

Results of the 2018 NRMP Program Director Survey

June 2018

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 datarequest@nrmp.org.

Questions about the NRMP should be directed to Mona M. Signer, President and CEO, NRMP, at admin@nrmp.org.

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Introduction

In March 2018, the National Resident Matching Program (NRMP) conducted its biennial survey of the directors of all programs participating in the Main Residency Match[®]. The primary purpose of the survey was to shed light on the factors that program directors use to (1) select applicants to interview and (2) rank applicants for the Match.

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

The survey solicited information on:

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

The overall response rate for all specialties in this report was 29.2 percent. Transitional Year programs and programs in 23 specialties with 10 or more responses are included in this report. Response rates are listed in the table below.

Beginning with the 2016 survey, program directors were asked to indicate the percentage of interview invitations sent and

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

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

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

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

Specialty	Surveys Sent	Number Responding	Response Rate
Anesthesiology	234	62	26.5%
Child Neurology	94	36	38.3%
Dermatology	124	21	16.9%
Emergency Medicine	190	92	48.4%
Family Medicine	487	152	31.2%
Internal Medicine	741	181	24.4%
Internal Medicine/Pediatrics	72	27	37.5%
Interventional Radiology	70	18	25.7%
Neurological Surgery	104	28	26.9%
Neurology	151	41	27.2%
Obstetrics and Gynecology	263	85	32.3%
Orthopaedic Surgery	142	49	34.5%
Otolaryngology	97	35	36.1%
Pathology	128	43	33.6%
Pediatrics	209	78	37.3%
Physical Medicine and Rehabilitation	99	28	28.3%
Plastic Surgery	77	22	28.6%
Psychiatry	205	61	29.8%
Radiation Oncology	90	27	30.0%
Radiology-Diagnostic	203	48	23.6%
Surgery-General	492	107	21.7%
Thoracic Surgery	24	11	45.8%
Transitional Year	103	30	29.1%
Vascular Surgery	52	16	30.8%
All Others	95	35	36.8%
Total	4,546	1,333	29.3%

All Specialties Combined (N=1,333)

Figure 1

All Specialties

Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Selecting Applicants to Interview (N=1,233)

(11 1,200)	Percent Citing Factor	Average Rating
USMLE Step 1/COMLEX Level 1 score	94%	4.1
Letters of recommendation in the specialty	86%	4.2
Medical Student Performance Evaluation (MSPE/Dean's Letter)	81%	4.0
USMLE Step 2 CK/COMLEX Level 2 CE score	80%	4.0
Personal Statement	78%	3.7
Grades in required clerkships	76%	4.1
Any failed attempt in USMLE/COMLEX	70%	4.5
Class ranking/quartile	70%	3.9
Perceived commitment to specialty	69%	4.3
Personal prior knowledge of the applicant	68%	4.2
Grades in clerkship in desired specialty	67%	4.3
Audition elective/rotation within your department	65%	4.2
Evidence of professionalism and ethics	65%	4.5
Leadership qualities	61%	4.1
Alpha Omega Alpha (AOA) membership	60%	3.9
Perceived interest in program	59%	4.1
Other life experience	58%	3.8
Passing USMLE Step 2 CS/COMLEX Level 2 PE	56%	4.2
Volunteer/extracurricular experiences	54%	3.8
Consistency of grades	54%	4.0
Lack of gaps in medical education	53%	4.0
Awards or special honors in clinical clerkships	52%	3.6
Graduate of highly-regarded U.S. medical school	50%	3.8
Gold Humanism Honor Society (GHHS) membership	47%	3.8
Awards or special honors in clerkship in desired specialty	46%	3.8
Demonstrated involvement and interest in research	41%	3.7
Visa status*	40%	4.1
Applicant was flagged with Match violation by the NRMP	37%	4.8
Away rotation in your specialty at another institution	26%	3.8
Interest in academic career	24%	3.8
Fluency in language spoken by your patient population	24%	3.7
Awards or special honors in basic sciences	22%	3.3
USMLE/COMLEX Step 3 score	1 <mark>6%</mark>	3.4
100	0% 50% 0% :	1 2 3 4 5

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

^{*} International Medical Graduates only

Figure 2

All Specialties Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Ranking Applicants (N=1,208)

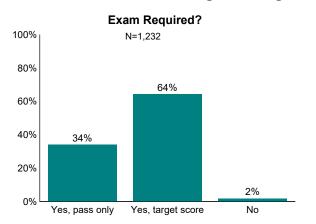
(, , , , , , , , , , , , , , , , , , ,	Percent Citing Factor	Average Rating
Interactions with faculty during interview and visit	96%	4.8
Interpersonal skills	95%	4.9
Interactions with housestaff during interview and visit	91%	4.8
Feedback from current residents	86%	4.7
USMLE/COMLEX Step 1 score	78%	4.1
Letters of recommendation in the specialty	72%	4.1
USMLE/COMLEX Step 2 score	70%	4.1
Evidence of professionalism and ethics	65%	4.1
Medical Student Performance Evaluation (MSPE/Dean's Letter)	65%	4.6
Perceived commitment to specialty	64%	4.4
Perceived interest in program	63%	4.2
Leadership qualities	60%	4.2
Class ranking/quartile	59%	4.0
Personal prior knowledge of the applicant	58%	4.3
Audition elective/rotation within your department	58%	4.3
Personal Statement	56%	3.6
Grades in required clerkships	54%	4.1
Passing USMLE Step 2 CS/COMLEX Level 2 PE	51%	4.2
Any failed attempt in USMLE/COMLEX	47%	4.5
Grades in clerkship in desired specialty	46%	4.2
Other life experience	45%	3.8
Alpha Omega Alpha (AOA) membership	44%	3.9
Consistency of grades	41%	4.0
Volunteer/extracurricular experiences	40%	3.8
Lack of gaps in medical education	38%	4.0
Graduate of highly regarded U.S. medical school	36%	3.8
Gold Humanism Honor Society (GHHS) membership	36%	3.9
Awards or special honors in clinical clerkships	32%	3.8
Awards or special honors in clerkship in desired specialty	30%	4.0
Demonstrated involvement and interest in research	30%	3.7
Applicant was flagged with Match violation by the NRMP	26%	4.7
Visa status*	25%	4.0
Other post-interview contact	23%	3.7
Interest in academic career	22%	3.8
Fluency in language spoken by your patient population	19%	4.0
Away rotation in your specialty at another institution	17%	3.9
USMLE/COMLEX Step 3 score	16%	3.6
Second interview/visit	14%	3.6
Awards or special honors in basic sciences	14%	3.4
1 Ratings on a scale from 1 (not at all important) to 5 (very important)	0% 50% 0%	1 2 3 4 5

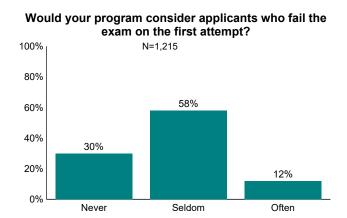
¹ Ratings on a scale from 1 (not at all important) to 5 (very important). * International Medical Graduates only

All Specialties

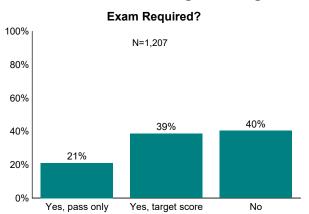
Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

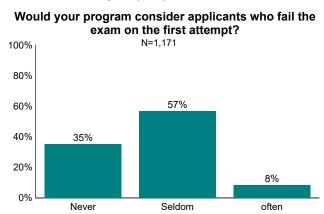
Percentage of Programs That Use USMLE Step 1 Scores



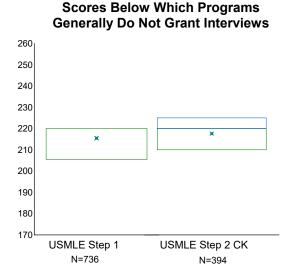


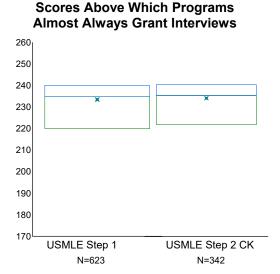
Percentage of Programs That Use USMLE Step 2 (CK) Scores





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

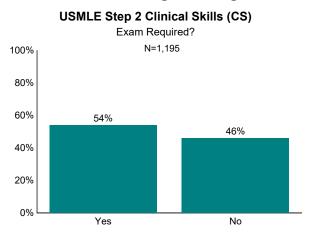


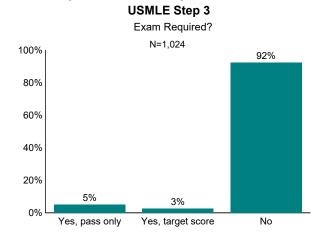


The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol in the box represents the mean.

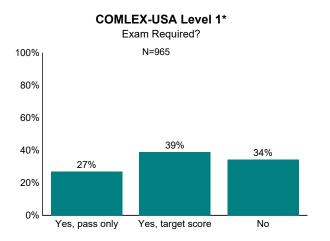
Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

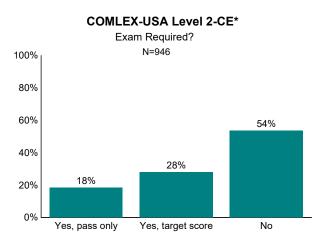
Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



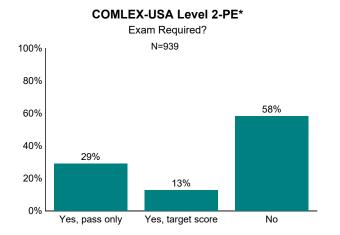


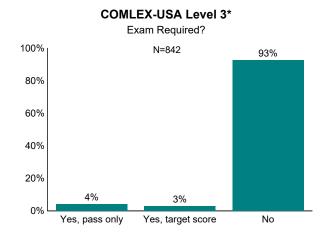
Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores





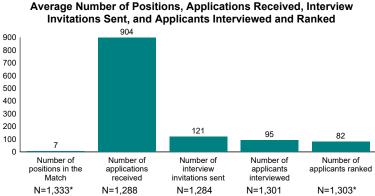
Percentage of Programs That Use COMLEX-USA Level 2-PE and Level 3 Scores

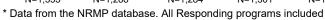


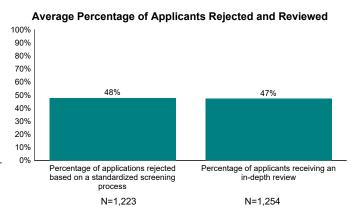


^{*} Osteopathic applicants only

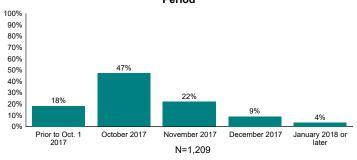
All Specialties Program's Interview Activities



