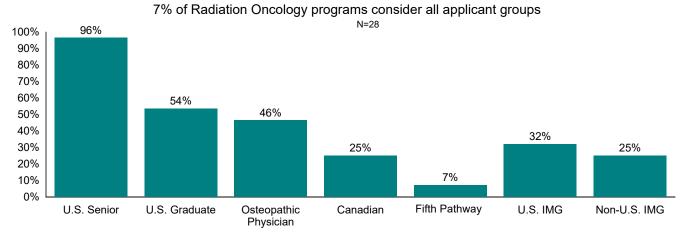


### Average Percentage of Applicants Rejected and Reviewed

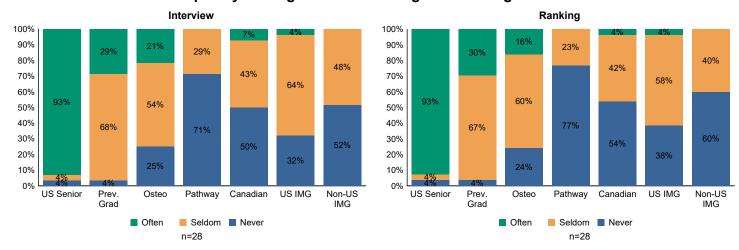


<sup>\*</sup> Data from the NRMP database. All Responding programs included

### Percentage of Programs that Typically Interview and Rank Each Applicant Type

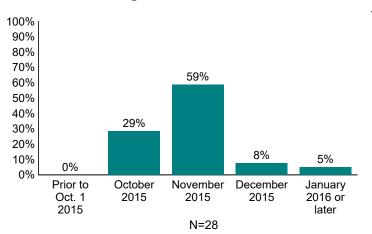


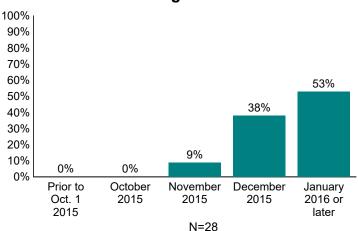
#### Frequency of Programs Interviewing and Ranking Candidates



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

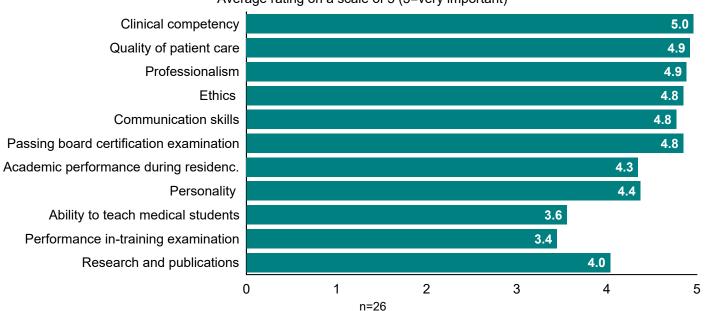
### Percentage of Program's Interviews Conducted During Each Time Period





### Importance of Factors in Assessing Residents' Success

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



Radiology (N=55)

Radiology-Diagnostic

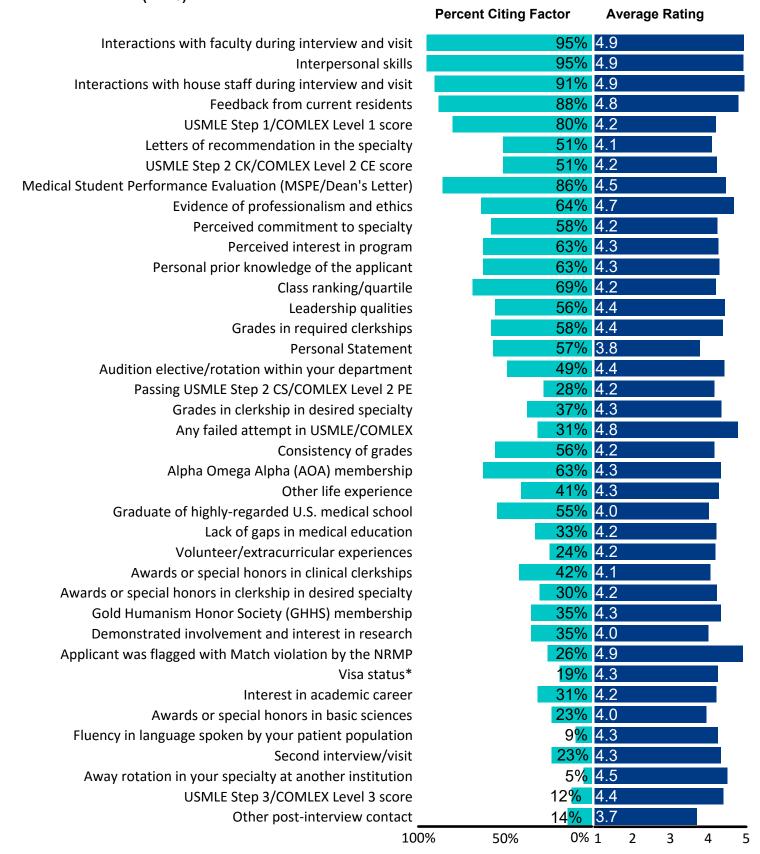
Percentage of Programs Citing Each Factor And Mean Importance Rating<sup>1</sup> for Each Factor in Selecting Applicants to Interview (N=46)

**Percent Citing Factor Average Rating** 98% 4.4 USMLE Step 1/COMLEX Level 1 score 80% 4.0 Letters of recommendation in the specialty 91% 4.6 Medical Student Performance Evaluation (MSPE/Dean's Letter) 72% 4.0 USMLE Step 2 CK/COMLEX Level 2 CE score 89% 4.4 Grades in required clerkships 80% 3.7 Personal Statement 72% 4.5 Class ranking/quartile 68% 4.8 Any failed attempt in USMLE/COMLEX 54% 4.3 Grades in clerkship in desired specialty 70% 4.7 Evidence of professionalism and ethics 57% 4.2 Perceived commitment to specialty 61% 4.2 Personal prior knowledge of the applicant 63% 4.2 Leadership qualities Audition elective/rotation within your department 63% 3.8 Consistency of grades 73% 4.4 38% 4.2 Pass USMLE Step2 CS/COMLEX Level 2 PE Alpha Omega Alpha (AOA) membership 76% 4.0 62% 4.2 Perceived interest in program 54% 4.0 Lack of gaps in medical education 63% 3.9 Other life experience 57% 4.3 Awards or special honors in clinical clerkships 61% 4.1 Graduate of highly-regarded U.S. medical school 35% 4.3 Awards or special honors in clerkship in desired specialty 41% 4.0 Volunteer/extracurricular experiences 48% 3.9 Gold Humanism Honor Society (GHHS) membership 65% 3.7 Demonstrated involvement and interest in research 40% 4.0 Visa status\* 42% 4.8 Applicant was flagged with Match violation by the NRMP 33% 4.1 Awards or special honors in basic sciences 30% 3.9 Interest in academic career 1<mark>5%</mark> 3.6 Away rotation in your specialty at another institution 12<mark>%</mark> 3.7 Fluency in language spoken by your patient population 11% 4.2 USMLE Step 3/COMLEX Level 3 score 100% 50% 5 0% 1 2 3 4

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

<sup>\*</sup> International Medical Graduates only

Radiology-Diagnostic
Percentage of Programs Citing Each Factor And Mean Importance Rating<sup>1</sup> for Each Factor in Ranking Applicants
(N=46)



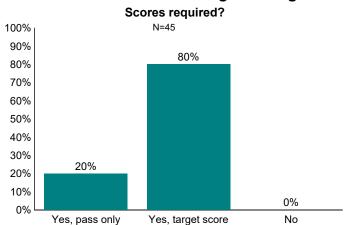
<sup>&</sup>lt;sup>1</sup> Ratings on a scale from 1 (not at all important) to 5 (very important).

