Results of the 2012 NRMP Program Director Survey
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 mliang@nrmp.org.

Questions about the NRMP should be directed to Mona Signer, Executive Director, NRMP, at msigner@nrmp.org.

Suggested Citation

Copyright © 2012 National Resident Matching Program.
# Table of Contents

Introduction .................................................................................................................. 1
All Specialties .................................................................................................................. 2

## Charts for Individual Specialties

- Anesthesiology ........................................................................................................... 10
- Child Neurology ......................................................................................................... 18
- Dermatology .............................................................................................................. 26
- Emergency Medicine .................................................................................................. 34
- Family Medicine ........................................................................................................ 42
- General Surgery ......................................................................................................... 50
- Internal Medicine ....................................................................................................... 58
- Internal Medicine/Pediatrics ...................................................................................... 66
- Neurological Surgery .................................................................................................. 74
- Neurology .................................................................................................................. 82
- Obstetrics and Gynecology ......................................................................................... 90
- Orthopedic Surgery ................................................................................................... 98
- Otolaryngology .......................................................................................................... 106
- Pathology .................................................................................................................. 114
- Pediatrics ................................................................................................................... 122
- Physical Medicine and Rehabilitation ....................................................................... 130
- Plastic Surgery ............................................................................................................ 138
- Psychiatry .................................................................................................................. 146
- Radiology .................................................................................................................. 154
- Radiation Oncology .................................................................................................. 162
- Vascular Surgery ....................................................................................................... 170
- Transitional Year ....................................................................................................... 178
The National Resident Matching Program (NRMP) conducted a survey of the directors of all programs participating in the 2012 Main Residency Match™. The primary purpose of the survey was to shed light on the factors that program directors use in both (1) selecting applicants to interview and (2) ranking applicants for The Match.

The survey was fielded during the 19 days between the rank order list deadline and Match Week so that program match outcomes would not influence respondents' answers.

The survey solicited information on:
- the number of applications received, screened, and reviewed, as well as the number of applicants interviewed and ranked
- the percentage of interview slots offered prior to the November 1 release date of the Medical Student Performance Evaluation (MSPE/Dean's Letter)
- whether the program typically interviews and ranks specific applicant groups
- the use of test scores in considering which applicants to interview, and
- the factors used for both interview selection and for ranking applicants.

The overall response rate for all specialties in this report was 44.8 percent. Transitional Year and 21 specialties with 10 or more responses are included in this report. Their response rates are listed in the table below. Response rates for those specialties ranged from a high of 66.1 percent for Physical Medicine and Rehabilitation to a low of 30.9 for General Surgery.

Numbers of responses are presented in most of the graphs. 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 specialties with less 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 Match.

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

<table>
<thead>
<tr>
<th>Specialty</th>
<th>Surveys Sent</th>
<th>Number Responding</th>
<th>Response Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Anesthesiology</td>
<td>191</td>
<td>88</td>
<td>46.1%</td>
</tr>
<tr>
<td>Child Neurology</td>
<td>104</td>
<td>46</td>
<td>44.2%</td>
</tr>
<tr>
<td>Dermatology</td>
<td>117</td>
<td>53</td>
<td>45.3%</td>
</tr>
<tr>
<td>Emergency Medicine</td>
<td>153</td>
<td>98</td>
<td>64.1%</td>
</tr>
<tr>
<td>Family Medicine</td>
<td>451</td>
<td>235</td>
<td>52.1%</td>
</tr>
<tr>
<td>General Surgery</td>
<td>530</td>
<td>164</td>
<td>30.9%</td>
</tr>
<tr>
<td>Internal Medicine</td>
<td>731</td>
<td>296</td>
<td>40.5%</td>
</tr>
<tr>
<td>Internal Medicine/Pediatrics</td>
<td>76</td>
<td>35</td>
<td>46.1%</td>
</tr>
<tr>
<td>Neurological Surgery</td>
<td>98</td>
<td>42</td>
<td>42.9%</td>
</tr>
<tr>
<td>Neurology</td>
<td>142</td>
<td>59</td>
<td>41.5%</td>
</tr>
<tr>
<td>Obstetrics and Gynecology</td>
<td>251</td>
<td>113</td>
<td>45.0%</td>
</tr>
<tr>
<td>Orthopaedic Surgery</td>
<td>161</td>
<td>87</td>
<td>54.0%</td>
</tr>
<tr>
<td>Otolaryngology</td>
<td>107</td>
<td>51</td>
<td>47.7%</td>
</tr>
<tr>
<td>Pathology</td>
<td>147</td>
<td>78</td>
<td>53.1%</td>
</tr>
<tr>
<td>Pediatrics</td>
<td>253</td>
<td>131</td>
<td>51.8%</td>
</tr>
<tr>
<td>Physical Medicine and Rehabilitation</td>
<td>56</td>
<td>37</td>
<td>66.1%</td>
</tr>
<tr>
<td>Plastic Surgery</td>
<td>57</td>
<td>27</td>
<td>47.4%</td>
</tr>
<tr>
<td>Psychiatry</td>
<td>190</td>
<td>88</td>
<td>46.3%</td>
</tr>
<tr>
<td>Radiation Oncology</td>
<td>85</td>
<td>45</td>
<td>52.9%</td>
</tr>
<tr>
<td>Radiology</td>
<td>199</td>
<td>88</td>
<td>44.2%</td>
</tr>
<tr>
<td>Transitional Year</td>
<td>110</td>
<td>49</td>
<td>44.5%</td>
</tr>
<tr>
<td>Vascular Surgery</td>
<td>35</td>
<td>13</td>
<td>37.1%</td>
</tr>
<tr>
<td>All others</td>
<td>127</td>
<td>37</td>
<td>29.1%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>4,371</strong></td>
<td><strong>1,960</strong></td>
<td><strong>44.8%</strong></td>
</tr>
</tbody>
</table>
Figure 1: All Specialties
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

<table>
<thead>
<tr>
<th>Factor</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>USMLE/COMLEX Step 1 score</td>
<td>82%</td>
</tr>
<tr>
<td>Letters of recommendation in the specialty</td>
<td>81%</td>
</tr>
<tr>
<td>Personal Statement</td>
<td>77%</td>
</tr>
<tr>
<td>Grades in required clerkships</td>
<td>71%</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 2 score</td>
<td>70%</td>
</tr>
<tr>
<td>Grades in clerkship in desired specialty</td>
<td>69%</td>
</tr>
<tr>
<td>Graduate of U.S. allopathic medical school</td>
<td>69%</td>
</tr>
<tr>
<td>Medical Student Performance Evaluation (MSPE/Dean's Letter)</td>
<td>68%</td>
</tr>
<tr>
<td>Class ranking/quartile</td>
<td>67%</td>
</tr>
<tr>
<td>Gaps in medical education</td>
<td>67%</td>
</tr>
<tr>
<td>Personal prior knowledge of the applicant</td>
<td>63%</td>
</tr>
<tr>
<td>Perceived commitment to specialty</td>
<td>63%</td>
</tr>
<tr>
<td>Honors in clinical clerkships</td>
<td>62%</td>
</tr>
<tr>
<td>Applicant was flagged with Match violation by the NRMP</td>
<td>62%</td>
</tr>
<tr>
<td>Volunteer/extracurricular experiences</td>
<td>61%</td>
</tr>
<tr>
<td>Other life experience</td>
<td>61%</td>
</tr>
<tr>
<td>Honors in clerkship in desired specialty</td>
<td>61%</td>
</tr>
<tr>
<td>Consistency of grades</td>
<td>60%</td>
</tr>
<tr>
<td>Audition elective/rotation within your department</td>
<td>60%</td>
</tr>
</tbody>
</table>

N=1,666

NRMP Program Director Survey Results, 2012
Figure 1
All Specialties
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview
(continued)

Evidence of professionalism and ethics 55%
Interpersonal skills 55%
Perceived interest in program 54%
Graduate of highly regarded U.S. medical school 53%
Leadership qualities 53%
Alpha Omega Alpha (AOA) membership 51%
Demonstrated involvement and interest in research 51%
Feedback from current residents 50%
Visa status* 49%
Honors in basic sciences 45%
Fluency in language spoken by your patient population 36%
Interest in academic career 34%
Away rotation in your specialty at another institution 28%
USMLE/COMLEX Step 3 score* 27%
Other post-interview contact 23%
Gold Society membership 23%

N=1,666

* International Medical Graduates only
### All Specialties

**Mean Importance Ratings* of Factors in Ranking Applicants**

<table>
<thead>
<tr>
<th>Factor</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Applicant was flagged with Match violation by the NRMP</td>
<td>4.8</td>
</tr>
<tr>
<td>Interactions with faculty during interview and visit</td>
<td>4.7</td>
</tr>
<tr>
<td>Interpersonal skills</td>
<td>4.7</td>
</tr>
<tr>
<td>Interactions with housestaff during interview and visit</td>
<td>4.6</td>
</tr>
<tr>
<td>Feedback from current residents</td>
<td>4.5</td>
</tr>
<tr>
<td>Evidence of professionalism and ethics</td>
<td>4.5</td>
</tr>
<tr>
<td>Grades in clerkship in desired specialty</td>
<td>4.2</td>
</tr>
<tr>
<td>Perceived commitment to specialty</td>
<td>4.2</td>
</tr>
<tr>
<td>Letters of recommendation in the specialty</td>
<td>4.2</td>
</tr>
<tr>
<td>Graduate of U.S. allopathic medical school</td>
<td>4.1</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 1 score</td>
<td>4.1</td>
</tr>
<tr>
<td>Leadership qualities</td>
<td>4.1</td>
</tr>
<tr>
<td>Honors in clerkship in desired specialty</td>
<td>4.0</td>
</tr>
<tr>
<td>Gaps in medical education</td>
<td>4.0</td>
</tr>
<tr>
<td>Grades in required clerkships</td>
<td>4.0</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 2 score</td>
<td>4.0</td>
</tr>
<tr>
<td>Honors in clinical clerkships</td>
<td>3.9</td>
</tr>
<tr>
<td>Class ranking/quartile</td>
<td>3.9</td>
</tr>
<tr>
<td>Medical Student Performance Evaluation (MSPE/Dean’s Letter)</td>
<td>3.8</td>
</tr>
<tr>
<td>Personal prior knowledge of the applicant</td>
<td>3.8</td>
</tr>
</tbody>
</table>

*Ratings on a scale from 1 (not at all important) to 5 (very important).*
**Figure 2**

All Specialties
Mean Importance Ratings* of Factors in Ranking Applicants
(continued)

<table>
<thead>
<tr>
<th>Factor</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consistency of grades</td>
<td>3.8</td>
</tr>
<tr>
<td>Perceived interest in program</td>
<td>3.7</td>
</tr>
<tr>
<td>Visa status**</td>
<td>3.7</td>
</tr>
<tr>
<td>Audition elective/rotation within your department</td>
<td>3.7</td>
</tr>
<tr>
<td>Graduate of highly regarded U.S. medical school</td>
<td>3.6</td>
</tr>
<tr>
<td>Alpha Omega Alpha (AOA) membership</td>
<td>3.4</td>
</tr>
<tr>
<td>Fluency in language spoken by your patient population</td>
<td>3.3</td>
</tr>
<tr>
<td>Personal Statement</td>
<td>3.3</td>
</tr>
<tr>
<td>Other life experience</td>
<td>3.2</td>
</tr>
<tr>
<td>Demonstrated involvement and interest in research</td>
<td>3.1</td>
</tr>
<tr>
<td>Honors in basic sciences</td>
<td>3.0</td>
</tr>
<tr>
<td>Volunteer/extracurricular experiences</td>
<td>3.0</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 3 score**</td>
<td>3.0</td>
</tr>
<tr>
<td>Other post-interview contact</td>
<td>2.8</td>
</tr>
<tr>
<td>Interest in academic career</td>
<td>2.8</td>
</tr>
<tr>
<td>Gold Society membership</td>
<td>2.8</td>
</tr>
<tr>
<td>Second interview/visit</td>
<td>2.6</td>
</tr>
<tr>
<td>Away rotation in your specialty at another institution</td>
<td>2.4</td>
</tr>
</tbody>
</table>

N=1,666

*Ratings on a scale from 1 (not at all important) to 5 (very important).
** International Medical Graduates only
All Specialties
Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

Figure 3

Percentage of Programs That Use USMLE Step 1 Score

Scores required?
N=1,844

<table>
<thead>
<tr>
<th></th>
<th>Yes, pass only</th>
<th>Yes, target score</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, pass only</td>
<td>36%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Yes, target score</td>
<td>63%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>No</td>
<td>1%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Would your program consider applicants who fail their exam on the 1st attempt?
N=1,494

<table>
<thead>
<tr>
<th></th>
<th>Never</th>
<th>Seldom</th>
<th>Often</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td>26%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Seldom</td>
<td>61%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Often</td>
<td>13%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

Scores required?
N=1,771

<table>
<thead>
<tr>
<th></th>
<th>Yes, pass only</th>
<th>Yes, target score</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, pass only</td>
<td>33%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Yes, target score</td>
<td>48%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>No</td>
<td>20%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Would your program consider applicants who fail their exam on the 1st attempt?
N=1,303

<table>
<thead>
<tr>
<th></th>
<th>Never</th>
<th>Seldom</th>
<th>Often</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td>32%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Seldom</td>
<td>59%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Often</td>
<td>8%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

Scores Below Which Programs Generally Does Not Grant Interviews

Scores Above Which Programs Almost Always Grant 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 is the mean.
All Specialties

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**

**USMLE Step 2 Clinical Skills (CS)**  
N=1,705  
- Yes, pass only: 77%  
- No: 23%

**USMLE Step 3**  
N=1,138  
- Yes, pass only: 21%  
- Yes, target score: 10%  
- No: 69%

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

**COMLEX-USA Level 1***  
N=1,262  
- Yes, pass only: 42%  
- Yes, target score: 35%  
- No: 23%

**COMLEX-USA Level 2-CE***  
N=1,212  
- Yes, pass only: 39%  
- Yes, target score: 29%  
- No: 32%

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

**COMLEX-USA Level 2-PE***  
N=1,166  
- Yes, pass only: 55%  
- Yes, target score: 10%  
- No: 35%

**COMLEX-USA Level 3***  
N=878  
- Yes, pass only: 21%  
- Yes, target score: 8%  
- No: 71%

* Osteopathic applicants only

NRMP Program Director Survey Results, 2012
Figure 5

All Specialties
Program's Interview Activities

Percentage of Program's Interview Slots Extended Prior to the November 1st MSPE/Dean's Letter Release Date

N=1,836

Average Number of Applications Received, Applicants Interviewed and Ranked and Positions in The Match

Average Percentage of Applications Interviewed

N=1,844

N=1,849

Percentage of Programs that Typically Interview and Rank Each Applicant Groups

37% of all programs consider all applicants

N=1,868

NRMP Program Director Survey Results, 2012
Anesthesiology
(N=88)
Anesthesiology
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

- USMLE/COMLEX Step 1 score: 84%
- Letters of recommendation in the specialty: 88%
- Personal Statement: 82%
- Grades in required clerkships: 82%
- USMLE/COMLEX Step 2 score: 72%
- Grades in clerkship in desired specialty: 72%
- Graduate of U.S. allopathic medical school: 74%
- Medical Student Performance Evaluation (MSPE/Dean’s Letter): 72%
- Class ranking/quartile: 84%
- Gaps in medical education: 74%
- Personal prior knowledge of the applicant: 66%
- Perceived commitment to specialty: 66%
- Honors in clinical clerkships: 76%
- Applicant was flagged with Match violation by the NRMP: 69%
- Volunteer/extracurricular experiences: 70%
- Other life experience: 73%
- Honors in clerkship in desired specialty: 70%
- Consistency of grades: 76%
- Audition elective/rotation within your department: 73%

N=74

NRMP Program Director Survey Results, 2012
Figure AN-1
Anesthesiology Percentage of Programs Citing Each Factor in Selecting Applicants to Interview (continued)

- Evidence of professionalism and ethics: 58%
- Interpersonal skills: 53%
- Perceived interest in program: 65%
- Graduate of highly regarded U.S. medical school: 61%
- Leadership qualities: 53%
- Alpha Omega Alpha (AOA) membership: 69%
- Demonstrated involvement and interest in research: 49%
- Feedback from current residents: 50%
- Visa status*: 54%
- Honors in basic sciences: 61%
- Fluency in language spoken by your patient population: 32%
- Interest in academic career: 28%
- Away rotation in your specialty at another institution: 15%
- USMLE/COMLEX Step 3 score*: 26%
- Other post-interview contact: 28%
- Gold Society membership: 34%

N=74

* International Medical Graduates only
Anesthesiology

Mean Importance Ratings* of Factors in Ranking Applicants

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

N=74

NRMP Program Director Survey Results, 2012-13
Anesthesiology
Mean Importance Ratings* of Factors in Ranking Applicants
(continued)

<table>
<thead>
<tr>
<th>Factor</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consistency of grades</td>
<td>4.0</td>
</tr>
<tr>
<td>Perceived interest in program</td>
<td>3.7</td>
</tr>
<tr>
<td>Visa status**</td>
<td>3.6</td>
</tr>
<tr>
<td>Audition elective/rotation within your department</td>
<td>3.6</td>
</tr>
<tr>
<td>Graduate of highly regarded U.S. medical school</td>
<td>3.7</td>
</tr>
<tr>
<td>Alpha Omega Alpha (AOA) membership</td>
<td>3.8</td>
</tr>
<tr>
<td>Fluency in language spoken by your patient population</td>
<td>3.1</td>
</tr>
<tr>
<td>Personal Statement</td>
<td>3.1</td>
</tr>
<tr>
<td>Other life experience</td>
<td>3.3</td>
</tr>
<tr>
<td>Demonstrated involvement and interest in research</td>
<td>3.0</td>
</tr>
<tr>
<td>Honors in basic sciences</td>
<td>3.5</td>
</tr>
<tr>
<td>Volunteer/extracurricular experiences</td>
<td>2.8</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 3 score**</td>
<td>3.0</td>
</tr>
<tr>
<td>Other post-interview contact</td>
<td>2.6</td>
</tr>
<tr>
<td>Interest in academic career</td>
<td>2.8</td>
</tr>
<tr>
<td>Gold Society membership</td>
<td>2.7</td>
</tr>
<tr>
<td>Second interview/visit</td>
<td>2.3</td>
</tr>
<tr>
<td>Away rotation in your specialty at another institution</td>
<td>2.1</td>
</tr>
</tbody>
</table>

*N=74
*Ratings on a scale from 1 (not at all important) to 5 (very important).
** International Medical Graduates only
Percentage of Programs That Use USMLE Step 1 Score

Scores required?

- Yes, pass only: 18%
- Yes, target score: 82%
- No: 0%

Would your program consider applicants who fail their exam on the 1st attempt?

- Never: 35%
- Seldom: 62%
- Often: 3%

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

Scores required?

- Yes, pass only: 17%
- Yes, target score: 57%
- No: 26%

Would your program consider applicants who fail their exam on the 1st attempt?