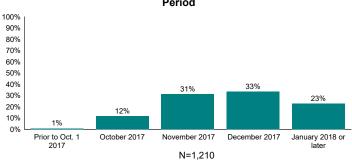




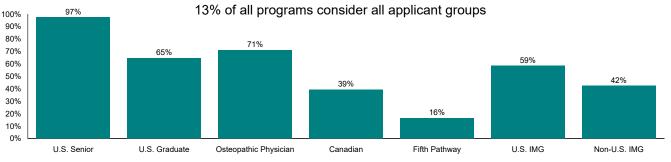
Percentage of Program's Interviews Extended During Each Time Period



Percentage of Program's Interviews Conducted During Each Time Period

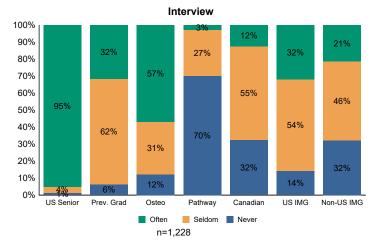


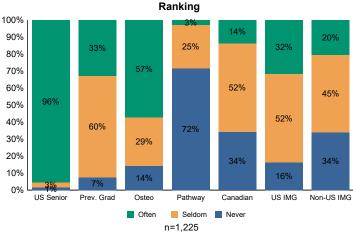
Percentage of Programs that Typically Interview and Rank Each Applicant Type



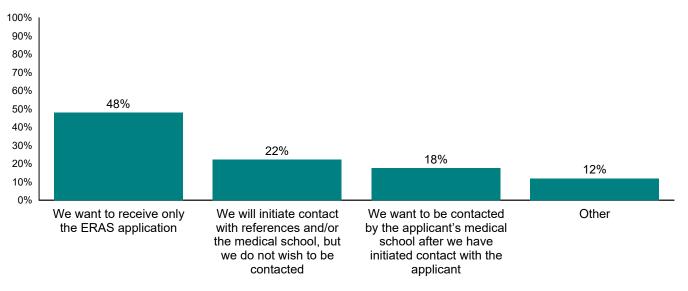
N=1,242

Frequency of Programs Interviewing and Ranking Candidates





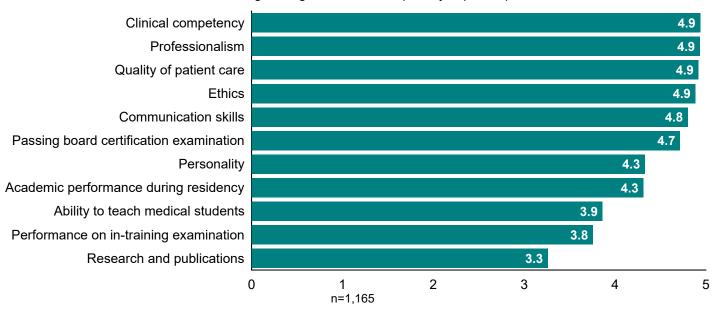
Preferred Type of Communication About Applicants During SOAP



N=1,075

Importance of Factors in Assessing Residents' Success

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



Anesthesiology (N=62)

Figure AN-1

Anesthesiology Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Selecting Applicants to Interview (N=58)

Percent Citing Factor Average Rating 4.4 97% USMLE Step 1/COMLEX Level 1 score 4.0 88% Letters of recommendation in the specialty 4.2 84% Medical Student Performance Evaluation (MSPE/Dean's Letter) 4.3 79% USMLE Step 2 CK/COMLEX Level 2 CE score 3.5 79% **Personal Statement** 4.2 84% Grades in required clerkships 4.7 Any failed attempt in USMLE/COMLEX 79% 4.1 Class ranking/quartile 83% 4.1 Perceived commitment to specialty 71% 4.2 78% Personal prior knowledge of the applicant 50% 4.2 Grades in clerkship in desired specialty 76% 4.2 Audition elective/rotation within your department 4.5 Evidence of professionalism and ethics 69% 4.2 Leadership qualities 71% 3.9 66% Alpha Omega Alpha (AOA) membership 3.9 79% Perceived interest in program 3.8 55% Other life experience 43% 4.3 Passing USMLE Step 2 CS/COMLEX Level 2 PE 3.7 50% Volunteer/extracurricular experiences 4.2 74% Consistency of grades 4.4 Lack of gaps in medical education 50% 3.7 59% Awards or special honors in clinical clerkships 3.9 57% Graduate of highly-regarded U.S. medical school 55% 3.8 Gold Humanism Honor Society (GHHS) membership 34% 4.0 Awards or special honors in clerkship in desired specialty 29% 3.6 Demonstrated involvement and interest in research 31% Visa status* 57% Applicant was flagged with Match violation by the NRMP 3.2 16% Away rotation in your specialty at another institution 16% 2.9 Interest in academic career 3.6 Fluency in language spoken by your patient population 26% 3.7 26% Awards or special honors in basic sciences 5% 3.0 USMLE/COMLEX Step 3 score 0% 1 5 3 4 100% 50% 2

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

^{*} International Medical Graduates only

Figure AN-2

Anesthesiology Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Ranking Applicants (N=58)

	Percent Citing Factor	Average Rating
Interactions with faculty during interview and visit	97%	4.9
Interpersonal skills	97%	4.9
Interactions with housestaff during interview and visit	91%	4.8
Feedback from current residents	88%	4.7
USMLE/COMLEX Step 1 score	81%	4.3
Letters of recommendation in the specialty	62%	3.7
USMLE/COMLEX Step 2 score	71%	4.2
Evidence of professionalism and ethics	62%	4.2
Medical Student Performance Evaluation (MSPE/Dean's Letter)	67%	4.7
Perceived commitment to specialty	64%	4.3
Perceived interest in program	66%	4.3
Leadership qualities	60%	4.2
Class ranking/quartile	66%	4.2
Personal prior knowledge of the applicant	66%	4.3
Audition elective/rotation within your department	59%	4.4
Personal Statement	47%	3.7
Grades in required clerkships	52%	4.4
Passing USMLE Step 2 CS/COMLEX Level 2 PE	41%	4.3
Any failed attempt in USMLE/COMLEX	43%	4.7
Grades in clerkship in desired specialty	36%	4.0
Other life experience	53%	3.8
Alpha Omega Alpha (AOA) membership	57%	4.0
Consistency of grades	53%	4.4
Volunteer/extracurricular experiences	31%	3.7
Lack of gaps in medical education	36%	4.2
Graduate of highly regarded U.S. medical school	52%	4.1
Gold Humanism Honor Society (GHHS) membership	47%	4.0
Awards or special honors in clinical clerkships	34%	4.1
Awards or special honors in clerkship in desired specialty	29%	4.1
Demonstrated involvement and interest in research	24%	3.8
Applicant was flagged with Match violation by the NRMP	33%	4.7
Visa status*	21%	3.9
Other post-interview contact	40%	3.9
Interest in academic career	19%	
Fluency in language spoken by your patient population	14%	3.8
Away rotation in your specialty at another institution	14%	3.4
USMLE/COMLEX Step 3 score	19%	3.7
Second interview/visit	24%	3.3
Awards or special honors in basic sciences	26%	3.9
10	0% 50% 0%	1 2 3 4 5

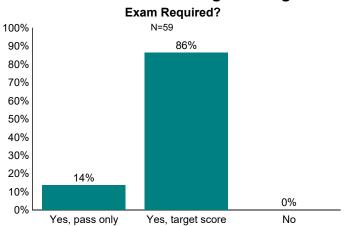
¹ Ratings on a scale from 1 (not at all important) to 5 (very important). * International Medical Graduates only

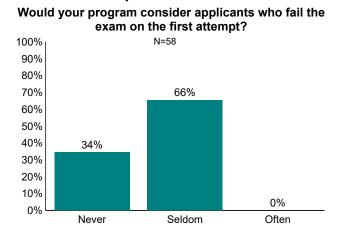
Figure AN-3

Anesthesiology

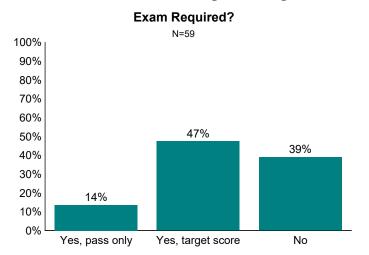
Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

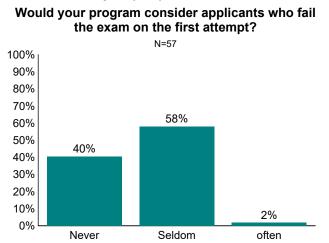
Percentage of Programs That Use USMLE Step 1 Scores



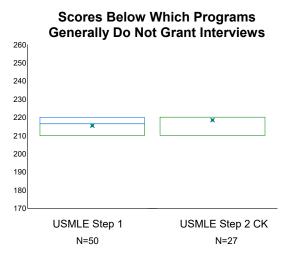


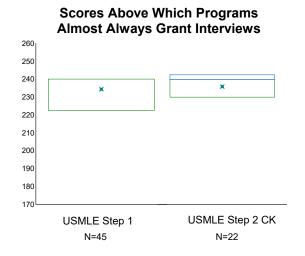
Percentage of Programs That Use USMLE Step 2 (CK) Scores





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



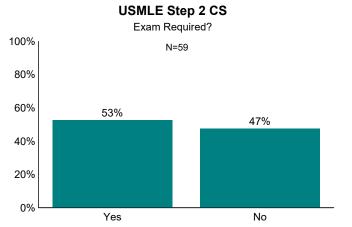


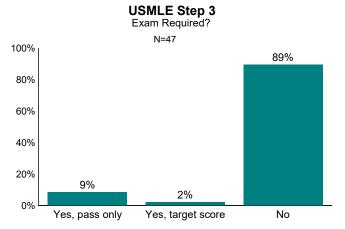
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

Anesthesiology

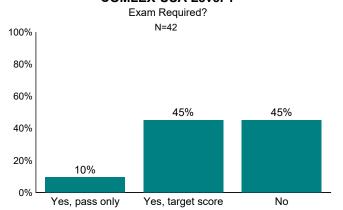
Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

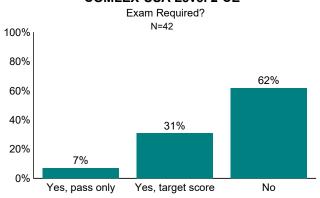
Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



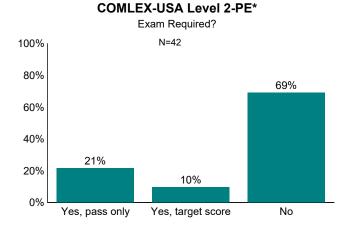


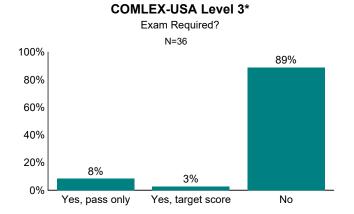
Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores COMLEX-USA Level 1* COMLEX-USA Level 2-CE*