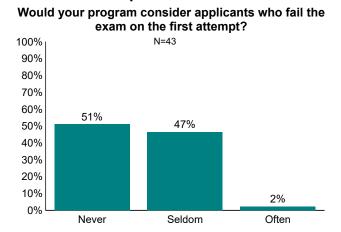
<sup>\*</sup> International Medical Graduates only

### Radiology-Diagnostic

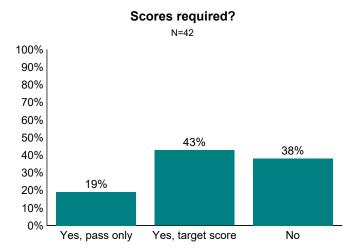
Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

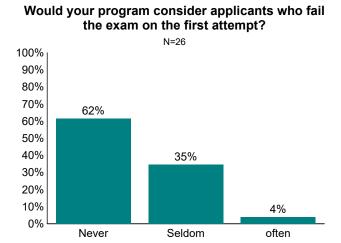
#### Percentage of Programs That Use USMLE Step 1 Score



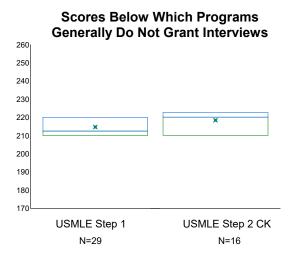


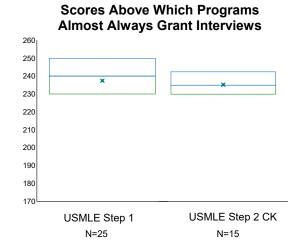
#### Percentage of Programs That Use USMLE Step 2 (CK) Score





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



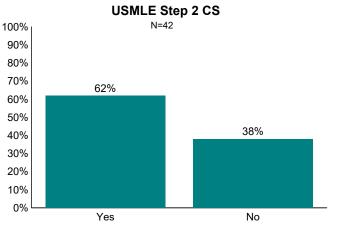


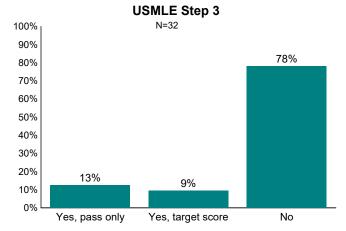
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

#### Radiology-Diagnostic

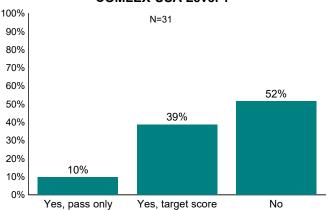
Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores\* When Considering Which Applicants to Interview

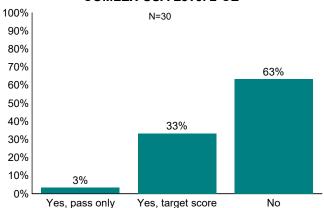
### Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



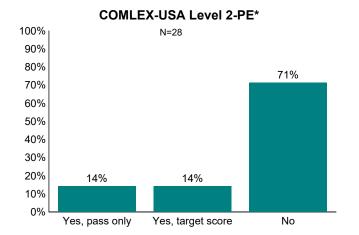


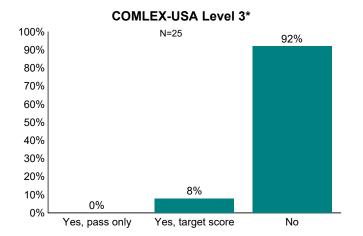
## Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores COMLEX-USA Level 1\* COMLEX-USA Level 2-CE\*





### Percentage of Programs That Use COMLEX-USA Level 2-PE and Level 3 Scores

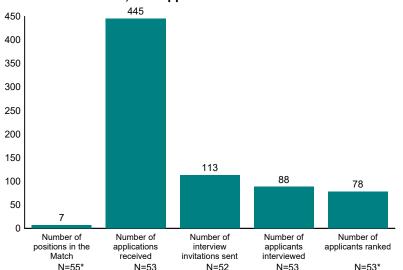




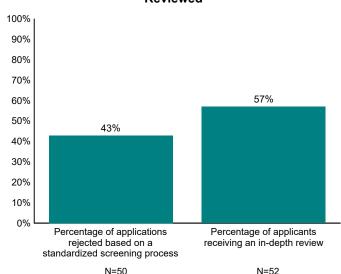
<sup>\*</sup> Osteopathic applicants only

### Radiology-Diagnostic Program's Interview Activities

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



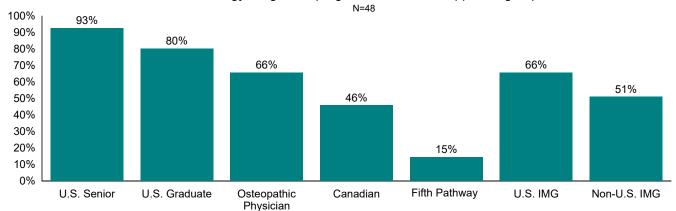
### Average Percentage of Applicants Rejected and Reviewed



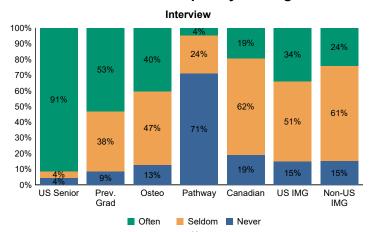
<sup>\*</sup> Data from the NRMP database. All Responding programs included

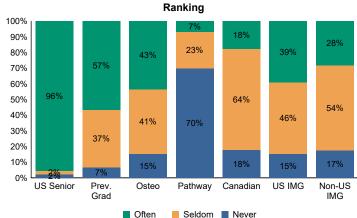
### Percentage of Programs that Typically Interview and Rank Each Applicant Type

15% of Radiology-Diagnostic programs consider all applicant groups



#### Frequency of Programs Interviewing and Ranking Candidates



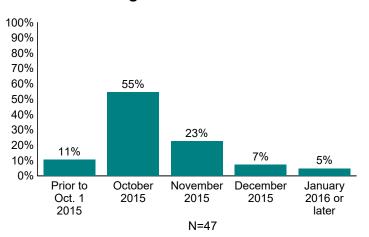


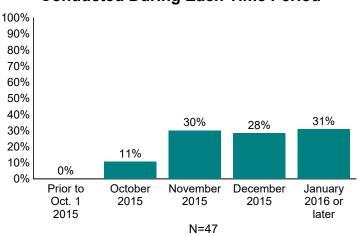
n=47

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

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

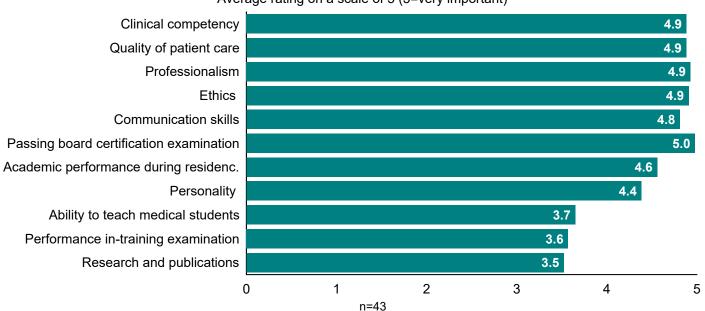
### Percentage of Program's Interviews Conducted During Each Time Period





### Importance of Factors in Assessing Residents' Success

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



Surgery (N=96)

#### Figure GS-1

Surgery
Percentage of Programs Citing Each Factor And Mean Importance Rating<sup>1</sup> for Each Factor in Selecting Applicants to Interview
(N=88)