- Never: 51%
- Seldom: 49%
- Often: 0%

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

Scores Below Which Programs Generally Does Not Grant Interviews

- USMLE Step 1: N=64
- USMLE Step 2 CK: N=46

Scores Above Which Programs Almost Always Grant Interviews

- USMLE Step 1: N=48
- USMLE Step 2 CK: N=36

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 AN-4

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

**USMLE Step 2 CS**
- Yes, pass only: 67%
- No: 33%

**USMLE Step 3**
- Yes, pass only: 21%
- Yes, target score: 11%
- No: 68%

**COMLEX-USA Level 1**
- Yes, pass only: 29%
- Yes, target score: 54%
- No: 17%

**COMLEX-USA Level 2-CE**
- Yes, pass only: 21%
- Yes, target score: 31%
- No: 39%

**COMLEX-USA Level 2-PE**
- Yes, pass only: 53%
- Yes, target score: 4%
- No: 43%

**COMLEX-USA Level 3**
- Yes, pass only: 29%
- Yes, target score: 3%
- No: 69%

* Osteopathic applicants only

NRMP Program Director Survey Results, 2012
Fig. AN-5: Anesthesiology Program’s Interview Activities

Percentage of Program’s Interview Slots Extended Prior to the November 1st MSPE/Dean’s Letter Release Date

- 0%: 7%
- 1-24%: 8%
- 25-49%: 17%
- 50-74%: 22%
- 75-99%: 37%
- 100%: 8%

Average Number of Applications Received, Applicants Interviewed and Ranked and Positions in The Match

- Number of applications received: 719
- Number of applicants interviewed: 117
- Number of applicants ranked: 98
- Number of positions in The Match: 8

Average Percentage of Applications Rejected and Reviewed

- Percentage of applications rejected: 48%
- Percentage of applicants receiving an interview: 46%

Percentage of Programs that Typically Interview and Rank Each Applicant Groups

- U.S. Senior: 100%
- U.S. Grad: 84%
- Osteopathic: 83%
- Canadian: 54%
- Fifth Pathway: 45%
- U.S. IMG: 66%
- Non-U.S. IMG: 52%

* Data from the NRMP database
| Child Neurology | (N=46) |
Figure CN-1

Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

<table>
<thead>
<tr>
<th>Factor</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>USMLE/COMLEX Step 1 score</td>
<td>78%</td>
</tr>
<tr>
<td>Letters of recommendation in the specialty</td>
<td>88%</td>
</tr>
<tr>
<td>Personal Statement</td>
<td>73%</td>
</tr>
<tr>
<td>Grades in required clerkships</td>
<td>66%</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 2 score</td>
<td>54%</td>
</tr>
<tr>
<td>Grades in clerkship in desired specialty</td>
<td>71%</td>
</tr>
<tr>
<td>Graduate of U.S. allopathic medical school</td>
<td>49%</td>
</tr>
<tr>
<td>Medical Student Performance Evaluation (MSPE/Dean’s Letter)</td>
<td>80%</td>
</tr>
<tr>
<td>Class ranking/quartile</td>
<td>73%</td>
</tr>
<tr>
<td>Gaps in medical education</td>
<td>68%</td>
</tr>
<tr>
<td>Personal prior knowledge of the applicant</td>
<td>66%</td>
</tr>
<tr>
<td>Perceived commitment to specialty</td>
<td>73%</td>
</tr>
<tr>
<td>Honors in clinical clerkships</td>
<td>61%</td>
</tr>
<tr>
<td>Applicant was flagged with Match violation by the NRMP</td>
<td>66%</td>
</tr>
<tr>
<td>Volunteer/extracurricular experiences</td>
<td>56%</td>
</tr>
<tr>
<td>Other life experience</td>
<td>61%</td>
</tr>
<tr>
<td>Honors in clerkship in desired specialty</td>
<td>61%</td>
</tr>
<tr>
<td>Consistency of grades</td>
<td>63%</td>
</tr>
<tr>
<td>Audition elective/rotation within your department</td>
<td>66%</td>
</tr>
</tbody>
</table>

N=41

NRMP Program Director Survey Results, 2012
Figure CN-1
Child Neurology
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview (continued)

- Evidence of professionalism and ethics: 59%
- Interpersonal skills: 56%
- Perceived interest in program: 51%
- Graduate of highly regarded U.S. medical school: 56%
- Leadership qualities: 51%
- Alpha Omega Alpha (AOA) membership: 46%
- Demonstrated involvement and interest in research: 54%
- Feedback from current residents: 39%
- Visa status*: 59%
- Honors in basic sciences: 49%
- Fluency in language spoken by your patient population: 44%
- Interest in academic career: 46%
- Away rotation in your specialty at another institution: 32%
- USMLE/COMLEX Step 3 score*: 39%
- Other post-interview contact: 32%
- Gold Society membership: 17%

N=41

* International Medical Graduates only
Figure CN-2

Mean Importance Ratings* of Factors in Ranking Applicants

- Applicant was flagged with Match violation by the NRMP: 4.8
- Interactions with faculty during interview and visit: 4.6
- Interpersonal skills: 4.7
- Interactions with housestaff during interview and visit: 4.5
- Feedback from current residents: 4.4
- Evidence of professionalism and ethics: 4.4
- Grades in clerkship in desired specialty: 4.3
- Perceived commitment to specialty: 4.3
- Letters of recommendation in the specialty: 4.4
- Graduate of U.S. allopathic medical school: 3.6
- USMLE/COMLEX Step 1 score: 4.1
- Leadership qualities: 4.1
- Honors in clerkship in desired specialty: 4.1
- Gaps in medical education: 3.8
- Grades in required clerkships: 3.8
- USMLE/COMLEX Step 2 score: 4.1
- Honors in clinical clerkships: 3.8
- Class ranking/quartile: 3.8
- Medical Student Performance Evaluation (MSPE/Dean's Letter): 4.1
- Personal prior knowledge of the applicant: 4.1

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

N=41
Figure CN-2
Child Neurology
Mean Importance Ratings* of Factors in Ranking Applicants
(continued)

- Consistency of grades: 3.6
- Perceived interest in program: 4.0
- Visa status**: 4.0
- Audition elective/rotation within your department: 3.9
- Graduate of highly regarded U.S. medical school: 3.6
- Alpha Omega Alpha (AOA) membership: 3.4
- Fluency in language spoken by your patient population: 3.7
- Personal Statement: 3.6
- Other life experience: 3.3
- Demonstrated involvement and interest in research: 3.5
- Honors in basic sciences: 3.2
- Volunteer/extracurricular experiences: 3.1
- USMLE/COMLEX Step 3 score**: 3.5
- Other post-interview contact: 3.4
- Interest in academic career: 3.5
- Gold Society membership: 2.7
- Second interview/visit: 3.1
- Away rotation in your specialty at another institution: 2.8

N=41

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

<table>
<thead>
<tr>
<th>Scores required?</th>
<th>N=44</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, pass only</td>
<td>43%</td>
</tr>
<tr>
<td>Yes, target score</td>
<td>55%</td>
</tr>
<tr>
<td>No</td>
<td>2%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Would your program consider applicants who fail their exam on the 1st attempt?</th>
<th>N=38</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td>11%</td>
</tr>
<tr>
<td>Seldom</td>
<td>82%</td>
</tr>
<tr>
<td>Often</td>
<td>8%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Scores required?</th>
<th>N=40</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, pass only</td>
<td>35%</td>
</tr>
<tr>
<td>Yes, target score</td>
<td>45%</td>
</tr>
<tr>
<td>No</td>
<td>20%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Would your program consider applicants who fail their exam on the 1st attempt?</th>
<th>N=33</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td>18%</td>
</tr>
<tr>
<td>Seldom</td>
<td>76%</td>
</tr>
<tr>
<td>Often</td>
<td>6%</td>
</tr>
</tbody>
</table>

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

- **Scores Below Which Programs Generally Does Not Grant Interviews**
  - USMLE Step 1: N=19
  - USMLE Step 2 CK: N=14

- **Scores Above Which Programs Almost Always Grant Interviews**
  - USMLE Step 1: N=11
  - USMLE Step 2 CK: N=7

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 CN-4

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

USMLE Step 2 CS

- Yes, pass only: 75%
- No: 25%

USMLE Step 3

- Yes, pass only: 18%
- Yes, target score: 27%
- No: 55%

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

COMLEX-USA Level 1*

- Yes, pass only: 48%
- Yes, target score: 30%
- No: 21%

COMLEX-USA Level 2-CE*

- Yes, pass only: 45%
- Yes, target score: 26%
- No: 29%

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

COMLEX-USA Level 2-PE*

- Yes, pass only: 48%
- Yes, target score: 21%
- No: 31%

COMLEX-USA Level 3*

- Yes, pass only: 33%
- Yes, target score: 15%
- No: 52%

* Osteopathic applicants only

NRMP Program Director Survey Results, 2012
Figure CN-5  
Child Neurology  
Program's Interview Activities

Percentage of Program's Interview Slots Extended Prior to the November 1st MSPE/Dean's Letter Release Date

Average Number of Applications Received, Applicants Interviewed and Ranked and Positions in The Match

Average Percentage of Applications Rejected and Reviewed

Percentage of Programs that Typically Interview and Rank Each Applicant Groups

61% of Child Neurology programs consider all applicants

* Data from the NRMP database
| Dermatology | (N=53) |
Figure D-1

Dermatology
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

- USMLE/COMLEX Step 1 score: 70%
- Letters of recommendation in the specialty: 77%
- Personal Statement: 74%
- Grades in required clerkships: 60%
- USMLE/COMLEX Step 2 score: 45%
- Grades in clerkship in desired specialty: 57%
- Graduate of U.S. allopathic medical school: 72%
- Medical Student Performance Evaluation (MSPE/Dean's Letter): 85%
- Class ranking/quartile: 70%
- Gaps in medical education: 49%
- Personal prior knowledge of the applicant: 49%
- Perceived commitment to specialty: 55%
- Honors in clinical clerkships: 64%
- Applicant was flagged with Match violation by the NRMP: 51%
- Volunteer/extracurricular experiences: 66%
- Other life experience: 55%
- Honors in clerkship in desired specialty: 55%
- Consistency of grades: 51%
- Audition elective/rotation within your department: 51%

N=47

NRMP Program Director Survey Results, 2012
Dermatology Percentage of Programs Citing Each Factor in Selecting Applicants to Interview (continued)

- Evidence of professionalism and ethics: 60%
- Interpersonal skills: 64%
- Perceived interest in program: 57%
- Graduate of highly regarded U.S. medical school: 40%
- Leadership qualities: 60%
- Alpha Omega Alpha (AOA) membership: 57%
- Demonstrated involvement and interest in research: 62%
- Feedback from current residents: 62%
- Visa status*: 26%
- Honors in basic sciences: 40%
- Fluency in language spoken by your patient population: 28%
- Interest in academic career: 47%
- Away rotation in your specialty at another institution: 30%
- USMLE/COMLEX Step 3 score*: 13%
- Other post-interview contact: 17%
- Gold Society membership: 15%

*N=47

* International Medical Graduates only
Applicant was flagged with Match violation by the NRMP
Interactions with faculty during interview and visit
Interpersonal skills
Interactions with housestaff during interview and visit
Feedback from current residents
Evidence of professionalism and ethics
Grades in clerkship in desired specialty
Perceived commitment to specialty
Letters of recommendation in the specialty
Graduate of U.S. allopathic medical school
USMLE/COMLEX Step 1 score
Leadership qualities
Honors in clerkship in desired specialty
Gaps in medical education
Grades in required clerkships
USMLE/COMLEX Step 2 score
Honors in clinical clerkships
Class ranking/quartile
Medical Student Performance Evaluation (MSPE/Dean’s Letter)
Personal prior knowledge of the applicant

N=47

*Ratings on a scale from 1 (not at all important) to 5 (very important).
Dermatology
Mean Importance Ratings* of Factors in Ranking Applicants (continued)

*Ratings on a scale from 1 (not at all important) to 5 (very important).
** International Medical Graduates only.

- Consistency of grades: 4.0
- Perceived interest in program: 4.1
- Visa status**: 3.6
- Audition elective/rotation within your department: 3.9
- Graduate of highly regarded U.S. medical school: 3.5
- Alpha Omega Alpha (AOA) membership: 3.4
- Fluency in language spoken by your patient population: 3.1
- Personal Statement: 3.9
- Other life experience: 3.4
- Demonstrated involvement and interest in research: 3.7
- Honors in basic sciences: 3.4
- Volunteer/extracurricular experiences: 3.5
- USMLE/COMLEX Step 3 score**: 3.0
- Other post-interview contact: 2.9
- Interest in academic career: 3.4
- Gold Society membership: 2.7
- Second interview/visit: 2.8
- Away rotation in your specialty at another institution: 2.7

N=47
Percentage of Programs That Use USMLE Step 1 Score

Scores required?

N=51

Would your program consider applicants who fail their exam on the 1st attempt?

N=36

Scores required?

N=47

Would your program consider applicants who fail their exam on the 1st attempt?

N=25

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

Scores Below Which Programs Generally Does Not Grant Interviews

Scores Above Which Programs Almost Always Grant 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

USMLE Step 2 CS

- N=41
- Yes, pass only: 46%
- No: 54%

USMLE Step 3

- N=37
- Yes, pass only: 11%
- Yes, target score: 16%
- No: 73%

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

COMLEX-USA Level 1*

- N=23
- Yes, pass only: 13%
- Yes, target score: 9%
- No: 78%

COMLEX-USA Level 2-CE*

- N=23
- Yes, pass only: 0%
- Yes, target score: 9%
- No: 91%

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

COMLEX-USA Level 2-PE*

- N=23
- Yes, pass only: 4%
- Yes, target score: 4%
- No: 91%

COMLEX-USA Level 3*

- N=21
- Yes, pass only: 0%
- Yes, target score: 5%
- No: 95%

* Osteopathic applicants only
Figure D-5
Dermatology Program’s Interview Activities

Percentage of Program’s Interview Slots Extended Prior to the November 1st MSPE/Dean’s Letter Release Date

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>0%</td>
<td>90%</td>
</tr>
<tr>
<td>1-24%</td>
<td>2%</td>
</tr>
<tr>
<td>25-49%</td>
<td>2%</td>
</tr>
<tr>
<td>50-74%</td>
<td>2%</td>
</tr>
<tr>
<td>75-99%</td>
<td>4%</td>
</tr>
<tr>
<td>100%</td>
<td>0%</td>
</tr>
</tbody>
</table>

Average Number of Applications Received, Applicants Interviewed and Ranked and Positions in The Match

<table>
<thead>
<tr>
<th>Application Activities</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of applications received</td>
<td>332</td>
</tr>
<tr>
<td>Number of applicants interviewed</td>
<td>33</td>
</tr>
<tr>
<td>Number of applicants ranked</td>
<td>27</td>
</tr>
<tr>
<td>Number of positions in The Match</td>
<td>3</td>
</tr>
</tbody>
</table>

Average Percentage of Applications Rejected and Reviewed

<table>
<thead>
<tr>
<th>Rejected Percentage</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>0%</td>
<td>N=50</td>
</tr>
<tr>
<td>37%</td>
<td>N=51</td>
</tr>
<tr>
<td>57%</td>
<td>N=51</td>
</tr>
</tbody>
</table>

Percentage of Programs that Typically Interview and Rank Each Applicant Groups

<table>
<thead>
<tr>
<th>Applicant Groups</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>U.S. Senior</td>
<td>98%</td>
</tr>
<tr>
<td>U.S. Grad</td>
<td>67%</td>
</tr>
<tr>
<td>Osteopathic</td>
<td>31%</td>
</tr>
<tr>
<td>Canadian</td>
<td>33%</td>
</tr>
<tr>
<td>Fifth Pathway</td>
<td>21%</td>
</tr>
<tr>
<td>U.S. IMG</td>
<td>33%</td>
</tr>
<tr>
<td>Non-U.S. IMG</td>
<td>23%</td>
</tr>
</tbody>
</table>

* Data from the NRMP database

NRMP Program Director Survey Results, 2012
<table>
<thead>
<tr>
<th>Emergency Medicine</th>
</tr>
</thead>
<tbody>
<tr>
<td>(N=98)</td>
</tr>
</tbody>
</table>
Figure EM-1
Emergency Medicine
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

- USMLE/COMLEX Step 1 score: 75%
- Letters of recommendation in the specialty: 93%
- Personal Statement: 68%
- Grades in required clerkships: 80%
- USMLE/COMLEX Step 2 score: 63%
- Grades in clerkship in desired specialty: 86%
- Graduate of U.S. allopathic medical school: 76%
- Medical Student Performance Evaluation (MSPE/Dean's Letter): 70%
- Class ranking/quartile: 73%
- Gaps in medical education: 65%
- Personal prior knowledge of the applicant: 67%
- Perceived commitment to specialty: 69%
- Honors in clinical clerkships: 74%
- Applicant was flagged with Match violation by the NRMP: 57%
- Volunteer/extracurricular experiences: 69%
- Other life experience: 69%
- Honors in clerkship in desired specialty: 80%
- Consistency of grades: 65%
- Audition elective/rotation within your department: 78%

N=88
Figure EM-1
Emergency Medicine
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview
(continued)

- Evidence of professionalism and ethics: 60%
- Interpersonal skills: 64%
- Perceived interest in program: 44%
- Graduate of highly regarded U.S. medical school: 59%
- Leadership qualities: 61%
- Alpha Omega Alpha (AOA) membership: 57%
- Demonstrated involvement and interest in research: 56%
- Feedback from current residents: 53%
- Visa status*: 41%
- Honors in basic sciences: 43%
- Fluency in language spoken by your patient population: 28%
- Interest in academic career: 38%
- Away rotation in your specialty at another institution: 64%
- USMLE/COMLEX Step 3 score*: 25%
- Other post-interview contact: 23%
- Gold Society membership: 25%

N=88

* International Medical Graduates only
Figure EM-2

Mean Importance Ratings* of Factors in Ranking Applicants

Applicant was flagged with Match violation by the NRMP

Interactions with faculty during interview and visit

Interpersonal skills

Interactions with housestaff during interview and visit

Feedback from current residents

Evidence of professionalism and ethics

Grades in clerkship in desired specialty

Perceived commitment to specialty

Letters of recommendation in the specialty

Graduate of U.S. allopathic medical school

USMLE/COMLEX Step 1 score

Leadership qualities

Honors in clerkship in desired specialty

Gaps in medical education

Grades in required clerkships

USMLE/COMLEX Step 2 score

Honors in clinical clerkships

Class ranking/quartile

Medical Student Performance Evaluation (MSPE/Dean's Letter)

Personal prior knowledge of the applicant

N=88

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

### Mean Importance Ratings* of Factors in Ranking Applicants (continued)

<table>
<thead>
<tr>
<th>Factor</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consistency of grades</td>
<td>3.4</td>
</tr>
<tr>
<td>Perceived interest in program</td>
<td>3.2</td>
</tr>
<tr>
<td>Visa status**</td>
<td>3.4</td>
</tr>
<tr>
<td>Audition elective/rotation within your department</td>
<td>4.2</td>
</tr>
<tr>
<td>Graduate of highly regarded U.S. medical school</td>
<td>3.3</td>
</tr>
<tr>
<td>Alpha Omega Alpha (AOA) membership</td>
<td>3.4</td>
</tr>
<tr>
<td>Fluency in language spoken by your patient population</td>
<td>2.9</td>
</tr>
<tr>
<td>Personal Statement</td>
<td>2.6</td>
</tr>
<tr>
<td>Other life experience</td>
<td>3.1</td>
</tr>
<tr>
<td>Demonstrated involvement and interest in research</td>
<td>2.7</td>
</tr>
<tr>
<td>Honors in basic sciences</td>
<td>2.5</td>
</tr>
<tr>
<td>Volunteer/extracurricular experiences</td>
<td>2.8</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 3 score**</td>
<td>3.0</td>
</tr>
<tr>
<td>Other post-interview contact</td>
<td>2.6</td>
</tr>
<tr>
<td>Interest in academic career</td>
<td>2.5</td>
</tr>
<tr>
<td>Gold Society membership</td>
<td>2.7</td>
</tr>
<tr>
<td>Second interview/visit</td>
<td>2.5</td>
</tr>
<tr>
<td>Away rotation in your specialty at another institution</td>
<td>3.8</td>
</tr>
</tbody>
</table>

*N=88

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

** International Medical Graduates only
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

Scores required?
N=96

Would your program consider applicants who fail their exam on the 1st attempt?
N=83

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

Scores required?
N=92

Would your program consider applicants who fail their exam on the 1st attempt?
N=69

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

Scores Below Which Programs Generally Does Not Grant Interviews

Scores Above Which Programs Almost Always Grant 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.