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



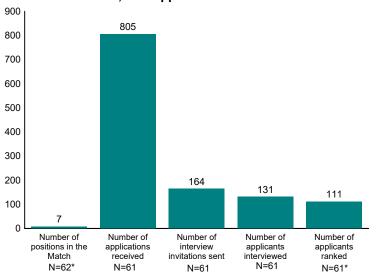


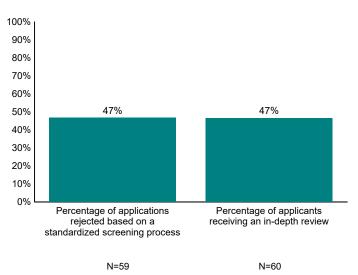
^{*} Osteopathic applicants only

Anesthesiology **Program's Interview Activities**

Invitations Sent, and Applicants Interviewed and Ranked

Average Number of Positions, Applications Received, Interview Average Percentage of Applicants Rejected and Reviewed

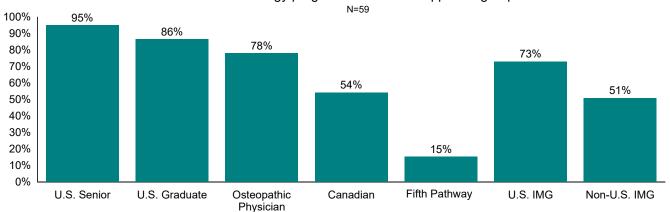




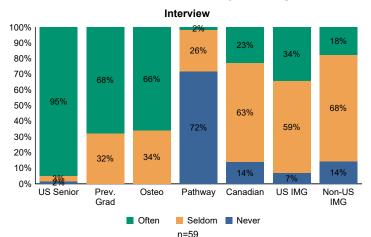
^{*} Data from the NRMP database. All Responding programs included

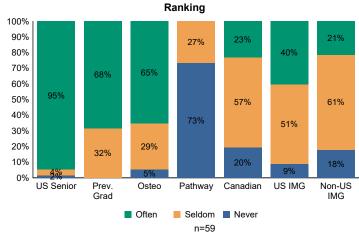
Percentage of Programs that Typically Interview and Rank Each Applicant Type

10% of Anesthesiology programs consider all applicant groups



Frequency of Programs Interviewing and Ranking Candidates

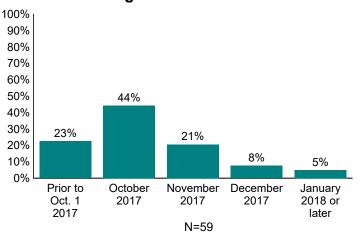


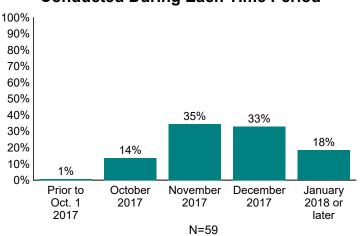


Program's Interview Activities (Continued) and Program Assessment of Residents' Success

Percentage of Program's Interviews Extended During Each Time Period

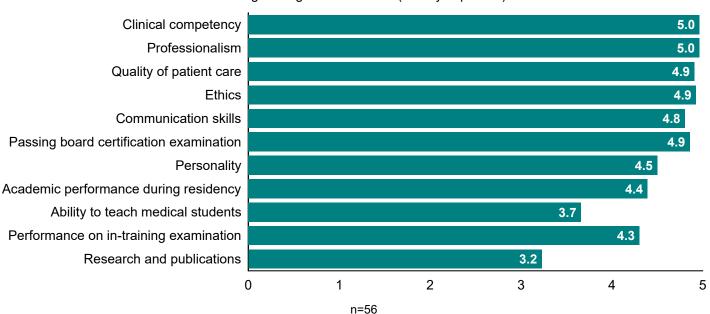
Percentage of Program's Interviews Conducted During Each Time Period





Importance of Factors in Assessing Residents' Success

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



Child Neurology (N=36)

Figure CN-1

Child Neurology Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Selecting Applicants to Interview (N=33)

(,	Percent Citing Factor	Average Rating
USMLE Step 1/COMLEX Level 1 score	100%	3.9
Letters of recommendation in the specialty	91%	4.1
Medical Student Performance Evaluation (MSPE/Dean's Letter)	91%	4.2
USMLE Step 2 CK/COMLEX Level 2 CE score	88%	3.9
Personal Statement	79%	3.5
Grades in required clerkships	85%	3.8
Any failed attempt in USMLE/COMLEX	67%	4.5
Class ranking/quartile	76%	3.7
Perceived commitment to specialty	88%	4.5
Personal prior knowledge of the applicant	58%	4.2
Grades in clerkship in desired specialty	82%	4.3
Audition elective/rotation within your department	70%	4.0
Evidence of professionalism and ethics	70%	4.6
Leadership qualities	52%	4.0
Alpha Omega Alpha (AOA) membership	58%	3.7
Perceived interest in program	61%	4.0
Other life experience	67%	3.4
Passing USMLE Step 2 CS/COMLEX Level 2 PE	67%	4.4
Volunteer/extracurricular experiences	55%	3.5
Consistency of grades	58%	3.9
Lack of gaps in medical education	52%	4.1
Awards or special honors in clinical clerkships	73%	3.6
Graduate of highly-regarded U.S. medical school	79%	3.9
Gold Humanism Honor Society (GHHS) membership	45%	3.5
Awards or special honors in clerkship in desired specialty	67%	4.0
Demonstrated involvement and interest in research	55%	3.6
Visa status*	33%	3.5
Applicant was flagged with Match violation by the NRMP	39%	4.8
Away rotation in your specialty at another institution	33%	3.2
Interest in academic career	30%	3.9
Fluency in language spoken by your patient population	9%	3.7
Awards or special honors in basic sciences	39%	3.2
USMLE/COMLEX Step 3 score	24%	3.6
100	0% 50% 0%	1 2 3 4 5

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

Figure CN-2

Child Neurology Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Ranking Applicants (N=33)

(N-33)		
	Percent Citing Factor	Average Rating
Interactions with faculty during interview and visit	97%	4.8
Interpersonal skills	97%	4.8
Interactions with housestaff during interview and visit	97%	4.8
Feedback from current residents	97%	4.6
USMLE/COMLEX Step 1 score	82%	4.1
Letters of recommendation in the specialty	88%	3.8
USMLE/COMLEX Step 2 score	79%	4.0
Evidence of professionalism and ethics	76%	4.1
Medical Student Performance Evaluation (MSPE/Dean's Letter)	79%	4.6
Perceived commitment to specialty	88%	4.5
Perceived interest in program	79%	4.3
Leadership qualities	58%	4.2
Class ranking/quartile	85%	3.9
Personal prior knowledge of the applicant	52%	4.3
Audition elective/rotation within your department	61%	3.9
Personal Statement	76%	3.6
Grades in required clerkships	64%	4.0
Passing USMLE Step 2 CS/COMLEX Level 2 PE	67%	4.5
Any failed attempt in USMLE/COMLEX	39%	4.4
Grades in clerkship in desired specialty	70%	4.2
Other life experience	42%	3.4
Alpha Omega Alpha (AOA) membership	58%	4.1
Consistency of grades	48%	3.6
Volunteer/extracurricular experiences	36%	3.4
Lack of gaps in medical education	48%	3.9
Graduate of highly regarded U.S. medical school	58%	3.8
Gold Humanism Honor Society (GHHS) membership	52%	3.6
Awards or special honors in clinical clerkships	61%	3.6
Awards or special honors in clerkship in desired specialty	61%	3.9
Demonstrated involvement and interest in research	45%	3.9
Applicant was flagged with Match violation by the NRMP	24%	4.5
Visa status*	27%	2.6
Other post-interview contact	21%	3.1
Interest in academic career	45%	3.9
Fluency in language spoken by your patient population	1 <mark>2%</mark>	4.0
Away rotation in your specialty at another institution	15%	2.6
USMLE/COMLEX Step 3 score	27%	3.4
Second interview/visit	21%	4.0
Awards or special honors in basic sciences	36%	3.0
10	0% 50% 0% 2	1 2 3 4 5

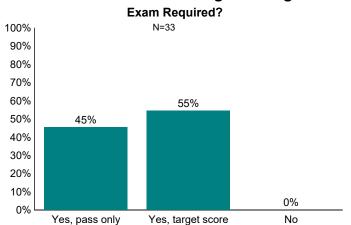
¹ Ratings on a scale from 1 (not at all important) to 5 (very important). * International Medical Graduates only

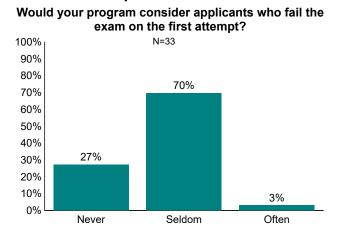
Figure CN-3

Child Neurology

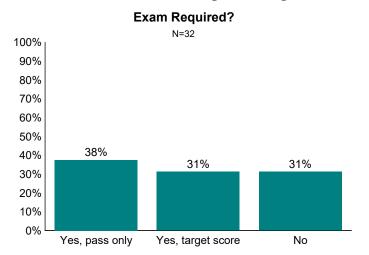
Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

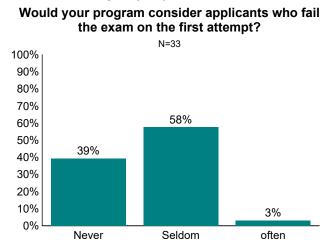
Percentage of Programs That Use USMLE Step 1 Scores



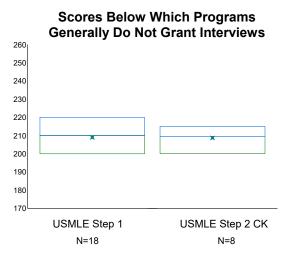


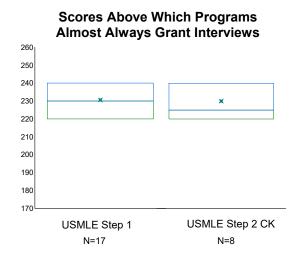
Percentage of Programs That Use USMLE Step 2 (CK) Scores





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



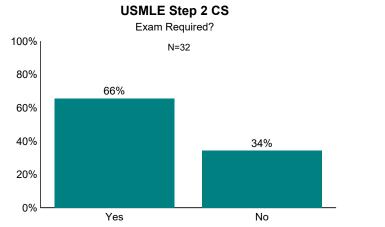


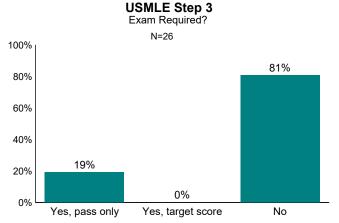
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