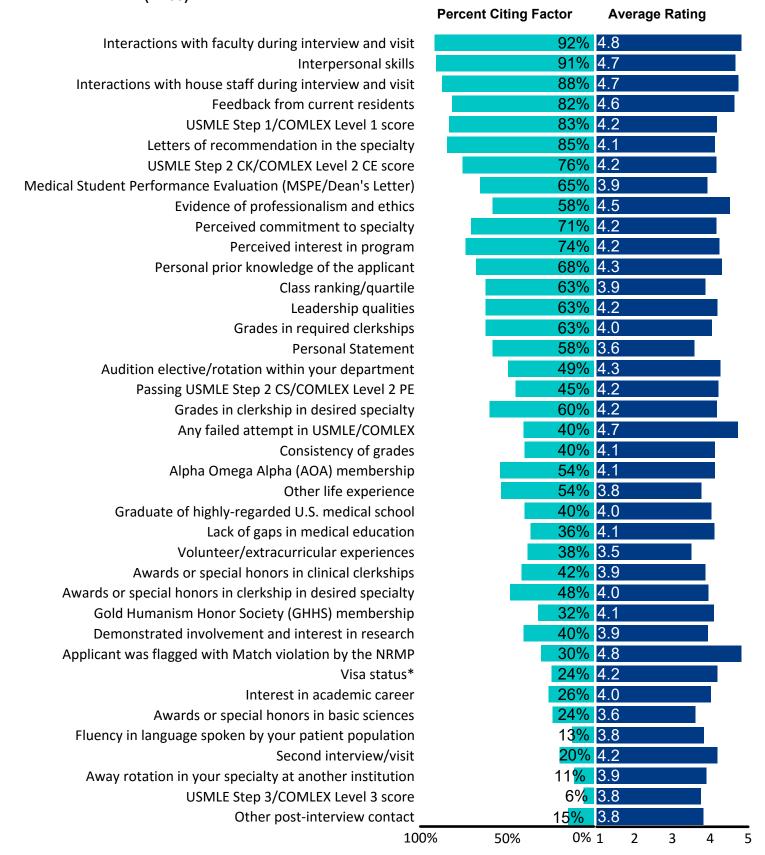
**Percent Citing Factor Average Rating** 95% 4.3 USMLE Step 1/COMLEX Level 1 score 91% 4.3 Letters of recommendation in the specialty **78%** 3.9 Medical Student Performance Evaluation (MSPE/Dean's Letter) 87% 4.2 USMLE Step 2 CK/COMLEX Level 2 CE score 83% 3.9 Grades in required clerkships **76%** 3.7 Personal Statement 81% 3.9 Class ranking/quartile 68% 4.8 Any failed attempt in USMLE/COMLEX 80% 4.3 Grades in clerkship in desired specialty 61% 4.4 Evidence of professionalism and ethics 63% 4.1 Perceived commitment to specialty 73% 4.2 Personal prior knowledge of the applicant 72% 4.2 Leadership qualities Audition elective/rotation within your department 57% 4.1 Consistency of grades 61% 3.9 56% 4.1 Pass USMLE Step2 CS/COMLEX Level 2 PE Alpha Omega Alpha (AOA) membership 63% 4.1 66% 4.0 Perceived interest in program 52% 4.1 Lack of gaps in medical education 60% 3.8 Other life experience 60% 3.9 Awards or special honors in clinical clerkships 59% 3.8 Graduate of highly-regarded U.S. medical school 61% 4.1 Awards or special honors in clerkship in desired specialty 53% 3.7 Volunteer/extracurricular experiences 41% 4.1 Gold Humanism Honor Society (GHHS) membership 48% 3.8 Demonstrated involvement and interest in research 36% 4.2 Visa status\* 40% 4.8 Applicant was flagged with Match violation by the NRMP 35% 3.5 Awards or special honors in basic sciences 26% 4.1 Interest in academic career **20%** 3.6 Away rotation in your specialty at another institution 1<mark>5%</mark> 3.7 Fluency in language spoken by your patient population 9% 3.5 USMLE Step 3/COMLEX Level 3 score 100% 50% 0% 1 2 3 4

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

<sup>\*</sup> International Medical Graduates only

#### Figure GS-2

Surgery
Percentage of Programs Citing Each Factor And Mean Importance Rating<sup>1</sup> for Each Factor in Ranking Applicants
(N=88)



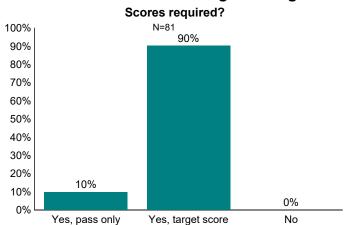
<sup>&</sup>lt;sup>1</sup> Ratings on a scale from 1 (not at all important) to 5 (very important).

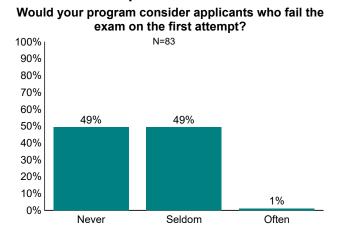
<sup>\*</sup> International Medical Graduates only

Surgery

Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

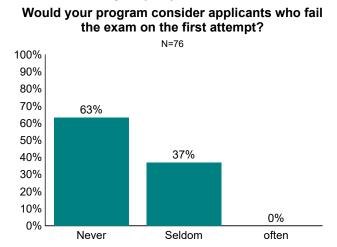
#### Percentage of Programs That Use USMLE Step 1 Score



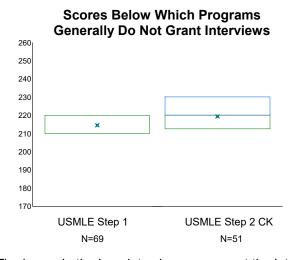


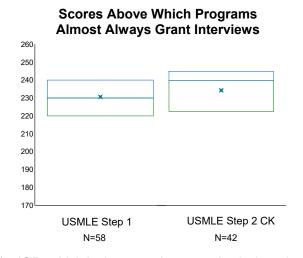
#### Percentage of Programs That Use USMLE Step 2 (CK) Score

Scores required? N=75 100% 90% 80% 67% 70% 60% 50% 40% 30% 19% 20% 15% 10% 0% Yes, pass only Yes, target score No



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





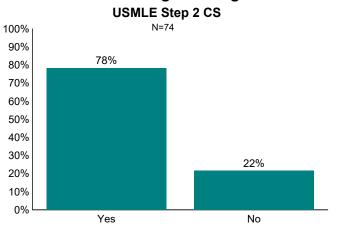
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

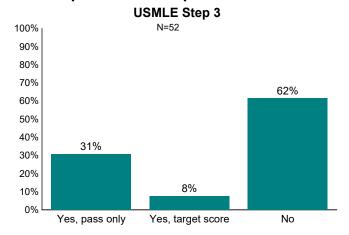
### Figure GS-4

#### Surgery

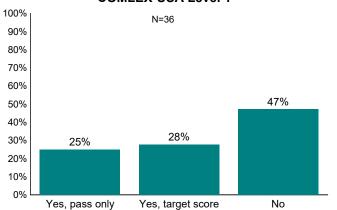
Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores\* When Considering Which Applicants to Interview

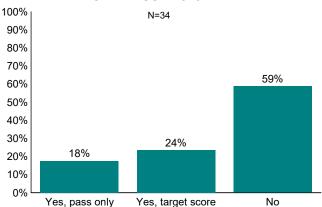
#### Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



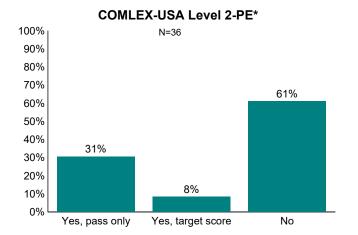


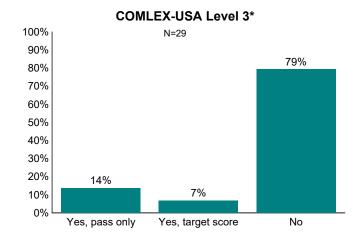
# Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores COMLEX-USA Level 1\* COMLEX-USA Level 2-CE\*





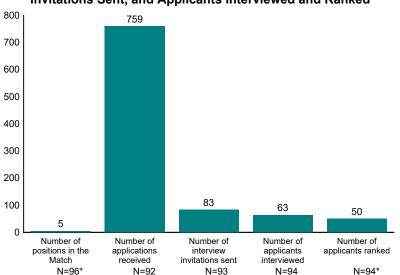
#### Percentage of Programs That Use COMLEX-USA Level 2-PE and Level 3 Scores