NRMP Program Director Survey Results, 2012 39
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**

**USMLE Step 2 CS**

- Yes, pass only: 67%
- No: 33%

**USMLE Step 3**

- Yes, pass only: 14%
- Yes, target score: 5%
- No: 81%

**Percentage of Programs That Use COMPLEX-USA Level 1 and Level 2-CE Scores**

**COMPLEX-USA Level 1***

- Yes, pass only: 38%
- Yes, target score: 27%
- No: 35%

**COMPLEX-USA Level 2-CE***

- Yes, pass only: 29%
- Yes, target score: 20%
- No: 51%

**Percentage of Programs That Use COMPLEX-USA Level 2-PE and Level 3 Scores**

**COMPLEX-USA Level 2-PE***

- Yes, pass only: 35%
- Yes, target score: 7%
- No: 57%

**COMPLEX-USA Level 3***

- Yes, pass only: 15%
- Yes, target score: 9%
- No: 76%

* Osteopathic applicants only
**Figure EM-5**  
Emergency Medicine  
Program’s Interview Activities

Percentage of Program’s Interview Slots Extended Prior to the November 1st MSPE/Dean’s Letter Release Date

Average Number of Applications Received, Applicants Interviewed and Ranked and Positions in The Match

Average Percentage of Applications Rejected and Reviewed

Percentage of Programs that Typically Interview and Rank Each Applicant Groups

* Data from the NRMP database

NRMP Program Director Survey Results, 2012
Family Medicine
(N=235)
Figure FM-1

Family Medicine
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

- USMLE/COMLEX Step 1 score: 87%
- Letters of recommendation in the specialty: 76%
- Personal Statement: 82%
- Grades in required clerkships: 61%
- USMLE/COMLEX Step 2 score: 82%
- Grades in clerkship in desired specialty: 61%
- Graduate of U.S. allopathic medical school: 62%
- Medical Student Performance Evaluation (MSPE/Dean's Letter): 57%
- Class ranking/quartile: 50%
- Gaps in medical education: 72%
- Personal prior knowledge of the applicant: 60%
- Perceived commitment to specialty: 73%
- Honors in clinical clerkships: 47%
- Applicant was flagged with Match violation by the NRMP: 66%
- Volunteer/extracurricular experiences: 61%
- Other life experience: 59%
- Honors in clerkship in desired specialty: 48%
- Consistency of grades: 52%
- Audition elective/rotation within your department: 58%

N=205

NRMP Program Director Survey Results, 2012
Table 1. Percentage of Programs Citing Each Factor in Selecting Applicants to Interview (continued)

<table>
<thead>
<tr>
<th>Factor</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Evidence of professionalism and ethics</td>
<td>52%</td>
</tr>
<tr>
<td>Interpersonal skills</td>
<td>52%</td>
</tr>
<tr>
<td>Perceived interest in program</td>
<td>55%</td>
</tr>
<tr>
<td>Graduate of highly regarded U.S. medical school</td>
<td>40%</td>
</tr>
<tr>
<td>Leadership qualities</td>
<td>44%</td>
</tr>
<tr>
<td>Alpha Omega Alpha (AOA) membership</td>
<td>24%</td>
</tr>
<tr>
<td>Demonstrated involvement and interest in research</td>
<td>17%</td>
</tr>
<tr>
<td>Feedback from current residents</td>
<td>46%</td>
</tr>
<tr>
<td>Visa status*</td>
<td>58%</td>
</tr>
<tr>
<td>Honors in basic sciences</td>
<td>34%</td>
</tr>
<tr>
<td>Fluency in language spoken by your patient population</td>
<td>41%</td>
</tr>
<tr>
<td>Interest in academic career</td>
<td>15%</td>
</tr>
<tr>
<td>Away rotation in your specialty at another institution</td>
<td>20%</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 3 score*</td>
<td>31%</td>
</tr>
<tr>
<td>Other post-interview contact</td>
<td>30%</td>
</tr>
<tr>
<td>Gold Society membership</td>
<td>18%</td>
</tr>
</tbody>
</table>

* International Medical Graduates only

N=205
Mean Importance Ratings of Factors in Ranking Applicants

- Applicant was flagged with Match violation by the NRMP: 4.9
- Interactions with faculty during interview and visit: 4.8
- Interpersonal skills: 4.7
- Interactions with housestaff during interview and visit: 4.7
- Feedback from current residents: 4.7
- Evidence of professionalism and ethics: 4.6
- Grades in clerkship in desired specialty: 3.8
- Perceived commitment to specialty: 4.6
- Letters of recommendation in the specialty: 4.1
- Graduate of U.S. allopathic medical school: 4.0
- USMLE/COMLEX Step 1 score: 3.8
- Leadership qualities: 4.0
- Honors in clerkship in desired specialty: 3.6
- Gaps in medical education: 4.3
- Grades in required clerkships: 3.5
- USMLE/COMLEX Step 2 score: 4.0
- Honors in clinical clerkships: 3.4
- Class ranking/quartile: 3.4
- Medical Student Performance Evaluation (MSPE/Dean’s Letter): 3.8
- Personal prior knowledge of the applicant: 3.9

N=205

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

NRMP Program Director Survey Results, 2012
Figure FM-2
Family Medicine
Mean Importance Ratings* of Factors in Ranking Applicants (continued)

- Consistency of grades: 3.5
- Perceived interest in program: 3.9
- Visa status**: 3.9
- Audition elective/rotation within your department: 3.8
- Graduate of highly regarded U.S. medical school: 3.3
- Alpha Omega Alpha (AOA) membership: 2.6
- Fluency in language spoken by your patient population: 3.6
- Personal Statement: 3.8
- Other life experience: 3.3
- Demonstrated involvement and interest in research: 2.1
- Honors in basic sciences: 2.6
- Volunteer/extracurricular experiences: 3.3
- USMLE/COMLEX Step 3 score**: 3.3
- Other post-interview contact: 3.4
- Interest in academic career: 2.1
- Gold Society membership: 2.5
- Second interview/visit: 3.2
- Away rotation in your specialty at another institution: 2.2

N=205

*Ratings on a scale from 1 (not at all important) to 5 (very important).
**International Medical Graduates only
Percentage of Programs That Use USMLE Step 1 Score

Scores required?

- Yes, pass only: 66%
- Yes, target score: 34%
- No: 0%

Would your program consider applicants who fail their exam on the 1st attempt?

- Never: 3%
- Seldom: 54%
- Often: 42%

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

Scores required?

- Yes, pass only: 58%
- Yes, target score: 35%
- No: 7%

Would your program consider applicants who fail their exam on the 1st attempt?

- Never: 8%
- Seldom: 67%
- Often: 25%

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

Scores Below Which Programs Generally Does Not Grant Interviews

- USMLE Step 1: 130
- USMLE Step 2 CK: 200

Scores Above Which Programs Almost Always Grant Interviews

- USMLE Step 1: 250
- USMLE Step 2 CK: 220

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

**USMLE Step 2 CS**
- Yes, pass only: 91%
- No: 9%

**USMLE Step 3**
- Yes, pass only: 25%
- Yes, target score: 7%
- No: 67%

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

**COMLEX-USA Level 1**
- Yes, pass only: 72%
- Yes, target score: 27%
- No: 1%

**COMLEX-USA Level 2-CE**
- Yes, pass only: 66%
- Yes, target score: 27%
- No: 7%

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

**COMLEX-USA Level 2-PE**
- Yes, pass only: 82%
- Yes, target score: 8%
- No: 10%

**COMLEX-USA Level 3**
- Yes, pass only: 29%
- Yes, target score: 7%
- No: 64%

* Osteopathic applicants only
**Figure FM-5**  
Family Medicine  
Program's Interview Activities

**Percentage of Program's Interview Slots Extended Prior to the November 1st MSPE/Dean's Letter Release Date**

N=222

- 0%: 7%
- 1-24%: 15%
- 25-49%: 14%
- 50-74%: 24%
- 75-99%: 33%
- 100%: 6%

**Average Number of Applications Received, Applicants Interviewed and Ranked and Positions in The Match**

- Number of applications received: 907 (N=231)
- Number of applicants interviewed: 72 (N=232)
- Number of applicants ranked: 52 (N=235*)
- Number of positions in The Match: 6 (N=235*)

**Average Percentage of Applications Rejected and Reviewed**

- Percentage of applications rejected: 68% (N=226)
- Percentage of applicants receiving an interview: 33% (N=226)

* Data from the NRMP database

**Percentage of Programs that Typically Interview and Rank Each Applicant Groups**

- U.S. Senior: 99%
- U.S. Grad: 81%
- Osteopathic: 93%
- Canadian: 69%
- Fifth Pathway: 55%
- U.S. IMG: 84%
- Non-U.S. IMG: 61%

45% of Family Medicine programs consider all applicants

NRMP Program Director Survey Results, 2012  
49
General Surgery
(N=164)
Figure GS-1
General Surgery
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

- USMLE/COMLEX Step 1 score: 84%
- Letters of recommendation in the specialty: 89%
- Personal Statement: 74%
- Grades in required clerkships: 78%
- USMLE/COMLEX Step 2 score: 73%
- Grades in clerkship in desired specialty: 75%
- Graduate of U.S. allopathic medical school: 71%
- Medical Student Performance Evaluation (MSPE/Dean's Letter): 63%
- Class ranking/quartile: 66%
- Gaps in medical education: 69%
- Personal prior knowledge of the applicant: 65%
- Perceived commitment to specialty: 56%
- Honors in clinical clerkships: 64%
- Applicant was flagged with Match violation by the NRMP: 59%
- Volunteer/extracurricular experiences: 65%
- Other life experience: 64%
- Honors in clerkship in desired specialty: 69%
- Consistency of grades: 64%
- Audition elective/rotation within your department: 59%

N=140

NRMP Program Director Survey Results, 2012
Figure GS-1
General Surgery
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview
(continued)

Evidence of professionalism and ethics: 47%
Interpersonal skills: 51%
Perceived interest in program: 49%
Graduate of highly regarded U.S. medical school: 54%
Leadership qualities: 52%
Alpha Omega Alpha (AOA) membership: 60%
Demonstrated involvement and interest in research: 56%
Feedback from current residents: 54%
Visa status*: 56%
Honors in basic sciences: 49%
Fluency in language spoken by your patient population: 26%
Interest in academic career: 43%
Away rotation in your specialty at another institution: 21%
USMLE/COMLEX Step 3 score*: 24%
Other post-interview contact: 22%
Gold Society membership: 22%

N=140

* International Medical Graduates only
General Surgery

Mean Importance Ratings* of Factors in Ranking Applicants

Applicant was flagged with Match violation by the NRMP
Interactions with faculty during interview and visit
Interpersonal skills
Interactions with housestaff during interview and visit
Feedback from current residents
Evidence of professionalism and ethics
Grades in clerkship in desired specialty
Perceived commitment to specialty
Letters of recommendation in the specialty
Graduate of U.S. allopathic medical school
USMLE/COMLEX Step 1 score
Leadership qualities
Honors in clerkship in desired specialty
Gaps in medical education
Grades in required clerkships
USMLE/COMLEX Step 2 score
Honors in clinical clerkships
Class ranking/quartile
Medical Student Performance Evaluation (MSPE/Dean’s Letter)
Personal prior knowledge of the applicant

N=140

*Ratings on a scale from 1 (not at all important) to 5 (very important).
Figure GS-2
General Surgery
Mean Importance Ratings* of Factors in Ranking Applicants
(continued)

- Consistency of grades: 3.8
- Perceived interest in program: 3.6
- Visa status**: 4.0
- Audition elective/rotation within your department: 3.4
- Graduate of highly regarded U.S. medical school: 3.6
- Alpha Omega Alpha (AOA) membership: 3.6
- Fluency in language spoken by your patient population: 2.8
- Personal Statement: 3.1
- Other life experience: 3.3
- Demonstrated involvement and interest in research: 3.3
- Honors in basic sciences: 3.3
- Volunteer/extracurricular experiences: 3.0
- USMLE/COMLEX Step 3 score**: 2.9
- Other post-interview contact: 2.7
- Interest in academic career: 3.0
- Gold Society membership: 2.6
- Second interview/visit: 2.4
- Away rotation in your specialty at another institution: 2.1

N=140

*Ratings on a scale from 1 (not at all important) to 5 (very important).
** International Medical Graduates only
General 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

Scores required? N=157

<table>
<thead>
<tr>
<th>Yes, pass only</th>
<th>Yes, target score</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>17%</td>
<td>83%</td>
<td>0%</td>
</tr>
</tbody>
</table>

Would your program consider applicants who fail their exam on the 1st attempt? N=128

<table>
<thead>
<tr>
<th>Never</th>
<th>Seldom</th>
<th>Often</th>
</tr>
</thead>
<tbody>
<tr>
<td>38%</td>
<td>59%</td>
<td>3%</td>
</tr>
</tbody>
</table>

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

Scores required? N=150

<table>
<thead>
<tr>
<th>Yes, pass only</th>
<th>Yes, target score</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>21%</td>
<td>65%</td>
<td>14%</td>
</tr>
</tbody>
</table>

Would your program consider applicants who fail their exam on the 1st attempt? N=112

<table>
<thead>
<tr>
<th>Never</th>
<th>Seldom</th>
<th>Often</th>
</tr>
</thead>
<tbody>
<tr>
<td>50%</td>
<td>48%</td>
<td>2%</td>
</tr>
</tbody>
</table>

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

Scores Below Which Programs Generally Does Not Grant Interviews

Scores Above Which Programs Almost Always Grant 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.
Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores

USMLE Step 2 CS

- 79% Yes, pass only
- 21% No

USMLE Step 3

- 81% Yes, pass only
- 11% Yes, target score
- 8% No

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

COMPLEX-USA Level 1*

- 16% Yes, pass only
- 40% Yes, target score
- 44% No

COMPLEX-USA Level 2-CE*

- 17% Yes, pass only
- 37% Yes, target score
- 46% No

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

COMPLEX-USA Level 2-PE*

- 46% Yes, pass only
- 51% No

COMPLEX-USA Level 3*

- 84% No

* Osteopathic applicants only
**Figure GS-5**

**General Surgery Program's Interview Activities**

**Percentage of Program's Interview Slots Extended Prior to the November 1st MSPE/Dean's Letter Release Date**

- 0%: 31%
- 1-24%: 6%
- 25-49%: 6%
- 50-74%: 18%
- 75-99%: 27%
- 100%: 13%

**Average Number of Applications Received, Applicants Interviewed and Ranked and Positions in The Match**

- Number of applications received: 623
- Number of applicants interviewed: 68
- Number of applicants ranked: 42
- Number of positions in The Match: 5

**Average Percentage of Applications Rejected and Reviewed**

- Percentage of applications rejected: 62%
- Percentage of applicants receiving an interview: 37%

**Percentage of Programs that Typically Interview and Rank Each Applicant Groups**

- U.S. Senior: 99%
- U.S. Grad: 73%
- Osteopathic: 53%
- Canadian: 50%
- Fifth Pathway: 35%
- U.S. IMG: 56%
- Non-U.S. IMG: 41%

*N=158

* Data from the NRMP database

NRMP Program Director Survey Results, 2012
| Internal Medicine | (N=296) |
Figure IM-1
Internal Medicine
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

USMLE/COMLEX Step 1 score: 82%
Letters of recommendation in the specialty: 72%
Personal Statement: 65%
Grades in required clerkships: 72%
USMLE/COMLEX Step 2 score: 76%
Grades in clerkship in desired specialty: 66%
Graduate of U.S. allopathic medical school: 67%
Medical Student Performance Evaluation (MSPE/Dean’s Letter): 78%
Class ranking/quartile: 74%
Gaps in medical education: 65%
Personal prior knowledge of the applicant: 62%
Perceived commitment to specialty: 47%
Honors in clinical clerkships: 60%
Applicant was flagged with Match violation by the NRMP: 62%
Volunteer/extracurricular experiences: 48%
Other life experience: 52%
Honors in clerkship in desired specialty: 57%
Consistency of grades: 56%
Audition elective/rotation within your department: 50%

N=258

NRMP Program Director Survey Results, 2012
<table>
<thead>
<tr>
<th>Factor</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Evidence of professionalism and ethics</td>
<td>47%</td>
</tr>
<tr>
<td>Interpersonal skills</td>
<td>50%</td>
</tr>
<tr>
<td>Perceived interest in program</td>
<td>45%</td>
</tr>
<tr>
<td>Graduate of highly regarded U.S. medical school</td>
<td>55%</td>
</tr>
<tr>
<td>Leadership qualities</td>
<td>43%</td>
</tr>
<tr>
<td>Alpha Omega Alpha (AOA) membership</td>
<td>51%</td>
</tr>
<tr>
<td>Demonstrated involvement and interest in research</td>
<td>41%</td>
</tr>
<tr>
<td>Feedback from current residents</td>
<td>42%</td>
</tr>
<tr>
<td>Visa status*</td>
<td>43%</td>
</tr>
<tr>
<td>Honors in basic sciences</td>
<td>40%</td>
</tr>
<tr>
<td>Fluency in language spoken by your patient population</td>
<td>41%</td>
</tr>
<tr>
<td>Interest in academic career</td>
<td>30%</td>
</tr>
<tr>
<td>Away rotation in your specialty at another institution</td>
<td>16%</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 3 score*</td>
<td>29%</td>
</tr>
<tr>
<td>Other post-interview contact</td>
<td>20%</td>
</tr>
<tr>
<td>Gold Society membership</td>
<td>28%</td>
</tr>
</tbody>
</table>

N=258

* International Medical Graduates only
Figure IM-2
Mean Importance Ratings* of Factors in Ranking Applicants

- Applicant was flagged with Match violation by the NRMP
- Interactions with faculty during interview and visit
- Interpersonal skills
- Interactions with housestaff during interview and visit
- Feedback from current residents
- Evidence of professionalism and ethics
- Grades in clerkship in desired specialty
- Perceived commitment to specialty
- Letters of recommendation in the specialty
- Graduate of U.S. allopathic medical school
- USMLE/COMLEX Step 1 score
- Leadership qualities
- Honors in clerkship in desired specialty
- Gaps in medical education
- Grades in required clerkships
- USMLE/COMLEX Step 2 score
- Honors in clinical clerkships
- Class ranking/quartile
- Medical Student Performance Evaluation (MSPE/Dean's Letter)
- Personal prior knowledge of the applicant

N=258

*Ratings on a scale from 1 (not at all important) to 5 (very important).
<table>
<thead>
<tr>
<th>Factor</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consistency of grades</td>
<td>3.8</td>
</tr>
<tr>
<td>Perceived interest in program</td>
<td>3.4</td>
</tr>
<tr>
<td>Visa status**</td>
<td>3.3</td>
</tr>
<tr>
<td>Audition elective/rotation within your department</td>
<td>3.3</td>
</tr>
<tr>
<td>Graduate of highly regarded U.S. medical school</td>
<td>3.7</td>
</tr>
<tr>
<td>Alpha Omega Alpha (AOA) membership</td>
<td>3.6</td>
</tr>
<tr>
<td>Fluency in language spoken by your patient population</td>
<td>3.5</td>
</tr>
<tr>
<td>Personal Statement</td>
<td>2.7</td>
</tr>
<tr>
<td>Other life experience</td>
<td>2.8</td>
</tr>
<tr>
<td>Demonstrated involvement and interest in research</td>
<td>2.7</td>
</tr>
<tr>
<td>Honors in basic sciences</td>
<td>2.9</td>
</tr>
<tr>
<td>Volunteer/extracurricular experiences</td>
<td>2.7</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 3 score**</td>
<td>2.9</td>
</tr>
<tr>
<td>Other post-interview contact</td>
<td>2.4</td>
</tr>
<tr>
<td>Interest in academic career</td>
<td>2.5</td>
</tr>
<tr>
<td>Gold Society membership</td>
<td>3.0</td>
</tr>
<tr>
<td>Second interview/visit</td>
<td>2.2</td>
</tr>
<tr>
<td>Away rotation in your specialty at another institution</td>
<td>1.9</td>
</tr>
</tbody>
</table>

*N=258

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

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

**USMLE Step 2 CS**
- **N=256**
  - Yes, pass only: 85%
  - No: 15%

**USMLE Step 3**
- **N=160**
  - Yes, pass only: 23%
  - Yes, target score: 11%
  - No: 66%

**COMLEX-USA Level 1**
- **N=194**
  - Yes, pass only: 39%
  - Yes, target score: 48%
  - No: 13%

**COMLEX-USA Level 2-CE**
- **N=186**
  - Yes, pass only: 35%
  - Yes, target score: 44%
  - No: 21%

**COMLEX-USA Level 2-PE**
- **N=178**
  - Yes, pass only: 65%
  - Yes, target score: 13%
  - No: 22%

**COMLEX-USA Level 3**
- **N=122**
  - Yes, pass only: 20%
  - Yes, target score: 11%
  - No: 69%

* Osteopathic applicants only
**Percentage of Program's Interview Slots Extended Prior to the November 1st MSPE/Dean's Letter Release Date**

N=283

- 0%: 22%
- 1-24%: 13%
- 25-49%: 14%
- 50-74%: 17%
- 75-99%: 29%
- 100%: 4%

**Average Number of Applications Received, Applicants Interviewed and Ranked and Positions in The Match**

- Number of applications received: 1,908
- Number of applicants interviewed: 172
- Number of applicants ranked: 106
- Number of positions in The Match: 10

**Average Percentage of Applications Rejected and Reviewed**

- Percentage of applications rejected: 62%
- Percentage of applicants receiving an interview: 36%

* Data from the NRMP database

**Percentage of Programs that Typically Interview and Rank Each Applicant Groups**

- U.S. Senior: 98%
- U.S. Grad: 72%
- Osteopathic: 79%
- Canadian: 63%
- Fifth Pathway: 48%
- U.S. IMG: 77%
- Non-U.S. IMG: 72%

43% of Internal Medicine programs consider all applicants
Internal Medicine/Pediatrics
(N=35)
Figure IMP-1

Internal Medicine/Pediatrics

Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

USMLE/COMLEX Step 1 score: 90%
Letters of recommendation in the specialty: 71%
Personal Statement: 68%
Grades in required clerkships: 81%
USMLE/COMLEX Step 2 score: 74%
Grades in clerkship in desired specialty: 77%
Graduate of U.S. allopathic medical school: 68%
Medical Student Performance Evaluation (MSPE/Dean's Letter): 39%
Class ranking/quartile: 48%
Gaps in medical education: 58%
Personal prior knowledge of the applicant: 71%
Perceived commitment to specialty: 58%
Honors in clinical clerkships: 71%
Applicant was flagged with Match violation by the NRMP: 58%
Volunteer/extracurricular experiences: 58%
Other life experience: 58%
Honors in clerkship in desired specialty: 68%
Consistency of grades: 55%
Audition elective/rotation within your department: 45%