Child Neurology

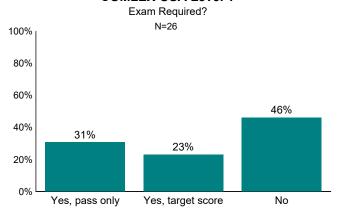
Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

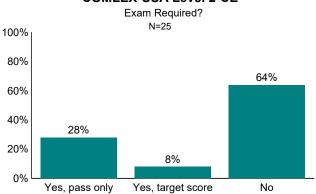
Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



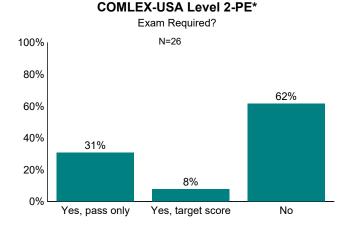


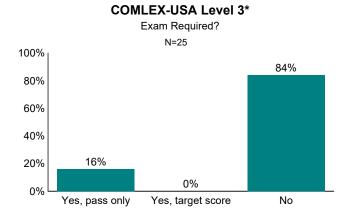
Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores COMLEX-USA Level 1* COMLEX-USA Level 2-CE*





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

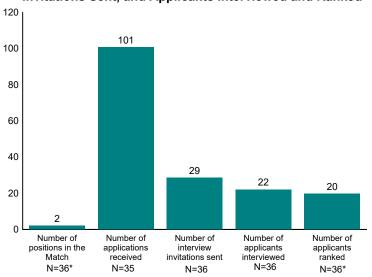


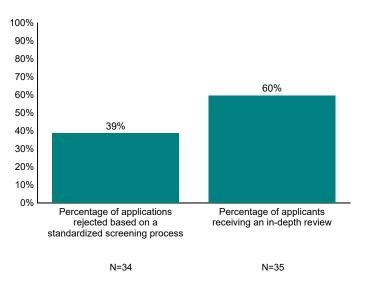


^{*} Osteopathic applicants only

Child Neurology Program's Interview Activities

Average Number of Positions, Applications Received, Interview Average Percentage of Applicants Rejected and Reviewed Invitations Sent, and Applicants Interviewed and Ranked

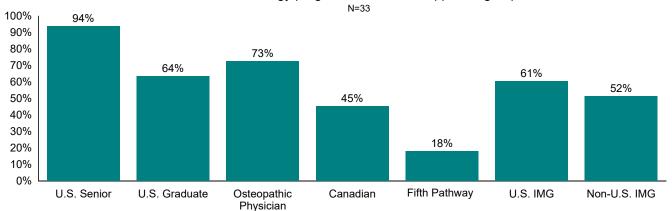




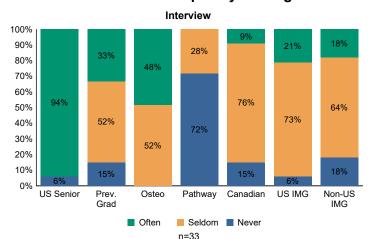
^{*} Data from the NRMP database. All Responding programs included

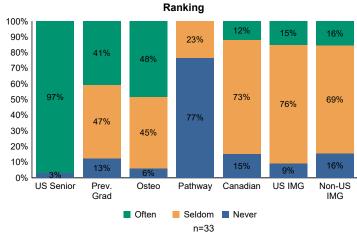
Percentage of Programs that Typically Interview and Rank Each Applicant Type

12% of Child Neurology programs consider all applicant groups



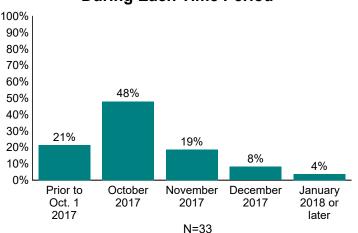
Frequency of Programs Interviewing and Ranking Candidates



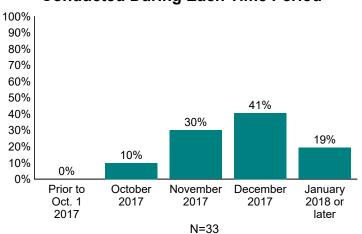


Program's Interview Activities (Continued) and Program Assessment of Residents' Success

Percentage of Program's Interviews Extended During Each Time Period

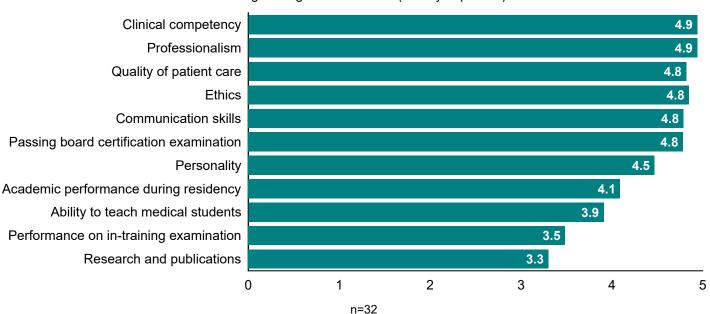


Percentage of Program's Interviews Conducted During Each Time Period



Importance of Factors in Assessing Residents' Success

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



Dermatology (N=21)

Figure D-1

Dermatology

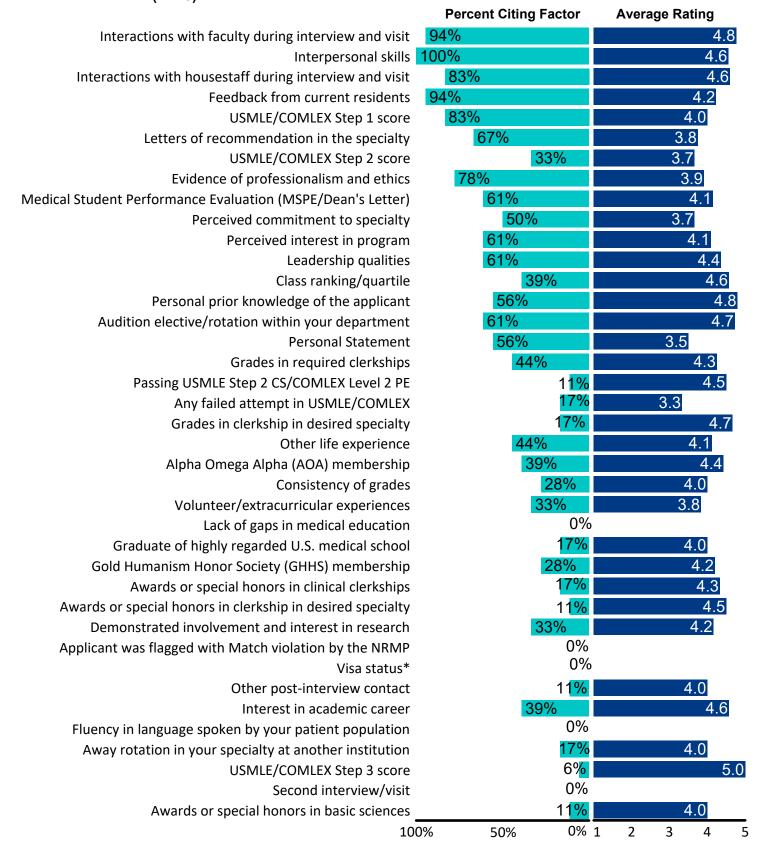
Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Selecting Applicants to Interview (N=18)

	Percent Citing Factor	Average Rating
USMLE Step 1/COMLEX Level 1 score	100%	4.3
Letters of recommendation in the specialty	100%	4.1
Medical Student Performance Evaluation (MSPE/Dean's Letter)	83%	4.4
USMLE Step 2 CK/COMLEX Level 2 CE score	83%	3.6
Personal Statement	89%	3.8
Grades in required clerkships	89%	4.3
Any failed attempt in USMLE/COMLEX	56%	4.4
Class ranking/quartile	72%	4.1
Perceived commitment to specialty	94%	4.1
Personal prior knowledge of the applicant	83%	4.7
Grades in clerkship in desired specialty	50%	4.0
Audition elective/rotation within your department	83%	4.5
Evidence of professionalism and ethics	94%	4.3
Leadership qualities	72%	4.0
Alpha Omega Alpha (AOA) membership	83%	3.8
Perceived interest in program	89%	3.9
Other life experience	78%	3.8
Passing USMLE Step 2 CS/COMLEX Level 2 PE	33%	3.8
Volunteer/extracurricular experiences	83%	3.9
Consistency of grades	61%	4.0
Lack of gaps in medical education	17%	3.5
Awards or special honors in clinical clerkships	67%	3.4
Graduate of highly-regarded U.S. medical school	33%	3.8
Gold Humanism Honor Society (GHHS) membership	56%	3.8
Awards or special honors in clerkship in desired specialty	33%	3.7
Demonstrated involvement and interest in research	61%	4.0
Visa status*	33%	4.7
Applicant was flagged with Match violation by the NRMP	17%	4.7
Away rotation in your specialty at another institution	56%	3.6
Interest in academic career	61%	4.2
Fluency in language spoken by your patient population	17%	3.3
Awards or special honors in basic sciences	33%	3.5
USMLE/COMLEX Step 3 score	28%	3.4
10	0% 50% 0%	1 2 3 4 5

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

Figure D-2

Dermatology
Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Ranking Applicants
(N=18)



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

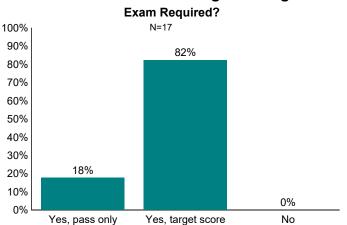
^{*} International Medical Graduates only

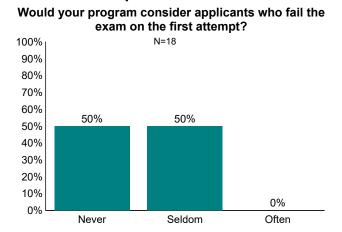
Figure D-3

Dermatology

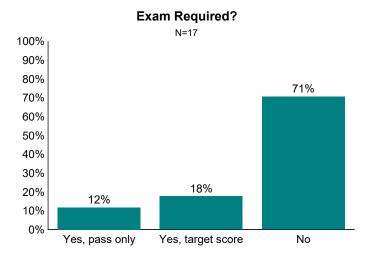
Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

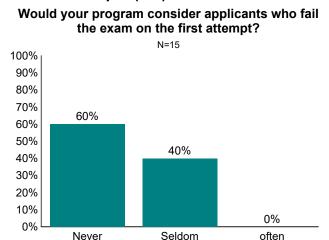
Percentage of Programs That Use USMLE Step 1 Scores



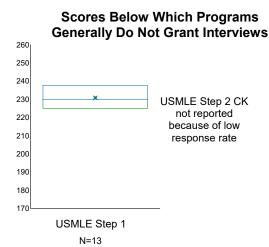


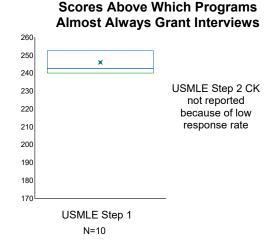
Percentage of Programs That Use USMLE Step 2 (CK) Scores