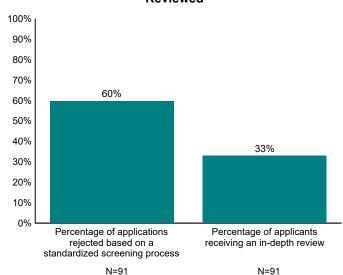


<sup>\*</sup> Osteopathic applicants only

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

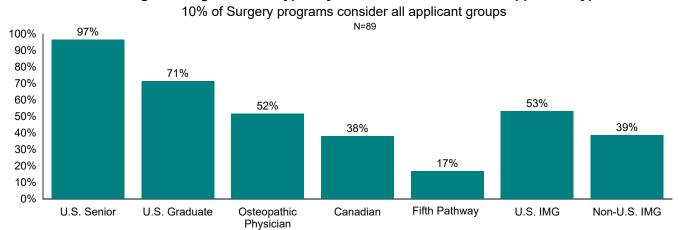


### Average Percentage of Applicants Rejected and Reviewed

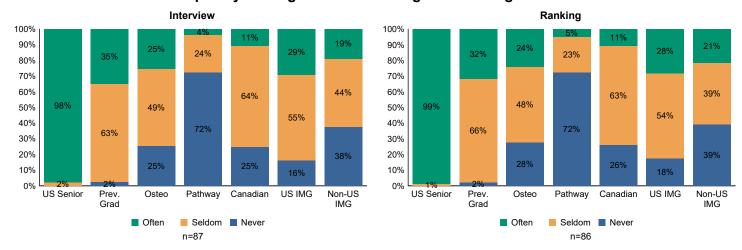


<sup>\*</sup> Data from the NRMP database. All Responding programs included

#### Percentage of Programs that Typically Interview and Rank Each Applicant Type

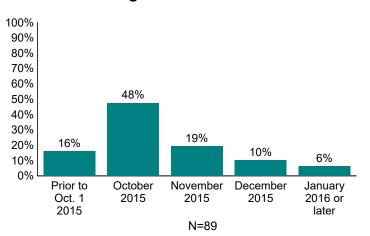


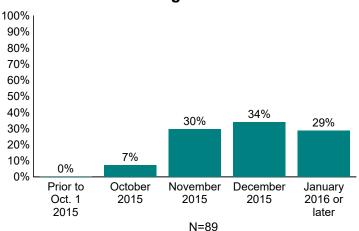
#### Frequency of Programs Interviewing and Ranking Candidates



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

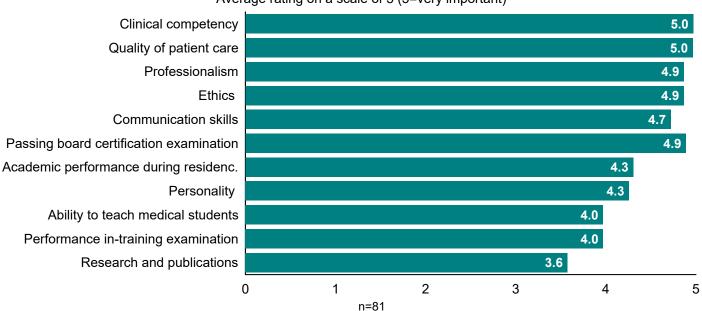
# Percentage of Program's Interviews Conducted During Each Time Period





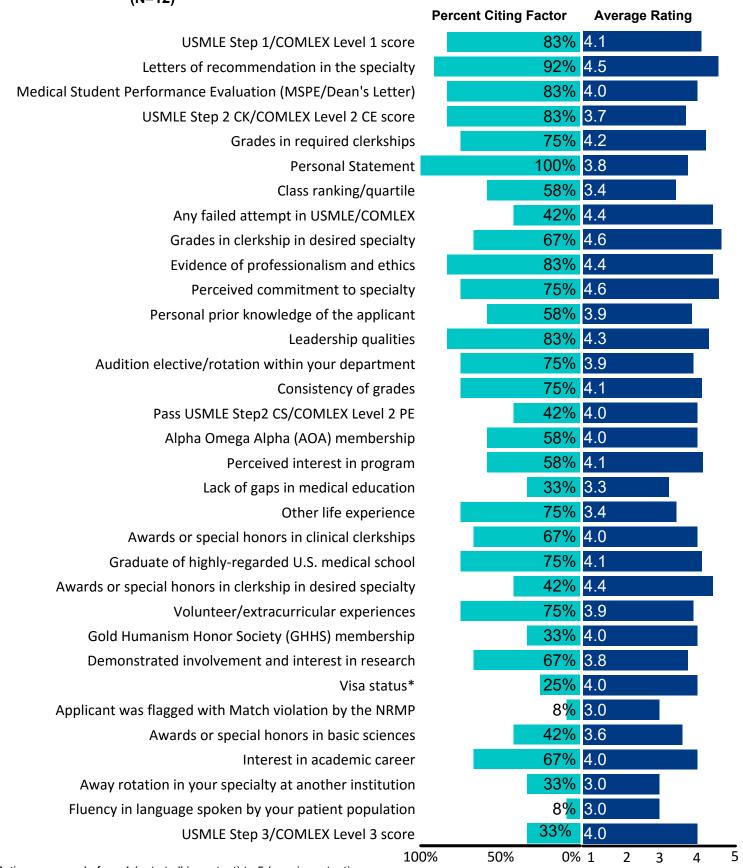
#### Importance of Factors in Assessing Residents' Success

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



Thoracic Surgery (N=12)

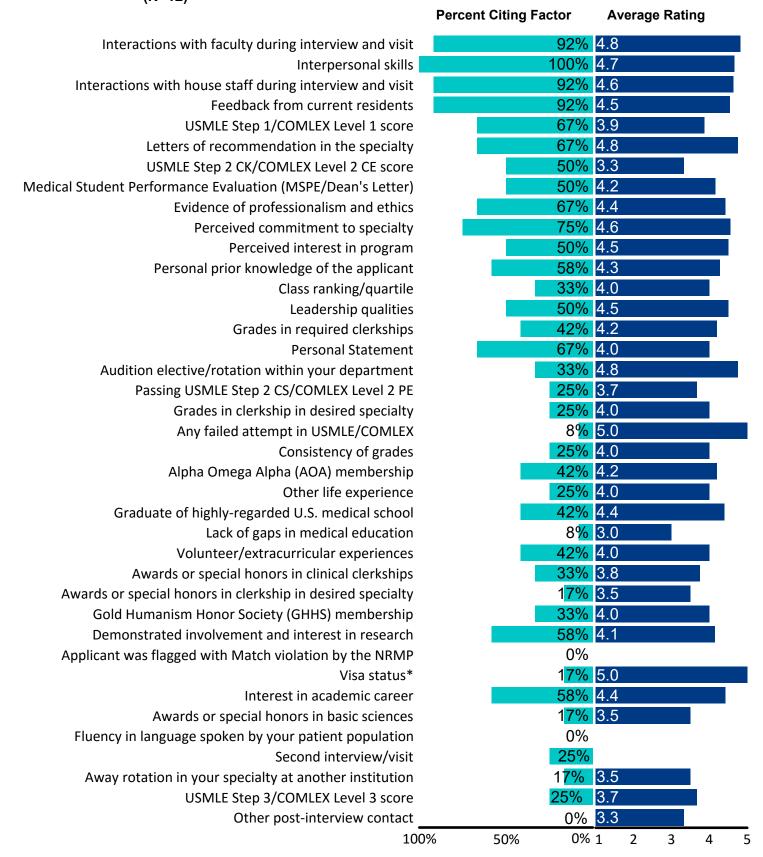
Thoracic Surgery
Percentage of Programs Citing Each Factor And Mean Importance Rating<sup>1</sup> for Each
Factor in Selecting Applicants to Interview
(N=12)



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

<sup>\*</sup> International Medical Graduates only

# Thoracic Surgery Percentage of Programs Citing Each Factor And Mean Importance Rating<sup>1</sup> for Each Factor in Ranking Applicants (N=12)



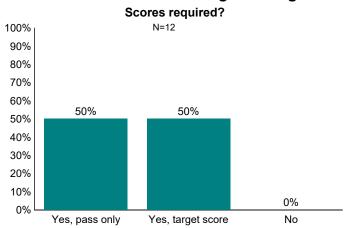
<sup>&</sup>lt;sup>1</sup> Ratings on a scale from 1 (not at all important) to 5 (very important).