N=31
<table>
<thead>
<tr>
<th>Factor</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Evidence of professionalism and ethics</td>
<td>61%</td>
</tr>
<tr>
<td>Interpersonal skills</td>
<td>48%</td>
</tr>
<tr>
<td>Perceived interest in program</td>
<td>29%</td>
</tr>
<tr>
<td>Graduate of highly regarded U.S. medical school</td>
<td>52%</td>
</tr>
<tr>
<td>Leadership qualities</td>
<td>52%</td>
</tr>
<tr>
<td>Alpha Omega Alpha (AOA) membership</td>
<td>52%</td>
</tr>
<tr>
<td>Demonstrated involvement and interest in research</td>
<td>32%</td>
</tr>
<tr>
<td>Feedback from current residents</td>
<td>16%</td>
</tr>
<tr>
<td>Visa status*</td>
<td>35%</td>
</tr>
<tr>
<td>Honors in basic sciences</td>
<td>39%</td>
</tr>
<tr>
<td>Fluency in language spoken by your patient population</td>
<td>29%</td>
</tr>
<tr>
<td>Interest in academic career</td>
<td>6%</td>
</tr>
<tr>
<td>Away rotation in your specialty at another institution</td>
<td>16%</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 3 score*</td>
<td>26%</td>
</tr>
<tr>
<td>Other post-interview contact</td>
<td>10%</td>
</tr>
<tr>
<td>Gold Society membership</td>
<td>39%</td>
</tr>
</tbody>
</table>

N=31

* International Medical Graduates only
Figure IMP-2
Internal Medicine/Pediatrics
Mean Importance Ratings* of Factors in Ranking Applicants

Applicant was flagged with Match violation by the NRMP
Interactions with faculty during interview and visit
Interpersonal skills
Interactions with housestaff during interview and visit
Feedback from current residents
Evidence of professionalism and ethics
Grades in clerkship in desired specialty
Perceived commitment to specialty
Letters of recommendation in the specialty
Graduate of U.S. allopathic medical school
USMLE/COMLEX Step 1 score
Leadership qualities
Honors in clerkship in desired specialty
Gaps in medical education
Grades in required clerkships
USMLE/COMLEX Step 2 score
Honors in clinical clerkships
Class ranking/quartile
Medical Student Performance Evaluation (MSPE/Dean’s Letter)
Personal prior knowledge of the applicant

N=31

*Ratings on a scale from 1 (not at all important) to 5 (very important).
Mean Importance Ratings* of Factors in Ranking Applicants (continued)

- Consistency of grades: 3.7
- Perceived interest in program: 3.8
- Visa status**: 3.6
- Audition elective/rotation within your department: 3.5
- Graduate of highly regarded U.S. medical school: 3.4
- Alpha Omega Alpha (AOA) membership: 3.8
- Fluency in language spoken by your patient population: 3.2
- Personal Statement: 3.0
- Other life experience: 3.4
- Demonstrated involvement and interest in research: 2.7
- Honors in basic sciences: 3.0
- Volunteer/extracurricular experiences: 3.3
- USMLE/COMLEX Step 3 score**: 2.6
- Other post-interview contact: 2.8
- Interest in academic career: 2.4
- Gold Society membership: 3.8
- Second interview/visit: 2.4
- Away rotation in your specialty at another institution: 1.9

*N=31

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

** 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

**Figure IMP-3**

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

<table>
<thead>
<tr>
<th>Scores required?</th>
<th>N=35</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, pass only</td>
<td>40%</td>
</tr>
<tr>
<td>Yes, target score</td>
<td>60%</td>
</tr>
<tr>
<td>No</td>
<td>0%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Scores required?</th>
<th>N=35</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, pass only</td>
<td>26%</td>
</tr>
<tr>
<td>Yes, target score</td>
<td>43%</td>
</tr>
<tr>
<td>No</td>
<td>31%</td>
</tr>
</tbody>
</table>

**Would your program consider applicants who fail their exam on the 1st attempt?**

<table>
<thead>
<tr>
<th>Never</th>
<th>Seldom</th>
<th>Often</th>
</tr>
</thead>
<tbody>
<tr>
<td>N=25</td>
<td>12%</td>
<td>88%</td>
</tr>
</tbody>
</table>

**Would your program consider applicants who fail their exam on the 1st attempt?**

<table>
<thead>
<tr>
<th>Never</th>
<th>Seldom</th>
<th>Often</th>
</tr>
</thead>
<tbody>
<tr>
<td>N=24</td>
<td>42%</td>
<td>58%</td>
</tr>
</tbody>
</table>

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

**Scores Below Which Programs Generally Does Not Grant Interviews**

**Scores Above Which Programs Almost Always Grant Interviews**

- N=18
- N=11
- N=14
- N=10

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

**USMLE Step 2 CS**
- Yes, pass only: 64%
- No: 36%

**USMLE Step 3**
- Yes, pass only: 8%
- Yes, target score: 8%
- No: 83%

**COMLEX-USA Level 1**
- Yes, pass only: 33%
- Yes, target score: 43%
- No: 23%

**COMLEX-USA Level 2-CE**
- Yes, pass only: 24%
- Yes, target score: 34%
- No: 41%

**COMLEX-USA Level 2-PE**
- Yes, pass only: 41%
- Yes, target score: 52%
- No: 7%

**COMLEX-USA Level 3**
- Yes, pass only: 14%
- Yes, target score: 5%
- No: 81%

* Osteopathic applicants only

NRMP Program Director Survey Results, 2012
Figure IMP-5
Internal Medicine/Pediatrics Program’s Interview Activities

Percentage of Program’s Interview Slots Extended Prior to the November 1st MSPE/Dean’s Letter Release Date

Average Number of Applications Received, Applicants Interviewed and Ranked and Positions in The Match

Average Percentage of Applications Rejected and Reviewed

Percentage of Programs that Typically Interview and Rank Each Applicant Groups

* Data from the NRMP database

NRMP Program Director Survey Results, 2012
Neurological Surgery
(N=42)
Figure NS-1
Neurological Surgery
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

- USMLE/COMLEX Step 1 score: 81%
- Letters of recommendation in the specialty: 92%
- Personal Statement: 73%
- Grades in required clerkships: 70%
- USMLE/COMLEX Step 2 score: 59%
- Grades in clerkship in desired specialty: 76%
- Graduate of U.S. allopathic medical school: 68%
- Medical Student Performance Evaluation (MSPE/Dean’s Letter): 57%
- Class ranking/quartile: 62%
- Gaps in medical education: 54%
- Personal prior knowledge of the applicant: 65%
- Perceived commitment to specialty: 70%
- Honors in clinical clerkships: 70%
- Applicant was flagged with Match violation by the NRMP: 43%
- Volunteer/extracurricular experiences: 70%
- Other life experience: 68%
- Honors in clerkship in desired specialty: 73%
- Consistency of grades: 68%
- Audition elective/rotation within your department: 76%

N=37
Figure NS-1
Neurological Surgery
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview
(continued)

Evidence of professionalism and ethics  59%
Interpersonal skills                  49%
Perceived interest in program         57%
Graduate of highly regarded U.S. medical school  73%
Leadership qualities                 54%
Alpha Omega Alpha (AOA) membership    76%
Demonstrated involvement and interest in research  86%
Feedback from current residents       57%
Visa status*                          49%
Honors in basic sciences              54%
Fluency in language spoken by your patient population  46%
Interest in academic career           65%
Away rotation in your specialty at another institution  62%
USMLE/COMLEX Step 3 score*            27%
Other post-interview contact          30%
Gold Society membership              14%

N=37

* International Medical Graduates only
Neurological Surgery

Mean Importance Ratings* of Factors in Ranking Applicants

Figure NS-2

Applicant was flagged with Match violation by the NRMP

Interactions with faculty during interview and visit

Interpersonal skills

Interactions with housestaff during interview and visit

Feedback from current residents

Evidence of professionalism and ethics

Grades in clerkship in desired specialty

Perceived commitment to specialty

Letters of recommendation in the specialty

Graduate of U.S. allopathic medical school

USMLE/COMLEX Step 1 score

Leadership qualities

Honors in clerkship in desired specialty

Gaps in medical education

Grades in required clerkships

USMLE/COMLEX Step 2 score

Honors in clinical clerkships

Class ranking/quartile

Medical Student Performance Evaluation (MSPE/Dean's Letter)

Personal prior knowledge of the applicant

N=37

*Ratings on a scale from 1 (not at all important) to 5 (very important).
Mean Importance Ratings* of Factors in Ranking Applicants (continued)

- Consistency of grades: 3.9
- Perceived interest in program: 4.1
- Visa status**: 4.3
- Audition elective/rotation within your department: 4.1
- Graduate of highly regarded U.S. medical school: 3.8
- Alpha Omega Alpha (AOA) membership: 3.7
- Fluency in language spoken by your patient population: 3.5
- Personal Statement: 3.4
- Other life experience: 3.5
- Demonstrated involvement and interest in research: 4.2
- Honors in basic sciences: 3.6
- Volunteer/extracurricular experiences: 3.5
- USMLE/COMLEX Step 3 score**: 3.4
- Other post-interview contact: 3.1
- Interest in academic career: 3.8
- Gold Society membership: 2.7
- Second interview/visit: 3.1
- Away rotation in your specialty at another institution: 3.7

* Ratings on a scale from 1 (not at all important) to 5 (very important).
** International Medical Graduates only

NRMP Program Director Survey Results, 2012
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

Scores required?

<table>
<thead>
<tr>
<th></th>
<th>Yes, pass only</th>
<th>Yes, target score</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>N=40</td>
<td></td>
<td>15%</td>
<td>85%</td>
</tr>
</tbody>
</table>

Would your program consider applicants who fail their exam on the 1st attempt?

<table>
<thead>
<tr>
<th></th>
<th>Never</th>
<th>Seldom</th>
<th>Often</th>
</tr>
</thead>
<tbody>
<tr>
<td>N=33</td>
<td>55%</td>
<td>33%</td>
<td>12%</td>
</tr>
</tbody>
</table>

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

Scores required?

<table>
<thead>
<tr>
<th></th>
<th>Yes, pass only</th>
<th>Yes, target score</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>N=37</td>
<td></td>
<td>27%</td>
<td>46%</td>
</tr>
</tbody>
</table>

Would your program consider applicants who fail their exam on the 1st attempt?

<table>
<thead>
<tr>
<th></th>
<th>Never</th>
<th>Seldom</th>
<th>Often</th>
</tr>
</thead>
<tbody>
<tr>
<td>N=25</td>
<td>44%</td>
<td>48%</td>
<td>8%</td>
</tr>
</tbody>
</table>

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

Scores Below Which Programs Generally Does Not Grant Interviews

Scores Above Which Programs Almost Always Grant 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

**USMLE Step 2 CS**
- Yes, pass only: 73%
- Yes, target score: 27%
- No: 0%

**USMLE Step 3**
- Yes, pass only: 30%
- Yes, target score: 22%
- No: 48%

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

**COMPLEX-USA Level 1**
- Yes, pass only: 29%
- Yes, target score: 7%
- No: 64%

**COMPLEX-USA Level 2-CE**
- Yes, pass only: 29%
- Yes, target score: 7%
- No: 64%

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

**COMPLEX-USA Level 2-PE**
- Yes, pass only: 33%
- Yes, target score: 8%
- No: 58%

**COMPLEX-USA Level 3**
- Yes, pass only: 23%
- Yes, target score: 8%
- No: 69%

* Osteopathic applicants only

NRMP Program Director Survey Results, 2012 80
Figure NS-5  Neurological Surgery Program’s Interview Activities

Percentage of Program's Interview Slots Extended Prior to the November 1st MSPE/Dean's Letter Release Date

Average Number of Applications Received, Applicants Interviewed and Ranked and Positions in The Match

Average Percentage of Applications Rejected and Reviewed

Percentage of Programs that Typically Interview and Rank Each Applicant Groups

28% of Neurological Surgery programs consider all applicants

* Data from the NRMP database

NRMP Program Director Survey Results, 2012
Neurology
(N=59)
Figure N-1

Neurology
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

- USMLE/COMLEX Step 1 score: 85%
- Letters of recommendation in the specialty: 93%
- Personal Statement: 75%
- Grades in required clerkships: 69%
- USMLE/COMLEX Step 2 score: 73%
- Grades in clerkship in desired specialty: 73%
- Graduate of U.S. allopathic medical school: 67%
- Medical Student Performance Evaluation (MSPE/Dean’s Letter): 62%
- Class ranking/quartile: 73%
- Gaps in medical education: 58%
- Personal prior knowledge of the applicant: 65%
- Perceived commitment to specialty: 67%
- Honors in clinical clerkships: 58%
- Applicant was flagged with Match violation by the NRMP: 56%
- Volunteer/extracurricular experiences: 55%
- Other life experience: 64%
- Honors in clerkship in desired specialty: 51%
- Consistency of grades: 53%
- Audition elective/rotation within your department: 51%

N=55

NRMP Program Director Survey Results, 2012
Figure N-1
Neurology Percentage of Programs Citing Each Factor in Selecting Applicants to Interview (continued)

- Evidence of professionalism and ethics: 40%
- Interpersonal skills: 45%
- Perceived interest in program: 47%
- Graduate of highly regarded U.S. medical school: 56%
- Leadership qualities: 40%
- Alpha Omega Alpha (AOA) membership: 45%
- Demonstrated involvement and interest in research: 62%
- Feedback from current residents: 33%
- Visa status*: 44%
- Honors in basic sciences: 38%
- Fluency in language spoken by your patient population: 33%
- Interest in academic career: 40%
- Away rotation in your specialty at another institution: 22%
- USMLE/COMLEX Step 3 score*: 31%
- Other post-interview contact: 18%
- Gold Society membership: 20%

N=55

* International Medical Graduates only
Figure N-2
Neurology
Mean Importance Ratings* of Factors in Ranking Applicants

Applicant was flagged with Match violation by the NRMP 4.7
Interactions with faculty during interview and visit 4.7
Interpersonal skills 4.8
Interactions with housestaff during interview and visit 4.6
Feedback from current residents 4.5
Evidence of professionalism and ethics 4.6
Grades in clerkship in desired specialty 4.2
Perceived commitment to specialty 4.3
Letters of recommendation in the specialty 4.5
Graduate of U.S. allopathic medical school 3.9
USMLE/COMLEX Step 1 score 4.2
Leadership qualities 4.0
Honors in clerkship in desired specialty 4.1
Gaps in medical education 4.3
Grades in required clerkships 3.8
USMLE/COMLEX Step 2 score 4.1
Honors in clinical clerkships 3.7
Class ranking/quartile 4.0
Medical Student Performance Evaluation (MSPE/Dean’s Letter) 4.1
Personal prior knowledge of the applicant 3.9

N=55

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

Mean Importance Ratings* of Factors in Ranking Applicants

(continued)

- Consistency of grades: 3.8
- Perceived interest in program: 3.8
- Visa status**: 3.3
- Audition elective/rotation within your department: 3.4
- Graduate of highly regarded U.S. medical school: 3.9
- Alpha Omega Alpha (AOA) membership: 3.4
- Fluency in language spoken by your patient population: 3.6
- Personal Statement: 3.3
- Other life experience: 3.1
- Demonstrated involvement and interest in research: 3.6
- Honors in basic sciences: 3.1
- Volunteer/extracurricular experiences: 2.9
- USMLE/COMLEX Step 3 score**: 3.4
- Other post-interview contact: 3.0
- Interest in academic career: 3.3
- Gold Society membership: 2.8
- Second interview/visit: 2.8
- Away rotation in your specialty at another institution: 2.7

*N=55

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

**International Medical Graduates only

NRMP Program Director Survey Results, 2012
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**

Scores required?  
N=58

- Yes, pass only: 29%
- Yes, target score: 69%
- No: 2%

Would your program consider applicants who fail their exam on the 1st attempt?  
N=49

- Never: 18%
- Seldom: 80%
- Often: 2%

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

Scores required?  
N=57

- Yes, pass only: 30%
- Yes, target score: 56%
- No: 14%

Would your program consider applicants who fail their exam on the 1st attempt?  
N=46

- Never: 17%
- Seldom: 80%
- Often: 2%

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

Scores Below Which Programs Generally Does Not Grant Interviews

Scores Above Which Programs Almost Always Grant 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.

NRMP Program Director Survey Results, 2012
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**

- **USMLE Step 2 CS**
  - Yes, pass only: 85%
  - No: 15%

- **USMLE Step 3**
  - Yes, pass only: 28%
  - Yes, target score: 13%
  - No: 60%

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

- **COMLEX-USA Level 1**
  - Yes, pass only: 36%
  - Yes, target score: 45%
  - No: 18%

- **COMLEX-USA Level 2-CE**
  - Yes, pass only: 40%
  - Yes, target score: 30%
  - No: 30%

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

- **COMLEX-USA Level 2-PE**
  - Yes, pass only: 57%
  - Yes, target score: 15%
  - No: 28%

- **COMLEX-USA Level 3**
  - Yes, pass only: 27%
  - Yes, target score: 18%
  - No: 55%

* Osteopathic applicants only
Percentage of Program's Interview Slots Extended Prior to the November 1st MSPE/Dean's Letter Release Date

Average Number of Applications Received, Applicants Interviewed and Ranked and Positions in The Match

Average Percentage of Applications Rejected and Reviewed

Percentage of Programs that Typically Interview and Rank Each Applicant Groups

* Data from the NRMP database
Obstetrics and Gynecology
(N=113)
Figure OG-1
Obstetrics and Gynecology
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

- USMLE/COMLEX Step 1 score: 81%
- Letters of recommendation in the specialty: 79%
- Personal Statement: 74%
- Grades in required clerkships: 75%
- USMLE/COMLEX Step 2 score: 76%
- Grades in clerkship in desired specialty: 73%
- Graduate of U.S. allopathic medical school: 74%
- Medical Student Performance Evaluation (MSPE/Dean’s Letter): 58%
- Class ranking/quartile: 67%
- Gaps in medical education: 69%
- Personal prior knowledge of the applicant: 59%
- Perceived commitment to specialty: 56%
- Honors in clinical clerkships: 67%
- Applicant was flagged with Match violation by the NRMP: 67%
- Volunteer/extracurricular experiences: 58%
- Other life experience: 56%
- Honors in clerkship in desired specialty: 65%
- Consistency of grades: 59%
- Audition elective/rotation within your department: 58%

N=97

NRMP Program Director Survey Results, 2012
### Obstetrics and Gynecology

Percentage of Programs Citing Each Factor in Selecting Applicants to Interview (continued)

<table>
<thead>
<tr>
<th>Factor</th>
<th>Percentage Cited</th>
</tr>
</thead>
<tbody>
<tr>
<td>Evidence of professionalism and ethics</td>
<td>60%</td>
</tr>
<tr>
<td>Interpersonal skills</td>
<td>55%</td>
</tr>
<tr>
<td>Perceived interest in program</td>
<td>59%</td>
</tr>
<tr>
<td>Graduate of highly regarded U.S. medical school</td>
<td>51%</td>
</tr>
<tr>
<td>Leadership qualities</td>
<td>56%</td>
</tr>
<tr>
<td>Alpha Omega Alpha (AOA) membership</td>
<td>47%</td>
</tr>
<tr>
<td>Demonstrated involvement and interest in research</td>
<td>54%</td>
</tr>
<tr>
<td>Feedback from current residents</td>
<td>53%</td>
</tr>
<tr>
<td>Visa status*</td>
<td>47%</td>
</tr>
<tr>
<td>Honors in basic sciences</td>
<td>43%</td>
</tr>
<tr>
<td>Fluency in language spoken by your patient population</td>
<td>36%</td>
</tr>
<tr>
<td>Interest in academic career</td>
<td>29%</td>
</tr>
<tr>
<td>Away rotation in your specialty at another institution</td>
<td>29%</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 3 score*</td>
<td>30%</td>
</tr>
<tr>
<td>Other post-interview contact</td>
<td>26%</td>
</tr>
<tr>
<td>Gold Society membership</td>
<td>26%</td>
</tr>
</tbody>
</table>

N=97

* International Medical Graduates only
Applicant was flagged with Match violation by the NRMP

Interactions with faculty during interview and visit
Interpersonal skills
Interactions with housestaff during interview and visit
Feedback from current residents
Evidence of professionalism and ethics
Grades in clerkship in desired specialty
Perceived commitment to specialty
Letters of recommendation in the specialty
Graduate of U.S. allopathic medical school
USMLE/COMLEX Step 1 score
Leadership qualities
Honors in clerkship in desired specialty
Gaps in medical education
Grades in required clerkships
USMLE/COMLEX Step 2 score
Honors in clinical clerkships
Class ranking/quartile
Medical Student Performance Evaluation (MSPE/Dean’s Letter)
Personal prior knowledge of the applicant

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

N=97

NRMP Program Director Survey Results, 2012
<table>
<thead>
<tr>
<th>Factor</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consistency of grades</td>
<td>4.0</td>
</tr>
<tr>
<td>Perceived interest in program</td>
<td>3.9</td>
</tr>
<tr>
<td>Visa status**</td>
<td>3.9</td>
</tr>
<tr>
<td>Audition elective/rotation within your department</td>
<td>3.4</td>
</tr>
<tr>
<td>Graduate of highly regarded U.S. medical school</td>
<td>3.5</td>
</tr>
<tr>
<td>Alpha Omega Alpha (AOA) membership</td>
<td>3.3</td>
</tr>
<tr>
<td>Fluency in language spoken by your patient population</td>
<td>3.0</td>
</tr>
<tr>
<td>Personal Statement</td>
<td>3.3</td>
</tr>
<tr>
<td>Other life experience</td>
<td>3.3</td>
</tr>
<tr>
<td>Demonstrated involvement and interest in research</td>
<td>3.0</td>
</tr>
<tr>
<td>Honors in basic sciences</td>
<td>2.9</td>
</tr>
<tr>
<td>Volunteer/extracurricular experiences</td>
<td>3.0</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 3 score**</td>
<td>3.3</td>
</tr>
<tr>
<td>Other post-interview contact</td>
<td>3.0</td>
</tr>
<tr>
<td>Interest in academic career</td>
<td>2.6</td>
</tr>
<tr>
<td>Gold Society membership</td>
<td>3.0</td>
</tr>
<tr>
<td>Second interview/visit</td>
<td>2.8</td>
</tr>
<tr>
<td>Away rotation in your specialty at another institution</td>
<td>2.1</td>
</tr>
</tbody>
</table>

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

** International Medical Graduates only

N=97

NRMP Program Director Survey Results, 2012
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**

**Scores required?**

- Yes, pass only: 36%
- Yes, target score: 64%
- No: 0%

**Would your program consider applicants who fail their exam on the 1st attempt?**

- Never: 22%
- Seldom: 66%
- Often: 13%

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

**Scores required?**

- Yes, pass only: 38%
- Yes, target score: 54%
- No: 8%

**Would your program consider applicants who fail their exam on the 1st attempt?**

- Never: 34%
- Seldom: 60%
- Often: 6%

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

**Scores Below Which Programs Generally Does Not Grant Interviews**

- USMLE Step 1: N=63
- USMLE Step 2 CK: N=52

**Scores Above Which Programs Almost Always Grant Interviews**

- USMLE Step 1: N=45
- USMLE Step 2 CK: N=38

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.