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

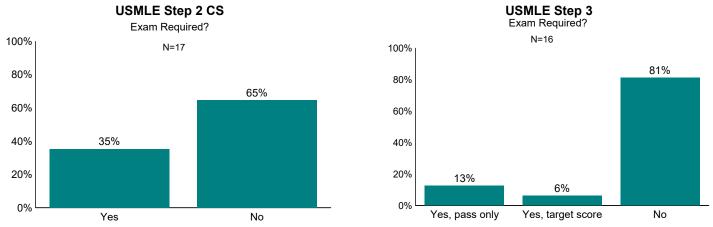




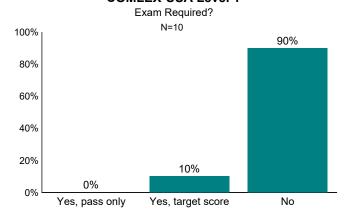
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

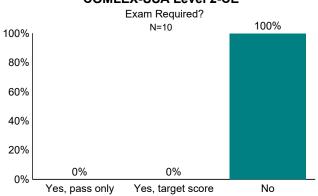
Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

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

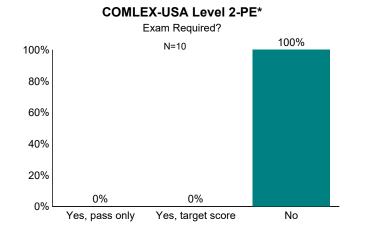


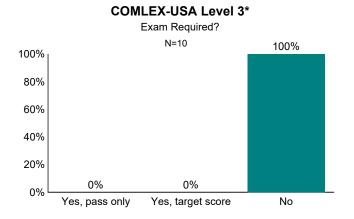
Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores COMLEX-USA Level 1* COMLEX-USA Level 2-CE*





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

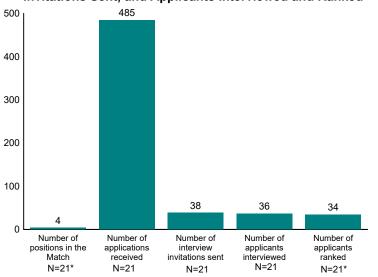


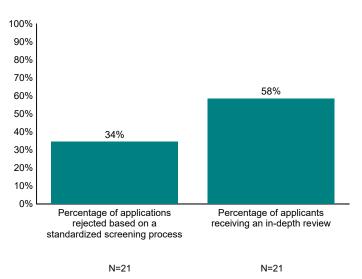


^{*} Osteopathic applicants only

Dermatology Program's Interview Activities

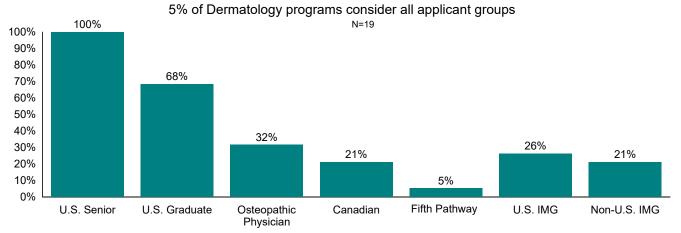
Average Number of Positions, Applications Received, Interview Average Percentage of Applicants Rejected and Reviewed Invitations Sent, and Applicants Interviewed and Ranked



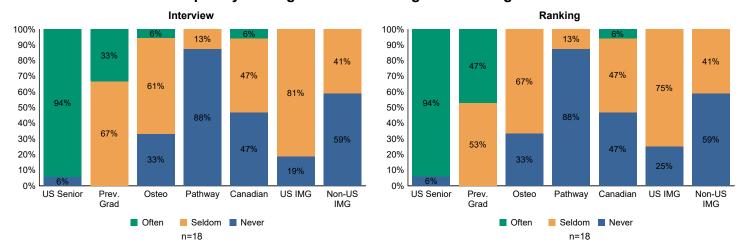


^{*} Data from the NRMP database. All Responding programs included

Percentage of Programs that Typically Interview and Rank Each Applicant Type



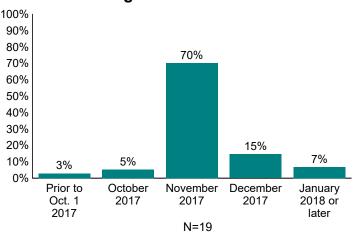
Frequency of Programs Interviewing and Ranking Candidates

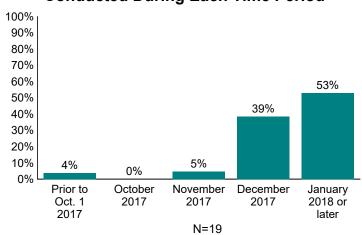


Program's Interview Activities (Continued) and Program Assessment of Residents' Success

Percentage of Program's Interviews Extended During Each Time Period

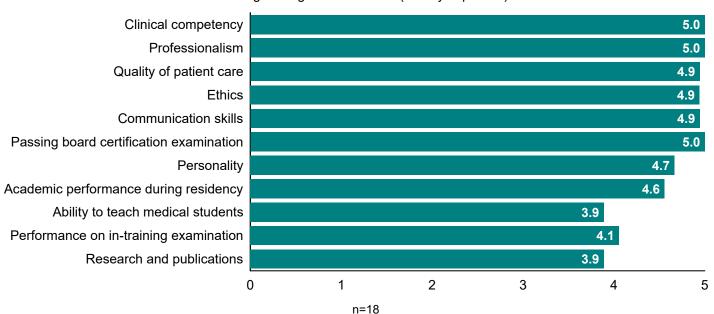
Percentage of Program's Interviews Conducted During Each Time Period





Importance of Factors in Assessing Residents' Success

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



Emergency Medicine (N=92)

Figure EM-1

Emergency Medicine

Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Selecting Applicants to Interview (N=87)

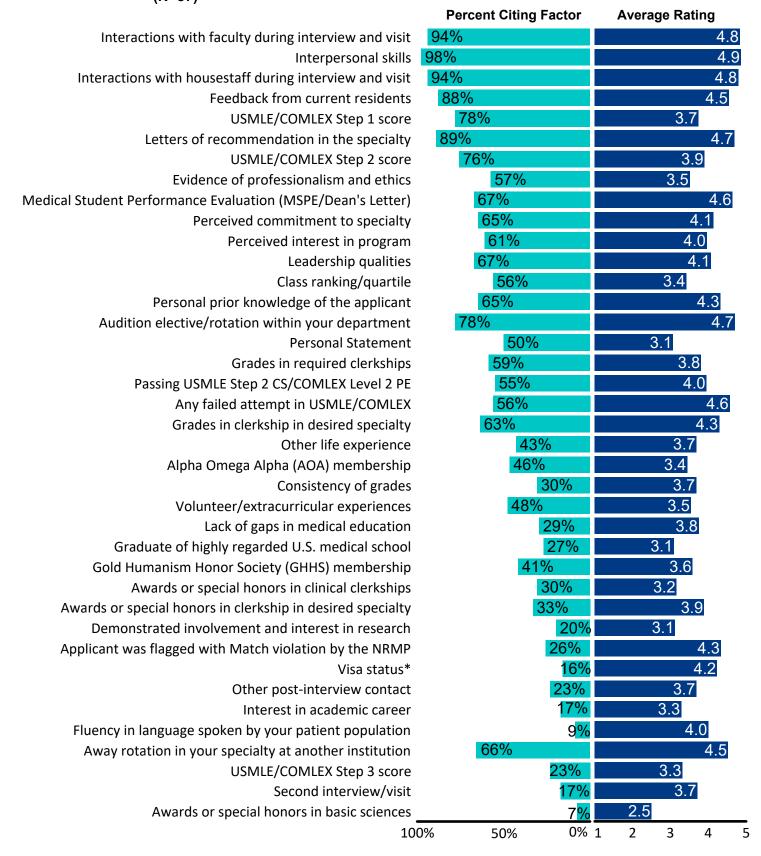
Percent Citing Factor Average Rating 3.8 97% USMLE Step 1/COMLEX Level 1 score 97% 4.8 Letters of recommendation in the specialty 3.3 83% Medical Student Performance Evaluation (MSPE/Dean's Letter) 86% 3.9 USMLE Step 2 CK/COMLEX Level 2 CE score 62% 3.2 **Personal Statement** 3.9 75% Grades in required clerkships 4.6 Any failed attempt in USMLE/COMLEX 83% 3.5 Class ranking/quartile 72% 4.2 76% Perceived commitment to specialty 4.3 70% Personal prior knowledge of the applicant 85% 4.5 Grades in clerkship in desired specialty 82% 4.6 Audition elective/rotation within your department 4.5 Evidence of professionalism and ethics 61% 4.1 Leadership qualities 69% 59% 3.5 Alpha Omega Alpha (AOA) membership 3.7 Perceived interest in program 61% 3.7 64% Other life experience 4.0 Passing USMLE Step 2 CS/COMLEX Level 2 PE 64% 3.6 64% Volunteer/extracurricular experiences 3.8 43% Consistency of grades 3.3 Lack of gaps in medical education 51% 47% 3.0 Awards or special honors in clinical clerkships 3.2 45% Graduate of highly-regarded U.S. medical school 3.5 Gold Humanism Honor Society (GHHS) membership 54% 55% 3.9 Awards or special honors in clerkship in desired specialty 33% 3.0 Demonstrated involvement and interest in research 4.0 36% Visa status* 24% 4.6 Applicant was flagged with Match violation by the NRMP 4.6 75% Away rotation in your specialty at another institution 20% 3.3 Interest in academic career 18% 3.3 Fluency in language spoken by your patient population 2.4 11% Awards or special honors in basic sciences 16% 3.4 USMLE/COMLEX Step 3 score 0% 1 5 4 100% 50% 2 3

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

^{*} International Medical Graduates only

Figure EM-2

Emergency Medicine Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Ranking Applicants (N=87)



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

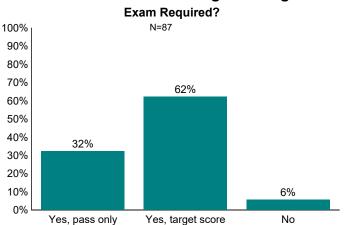
^{*} International Medical Graduates only

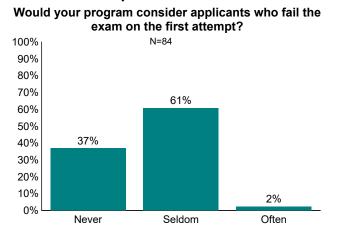
Figure EM-3

Emergency Medicine

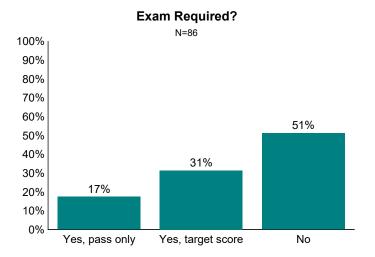
Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