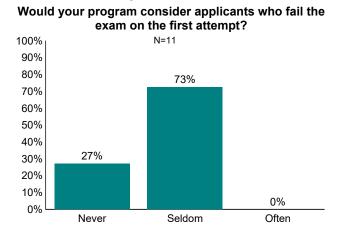
<sup>\*</sup> International Medical Graduates only

#### **Thoracic Surgery**

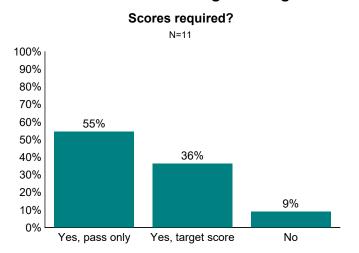
Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

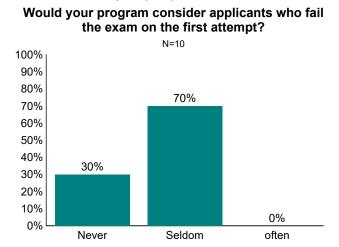
#### Percentage of Programs That Use USMLE Step 1 Score



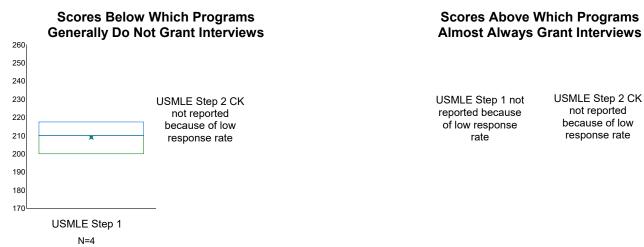


#### Percentage of Programs That Use USMLE Step 2 (CK) Score





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

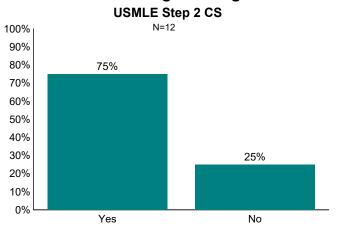


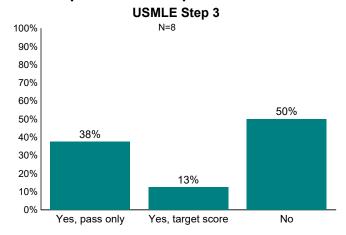
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

#### Thoracic Surgery

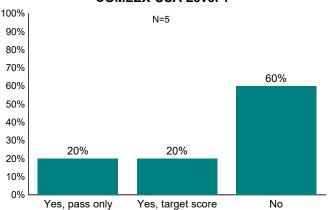
Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores\* When Considering Which Applicants to Interview

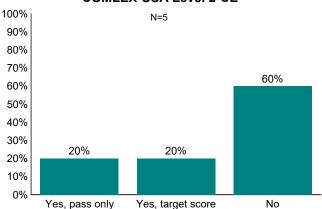
#### Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



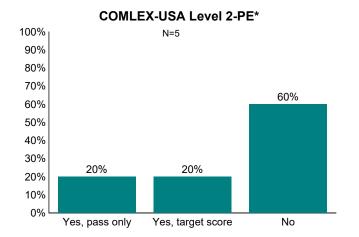


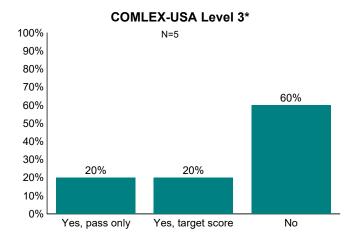
# Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores COMLEX-USA Level 1\* COMLEX-USA Level 2-CE\*





#### Percentage of Programs That Use COMLEX-USA Level 2-PE and Level 3 Scores

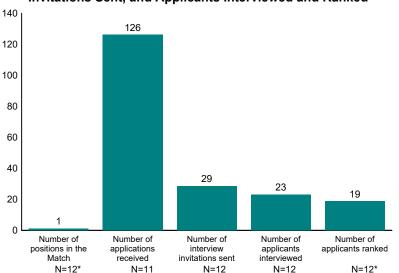




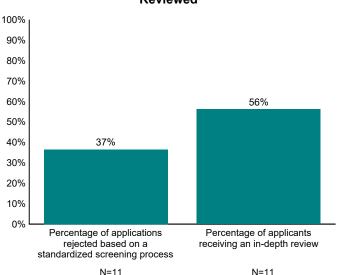
<sup>\*</sup> Osteopathic applicants only

#### Thoracic Surgery Program's Interview Activities

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



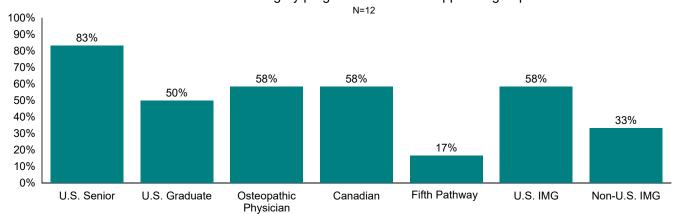
### Average Percentage of Applicants Rejected and Reviewed



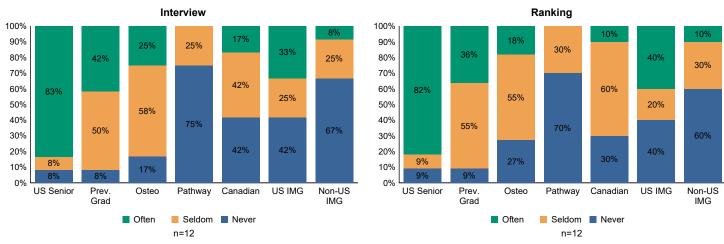
<sup>\*</sup> Data from the NRMP database. All Responding programs included

#### Percentage of Programs that Typically Interview and Rank Each Applicant Type

17% of Thoracic Surgery programs consider all applicant groups

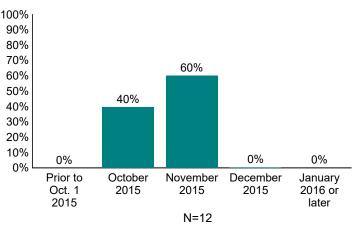


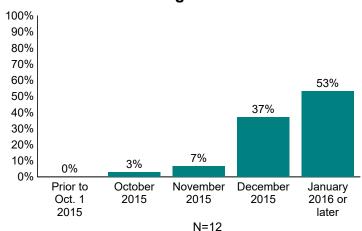
#### Frequency of Programs Interviewing and Ranking Candidates



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

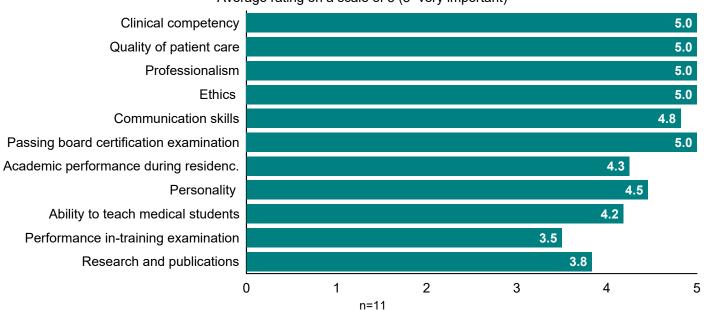
#### Percentage of Program's Interviews Conducted During Each Time Period