NRMP Program Director Survey Results, 2012
Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

**USMLE Step 2 CS**
- Yes, pass only: 86%
- No: 14%

**USMLE Step 3**
- Yes, pass only: 25%
- Yes, target score: 14%
- No: 61%

**COMLEX-USA Level 1**
- Yes, pass only: 39%
- Yes, target score: 39%
- No: 21%

**COMLEX-USA Level 2-CE**
- Yes, pass only: 40%
- Yes, target score: 33%
- No: 28%

**COMLEX-USA Level 2-PE**
- Yes, pass only: 55%
- Yes, target score: 13%
- No: 32%

**COMLEX-USA Level 3**
- Yes, pass only: 29%
- Yes, target score: 11%
- No: 60%

* Osteopathic applicants only
Figure OG-5
Obstetrics and Gynecology Program's Interview Activities

Percentage of Program's Interview Slots Extended Prior to the November 1st MSPE/Dean's Letter Release Date

N=112

Average Number of Applications Received, Applicants Interviewed and Ranked and Positions in The Match

N=112
N=113*
N=113*

Average Percentage of Applications Rejected and Reviewed

N=108
N=109

Percentage of Programs that Typically Interview and Rank Each Applicant Groups

N=112

* Data from the NRMP database

29% of Obstetrics and Gynecology programs consider all applicants
Orthopedic Surgery
(N=87)
Orthopedic Surgery
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

- USMLE/COMLEX Step 1 score: 69%
- Letters of recommendation in the specialty: 85%
- Personal Statement: 85%
- Grades in required clerkships: 78%
- USMLE/COMLEX Step 2 score: 49%
- Grades in clerkship in desired specialty: 76%
- Graduate of U.S. allopathic medical school: 77%
- Medical Student Performance Evaluation (MSPE/Dean’s Letter): 83%
- Class ranking/quartile: 73%
- Gaps in medical education: 60%
- Personal prior knowledge of the applicant: 69%
- Perceived commitment to specialty: 64%
- Honors in clinical clerkships: 79%
- Applicant was flagged with Match violation by the NRMP: 50%
- Volunteer/extracurricular experiences: 77%
- Other life experience: 76%
- Honors in clerkship in desired specialty: 78%
- Consistency of grades: 68%
- Audition elective/rotation within your department: 78%

N=78
Orthopedic Surgery
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview (continued)

- Evidence of professionalism and ethics: 62%
- Interpersonal skills: 62%
- Perceived interest in program: 60%
- Graduate of highly regarded U.S. medical school: 55%
- Leadership qualities: 67%
- Alpha Omega Alpha (AOA) membership: 68%
- Demonstrated involvement and interest in research: 71%
- Feedback from current residents: 65%
- Visa status*: 37%
- Honors in basic sciences: 56%
- Fluency in language spoken by your patient population: 23%
- Interest in academic career: 31%
- Away rotation in your specialty at another institution: 42%
- USMLE/COMLEX Step 3 score*: 14%
- Other post-interview contact: 19%
- Gold Society membership: 18%

N=78

* International Medical Graduates only
Figure OS-2
Orthopedic Surgery
Mean Importance Ratings* of Factors in Ranking Applicants

N=78

*Ratings on a scale from 1 (not at all important) to 5 (very important).
Orthopedic Surgery
Mean Importance Ratings* of Factors in Ranking Applicants (continued)

- Consistency of grades: 4.1
- Perceived interest in program: 3.8
- Visa status**: 3.9
- Audition elective/rotation within your department: 4.3
- Graduate of highly regarded U.S. medical school: 3.6
- Alpha Omega Alpha (AOA) membership: 3.8
- Fluency in language spoken by your patient population: 2.5
- Personal Statement: 3.2
- Other life experience: 3.3
- Demonstrated involvement and interest in research: 3.7
- Honors in basic sciences: 3.6
- Volunteer/extracurricular experiences: 3.2
- USMLE/COMLEX Step 3 score**: 2.7
- Other post-interview contact: 2.6
- Interest in academic career: 2.9
- Gold Society membership: 2.7
- Second interview/visit: 2.8
- Away rotation in your specialty at another institution: 2.7

*N=78
*Ratings on a scale from 1 (not at all important) to 5 (very important).
** International Medical Graduates only

NRMP Program Director Survey Results, 2012
Orthopedic 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

Scores required?

<table>
<thead>
<tr>
<th>Score Requirement</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, pass only</td>
<td>11%</td>
</tr>
<tr>
<td>Yes, target score</td>
<td>88%</td>
</tr>
<tr>
<td>No</td>
<td>1%</td>
</tr>
</tbody>
</table>

Would your program consider applicants who fail their exam on the 1st attempt?

<table>
<thead>
<tr>
<th>Consideration</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td>59%</td>
</tr>
<tr>
<td>Seldom</td>
<td>40%</td>
</tr>
<tr>
<td>Often</td>
<td>1%</td>
</tr>
</tbody>
</table>

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

Scores required?

<table>
<thead>
<tr>
<th>Score Requirement</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, pass only</td>
<td>17%</td>
</tr>
<tr>
<td>Yes, target score</td>
<td>44%</td>
</tr>
<tr>
<td>No</td>
<td>39%</td>
</tr>
</tbody>
</table>

Would your program consider applicants who fail their exam on the 1st attempt?

<table>
<thead>
<tr>
<th>Consideration</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td>69%</td>
</tr>
<tr>
<td>Seldom</td>
<td>31%</td>
</tr>
<tr>
<td>Often</td>
<td>0%</td>
</tr>
</tbody>
</table>

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

Scores Below Which Programs Generally Does Not Grant Interviews

USMLE Step 1: 100-220
USMLE Step 2 CK: 100-220

Scores Above Which Programs Almost Always Grant Interviews

USMLE Step 1: 240-260
USMLE Step 2 CK: 240-260

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.

NRMP Program Director Survey Results, 2012 103
Orthopedic 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**

**USMLE Step 2 CS**
- N=72
- Yes, pass only: 57%
- No: 43%

**USMLE Step 3**
- N=45
- Yes, pass only: 11%
- Yes, target score: 4%
- No: 84%

**Percentage of Programs That Use COMPLEX-USA Level 1 and Level 2-CE Scores**

**COMPLEX-USA Level 1**
- N=38
- Yes, pass only: 13%
- Yes, target score: 8%
- No: 79%

**COMPLEX-USA Level 2-CE**
- N=37
- Yes, pass only: 8%
- Yes, target score: 5%
- No: 86%

**Percentage of Programs That Use COMPLEX-USA Level 2-PE and Level 3 Scores**

**COMPLEX-USA Level 2-PE**
- N=37
- Yes, pass only: 8%
- Yes, target score: 3%
- No: 89%

**COMPLEX-USA Level 3**
- N=36
- Yes, pass only: 8%
- Yes, target score: 3%
- No: 89%

* Osteopathic applicants only

NRMP Program Director Survey Results, 2012
Figure OS-5
Orthopedic Surgery Program's Interview Activities

Percentage of Program's Interview Slots Extended Prior to the November 1st MSPE/Dean's Letter Release Date

Average Number of Applications Received, Applicants Interviewed and Ranked and Positions in The Match

Average Percentage of Applications Rejected and Reviewed

Percentage of Programs that Typically Interview and Rank Each Applicant Groups

* Data from the NRMP database

NRMP Program Director Survey Results, 2012
<table>
<thead>
<tr>
<th>Specialty</th>
<th>(N=51)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Otolaryngology</td>
<td></td>
</tr>
</tbody>
</table>
Figure O-1
Otolaryngology
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

- USMLE/COMLEX Step 1 score: 84%
- Letters of recommendation in the specialty: 93%
- Personal Statement: 87%
- Grades in required clerkships: 73%
- USMLE/COMLEX Step 2 score: 56%
- Grades in clerkship in desired specialty: 80%
- Graduate of U.S. allopathic medical school: 80%
- Medical Student Performance Evaluation (MSPE/Dean’s Letter): 58%
- Class ranking/quartile: 71%
- Gaps in medical education: 58%
- Personal prior knowledge of the applicant: 71%
- Perceived commitment to specialty: 67%
- Honors in clinical clerkships: 80%
- Applicant was flagged with Match violation by the NRMP: 60%
- Volunteer/extracurricular experiences: 82%
- Other life experience: 69%
- Honors in clerkship in desired specialty: 80%
- Consistency of grades: 67%
- Audition elective/rotation within your department: 73%

N=45
Figure O-1
Otolaryngology
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview (continued)

- Evidence of professionalism and ethics: 64%
- Interpersonal skills: 69%
- Perceived interest in program: 62%
- Graduate of highly regarded U.S. medical school: 60%
- Leadership qualities: 71%
- Alpha Omega Alpha (AOA) membership: 76%
- Demonstrated involvement and interest in research: 82%
- Feedback from current residents: 67%
- Visa status*: 51%
- Honors in basic sciences: 53%
- Fluency in language spoken by your patient population: 20%
- Interest in academic career: 40%
- Away rotation in your specialty at another institution: 44%
- USMLE/COMLEX Step 3 score*: 13%
- Other post-interview contact: 13%
- Gold Society membership: 18%

N=45

* International Medical Graduates only
### Figure O-2

**Otolaryngology**

*Mean Importance Ratings* of Factors in Ranking Applicants

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

<table>
<thead>
<tr>
<th>Factor</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Applicant was flagged with Match violation by the NRMP</td>
<td>4.9</td>
</tr>
<tr>
<td>Interactions with faculty during interview and visit</td>
<td>4.8</td>
</tr>
<tr>
<td>Interpersonal skills</td>
<td>4.7</td>
</tr>
<tr>
<td>Interactions with housestaff during interview and visit</td>
<td>4.7</td>
</tr>
<tr>
<td>Feedback from current residents</td>
<td>4.6</td>
</tr>
<tr>
<td>Evidence of professionalism and ethics</td>
<td>4.5</td>
</tr>
<tr>
<td>Grades in clerkship in desired specialty</td>
<td>4.3</td>
</tr>
<tr>
<td>Perceived commitment to specialty</td>
<td>4.0</td>
</tr>
<tr>
<td>Letters of recommendation in the specialty</td>
<td>4.4</td>
</tr>
<tr>
<td>Graduate of U.S. allopathic medical school</td>
<td>4.5</td>
</tr>
<tr>
<td>USMILE/COMLEX Step 1 score</td>
<td>4.1</td>
</tr>
<tr>
<td>Leadership qualities</td>
<td>4.3</td>
</tr>
<tr>
<td>Honors in clerkship in desired specialty</td>
<td>4.3</td>
</tr>
<tr>
<td>Gaps in medical education</td>
<td>3.4</td>
</tr>
<tr>
<td>Grades in required clerkships</td>
<td>3.9</td>
</tr>
<tr>
<td>USMILE/COMLEX Step 2 score</td>
<td>3.3</td>
</tr>
<tr>
<td>Honors in clinical clerkships</td>
<td>4.0</td>
</tr>
<tr>
<td>Class ranking/quartile</td>
<td>4.0</td>
</tr>
<tr>
<td>Medical Student Performance Evaluation (MSPE/Dean's Letter)</td>
<td>2.7</td>
</tr>
<tr>
<td>Personal prior knowledge of the applicant</td>
<td>4.1</td>
</tr>
</tbody>
</table>

**N=45**
Mean Importance Ratings* of Factors in Ranking Applicants (continued)

- Consistency of grades: 3.9
- Perceived interest in program: 3.8
- Visa status**: 3.5
- Audition elective/rotation within your department: 4.0
- Graduate of highly regarded U.S. medical school: 3.2
- Alpha Omega Alpha (AOA) membership: 3.9
- Fluency in language spoken by your patient population: 2.4
- Personal Statement: 3.3
- Other life experience: 3.2
- Demonstrated involvement and interest in research: 4.0
- Honors in basic sciences: 3.4
- Volunteer/extracurricular experiences: 3.2
- USMLE(COMLEX) Step 3 score**: 2.1
- Other post-interview contact: 2.4
- Interest in academic career: 3.0
- Gold Society membership: 2.2
- Second interview/visit: 2.1
- Away rotation in your specialty at another institution: 2.6

N=45

*Ratings on a scale from 1 (not at all important) to 5 (very important).
** International Medical Graduates only.
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

Scores required?
N=50

Would your program consider applicants who fail their exam on the 1st attempt?
N=42

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

Scores required?
N=45

Would your program consider applicants who fail their exam on the 1st attempt?
N=23

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

Scores Below Which Programs Generally Does Not Grant Interviews

USMLE Step 1
N=37

USMLE Step 2 CK
N=11

Scores Above Which Programs Almost Always Grant Interviews

USMLE Step 1
N=19

USMLE Step 2 CK
N=6

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 O-4
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

USMLE Step 2 CS
N=44
Yes, pass only: 50%
No: 50%

USMLE Step 3
N=28
Yes, pass only: 7%
Yes, target score: 7%
No: 86%

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

COMLEX-USA Level 1*
N=21
Yes, pass only: 5%
Yes, target score: 14%
No: 81%

COMLEX-USA Level 2-CE*
N=19
Yes, pass only: 5%
Yes, target score: 5%
No: 89%

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

COMLEX-USA Level 2-PE*
N=19
Yes, pass only: 5%
Yes, target score: 5%
No: 89%

COMLEX-USA Level 3*
N=19
Yes, pass only: 0%
Yes, target score: 5%
No: 95%

* Osteopathic applicants only
Figure O-5

Otolaryngology
Program’s Interview Activities

Percentage of Program’s Interview Slots Extended Prior to the November 1st MSPE/Dean’s Letter Release Date

N=51

Average Number of Applications Received, Applicants Interviewed and Ranked and Positions in The Match

N=51

Average Percentage of Applications Rejected and Reviewed

N=51

Percentage of Programs that Typically Interview and Rank Each Applicant Groups

18% of Otolaryngology programs consider all applicants

* Data from the NRMP database

NRMP Program Director Survey Results, 2012
| Pathology | (N=78) |
Figure PAC-1
Pathology
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

- USMLE/COMLEX Step 1 score: 80%
- Letters of recommendation in the specialty: 93%
- Personal Statement: 89%
- Grades in required clerkships: 64%
- USMLE/COMLEX Step 2 score: 70%
- Grades in clerkship in desired specialty: 77%
- Graduate of U.S. allopathic medical school: 67%
- Medical Student Performance Evaluation (MSPE/Dean's Letter): 56%
- Class ranking/quartile: 56%
- Gaps in medical education: 74%
- Personal prior knowledge of the applicant: 59%
- Perceived commitment to specialty: 79%
- Honors in clinical clerkships: 57%
- Applicant was flagged with Match violation by the NRMP: 66%
- Volunteer/extracurricular experiences: 54%
- Other life experience: 57%
- Honors in clerkship in desired specialty: 59%
- Consistency of grades: 59%
- Audition elective/rotation within your department: 61%

N=70
Pathology

Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

(continued)

Evidence of professionalism and ethics: 59%
Interpersonal skills: 61%
Perceived interest in program: 64%
Graduate of highly regarded U.S. medical school: 61%
Leadership qualities: 54%
Alpha Omega Alpha (AOA) membership: 40%
Demonstrated involvement and interest in research: 66%
Feedback from current residents: 57%
Visa status*: 50%
Honors in basic sciences: 51%
Fluency in language spoken by your patient population: 43%
Interest in academic career: 51%
Away rotation in your specialty at another institution: 36%
USMLE/COMLEX Step 3 score*: 36%
Other post-interview contact: 27%
Gold Society membership: 14%

N=70

* International Medical Graduates only
Pathology

Mean Importance Ratings* of Factors in Ranking Applicants

- Applicant was flagged with Match violation by the NRMP
- Interactions with faculty during interview and visit
- Interpersonal skills
- Interactions with housestaff during interview and visit
- Feedback from current residents
- Evidence of professionalism and ethics
- Grades in clerkship in desired specialty
- Perceived commitment to specialty
- Letters of recommendation in the specialty
- Graduate of U.S. allopathic medical school
- USMLE/COMLEX Step 1 score
- Leadership qualities
- Honors in clerkship in desired specialty
- Gaps in medical education
- Grades in required clerkships
- USMLE/COMLEX Step 2 score
- Honors in clinical clerkships
- Class ranking/quartile
- Medical Student Performance Evaluation (MSPE/Dean's Letter)
- Personal prior knowledge of the applicant

N=70

*Ratings on a scale from 1 (not at all important) to 5 (very important).
<table>
<thead>
<tr>
<th>Factor</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consistency of grades</td>
<td>4.0</td>
</tr>
<tr>
<td>Perceived interest in program</td>
<td>4.0</td>
</tr>
<tr>
<td>Visa status**</td>
<td>3.8</td>
</tr>
<tr>
<td>Audition elective/rotation within your department</td>
<td>3.9</td>
</tr>
<tr>
<td>Graduate of highly regarded U.S. medical school</td>
<td>3.8</td>
</tr>
<tr>
<td>Alpha Omega Alpha (AOA) membership</td>
<td>3.2</td>
</tr>
<tr>
<td>Fluency in language spoken by your patient population</td>
<td>3.8</td>
</tr>
<tr>
<td>Personal Statement</td>
<td>3.5</td>
</tr>
<tr>
<td>Other life experience</td>
<td>2.8</td>
</tr>
<tr>
<td>Demonstrated involvement and interest in research</td>
<td>3.4</td>
</tr>
<tr>
<td>Honors in basic sciences</td>
<td>3.5</td>
</tr>
<tr>
<td>Volunteer/extracurricular experiences</td>
<td>2.6</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 3 score**</td>
<td>3.4</td>
</tr>
<tr>
<td>Other post-interview contact</td>
<td>3.4</td>
</tr>
<tr>
<td>Interest in academic career</td>
<td>3.4</td>
</tr>
<tr>
<td>Gold Society membership</td>
<td>2.2</td>
</tr>
<tr>
<td>Second interview/visit</td>
<td>2.8</td>
</tr>
<tr>
<td>Away rotation in your specialty at another institution</td>
<td>2.9</td>
</tr>
</tbody>
</table>

*Ratings on a scale from 1 (not at all important) to 5 (very important).
** International Medical Graduates only

NRMP Program Director Survey Results, 2012
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**

<table>
<thead>
<tr>
<th>Scores required?</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, pass only</td>
<td>31%</td>
</tr>
<tr>
<td>Yes, target score</td>
<td>69%</td>
</tr>
<tr>
<td>No</td>
<td>0%</td>
</tr>
</tbody>
</table>

**Scores Below Which Programs Generally Does Not Grant Interviews**

USMLE Step 1: N=44
USMLE Step 2 CK: N=35

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.