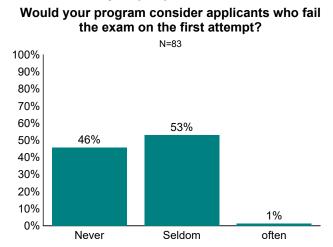
Percentage of Programs That Use USMLE Step 1 Scores



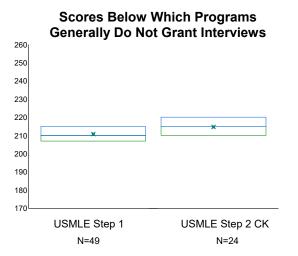


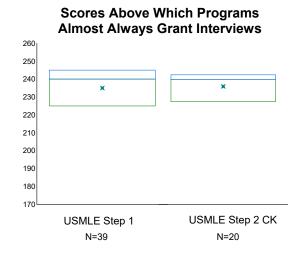
Percentage of Programs That Use USMLE Step 2 (CK) Scores





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





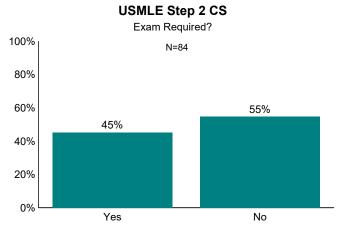
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

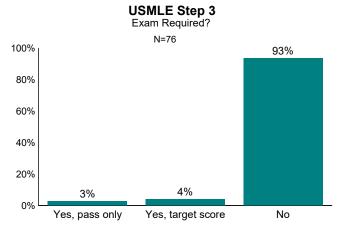
Figure EM-4

Emergency Medicine

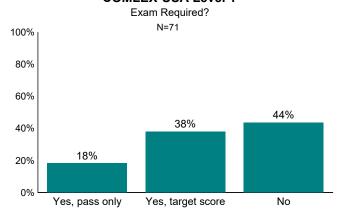
Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

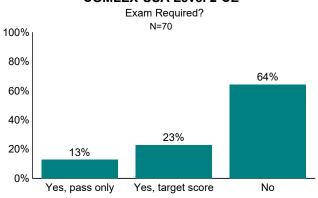
Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



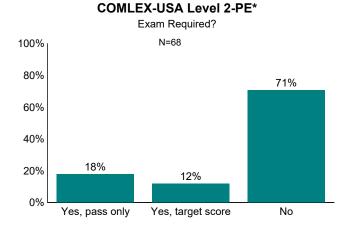


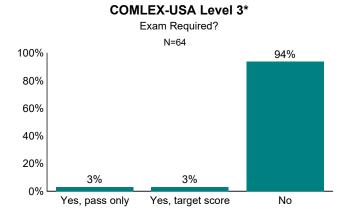
Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores COMLEX-USA Level 1* COMLEX-USA Level 2-CE*





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

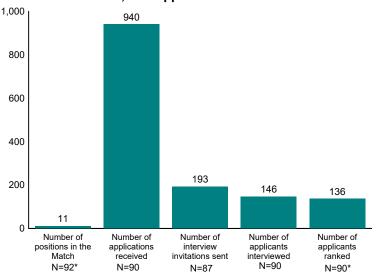


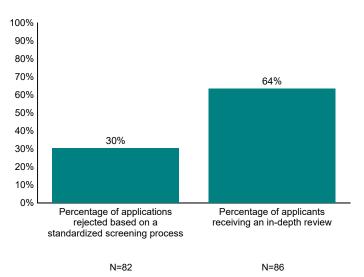


^{*} Osteopathic applicants only

Emergency Medicine Program's Interview Activities

Average Number of Positions, Applications Received, Interview Average Percentage of Applicants Rejected and Reviewed Invitations Sent, and Applicants Interviewed and Ranked

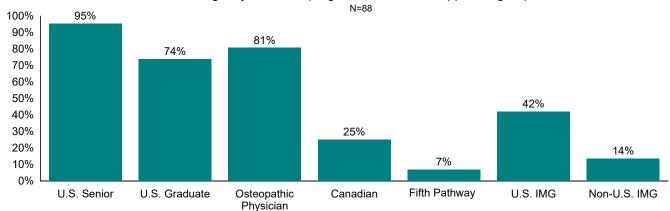




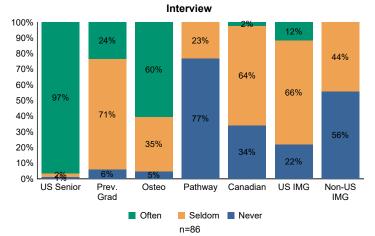
^{*} Data from the NRMP database. All Responding programs included

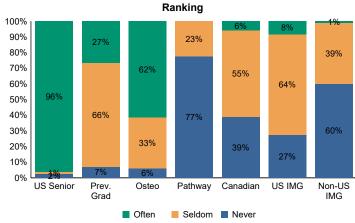
Percentage of Programs that Typically Interview and Rank Each Applicant Type

2% of Emergency Medicine programs consider all applicant groups



Frequency of Programs Interviewing and Ranking Candidates

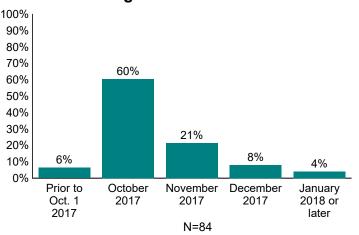


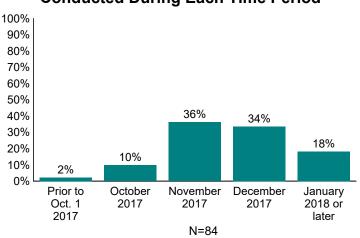


n=85

Percentage of Program's Interviews Extended During Each Time Period

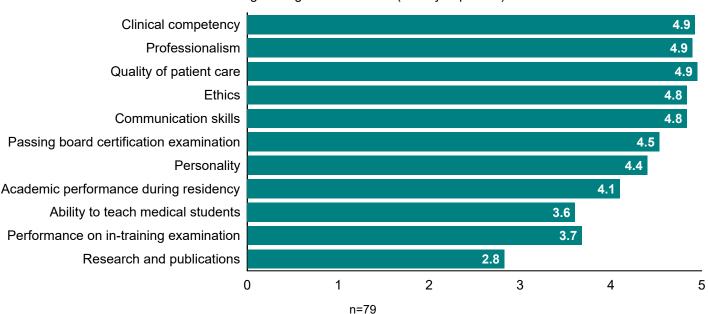
Percentage of Program's Interviews Conducted During Each Time Period





Importance of Factors in Assessing Residents' Success

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



Family Medicine (N=152)

Figure FM-1

Family Medicine Percentage of Programs Citing

Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Selecting Applicants to Interview (N=142)

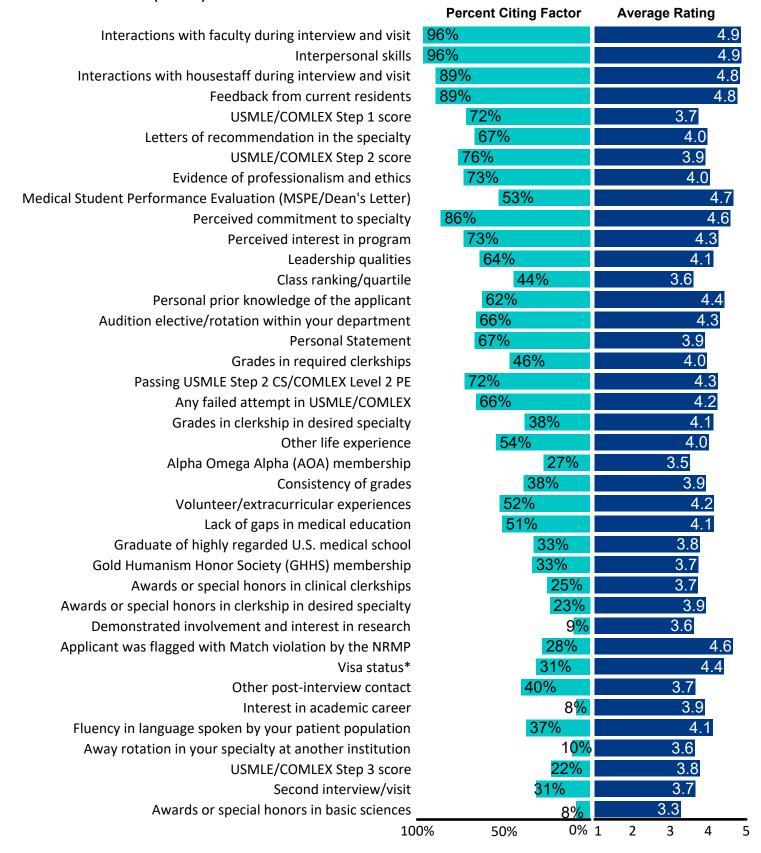
Percent Citing Factor Average Rating 3.8 89% USMLE Step 1/COMLEX Level 1 score 85% 4.1 Letters of recommendation in the specialty 3.8 75% Medical Student Performance Evaluation (MSPE/Dean's Letter) 87% 3.9 USMLE Step 2 CK/COMLEX Level 2 CE score 87% 4.1 **Personal Statement** 3.8 63% Grades in required clerkships 4.2 Any failed attempt in USMLE/COMLEX 80% 3.5 49% Class ranking/quartile 4.6 92% Perceived commitment to specialty 69% 4.3 Personal prior knowledge of the applicant 4.0 53% Grades in clerkship in desired specialty 66% Audition elective/rotation within your department 4.7 Evidence of professionalism and ethics 68% 4.2 Leadership qualities 60% 34% 3.6 Alpha Omega Alpha (AOA) membership 4.4 66% Perceived interest in program 3.9 61% Other life experience 4.3 Passing USMLE Step 2 CS/COMLEX Level 2 PE 82% 63% 4.1 Volunteer/extracurricular experiences 51% 4.0 Consistency of grades 4.2 70% Lack of gaps in medical education 42% 3.4 Awards or special honors in clinical clerkships 3.9 39% Graduate of highly-regarded U.S. medical school 42% 3.7 Gold Humanism Honor Society (GHHS) membership 42% 3.7 Awards or special honors in clerkship in desired specialty 14% 3.4 Demonstrated involvement and interest in research 4.2 56% Visa status* 46% 48 Applicant was flagged with Match violation by the NRMP 3.6 16% Away rotation in your specialty at another institution 10% 4.0 Interest in academic career 41% 3.8 Fluency in language spoken by your patient population 8% 3.4 Awards or special honors in basic sciences 23% 3.4 USMLE/COMLEX Step 3 score 0% 1 5 3 4 100% 50% 2

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

^{*} International Medical Graduates only

Figure FM-2

Family Medicine Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Ranking Applicants (N=142)