#### Importance of Factors in Assessing Residents' Success

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



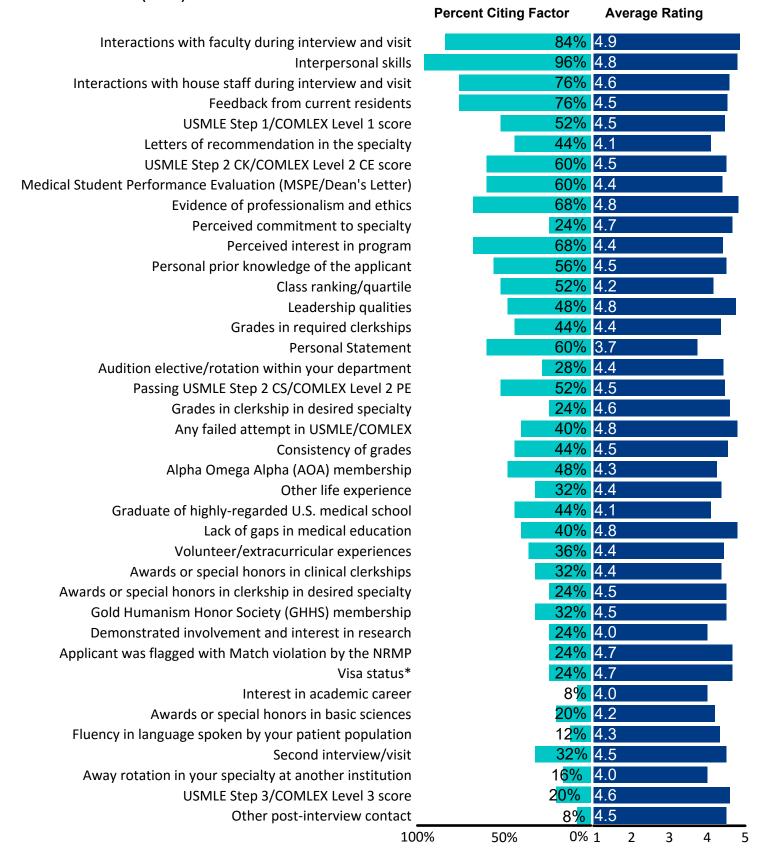
Transitional Year

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

(N=25)	Damant Older - E	A
	Percent Citing Factor	Average Rating
USMLE Step 1/COMLEX Level 1 score	100%	
Letters of recommendation in the specialty	60%	
Medical Student Performance Evaluation (MSPE/Dean's Letter)	88%	
USMLE Step 2 CK/COMLEX Level 2 CE score	84%	
Grades in required clerkships	64%	
Personal Statement	80%	3.9
Class ranking/quartile	76%	4.0
Any failed attempt in USMLE/COMLEX	60%	4.5
Grades in clerkship in desired specialty	28%	4.5
Evidence of professionalism and ethics	80%	4.7
Perceived commitment to specialty	20%	4.6
Personal prior knowledge of the applicant	68%	4.4
Leadership qualities	52%	4.7
Audition elective/rotation within your department	24%	3.8
Consistency of grades	60%	4.5
Pass USMLE Step2 CS/COMLEX Level 2 PE	68%	4.5
Alpha Omega Alpha (AOA) membership	76%	4.1
Perceived interest in program	68%	4.3
Lack of gaps in medical education	60%	4.7
Other life experience	56%	4.1
Awards or special honors in clinical clerkships	48%	4.2
Graduate of highly-regarded U.S. medical school	60%	4.3
Awards or special honors in clerkship in desired specialty	32%	4.1
Volunteer/extracurricular experiences	48%	4.7
Gold Humanism Honor Society (GHHS) membership	52%	4.0
Demonstrated involvement and interest in research	40%	4.1
Visa status*	64%	4.4
Applicant was flagged with Match violation by the NRMP	36%	
Awards or special honors in basic sciences	20%	
Interest in academic career	12 <mark>%</mark>	
Away rotation in your specialty at another institution	12 <mark>%</mark>	
Fluency in language spoken by your patient population	1 <mark>6%</mark>	
USMLE Step 3/COMLEX Level 3 score		4.0
100		

<sup>&</sup>lt;sup>1</sup> Ratings on a scale from 1 (not at all important) to 5 (very important). \* International Medical Graduates only

# Transitional Year Percentage of Programs Citing Each Factor And Mean Importance Rating<sup>1</sup> for Each Factor in Ranking Applicants (N=25)



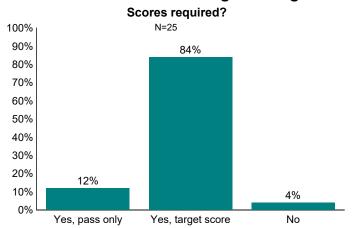
<sup>&</sup>lt;sup>1</sup> Ratings on a scale from 1 (not at all important) to 5 (very important).

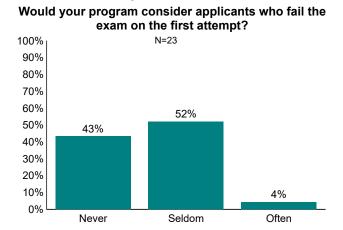
<sup>\*</sup> International Medical Graduates only

#### **Transitional Year**

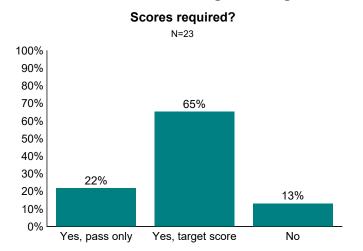
Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

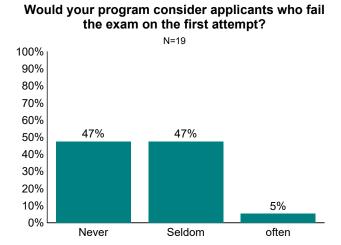
#### Percentage of Programs That Use USMLE Step 1 Score



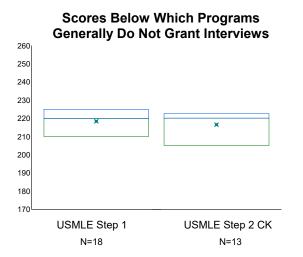


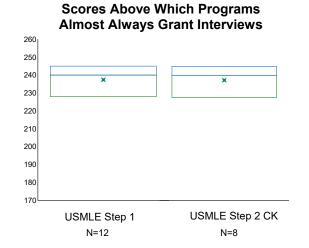
#### Percentage of Programs That Use USMLE Step 2 (CK) Score





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



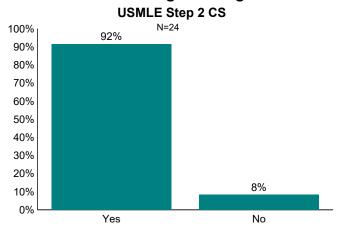


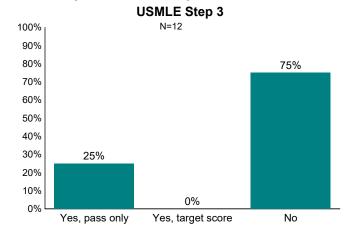
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

#### **Transitional Year**

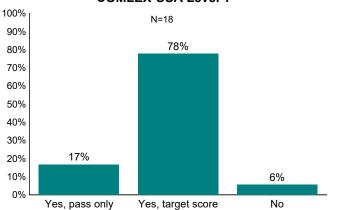
Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores\* When Considering Which Applicants to Interview

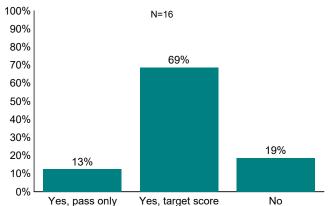
#### Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



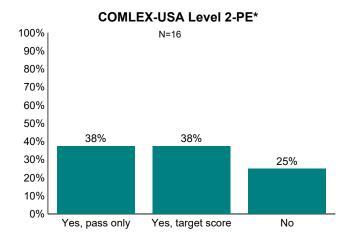


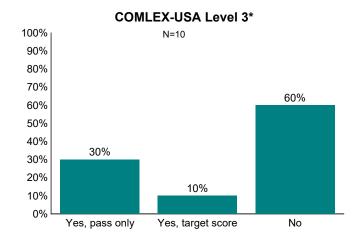
# Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores COMLEX-USA Level 1\* COMLEX-USA Level 2-CE\*