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

<table>
<thead>
<tr>
<th>Scores required?</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, pass only</td>
<td>25%</td>
</tr>
<tr>
<td>Yes, target score</td>
<td>63%</td>
</tr>
<tr>
<td>No</td>
<td>13%</td>
</tr>
</tbody>
</table>

**Scores Above Which Programs Almost Always Grant Interviews**

USMLE Step 1: N=30
USMLE Step 2 CK: N=21

NRMP Program Director Survey Results, 2012
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**

**USMLE Step 2 CS**

- Yes, pass only: 82%
- No: 18%

**USMLE Step 3**

- Yes, pass only: 29%
- Yes, target score: 16%
- No: 55%

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

**COMLEX-USA Level 1***

- Yes, pass only: 35%
- Yes, target score: 56%
- No: 10%

**COMLEX-USA Level 2-CE***

- Yes, pass only: 29%
- Yes, target score: 49%
- No: 22%

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

**COMLEX-USA Level 2-PE***

- Yes, pass only: 56%
- Yes, target score: 21%
- No: 23%

**COMLEX-USA Level 3***

- Yes, pass only: 33%
- Yes, target score: 8%
- No: 59%

* Osteopathic applicants only
Figure PAC-5

Pathology Program’s Interview Activities

Percentage of Program’s Interview Slots Extended Prior to the November 1st MSPE/Dean’s Letter Release Date

<table>
<thead>
<tr>
<th></th>
<th>0%</th>
<th>1-24%</th>
<th>25-49%</th>
<th>50-74%</th>
<th>75-99%</th>
<th>100%</th>
</tr>
</thead>
<tbody>
<tr>
<td>U.S. Senior</td>
<td>15%</td>
<td>19%</td>
<td>15%</td>
<td>12%</td>
<td>25%</td>
<td>15%</td>
</tr>
<tr>
<td>U.S. Grad</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Osteopathic</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Canadian</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fifth Pathway</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>U.S. IMG</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Non-U.S. IMG</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Average Number of Applications Received, Applicants Interviewed and Ranked and Positions in The Match

Average Percentage of Applications Rejected and Reviewed

Percentage of Programs that Typically Interview and Rank Each Applicant Groups

63% of Pathology programs consider all applicants

- U.S. Senior: 97%
- U.S. Grad: 91%
- Osteopathic: 91%
- Canadian: 73%
- Fifth Pathway: 65%
- U.S. IMG: 85%
- Non-U.S. IMG: 83%

* Data from the NRMP database

NRMP Program Director Survey Results, 2012

121
<table>
<thead>
<tr>
<th>Pediatrics</th>
</tr>
</thead>
<tbody>
<tr>
<td>(N=131)</td>
</tr>
</tbody>
</table>
Figure P-1

Pediatrics Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

- USMLE/COMLEX Step 1 score: 91%
- Letters of recommendation in the specialty: 71%
- Personal Statement: 72%
- Grades in required clerkships: 74%
- USMLE/COMLEX Step 2 score: 75%
- Grades in clerkship in desired specialty: 66%
- Graduate of U.S. allopathic medical school: 71%
- Medical Student Performance Evaluation (MSPE/Dean’s Letter): 66%
- Class ranking/quartile: 68%
- Gaps in medical education: 71%
- Personal prior knowledge of the applicant: 60%
- Perceived commitment to specialty: 52%
- Honors in clinical clerkships: 57%
- Applicant was flagged with Match violation by the NRMP: 56%
- Volunteer/extracurricular experiences: 56%
- Other life experience: 50%
- Honors in clerkship in desired specialty: 54%
- Consistency of grades: 58%
- Audition elective/rotation within your department: 50%

N=109

NRMP Program Director Survey Results, 2012
Figure P-1
Pediatrics
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview (continued)

- Evidence of professionalism and ethics: 54%
- Interpersonal skills: 50%
- Perceived interest in program: 39%
- Graduate of highly regarded U.S. medical school: 50%
- Leadership qualities: 51%
- Alpha Omega Alpha (AOA) membership: 55%
- Demonstrated involvement and interest in research: 38%
- Feedback from current residents: 50%
- Visa status*: 46%
- Honors in basic sciences: 37%
- Fluency in language spoken by your patient population: 32%
- Interest in academic career: 27%
- Away rotation in your specialty at another institution: 20%
- USMLE/COMLEX Step 3 score*: 18%
- Other post-interview contact: 17%
- Gold Society membership: 34%

N=109

* International Medical Graduates only
Figure P-2
Mean Importance Ratings* of Factors in Ranking Applicants

- Applicant was flagged with Match violation by the NRMP: 4.9
- Interactions with faculty during interview and visit: 4.7
- Interpersonal skills: 4.7
- Interactions with housestaff during interview and visit: 4.6
- Feedback from current residents: 4.6
- Evidence of professionalism and ethics: 4.5
- Grades in clerkship in desired specialty: 4.2
- Perceived commitment to specialty: 4.0
- Letters of recommendation in the specialty: 3.9
- Graduate of U.S. allopathic medical school: 4.0
- USMLE/COMLEX Step 1 score: 4.0
- Leadership qualities: 4.1
- Honors in clerkship in desired specialty: 4.1
- Gaps in medical education: 4.1
- Grades in required clerkships: 4.2
- USMLE/COMLEX Step 2 score: 3.9
- Honors in clinical clerkships: 4.0
- Class ranking/quartile: 4.2
- Medical Student Performance Evaluation (MSPE/Dean’s Letter): 4.1
- Personal prior knowledge of the applicant: 3.9

*N=109

*Ratings on a scale from 1 (not at all important) to 5 (very important).
### Mean Importance Ratings* of Factors in Ranking Applicants (continued)

<table>
<thead>
<tr>
<th>Factor</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consistency of grades</td>
<td>3.8</td>
</tr>
<tr>
<td>Perceived interest in program</td>
<td>3.4</td>
</tr>
<tr>
<td>Visa status**</td>
<td>3.5</td>
</tr>
<tr>
<td>Audition elective/rotation within your department</td>
<td>3.6</td>
</tr>
<tr>
<td>Graduate of highly regarded U.S. medical school</td>
<td>3.5</td>
</tr>
<tr>
<td>Alpha Omega Alpha (AOA) membership</td>
<td>3.5</td>
</tr>
<tr>
<td>Fluency in language spoken by your patient population</td>
<td>3.4</td>
</tr>
<tr>
<td>Personal Statement</td>
<td>3.1</td>
</tr>
<tr>
<td>Other life experience</td>
<td>3.3</td>
</tr>
<tr>
<td>Demonstrated involvement and interest in research</td>
<td>2.8</td>
</tr>
<tr>
<td>Honors in basic sciences</td>
<td>2.8</td>
</tr>
<tr>
<td>Volunteer/extracurricular experiences</td>
<td>3.2</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 3 score**</td>
<td>2.6</td>
</tr>
<tr>
<td>Other post-interview contact</td>
<td>2.6</td>
</tr>
<tr>
<td>Interest in academic career</td>
<td>2.7</td>
</tr>
<tr>
<td>Gold Society membership</td>
<td>3.2</td>
</tr>
<tr>
<td>Second interview/visit</td>
<td>2.2</td>
</tr>
<tr>
<td>Away rotation in your specialty at another institution</td>
<td>2.2</td>
</tr>
</tbody>
</table>

*N=109

*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**

<table>
<thead>
<tr>
<th>Scores required?</th>
<th>N=126</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, pass only</td>
<td>56%</td>
</tr>
<tr>
<td>Yes, target score</td>
<td>43%</td>
</tr>
<tr>
<td>No</td>
<td>2%</td>
</tr>
</tbody>
</table>

**Would your program consider applicants who fail their exam on the 1st attempt?**

<table>
<thead>
<tr>
<th></th>
<th>N=98</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td>3%</td>
</tr>
<tr>
<td>Seldom</td>
<td>78%</td>
</tr>
<tr>
<td>Often</td>
<td>19%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Scores required?</th>
<th>N=124</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, pass only</td>
<td>48%</td>
</tr>
<tr>
<td>Yes, target score</td>
<td>40%</td>
</tr>
<tr>
<td>No</td>
<td>13%</td>
</tr>
</tbody>
</table>

**Would your program consider applicants who fail their exam on the 1st attempt?**

<table>
<thead>
<tr>
<th></th>
<th>N=94</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td>14%</td>
</tr>
<tr>
<td>Seldom</td>
<td>73%</td>
</tr>
<tr>
<td>Often</td>
<td>13%</td>
</tr>
</tbody>
</table>

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

Scores Below Which Programs Generally Does Not Grant Interviews

Scores Above Which Programs Almost Always Grant 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.

NRMP Program Director Survey Results, 2012
Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

**USMLE Step 2 CS**
- N=121
- Yes, pass only: 82%
- No: 18%

**USMLE Step 3**
- N=76
- Yes, pass only: 82%
- Yes, target score: 14%
- No: 4%

**COMLEX-USA Level 1**
- N=110
- Yes, pass only: 55%
- Yes, target score: 33%
- No: 12%

**COMLEX-USA Level 2-CE**
- N=105
- Yes, pass only: 50%
- Yes, target score: 27%
- No: 24%

**COMLEX-USA Level 2-PE**
- N=96
- Yes, pass only: 64%
- Yes, target score: 7%
- No: 29%

**COMLEX-USA Level 3**
- N=68
- Yes, pass only: 82%
- Yes, target score: 13%
- No: 4%

* Osteopathic applicants only
Percentage of Program's Interview Slots Extended Prior to the November 1st MSPE/Dean's Letter Release Date

- 0%: 13%
- 1-24%: 21%
- 25-49%: 9%
- 50-74%: 17%
- 75-99%: 33%
- 100%: 9%

Average Number of Applications Received, Applicants Interviewed and Ranked and Positions in The Match

- Number of applications received: 965
- Number of applicants interviewed: 160
- Number of applicants ranked: 127
- Number of positions in The Match: 13

Average Percentage of Applications Rejected and Reviewed

- Percentage of applications rejected: 54%
- Percentage of applicants receiving an interview: 45%

Percentage of Programs that Typically Interview and Rank Each Applicant Groups

- U.S. Senior: 97%
- U.S. Grad: 67%
- Osteopathic: 87%
- Canadian: 63%
- Fifth Pathway: 45%
- U.S. IMG: 76%
- Non-U.S. IMG: 63%

40% of Pediatrics programs consider all applicants

* Data from the NRMP database
Physical Medicine and Rehabilitation
(N=37)
Figure PMR-1
Physical Medicine and Rehabilitation
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

- USMLE/COMLEX Step 1 score: 81%
- Letters of recommendation in the specialty: 71%
- Personal Statement: 74%
- Grades in required clerkships: 52%
- USMLE/COMLEX Step 2 score: 77%
- Grades in clerkship in desired specialty: 45%
- Graduate of U.S. allopathic medical school: 39%
- Medical Student Performance Evaluation (MSPE/Dean’s Letter): 61%
- Class ranking/quartile: 52%
- Gaps in medical education: 45%
- Personal prior knowledge of the applicant: 58%
- Perceived commitment to specialty: 58%
- Honors in clinical clerkships: 32%
- Applicant was flagged with Match violation by the NRMP: 52%
- Volunteer/extracurricular experiences: 52%
- Other life experience: 42%
- Honors in clerkship in desired specialty: 32%
- Consistency of grades: 48%
- Audition elective/rotation within your department: 48%

N=31

NRMP Program Director Survey Results, 2012
Figure PMR-1  
Physical Medicine and Rehabilitation  
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview (continued)

- Evidence of professionalism and ethics: 45%  
- Interpersonal skills: 42%  
- Perceived interest in program: 48%  
- Graduate of highly regarded U.S. medical school: 35%  
- Leadership qualities: 45%  
- Alpha Omega Alpha (AOA) membership: 26%  
- Demonstrated involvement and interest in research: 35%  
- Feedback from current residents: 39%  
- Visa status*: 35%  
- Honors in basic sciences: 32%  
- Fluency in language spoken by your patient population: 26%  
- Interest in academic career: 16%  
- Away rotation in your specialty at another institution: 39%  
- USMLE/COMLEX Step 3 score*: 23%  
- Other post-interview contact: 19%  
- Gold Society membership: 3%

N=31

* International Medical Graduates only

NRMP Program Director Survey Results, 2012
Physical Medicine and Rehabilitation

Figure PMR-2

Mean Importance Ratings* of Factors in Ranking Applicants

- Applicant was flagged with Match violation by the NRMP: 4.9
- Interactions with faculty during interview and visit: 4.6
- Interpersonal skills: 4.7
- Interactions with housestaff during interview and visit: 4.6
- Feedback from current residents: 4.5
- Evidence of professionalism and ethics: 4.6
- Grades in clerkship in desired specialty: 4.2
- Perceived commitment to specialty: 4.4
- Letters of recommendation in the specialty: 4.2
- Graduate of U.S. allopathic medical school: 3.1
- USMLE/COMLEX Step 1 score: 4.1
- Leadership qualities: 4.1
- Honors in clerkship in desired specialty: 3.7
- Gaps in medical education: 3.4
- Grades in required clerkships: 3.8
- USMLE/COMLEX Step 2 score: 3.9
- Honors in clinical clerkships: 3.5
- Class ranking/quartile: 3.6
- Medical Student Performance Evaluation (MSPE/Dean's Letter): 3.7
- Personal prior knowledge of the applicant: 3.8

N=31

*Ratings on a scale from 1 (not at all important) to 5 (very important).
Mean Importance Ratings* of Factors in Ranking Applicants

- Consistency of grades: 3.8
- Perceived interest in program: 3.7
- Visa status**: 3.8
- Audition elective/rotation within your department: 4.1
- Graduate of highly regarded U.S. medical school: 2.9
- Alpha Omega Alpha (AOA) membership: 2.7
- Fluency in language spoken by your patient population: 2.8
- Personal Statement: 3.7
- Other life experience: 3.3
- Demonstrated involvement and interest in research: 3.2
- Honors in basic sciences: 3.0
- Volunteer/extracurricular experiences: 3.3
- USMLE/COMLEX Step 3 score**: 2.9
- Other post-interview contact: 2.5
- Interest in academic career: 2.6
- Gold Society membership: 2.1
- Second interview/visit: 2.5
- Away rotation in your specialty at another institution: 2.9

N=31

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

Scores required?
N=29

Would your program consider applicants who fail their exam on the 1st attempt?
N=28

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

Scores required?
N=30

Would your program consider applicants who fail their exam on the 1st attempt?
N=26

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

Scores Below Which Programs Generally Does Not Grant Interviews

Scores Above Which Programs Almost Always Grant 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

**USMLE Step 2 CS**
- N=29
- Yes, pass only: 83%
- Yes, target score: 17%
- No: 0%

**USMLE Step 3**
- N=20
- Yes, pass only: 25%
- Yes, target score: 10%
- No: 65%

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

**COMPLEX-USA Level 1**
- N=29
- Yes, pass only: 55%
- Yes, target score: 34%
- No: 10%

**COMPLEX-USA Level 2-CE**
- N=30
- Yes, pass only: 53%
- Yes, target score: 30%
- No: 17%

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

**COMPLEX-USA Level 2-PE**
- N=28
- Yes, pass only: 71%
- Yes, target score: 11%
- No: 18%

**COMPLEX-USA Level 3**
- N=18
- Yes, pass only: 28%
- Yes, target score: 17%
- No: 56%

* Osteopathic applicants only
**Figure PMR-5**  
Physical Medicine and Rehabilitation  
Program’s Interview Activities

**Percentage of Program's Interview Slots Extended Prior to the November 1st MSPE/Dean's Letter Release Date**

- 0%: 25%  
- 1-24%: 16%  
- 25-49%: 16%  
- 50-74%: 6%  
- 75-99%: 31%  
- 100%: 6%

**Average Number of Applications Received, Applicants Interviewed and Ranked and Positions in The Match**

- Number of applications received: 300  
- Number of applicants interviewed: 59  
- Number of applicants ranked: 44  
- Number of positions in The Match: 4

**Average Percentage of Applications Rejected and Reviewed**

- Percentage of applications rejected: 45%  
- Percentage of applicants receiving an interview: 50%

**Percentage of Programs that Typically Interview and Rank Each Applicant Groups**

- U.S. Senior: 97%  
- U.S. Grad: 67%  
- Osteopathic: 97%  
- Canadian: 45%  
- Fifth Pathway: 42%  
- U.S. IMG: 70%  
- Non-U.S. IMG: 48%

*Data from the NRMP database*
Plastic Surgery
(N=27)
Figure PS-1
Plastic Surgery
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

- USMLE/COMLEX Step 1 score: 79%
- Letters of recommendation in the specialty: 96%
- Personal Statement: 88%
- Grades in required clerkships: 63%
- USMLE/COMLEX Step 2 score: 54%
- Grades in clerkship in desired specialty: 63%
- Graduate of U.S. allopathic medical school: 71%
- Medical Student Performance Evaluation (MSPE/Dean's Letter): 75%
- Class ranking/quartile: 75%
- Gaps in medical education: 58%
- Personal prior knowledge of the applicant: 54%
- Perceived commitment to specialty: 71%
- Honors in clinical clerkships: 58%
- Applicant was flagged with Match violation by the NRMP: 54%
- Volunteer/extracurricular experiences: 75%
- Other life experience: 75%
- Honors in clerkship in desired specialty: 75%
- Consistency of grades: 63%
- Audition elective/rotation within your department: 50%

N=24
Evidence of professionalism and ethics: 63%
Interpersonal skills: 71%
Perceived interest in program: 50%
Graduate of highly regarded U.S. medical school: 71%
Leadership qualities: 79%
Alpha Omega Alpha (AOA) membership: 75%
Demonstrated involvement and interest in research: 88%
Feedback from current residents: 67%
Visa status*: 46%
Honors in basic sciences: 46%
Fluency in language spoken by your patient population: 25%
Interest in academic career: 58%
Away rotation in your specialty at another institution: 50%
USMLE/COMLEX Step 3 score*: 42%
Other post-interview contact: 0%
Gold Society membership: 4%

N=24

* International Medical Graduates only
Figure PS-2

Mean Importance Ratings* of Factors in Ranking Applicants

- Applicant was flagged with Match violation by the NRMP: 4.7
- Interactions with faculty during interview and visit: 4.7
- Interpersonal skills: 4.6
- Interactions with housestaff during interview and visit: 4.5
- Feedback from current residents: 4.4
- Evidence of professionalism and ethics: 4.5
- Grades in clerkship in desired specialty: 3.9
- Perceived commitment to specialty: 4.2
- Letters of recommendation in the specialty: 4.7
- Graduate of U.S. allopathic medical school: 4.0
- USMLE/COMLEX Step 1 score: 3.9
- Leadership qualities: 4.2
- Honors in clerkship in desired specialty: 3.8
- Gaps in medical education: 3.4
- Grades in required clerkships: 3.8
- USMLE/COMLEX Step 2 score: 3.4
- Honors in clinical clerkships: 3.8
- Class ranking/quartile: 4.0
- Medical Student Performance Evaluation (MSPE/Dean's Letter): 3.3
- Personal prior knowledge of the applicant: 4.3

*N=24

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

**Mean Importance Ratings* of Factors in Ranking Applicants**

(continued)

<table>
<thead>
<tr>
<th>Factor</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consistency of grades</td>
<td>3.7</td>
</tr>
<tr>
<td>Perceived interest in program</td>
<td>3.8</td>
</tr>
<tr>
<td>Visa status**</td>
<td>3.9</td>
</tr>
<tr>
<td>Audition elective/rotation within your department</td>
<td>3.9</td>
</tr>
<tr>
<td>Graduate of highly regarded U.S. medical school</td>
<td>3.7</td>
</tr>
<tr>
<td>Alpha Omega Alpha (AOA) membership</td>
<td>3.7</td>
</tr>
<tr>
<td>Fluency in language spoken by your patient population</td>
<td>2.9</td>
</tr>
<tr>
<td>Personal Statement</td>
<td>3.7</td>
</tr>
<tr>
<td>Other life experience</td>
<td>3.0</td>
</tr>
<tr>
<td>Demonstrated involvement and interest in research</td>
<td>3.8</td>
</tr>
<tr>
<td>Honors in basic sciences</td>
<td>3.2</td>
</tr>
<tr>
<td>Volunteer/extracurricular experiences</td>
<td>2.9</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 3 score**</td>
<td>2.8</td>
</tr>
<tr>
<td>Other post-interview contact</td>
<td>1.0</td>
</tr>
<tr>
<td>Interest in academic career</td>
<td>3.5</td>
</tr>
<tr>
<td>Gold Society membership</td>
<td>2.4</td>
</tr>
<tr>
<td>Second interview/visit</td>
<td>1.0</td>
</tr>
<tr>
<td>Away rotation in your specialty at another institution</td>
<td>3.2</td>
</tr>
</tbody>
</table>

*Ratings on a scale from 1 (not at all important) to 5 (very important).
** International Medical Graduates only

NRMP Program Director Survey Results, 2012 142
Figure PS-3

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

Scores required?
- Yes, pass only: 44%
- Yes, target score: 56%
- No: 0%

Would your program consider applicants who fail their exam on the 1st attempt?
- Never: 56%
- Seldom: 44%
- Often: 0%

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

Scores required?
- Yes, pass only: 35%
- Yes, target score: 27%
- No: 38%

Would your program consider applicants who fail their exam on the 1st attempt?
- Never: 50%
- Seldom: 50%
- Often: 0%

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

Scores Below Which Programs Generally Does Not Grant Interviews

Scores Above Which Programs Almost Always Grant 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.