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

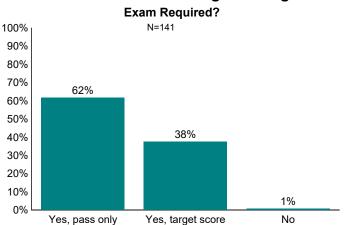
^{*} International Medical Graduates only

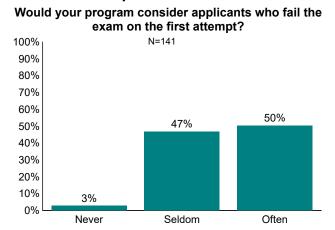
Figure FM-3

Family Medicine

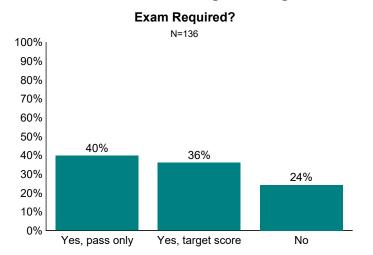
Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

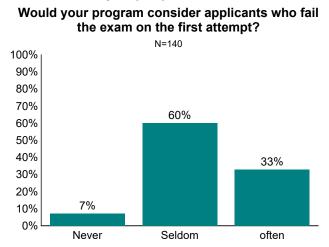
Percentage of Programs That Use USMLE Step 1 Scores



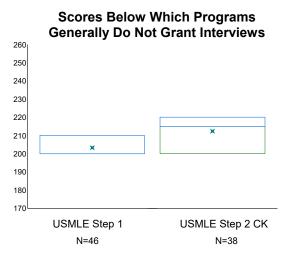


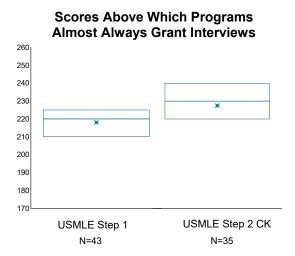
Percentage of Programs That Use USMLE Step 2 (CK) Scores





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



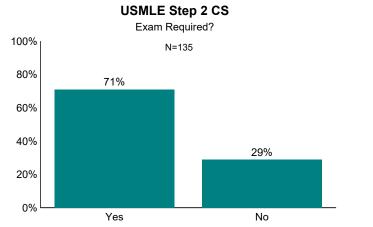


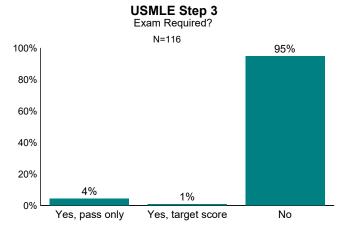
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

Family Medicine

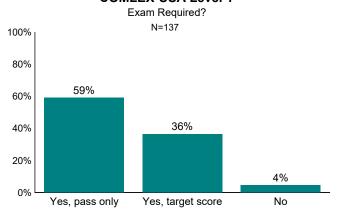
Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

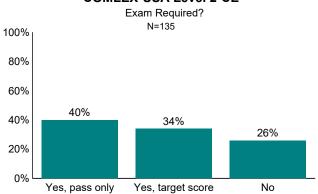
Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



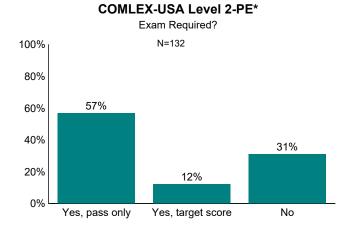


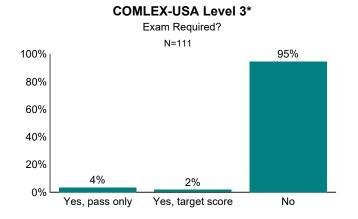
Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores COMLEX-USA Level 1* COMLEX-USA Level 2-CE*





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



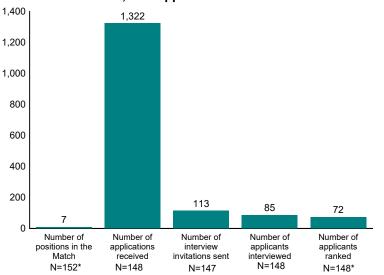


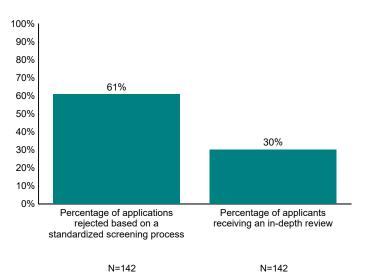
^{*} Osteopathic applicants only

Family Medicine Program's Interview Activities

Average Number of Positions, Applications Received, Interview Average Percentage of Applicants Rejected and Reviewed Invitations Sent, and Applicants Interviewed and Ranked



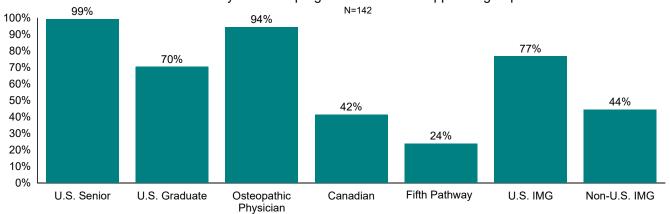




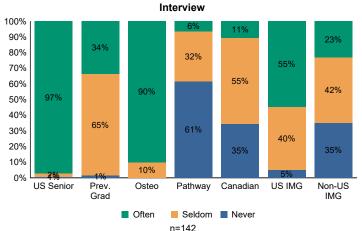
^{*} Data from the NRMP database. All Responding programs included

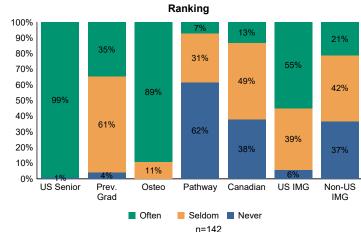
Percentage of Programs that Typically Interview and Rank Each Applicant Type

14% of Family Medicine programs consider all applicant groups



Frequency of Programs Interviewing and Ranking Candidates

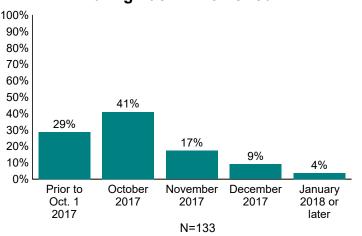


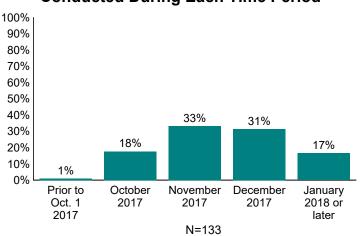


Program's Interview Activities (Continued) and Program Assessment of Residents' Success

Percentage of Program's Interviews Extended During Each Time Period

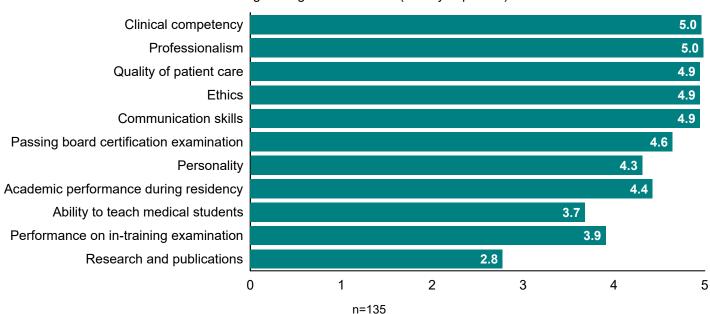
Percentage of Program's Interviews Conducted During Each Time Period





Importance of Factors in Assessing Residents' Success

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



Internal Medicine (N=181)

(N=164)

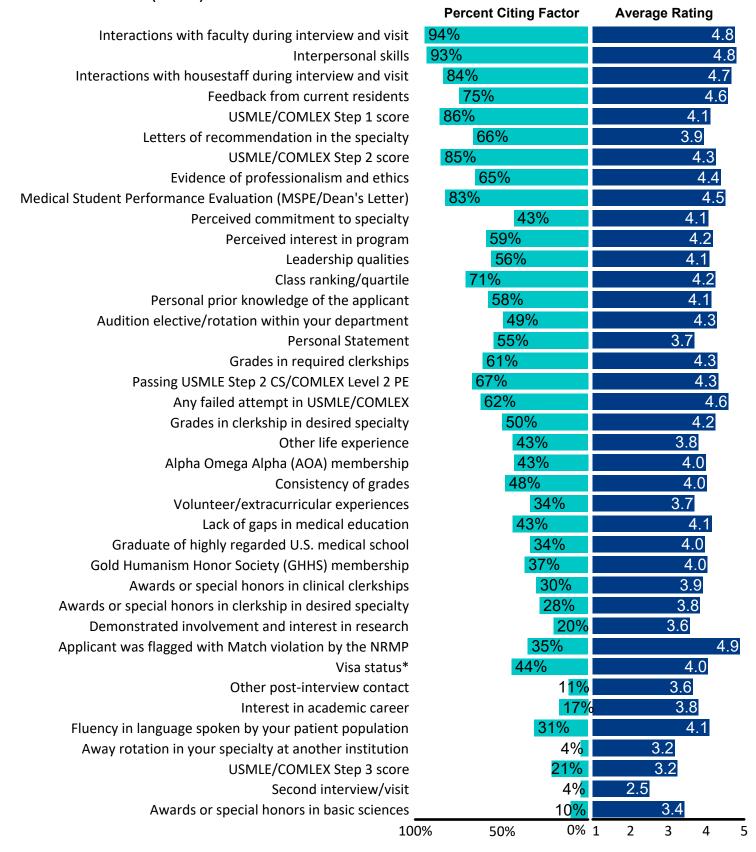
Internal Medicine Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Selecting Applicants to Interview

Percent Citing Factor Average Rating 4.2 95% USMLE Step 1/COMLEX Level 1 score 3.9 74% Letters of recommendation in the specialty 4.3 85% Medical Student Performance Evaluation (MSPE/Dean's Letter) 4.3 90% USMLE Step 2 CK/COMLEX Level 2 CE score 3.5 70% **Personal Statement** 4.1 73% Grades in required clerkships 4.6 Any failed attempt in USMLE/COMLEX 81% 4.2 76% Class ranking/quartile 3.9 44% Perceived commitment to specialty 4.0 66% Personal prior knowledge of the applicant 4.3 66% Grades in clerkship in desired specialty 51% 4.1 Audition elective/rotation within your department 4.5 Evidence of professionalism and ethics 62% 3.8 Leadership qualities 50% 53% 4.0 Alpha Omega Alpha (AOA) membership 3.9 52% Perceived interest in program 3.7 49% Other life experience 4.3 Passing USMLE Step 2 CS/COMLEX Level 2 PE 72% 3.6 44% Volunteer/extracurricular experiences 4.0 59% Consistency of grades 4.1 Lack of gaps in medical education 54% 47% 3.5 Awards or special honors in clinical clerkships 3.8 46% Graduate of highly-regarded U.S. medical school 4.0 Gold Humanism Honor Society (GHHS) membership 39% 37% 3.7 Awards or special honors in clerkship in desired specialty 3.3 26% Demonstrated involvement and interest in research 4.1 49% Visa status* 44% 4.9 Applicant was flagged with Match violation by the NRMP 10% 3.4 Away rotation in your specialty at another institution 3.6 Interest in academic career 21% 33% 3.8 Fluency in language spoken by your patient population 16% 3.1 Awards or special honors in basic sciences 24% 3.2 USMLE/COMLEX Step 3 score 0% 1 5 4 100% 50% 2 3

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

^{*} International Medical Graduates only

Internal Medicine Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Ranking Applicants (N=164)



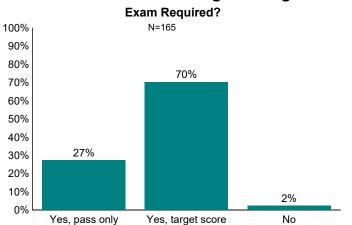
¹ Ratings on a scale from 1 (not at all important) to 5 (very important).