#### Percentage of Programs That Use COMLEX-USA Level 2-PE and Level 3 Scores

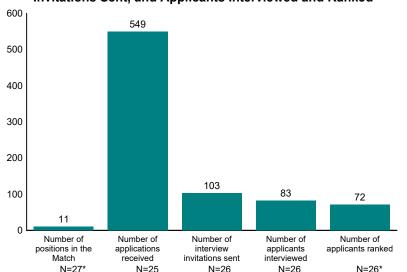




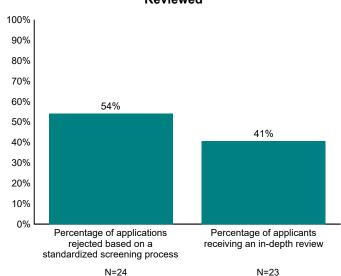
<sup>\*</sup> Osteopathic applicants only

# Transitional Year Program's Interview Activities

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

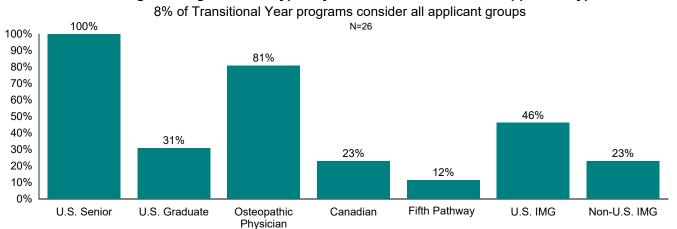


### Average Percentage of Applicants Rejected and Reviewed

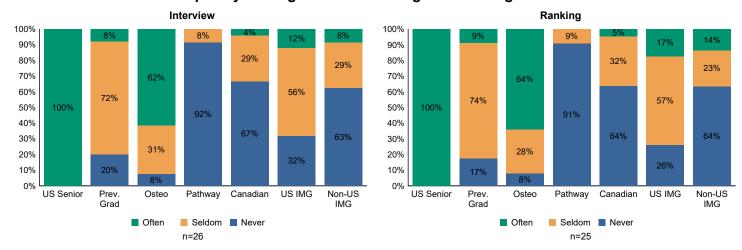


<sup>\*</sup> Data from the NRMP database. All Responding programs included

#### Percentage of Programs that Typically Interview and Rank Each Applicant Type

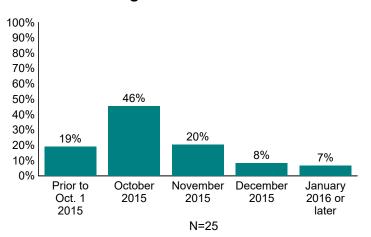


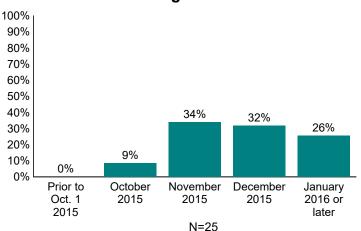
#### Frequency of Programs Interviewing and Ranking Candidates



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

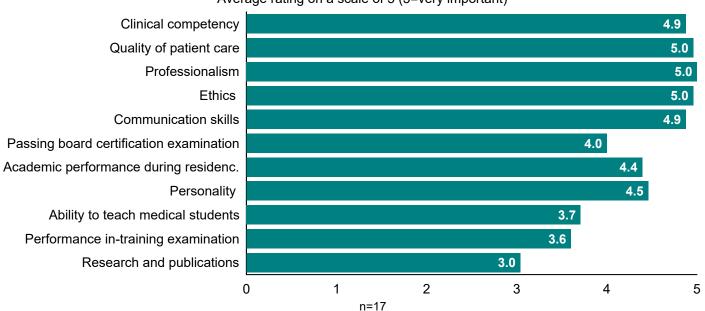
# Percentage of Program's Interviews Conducted During Each Time Period





#### Importance of Factors in Assessing Residents' Success

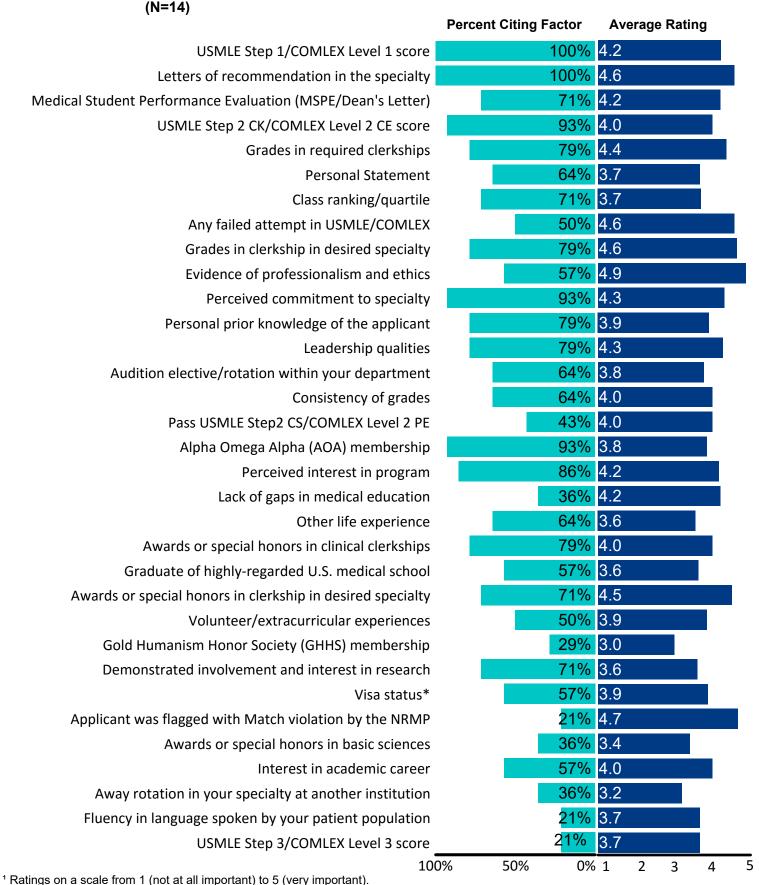
Average rating on a scale of 5 (5=very important)



Vascular Surgery

#### Figure VS-1

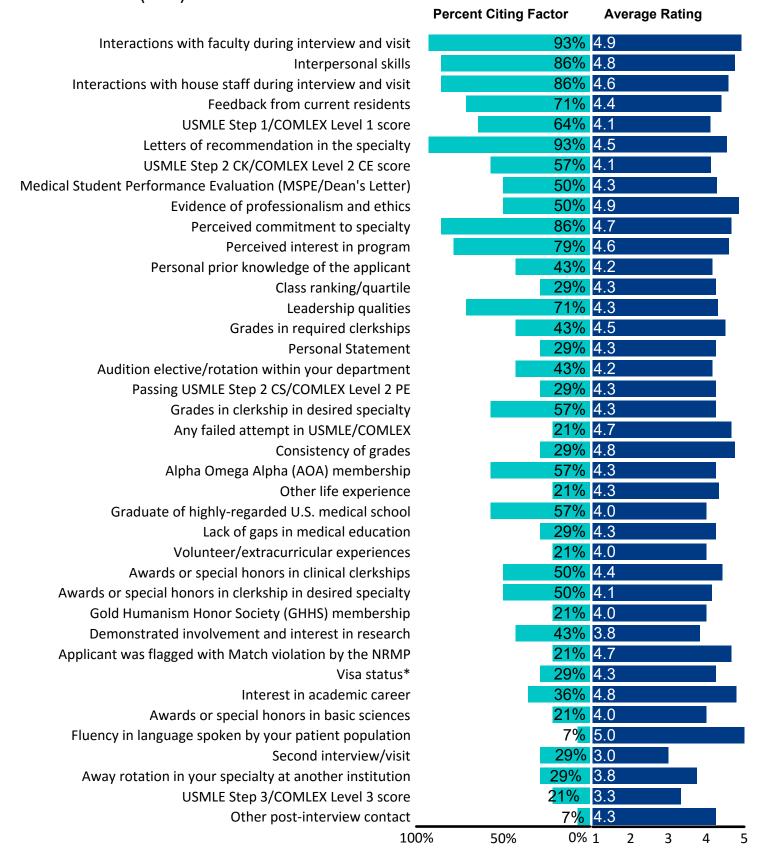
Vascular Surgery Percentage of Programs Citing Each Factor And Mean Importance Rating<sup>1</sup> for Each **Factor in Selecting Applicants to Interview** 