NRMP Program Director Survey Results, 2012
Figure PS-4

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**

- **USMLE Step 2 CS**
  - N=25
  - Yes, pass only: 60%
  - No: 40%

- **USMLE Step 3**
  - N=22
  - Yes, pass only: 27%
  - Yes, target score: 9%
  - No: 64%

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

- **COMLEX-USA Level 1**
  - N=13
  - Yes, pass only: 46%
  - Yes, target score: 8%
  - No: 46%

- **COMLEX-USA Level 2-CE**
  - N=11
  - Yes, pass only: 36%
  - Yes, target score: 0%
  - No: 64%

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

- **COMLEX-USA Level 2-PE**
  - N=11
  - Yes, pass only: 36%
  - Yes, target score: 9%
  - No: 55%

- **COMLEX-USA Level 3**
  - N=10
  - Yes, pass only: 30%
  - Yes, target score: 10%
  - No: 60%

* Osteopathic applicants only
Figure PS-5

Plastic Surgery Program’s Interview Activities

Percentage of Program’s Interview Slots Extended Prior to the November 1st MSPE/Dean’s Letter Release Date

Average Number of Applications Received, Applicants Interviewed and Ranked and Positions in The Match

Average Percentage of Applications Rejected and Reviewed

Percentage of Programs that Typically Interview and Rank Each Applicant Groups

* Data from the NRMP database

NRMP Program Director Survey Results, 2012
| Psychiatry | (N=88) |
### Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

<table>
<thead>
<tr>
<th>Factor</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>USMLE/COMLEX Step 1 score</td>
<td>85%</td>
</tr>
<tr>
<td>Letters of recommendation in the specialty</td>
<td>81%</td>
</tr>
<tr>
<td>Personal Statement</td>
<td>86%</td>
</tr>
<tr>
<td>Grades in required clerkships</td>
<td>69%</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 2 score</td>
<td>78%</td>
</tr>
<tr>
<td>Grades in clerkship in desired specialty</td>
<td>62%</td>
</tr>
<tr>
<td>Graduate of U.S. allopathic medical school</td>
<td>65%</td>
</tr>
<tr>
<td>Medical Student Performance Evaluation (MSPE/Dean’s Letter)</td>
<td>69%</td>
</tr>
<tr>
<td>Class ranking/quartile</td>
<td>53%</td>
</tr>
<tr>
<td>Gaps in medical education</td>
<td>81%</td>
</tr>
<tr>
<td>Personal prior knowledge of the applicant</td>
<td>72%</td>
</tr>
<tr>
<td>Perceived commitment to specialty</td>
<td>84%</td>
</tr>
<tr>
<td>Honors in clinical clerkships</td>
<td>54%</td>
</tr>
<tr>
<td>Applicant was flagged with Match violation by the NRMP</td>
<td>84%</td>
</tr>
<tr>
<td>Volunteer/extracurricular experiences</td>
<td>64%</td>
</tr>
<tr>
<td>Other life experience</td>
<td>70%</td>
</tr>
<tr>
<td>Honors in clerkship in desired specialty</td>
<td>57%</td>
</tr>
<tr>
<td>Consistency of grades</td>
<td>65%</td>
</tr>
<tr>
<td>Audition elective/rotation within your department</td>
<td>55%</td>
</tr>
</tbody>
</table>

N=74

NRMP Program Director Survey Results, 2012
Figure PSY-1
Psychiatry
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview
(continued)

Evidence of professionalism and ethics: 72%
Interpersonal skills: 62%
Perceived interest in program: 65%
Graduate of highly regarded U.S. medical school: 58%
Leadership qualities: 58%
Alpha Omega Alpha (AOA) membership: 38%
Demonstrated involvement and interest in research: 53%
Feedback from current residents: 55%
Visa status*: 66%
Honors in basic sciences: 47%
Fluency in language spoken by your patient population: 66%
Interest in academic career: 41%
Away rotation in your specialty at another institution: 27%
USMLE/COMLEX Step 3 score*: 49%
Other post-interview contact: 27%
Gold Society membership: 27%

N=74

* International Medical Graduates only

NRMP Program Director Survey Results, 2012
Psychiatry

Mean Importance Ratings* of Factors in Ranking Applicants

- Applicant was flagged with Match violation by the NRMP: 4.9
- Interactions with faculty during interview and visit: 4.9
- Interpersonal skills: 4.9
- Interactions with housestaff during interview and visit: 4.8
- Feedback from current residents: 4.7
- Evidence of professionalism and ethics: 4.8
- Grades in clerkship in desired specialty: 4.1
- Perceived commitment to specialty: 4.5
- Letters of recommendation in the specialty: 4.0
- Graduate of U.S. allopathic medical school: 3.8
- USMLE/COMLEX Step 1 score: 3.8
- Leadership qualities: 4.1
- Honors in clerkship in desired specialty: 4.0
- Gaps in medical education: 4.3
- Grades in required clerkships: 3.8
- USMLE/COMLEX Step 2 score: 3.8
- Honors in clinical clerkships: 3.7
- Class ranking/quartile: 3.4
- Medical Student Performance Evaluation (MSPE/Dean's Letter): 4.3
- Personal prior knowledge of the applicant: 3.6

N=74

*Ratings on a scale from 1 (not at all important) to 5 (very important).
Figure PSY-2
Psychiatry
Mean Importance Ratings* of Factors in Ranking Applicants
(continued)

<table>
<thead>
<tr>
<th>Factor</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consistency of grades</td>
<td>3.6</td>
</tr>
<tr>
<td>Perceived interest in program</td>
<td>3.8</td>
</tr>
<tr>
<td>Visa status**</td>
<td>3.8</td>
</tr>
<tr>
<td>Audition elective/rotation within your department</td>
<td>3.5</td>
</tr>
<tr>
<td>Graduate of highly regarded U.S. medical school</td>
<td>3.6</td>
</tr>
<tr>
<td>Alpha Omega Alpha (AOA) membership</td>
<td>3.1</td>
</tr>
<tr>
<td>Fluency in language spoken by your patient population</td>
<td>4.2</td>
</tr>
<tr>
<td>Personal Statement</td>
<td>3.8</td>
</tr>
<tr>
<td>Other life experience</td>
<td>3.5</td>
</tr>
<tr>
<td>Demonstrated involvement and interest in research</td>
<td>3.0</td>
</tr>
<tr>
<td>Honors in basic sciences</td>
<td>2.9</td>
</tr>
<tr>
<td>Volunteer/extracurricular experiences</td>
<td>3.1</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 3 score**</td>
<td>3.3</td>
</tr>
<tr>
<td>Other post-interview contact</td>
<td>3.1</td>
</tr>
<tr>
<td>Interest in academic career</td>
<td>2.9</td>
</tr>
<tr>
<td>Gold Society membership</td>
<td>2.9</td>
</tr>
<tr>
<td>Second interview/visit</td>
<td>2.9</td>
</tr>
<tr>
<td>Away rotation in your specialty at another institution</td>
<td>2.2</td>
</tr>
</tbody>
</table>

*N=74

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

** 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**

Scores required?
N=82

Would your program consider applicants who fail their exam on the 1st attempt?
N=64

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

Scores required?
N=82

Would your program consider applicants who fail their exam on the 1st attempt?
N=63

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

Scores Below Which Programs Generally Does Not Grant Interviews

Scores Above Which Programs Almost Always Grant 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.

NRMP Program Director Survey Results, 2012
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**

**USMLE Step 2 CS**

- Yes, pass only: 84%
- No: 16%
- N=80

**USMLE Step 3**

- Yes, pass only: 32%
- Yes, target score: 19%
- No: 49%
- N=59

**Percentage of Programs That Use COMPLEX-USA Level 1 and Level 2-CE Scores**

**COMPLEX-USA Level 1**

- Yes, pass only: 63%
- Yes, target score: 34%
- No: 3%
- N=70

**COMPLEX-USA Level 2-CE**

- Yes, pass only: 61%
- Yes, target score: 28%
- No: 12%
- N=69

**Percentage of Programs That Use COMPLEX-USA Level 2-PE and Level 3 Scores**

**COMPLEX-USA Level 2-PE**

- Yes, pass only: 74%
- Yes, target score: 10%
- No: 16%
- N=68

**COMPLEX-USA Level 3**

- Yes, pass only: 30%
- Yes, target score: 15%
- No: 54%
- N=46

* Osteopathic applicants only
Figure PSY-5
Psychiatry Program’s Interview Activities

Percentage of Program’s Interview Slots Extended Prior to the November 1st MSPE/Dean’s Letter Release Date

Average Number of Applications Received, Applicants Interviewed and Ranked and Positions in The Match

Average Percentage of Applications Rejected and Reviewed

Percentage of Programs that Typically Interview and Rank Each Applicant Groups

58% of Psychiatry programs consider all applicants

* Data from the NRMP database
<table>
<thead>
<tr>
<th>Radiation Oncology</th>
</tr>
</thead>
<tbody>
<tr>
<td>(N=45)</td>
</tr>
</tbody>
</table>
Figure RO-1
Radiation Oncology
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

USMLE/COMLEX Step 1 score: 92%
Letters of recommendation in the specialty: 97%
Personal Statement: 92%
Grades in required clerkships: 81%
USMLE/COMLEX Step 2 score: 64%
Grades in clerkship in desired specialty: 81%
Graduate of U.S. allopathic medical school: 69%
Medical Student Performance Evaluation (MSPE/Dean’s Letter): 81%
Class ranking/quartile: 83%
Gaps in medical education: 58%
Personal prior knowledge of the applicant: 67%
Perceived commitment to specialty: 89%
Honors in clinical clerkships: 75%
Applicant was flagged with Match violation by the NRMP: 64%
Volunteer/extracurricular experiences: 64%
Other life experience: 64%
Honors in clerkship in desired specialty: 72%
Consistency of grades: 64%
Audition elective/rotation within your department: 86%

N=36

NRMP Program Director Survey Results, 2012
Figure RO-1
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

(continued)

<table>
<thead>
<tr>
<th>Factor</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Evidence of professionalism and ethics</td>
<td>58%</td>
</tr>
<tr>
<td>Interpersonal skills</td>
<td>72%</td>
</tr>
<tr>
<td>Perceived interest in program</td>
<td>86%</td>
</tr>
<tr>
<td>Graduate of highly regarded U.S. medical school</td>
<td>69%</td>
</tr>
<tr>
<td>Leadership qualities</td>
<td>56%</td>
</tr>
<tr>
<td>Alpha Omega Alpha (AOA) membership</td>
<td>61%</td>
</tr>
<tr>
<td>Demonstrated involvement and interest in research</td>
<td>89%</td>
</tr>
<tr>
<td>Feedback from current residents</td>
<td>64%</td>
</tr>
<tr>
<td>Visa status*</td>
<td>47%</td>
</tr>
<tr>
<td>Honors in basic sciences</td>
<td>50%</td>
</tr>
<tr>
<td>Fluency in language spoken by your patient population</td>
<td>44%</td>
</tr>
<tr>
<td>Interest in academic career</td>
<td>67%</td>
</tr>
<tr>
<td>Away rotation in your specialty at another institution</td>
<td>69%</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 3 score*</td>
<td>25%</td>
</tr>
<tr>
<td>Other post-interview contact</td>
<td>11%</td>
</tr>
<tr>
<td>Gold Society membership</td>
<td>14%</td>
</tr>
</tbody>
</table>

N=36

* International Medical Graduates only
Figure RO-2
Radiation Oncology Mean Importance Ratings* of Factors in Ranking Applicants

- Applicant was flagged with Match violation by the NRMP: 4.6
- Interactions with faculty during interview and visit: 4.8
- Interpersonal skills: 4.7
- Interactions with housestaff during interview and visit: 4.5
- Feedback from current residents: 4.5
- Evidence of professionalism and ethics: 4.4
- Grades in clerkship in desired specialty: 4.5
- Perceived commitment to specialty: 4.6
- Letters of recommendation in the specialty: 4.5
- Graduate of U.S. allopathic medical school: 4.5
- USMLE/COMLEX Step 1 score: 4.3
- Leadership qualities: 4.1
- Honors in clerkship in desired specialty: 4.3
- Gaps in medical education: 3.6
- Grades in required clerkships: 4.1
- USMLE/COMLEX Step 2 score: 3.7
- Honors in clinical clerkships: 4.1
- Class ranking/quartile: 4.1
- Medical Student Performance Evaluation (MSPE/Dean’s Letter): 3.7
- Personal prior knowledge of the applicant: 4.4

N=36

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

#### Mean Importance Ratings* of Factors in Ranking Applicants

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

** International Medical Graduates only

<table>
<thead>
<tr>
<th>Factor</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consistency of grades</td>
<td>3.9</td>
</tr>
<tr>
<td>Perceived interest in program</td>
<td>4.3</td>
</tr>
<tr>
<td>Visa status**</td>
<td>3.8</td>
</tr>
<tr>
<td>Audition elective/rotation within your department</td>
<td>4.3</td>
</tr>
<tr>
<td>Graduate of highly regarded U.S. medical school</td>
<td>3.9</td>
</tr>
<tr>
<td>Alpha Omega Alpha (AOA) membership</td>
<td>3.5</td>
</tr>
<tr>
<td>Fluency in language spoken by your patient population</td>
<td>3.3</td>
</tr>
<tr>
<td>Personal Statement</td>
<td>3.1</td>
</tr>
<tr>
<td>Other life experience</td>
<td>3.1</td>
</tr>
<tr>
<td>Demonstrated involvement and interest in research</td>
<td>4.5</td>
</tr>
<tr>
<td>Honors in basic sciences</td>
<td>3.4</td>
</tr>
<tr>
<td>Volunteer/extracurricular experiences</td>
<td>3.0</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 3 score**</td>
<td>3.0</td>
</tr>
<tr>
<td>Other post-interview contact</td>
<td>3.0</td>
</tr>
<tr>
<td>Interest in academic career</td>
<td>3.8</td>
</tr>
<tr>
<td>Gold Society membership</td>
<td>2.7</td>
</tr>
<tr>
<td>Second interview/visit</td>
<td>2.3</td>
</tr>
<tr>
<td>Away rotation in your specialty at another institution</td>
<td>3.9</td>
</tr>
</tbody>
</table>

N=36

NRMP Program Director Survey Results, 2012
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**

- Scores required?
  - Yes, pass only: 21%
  - Yes, target score: 79%
  - No: 0%

- Would your program consider applicants who fail their exam on the 1st attempt?
  - Never: 59%
  - Seldom: 38%
  - Often: 3%

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

- Scores required?
  - Yes, pass only: 24%
  - Yes, target score: 45%
  - No: 32%

- Would your program consider applicants who fail their exam on the 1st attempt?
  - Never: 65%
  - Seldom: 26%
  - Often: 9%

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

- Scores Below Which Programs Generally Does Not Grant Interviews
- Scores Above Which Programs Almost Always Grant 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.

NRMP Program Director Survey Results, 2012
Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores

USMLE Step 2 CS
N=37
- Yes, pass only: 70%
- No: 30%

USMLE Step 3
N=30
- Yes, pass only: 30%
- No: 70%

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

COMLEX-USA Level 1*
N=20
- Yes, pass only: 20%
- Yes, target score: 10%
- No: 70%

COMLEX-USA Level 2-CE*
N=19
- Yes, pass only: 11%
- Yes, target score: 5%
- No: 84%

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

COMLEX-USA Level 2-PE*
N=19
- Yes, pass only: 16%
- Yes, target score: 0%
- No: 84%

COMLEX-USA Level 3*
N=19
- Yes, pass only: 16%
- Yes, target score: 0%
- No: 84%

* Osteopathic applicants only

NRMP Program Director Survey Results, 2012
**Figure RO-5**
Radiation Oncology Program’s Interview Activities

**Percentage of Program's Interview Slots Extended Prior to the November 1st MSPE/Dean's Letter Release Date**

N=42

- 69% in 0%
- 5% in 1-24%
- 5% in 25-49%
- 10% in 50-74%
- 2% in 75-99%
- 10% in 100%

**Average Number of Applications Received, Applicants Interviewed and Ranked and Positions in The Match**

- Number of applications received: 183 (N=45)
- Number of applicants interviewed: 28 (N=44)
- Number of applicants ranked: 24 (N=44*)
- Number of positions in The Match: 2 (N=44*)

**Average Percentage of Applications Rejected and Reviewed**

- Percentage of applications rejected: 30% (N=44)
- Percentage of applicants receiving an interview: 67% (N=45)

* Data from the NRMP database

**Percentage of Programs that Typically Interview and Rank Each Applicant Groups**

- U.S. Senior: 98%
- U.S. Grad: 67%
- Osteopathic: 63%
- Canadian: 37%
- Fifth Pathway: 33%
- U.S. IMG: 33%
- Non-U.S. IMG: 33%

30% of Radiation Oncology programs consider all applicants
Radiology
(N=88)
Figure RD-1
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

- USMLE/COMLEX Step 1 score: 75%
- Letters of recommendation in the specialty: 76%
- Personal Statement: 86%
- Grades in required clerkships: 76%
- USMLE/COMLEX Step 2 score: 51%
- Grades in clerkship in desired specialty: 66%
- Graduate of U.S. allopathic medical school: 74%
- Medical Student Performance Evaluation (MSPE/Dean’s Letter): 74%
- Class ranking/quartile: 79%
- Gaps in medical education: 73%
- Personal prior knowledge of the applicant: 64%
- Perceived commitment to specialty: 60%
- Honors in clinical clerkships: 66%
- Applicant was flagged with Match violation by the NRMP: 70%
- Volunteer/extracurricular experiences: 63%
- Other life experience: 69%
- Honors in clerkship in desired specialty: 59%
- Consistency of grades: 71%
- Audition elective/rotation within your department: 66%

N=80
Figure RD-1
Radiology
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview
(continued)

- Evidence of professionalism and ethics: 61%
- Interpersonal skills: 56%
- Perceived interest in program: 63%
- Graduate of highly regarded U.S. medical school: 49%
- Leadership qualities: 59%
- Alpha Omega Alpha (AOA) membership: 66%
- Demonstrated involvement and interest in research: 66%
- Feedback from current residents: 51%
- Visa status*: 59%
- Honors in basic sciences: 54%
- Fluency in language spoken by your patient population: 28%
- Interest in academic career: 34%
- Away rotation in your specialty at another institution: 25%
- USMLE/COMLEX Step 3 score*: 15%
- Other post-interview contact: 23%
- Gold Society membership: 19%

N=80

* International Medical Graduates only
Radiology

Figure RD-2
Mean Importance Ratings* of Factors in Ranking Applicants

- Applicant was flagged with Match violation by the NRMP: 4.8
- Interactions with faculty during interview and visit: 4.8
- Interpersonal skills: 4.7
- Interactions with housestaff during interview and visit: 4.8
- Feedback from current residents: 4.6
- Evidence of professionalism and ethics: 4.5
- Grades in clerkship in desired specialty: 3.8
- Perceived commitment to specialty: 4.2
- Letters of recommendation in the specialty: 3.7
- Graduate of U.S. allopathic medical school: 4.2
- USMLE/COMLEX Step 1 score: 4.2
- Leadership qualities: 4.0
- Honors in clerkship in desired specialty: 3.8
- Gaps in medical education: 3.9
- Grades in required clerkships: 4.2
- USMLE/COMLEX Step 2 score: 3.5
- Honors in clinical clerkships: 4.3
- Class ranking/quartile: 4.2
- Medical Student Performance Evaluation (MSPE/Dean’s Letter): 4.2
- Personal prior knowledge of the applicant: 3.7

N=80

*Ratings on a scale from 1 (not at all important) to 5 (very important).
Figure RD-2
Radiology
Mean Importance Ratings* of Factors in Ranking Applicants
(continued)

<table>
<thead>
<tr>
<th>Factor</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consistency of grades</td>
<td>4.0</td>
</tr>
<tr>
<td>Perceived interest in program</td>
<td>3.8</td>
</tr>
<tr>
<td>Visa status**</td>
<td>4.0</td>
</tr>
<tr>
<td>Audition elective/rotation within your department</td>
<td>3.5</td>
</tr>
<tr>
<td>Graduate of highly regarded U.S. medical school</td>
<td>3.7</td>
</tr>
<tr>
<td>Alpha Omega Alpha (AOA) membership</td>
<td>3.8</td>
</tr>
<tr>
<td>Fluency in language spoken by your patient population</td>
<td>2.8</td>
</tr>
<tr>
<td>Personal Statement</td>
<td>3.3</td>
</tr>
<tr>
<td>Other life experience</td>
<td>3.2</td>
</tr>
<tr>
<td>Demonstrated involvement and interest in research</td>
<td>3.4</td>
</tr>
<tr>
<td>Honors in basic sciences</td>
<td>3.4</td>
</tr>
<tr>
<td>Volunteer/extracurricular experiences</td>
<td>2.8</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 3 score**</td>
<td>2.5</td>
</tr>
<tr>
<td>Other post-interview contact</td>
<td>2.7</td>
</tr>
<tr>
<td>Interest in academic career</td>
<td>2.9</td>
</tr>
<tr>
<td>Gold Society membership</td>
<td>2.8</td>
</tr>
<tr>
<td>Second interview/visit</td>
<td>2.4</td>
</tr>
<tr>
<td>Away rotation in your specialty at another institution</td>
<td>2.0</td>
</tr>
</tbody>
</table>

N=80

*Ratings on a scale from 1 (not at all important) to 5 (very important).
** International Medical Graduates only
Radiology 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**

<table>
<thead>
<tr>
<th>Scores required?</th>
<th>N=83</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, pass only</td>
<td>13%</td>
</tr>
<tr>
<td>Yes, target score</td>
<td>87%</td>
</tr>
<tr>
<td>No</td>
<td>0%</td>
</tr>
</tbody>
</table>

| Would your program consider applicants who fail their exam on the 1st attempt? |
|------------------|------|
| Never            | 59%  |
| Seldom           | 41%  |
| Often            | 0%   |

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

<table>
<thead>
<tr>
<th>Scores required?</th>
<th>N=79</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, pass only</td>
<td>18%</td>
</tr>
<tr>
<td>Yes, target score</td>
<td>35%</td>
</tr>
<tr>
<td>No</td>
<td>47%</td>
</tr>
</tbody>
</table>

| Would your program consider applicants who fail their exam on the 1st attempt? |
|------------------|------|
| Never            | 60%  |
| Seldom           | 40%  |
| Often            | 0%   |

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

Scores Below Which Programs Generally Does Not Grant Interviews

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

USMLE Step 2 CS
N=78
- Yes, pass only: 47%
- No: 53%

USMLE Step 3
N=56
- Yes, pass only: 16%
- Yes, target score: 5%
- No: 79%

COMLEX-USA Level 1*
N=45
- Yes, pass only: 13%
- Yes, target score: 36%
- No: 51%

COMLEX-USA Level 2-CE*
N=44
- Yes, pass only: 16%
- Yes, target score: 20%
- No: 64%

COMLEX-USA Level 2-PE*
N=43
- Yes, pass only: 16%
- Yes, target score: 9%
- No: 74%

COMLEX-USA Level 3*
N=41
- Yes, pass only: 12%
- Yes, target score: 7%
- No: 80%

* Osteopathic applicants only
Figure RD-5

Radiology Program’s Interview Activities

Percentage of Program’s Interview Slots Extended Prior to the November 1st MSPE/Dean’s Letter Release Date

N=82

Average Number of Applications Received, Applicants Interviewed and Ranked and Positions in The Match

Average Percentage of Applications Rejected and Reviewed

Percentage of Programs that Typically Interview and Rank Each Applicant Groups

33% of Radiology programs consider all applicants

* Data from the NRMP database

NRMP Program Director Survey Results, 2012
Vascular Surgery
(N=13)
Figure VS-1
Vascular Surgery
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

- USMLE/COMLEX Step 1 score: 100%
- Letters of recommendation in the specialty: 100%
- Personal Statement: 100%
- Grades in required clerkships: 71%
- USMLE/COMLEX Step 2 score: 71%
- Grades in clerkship in desired specialty: 86%
- Graduate of U.S. allopathic medical school: 86%
- Medical Student Performance Evaluation (MSPE/Dean’s Letter): 100%
- Class ranking/quartile: 86%
- Gaps in medical education: 100%
- Personal prior knowledge of the applicant: 100%
- Perceived commitment to specialty: 100%
- Honors in clinical clerkships: 100%
- Applicant was flagged with Match violation by the NRMP: 57%
- Volunteer/extracurricular experiences: 100%
- Other life experience: 86%
- Honors in clerkship in desired specialty: 100%
- Consistency of grades: 86%
- Audition elective/rotation within your department: 100%

N=7
Vascular Surgery
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview
(continued)

Evidence of professionalism and ethics: 86%
Interpersonal skills: 86%
Perceived interest in program: 100%
Graduate of highly regarded U.S. medical school: 100%
Leadership qualities: 71%
Alpha Omega Alpha (AOA) membership: 100%
Demonstrated involvement and interest in research: 100%
Feedback from current residents: 86%
Visa status*: 100%
Honors in basic sciences: 86%
Fluency in language spoken by your patient population: 57%
Interest in academic career: 100%
Away rotation in your specialty at another institution: 57%
USMLE/COMLEX Step 3 score*: 71%
Other post-interview contact: 43%
Gold Society membership: 14%

*N=7
* International Medical Graduates only
Vascular Surgery

Mean Importance Ratings* of Factors in Ranking Applicants

**Figure VS-2**

<table>
<thead>
<tr>
<th>Factor</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Applicant was flagged with Match violation by the NRMP</td>
<td>4.9</td>
</tr>
<tr>
<td>Interactions with faculty during interview and visit</td>
<td>4.9</td>
</tr>
<tr>
<td>Interpersonal skills</td>
<td>4.6</td>
</tr>
<tr>
<td>Interactions with housestaff during interview and visit</td>
<td>4.7</td>
</tr>
<tr>
<td>Feedback from current residents</td>
<td>4.4</td>
</tr>
<tr>
<td>Evidence of professionalism and ethics</td>
<td>4.8</td>
</tr>
<tr>
<td>Grades in clerkship in desired specialty</td>
<td>4.4</td>
</tr>
<tr>
<td>Perceived commitment to specialty</td>
<td>4.5</td>
</tr>
<tr>
<td>Letters of recommendation in the specialty</td>
<td>4.8</td>
</tr>
<tr>
<td>Graduate of U.S. allopathic medical school</td>
<td>4.1</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 1 score</td>
<td>4.3</td>
</tr>
<tr>
<td>Leadership qualities</td>
<td>4.3</td>
</tr>
<tr>
<td>Honors in clerkship in desired specialty</td>
<td>4.4</td>
</tr>
<tr>
<td>Gaps in medical education</td>
<td>3.2</td>
</tr>
<tr>
<td>Grades in required clerkships</td>
<td>3.8</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 2 score</td>
<td>3.9</td>
</tr>
<tr>
<td>Honors in clinical clerkships</td>
<td>4.0</td>
</tr>
<tr>
<td>Class ranking/quartile</td>
<td>3.9</td>
</tr>
<tr>
<td>Medical Student Performance Evaluation (MSPE/Dean's Letter)</td>
<td>3.5</td>
</tr>
<tr>
<td>Personal prior knowledge of the applicant</td>
<td>3.9</td>
</tr>
</tbody>
</table>

N=7

*Ratings on a scale from 1 (not at all important) to 5 (very important).*
Vascular Surgery
Mean Importance Ratings* of Factors in Ranking Applicants
(continued)

![Bar chart showing mean importance ratings of factors in ranking applicants.](chart)

- Consistency of grades: 3.2
- Perceived interest in program: 4.1
- Visa status**: 3.3
- Audition elective/rotation within your department: 4.3
- Graduate of highly regarded U.S. medical school: 4.2
- Alpha Omega Alpha (AOA) membership: 3.9
- Fluency in language spoken by your patient population: 4.0
- Personal Statement: 3.3
- Other life experience: 2.7
- Demonstrated involvement and interest in research: 3.7
- Honors in basic sciences: 3.1
- Volunteer/extracurricular experiences: 2.8
- USMLE/COMLEX Step 3 score**: 3.0
- Other post-interview contact: 3.4
- Interest in academic career: 3.4
- Gold Society membership: 2.6
- Second interview/visit: 2.0
- Away rotation in your specialty at another institution: 3.0

*N=7
*Ratings on a scale from 1 (not at all important) to 5 (very important).
**International Medical Graduates only

NRMP Program Director Survey Results, 2012
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

Scores required?

<table>
<thead>
<tr>
<th></th>
<th>N=11</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, pass only</td>
<td>18%</td>
</tr>
<tr>
<td>Yes, target score</td>
<td>82%</td>
</tr>
<tr>
<td>No</td>
<td>0%</td>
</tr>
</tbody>
</table>

Would your program consider applicants who fail their exam on the 1st attempt?

<table>
<thead>
<tr>
<th></th>
<th>N=8</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td>13%</td>
</tr>
<tr>
<td>Seldom</td>
<td>88%</td>
</tr>
<tr>
<td>Often</td>
<td>0%</td>
</tr>
</tbody>
</table>

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

Scores required?

<table>
<thead>
<tr>
<th></th>
<th>N=11</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, pass only</td>
<td>27%</td>
</tr>
<tr>
<td>Yes, target score</td>
<td>55%</td>
</tr>
<tr>
<td>No</td>
<td>18%</td>
</tr>
</tbody>
</table>

Would your program consider applicants who fail their exam on the 1st attempt?

<table>
<thead>
<tr>
<th></th>
<th>N=5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td>0%</td>
</tr>
<tr>
<td>Seldom</td>
<td>100%</td>
</tr>
<tr>
<td>Often</td>
<td>0%</td>
</tr>
</tbody>
</table>

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

Scores Below Which Programs Generally Does Not Grant Interviews

USMLE Step 1

N=7

Scores Above Which Programs Almost Always Grant Interviews

USMLE Step 1

N=7

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

**USMLE Step 2 CS**
- Yes, pass only: 73%
- No: 27%

**USMLE Step 3**
- Yes, pass only: 25%
- Yes, target score: 38%
- No: 38%

* Osteopathic applicants only

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

Not reported because of low response rate

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

Not reported because of low response rate
Figure VS-5
Vascular Surgery Program’s Interview Activities

Percentage of Program’s Interview Slots Extended Prior to the November 1st MSPE/Dean’s Letter Release Date

<table>
<thead>
<tr>
<th>Range</th>
<th>N=12</th>
</tr>
</thead>
<tbody>
<tr>
<td>0%</td>
<td>83%</td>
</tr>
<tr>
<td>1-24%</td>
<td>0%</td>
</tr>
<tr>
<td>25-49%</td>
<td>0%</td>
</tr>
<tr>
<td>50-74%</td>
<td>0%</td>
</tr>
<tr>
<td>75-99%</td>
<td>8%</td>
</tr>
<tr>
<td>100%</td>
<td>8%</td>
</tr>
</tbody>
</table>

Average Number of Applications Received, Applicants Interviewed and Ranked and Positions in The Match

- Number of applications received: 79 (N=12)
- Number of applicants interviewed: 21 (N=12)
- Number of applicants ranked: 18 (N=13*)
- Number of positions in The Match: 1 (N=13*)

Average Percentage of Applications Rejected and Reviewed

- Percentage of applications rejected: 37% (N=12)
- Percentage of applicants receiving an interview: 62% (N=12)

Percentage of Programs that Typically Interview and Rank Each Applicant Groups

<table>
<thead>
<tr>
<th>Group</th>
<th>N=12</th>
</tr>
</thead>
<tbody>
<tr>
<td>U.S. Senior</td>
<td>100%</td>
</tr>
<tr>
<td>U.S. Grad</td>
<td>75%</td>
</tr>
<tr>
<td>Osteopathic</td>
<td>50%</td>
</tr>
<tr>
<td>Canadian</td>
<td>42%</td>
</tr>
<tr>
<td>Fifth Pathway</td>
<td>25%</td>
</tr>
<tr>
<td>U.S. IMG</td>
<td>50%</td>
</tr>
<tr>
<td>Non-U.S. IMG</td>
<td>42%</td>
</tr>
</tbody>
</table>

* Data from the NRMP database
Transitional Year
(N=49)
Figure TY-1
Transitional Year
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

- USMLE/COMLEX Step 1 score: 64%
- Letters of recommendation in the specialty: 64%
- Personal Statement: 72%
- Grades in required clerkships: 64%
- USMLE/COMLEX Step 2 score: 62%
- Grades in clerkship in desired specialty: 46%
- Graduate of U.S. allopathic medical school: 67%
- Medical Student Performance Evaluation (MSPE/Dean’s Letter): 77%
- Class ranking/quartile: 59%
- Gaps in medical education: 59%
- Personal prior knowledge of the applicant: 59%
- Perceived commitment to specialty: 49%
- Honors in clinical clerkships: 56%
- Applicant was flagged with Match violation by the NRMP: 64%
- Volunteer/extracurricular experiences: 67%
- Other life experience: 67%
- Honors in clerkship in desired specialty: 38%
- Consistency of grades: 56%
- Audition elective/rotation within your department: 36%

N=39

NRMP Program Director Survey Results, 2012
Figure TY-1
Transitional Year
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview (continued)

Evidence of professionalism and ethics: 62%
Interpersonal skills: 62%
Perceived interest in program: 64%
Graduate of highly regarded U.S. medical school: 46%
Leadership qualities: 54%
Alpha Omega Alpha (AOA) membership: 41%
Demonstrated involvement and interest in research: 44%
Feedback from current residents: 54%
Visa status*: 51%
Honors in basic sciences: 41%
Fluency in language spoken by your patient population: 28%
Interest in academic career: 18%
Away rotation in your specialty at another institution: 15%
USMLE/COMLEX Step 3 score*: 21%
Other post-interview contact: 36%
Gold Society membership: 26%

N=39

* International Medical Graduates only
Transitional Year
Mean Importance Ratings* of Factors in Ranking Applicants

- Applicant was flagged with Match violation by the NRMP: 4.7
- Interactions with faculty during interview and visit: 4.6
- Interpersonal skills: 4.5
- Interactions with housestaff during interview and visit: 4.3
- Feedback from current residents: 4.2
- Evidence of professionalism and ethics: 4.4
- Grades in clerkship in desired specialty: 3.3
- Perceived commitment to specialty: 3.8
- Letters of recommendation in the specialty: 3.6
- Graduate of U.S. allopathic medical school: 4.2
- USMLE/COMLEX Step 1 score: 3.9
- Leadership qualities: 3.9
- Honors in clerkship in desired specialty: 3.2
- Gaps in medical education: 4.2
- Grades in required clerkships: 4.1
- USMLE/COMLEX Step 2 score: 3.9
- Honors in clinical clerkships: 3.9
- Class ranking/quartile: 3.9
- Medical Student Performance Evaluation (MSPE/Dean's Letter): 4.1
- Personal prior knowledge of the applicant: 3.7

*N=39

*Ratings on a scale from 1 (not at all important) to 5 (very important).
Figure TY-2
Transitional Year
Mean Importance Ratings* of Factors in Ranking Applicants
(continued)

N=39

*Ratings on a scale from 1 (not at all important) to 5 (very important).
** International Medical Graduates only

Consistency of grades 3.8
Perceived interest in program 4.2
Visa status** 3.9
Audition elective/rotation within your department 3.6
Graduate of highly regarded U.S. medical school 3.7
Alpha Omega Alpha (AOA) membership 3.4
Fluency in language spoken by your patient population 3.7
Personal Statement 3.4
Other life experience 3.3
Demonstrated involvement and interest in research 2.8
Honors in basic sciences 2.8
Volunteer/extracurricular experiences 3.1
USMLE/COMLEX Step 3 score** 2.6
Other post-interview contact 2.9
Interest in academic career 2.6
Gold Society membership 2.7
Second interview/visit 2.4
Away rotation in your specialty at another institution 1.8

NRMP Program Director Survey Results, 2012
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

Scores required?  
N=47

<table>
<thead>
<tr>
<th>Scores required?</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, pass only</td>
<td>38%</td>
</tr>
<tr>
<td>Yes, target score</td>
<td>62%</td>
</tr>
<tr>
<td>No</td>
<td>0%</td>
</tr>
</tbody>
</table>

Would your program consider applicants who fail their exam on the 1st attempt?  
N=35

<table>
<thead>
<tr>
<th>Would your program consider applicants who fail their exam on the 1st attempt?</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td>29%</td>
</tr>
<tr>
<td>Seldom</td>
<td>63%</td>
</tr>
<tr>
<td>Often</td>
<td>9%</td>
</tr>
</tbody>
</table>

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

Scores required?  
N=46

<table>
<thead>
<tr>
<th>Scores required?</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, pass only</td>
<td>28%</td>
</tr>
<tr>
<td>Yes, target score</td>
<td>57%</td>
</tr>
<tr>
<td>No</td>
<td>15%</td>
</tr>
</tbody>
</table>

Would your program consider applicants who fail their exam on the 1st attempt?  
N=32

<table>
<thead>
<tr>
<th>Would your program consider applicants who fail their exam on the 1st attempt?</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td>34%</td>
</tr>
<tr>
<td>Seldom</td>
<td>56%</td>
</tr>
<tr>
<td>Often</td>
<td>9%</td>
</tr>
</tbody>
</table>

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

Scores Below Which Programs Generally Does Not Grant Interviews  

<table>
<thead>
<tr>
<th>Scores Below Which Programs Generally Does Not Grant Interviews</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>USMLE Step 1</td>
<td>N=21</td>
</tr>
<tr>
<td>USMLE Step 2 CK</td>
<td>N=19</td>
</tr>
</tbody>
</table>

Scores Above Which Programs Almost Always Grant Interviews  

<table>
<thead>
<tr>
<th>Scores Above Which Programs Almost Always Grant Interviews</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>USMLE Step 1</td>
<td>N=10</td>
</tr>
<tr>
<td>USMLE Step 2 CK</td>
<td>N=9</td>
</tr>
</tbody>
</table>

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

**USMLE Step 2 CS**
- Yes, pass only: 87%
- No: 13%

**USMLE Step 3**
- Yes, pass only: 22%
- Yes, target score: 13%
- No: 65%

**COMLEX-USA Level 1**
- Yes, pass only: 40%
- Yes, target score: 37%
- No: 23%

**COMLEX-USA Level 2-CE**
- Yes, pass only: 31%
- Yes, target score: 31%
- No: 38%

**COMLEX-USA Level 2-PE**
- Yes, pass only: 57%
- Yes, target score: 10%
- No: 33%

**COMLEX-USA Level 3**
- Yes, pass only: 26%
- Yes, target score: 11%
- No: 63%

* Osteopathic applicants only

NRMP Program Director Survey Results, 2012
Figure TY-5

### Transitional Year Program's Interview Activities

#### Percentage of Program's Interview Slots Extended Prior to the November 1st MSPE/Dean's Letter Release Date

- 0%: 24%
- 1-24%: 13%
- 25-49%: 11%
- 50-74%: 15%
- 75-99%: 28%
- 100%: 9%

Total programs: N=46

#### Average Number of Applications Received, Applicants Interviewed and Ranked and Positions in The Match

- Number of applications received: 508
- Number of applicants interviewed: 81
- Number of applicants ranked: 76
- Number of positions in The Match: 10

- Number of applications rejected: 52%
- Percentage of applicants receiving an interview: 42%

Total programs: N=45

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

- U.S. Senior: 100%
- U.S. Grad: 57%
- Osteopathic: 68%
- Canadian: 38%
- Fifth Pathway: 26%
- U.S. IMG: 34%
- Non-U.S. IMG: 32%

23% of Transitional Year programs consider all applicants

* Data from the NRMP database