<sup>\*</sup> International Medical Graduates only

#### Figure VS-2

Vascular Surgery
Percentage of Programs Citing Each Factor And Mean Importance Rating<sup>1</sup> for Each Factor in Ranking Applicants
(N=14)



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

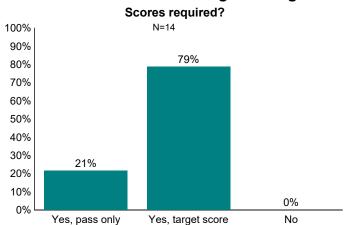
<sup>\*</sup> International Medical Graduates only

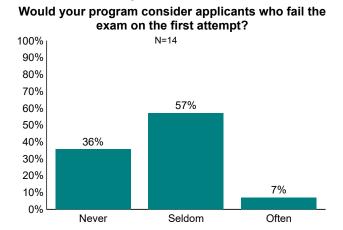
### Figure VS-3

#### Vascular Surgery

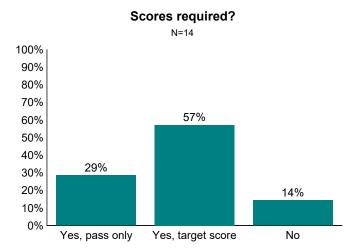
Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

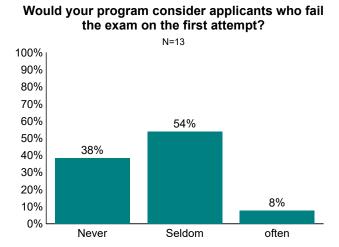
#### Percentage of Programs That Use USMLE Step 1 Score



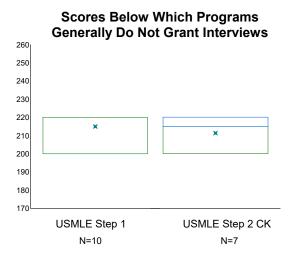


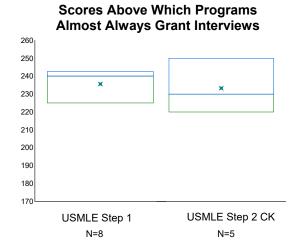
#### Percentage of Programs That Use USMLE Step 2 (CK) Score





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



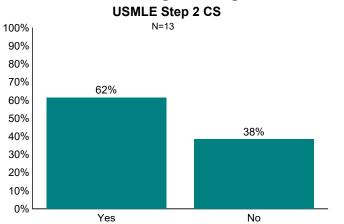


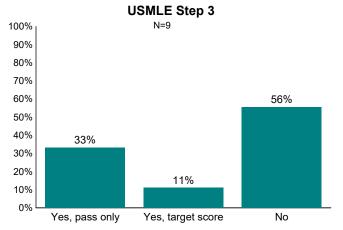
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#### **Vascular Surgery**

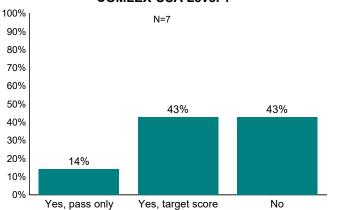
Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores\* When Considering Which Applicants to Interview

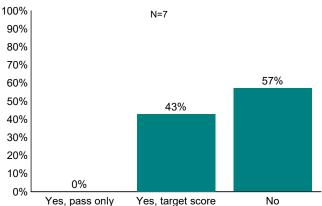
#### Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



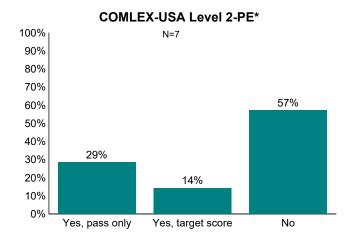


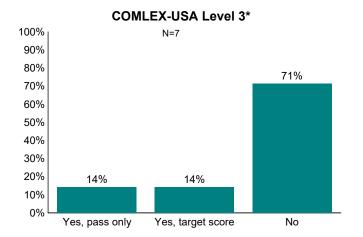
# Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores COMLEX-USA Level 1\* COMLEX-USA Level 2-CE\*





#### Percentage of Programs That Use COMLEX-USA Level 2-PE and Level 3 Scores

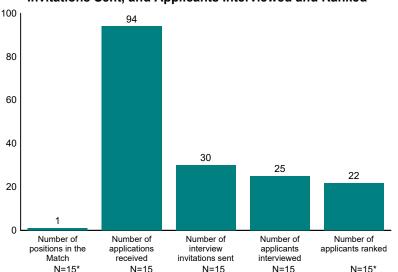




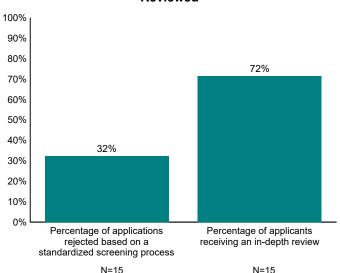
<sup>\*</sup> Osteopathic applicants only

#### Vascular Surgery Program's Interview Activities

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



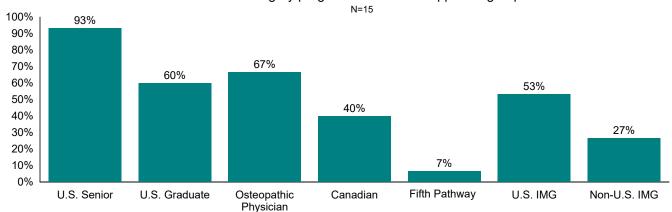
### Average Percentage of Applicants Rejected and Reviewed



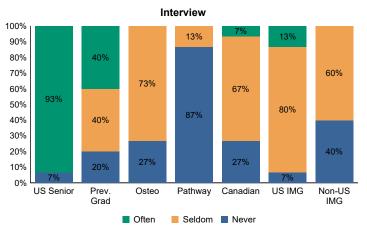
<sup>\*</sup> Data from the NRMP database. All Responding programs included

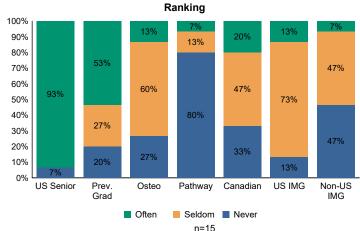
#### Percentage of Programs that Typically Interview and Rank Each Applicant Type

0% of Vascular Surgery programs consider all applicant groups



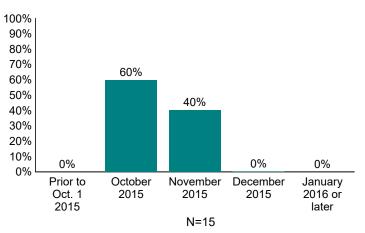
#### Frequency of Programs Interviewing and Ranking Candidates

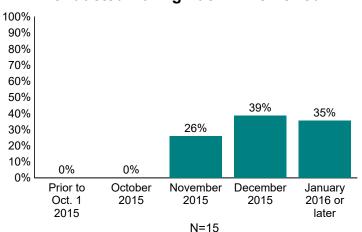




# Percentage of Program's Interviews Extended During Each Time Period

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





#### Importance of Factors in Assessing Residents' Success

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