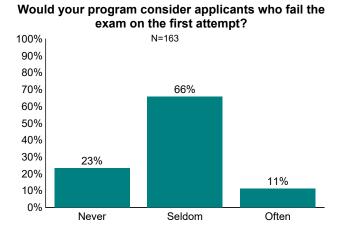
^{*} International Medical Graduates only

Internal Medicine

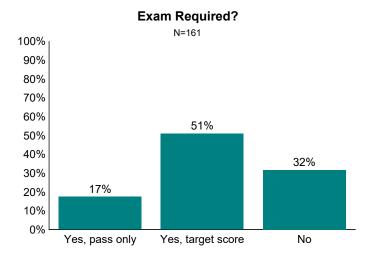
Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

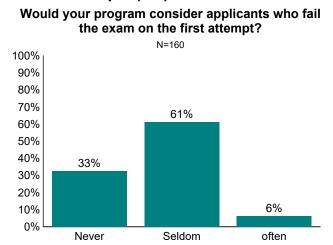
Percentage of Programs That Use USMLE Step 1 Scores



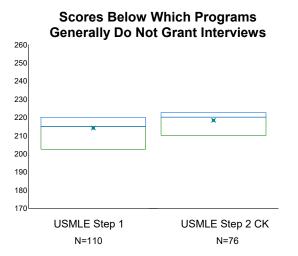


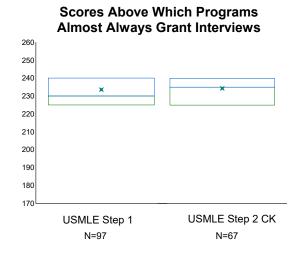
Percentage of Programs That Use USMLE Step 2 (CK) Scores





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



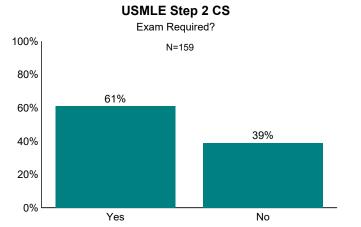


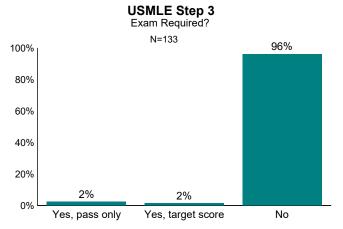
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

Internal Medicine

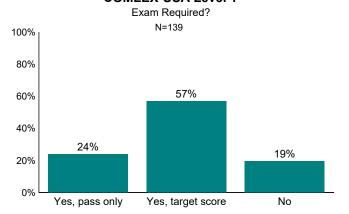
Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

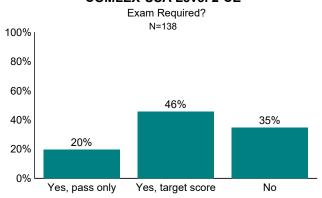
Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



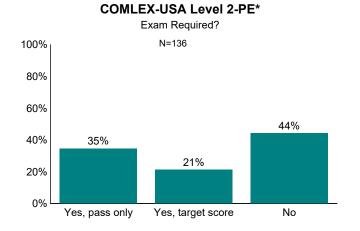


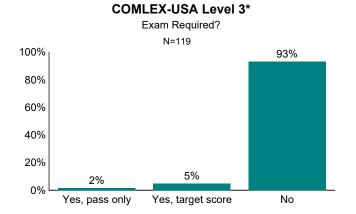
Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores COMLEX-USA Level 1* COMLEX-USA Level 2-CE*





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

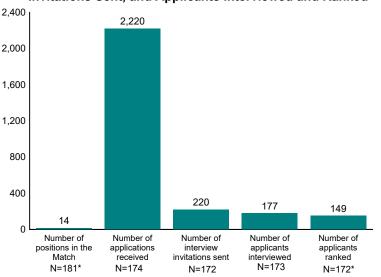


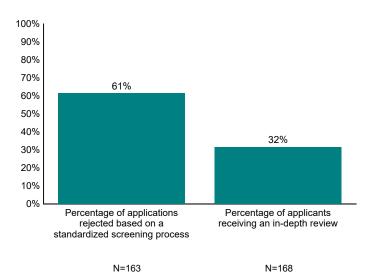


^{*} Osteopathic applicants only

Internal Medicine Program's Interview Activities

Average Number of Positions, Applications Received, Interview Average Percentage of Applicants Rejected and Reviewed Invitations Sent, and Applicants Interviewed and Ranked

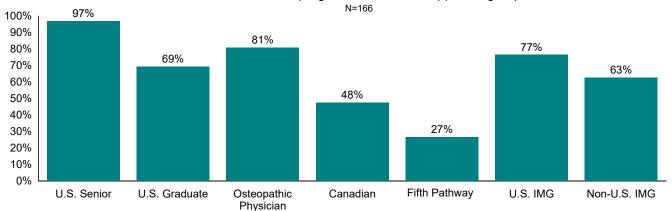




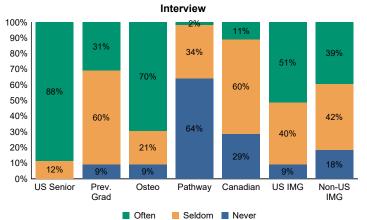
^{*} Data from the NRMP database. All Responding programs included

Percentage of Programs that Typically Interview and Rank Each Applicant Type

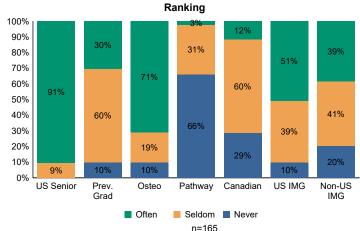
25% of Internal Medicine programs consider all applicant groups



Frequency of Programs Interviewing and Ranking Candidates



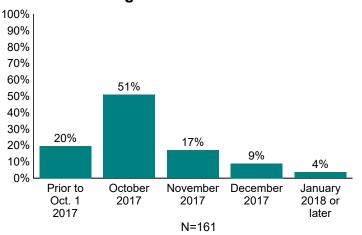
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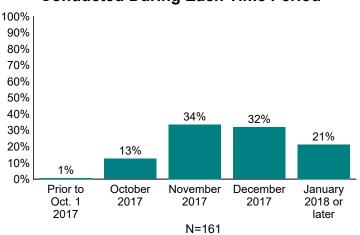


Program's Interview Activities (Continued) and Program Assessment of Residents' Success

Percentage of Program's Interviews Extended During Each Time Period

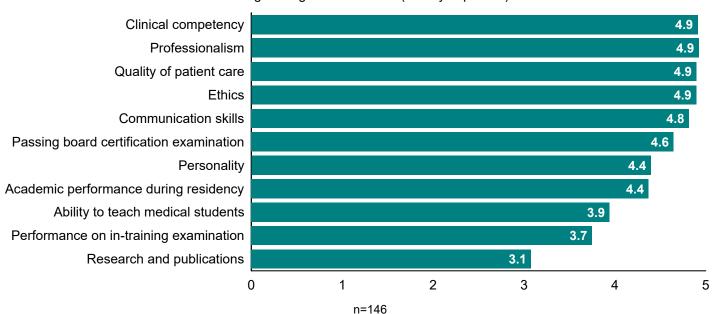
Percentage of Program's Interviews Conducted During Each Time Period





Importance of Factors in Assessing Residents' Success

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



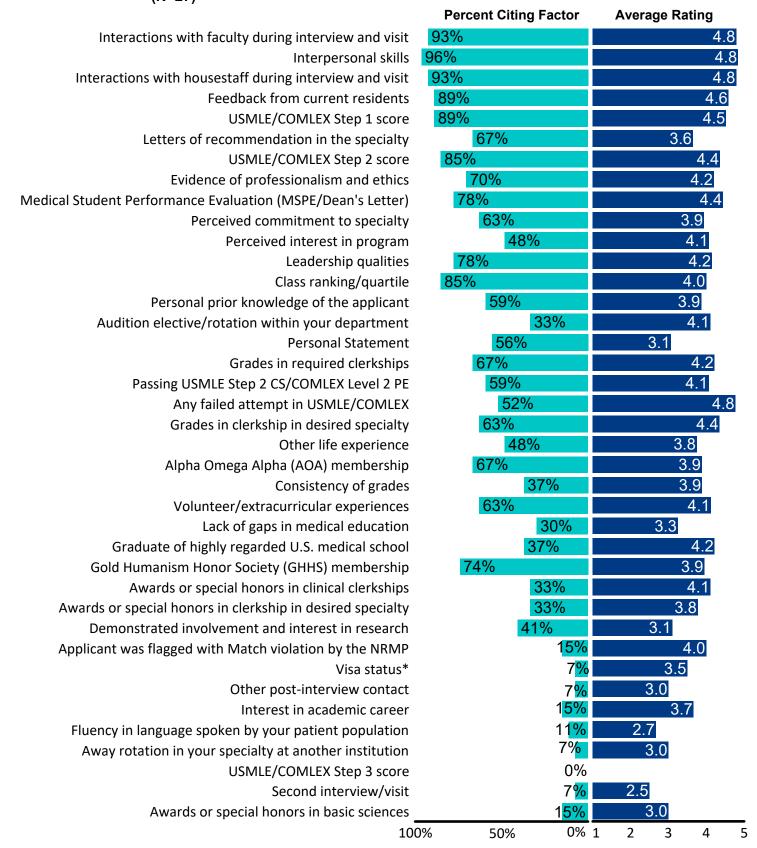
Internal Medicine/Pediatrics (N=27)

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

,	Percent Citing Factor	Average Rating
USMLE Step 1/COMLEX Level 1 score	100%	4.1
Letters of recommendation in the specialty	78%	3.8
Medical Student Performance Evaluation (MSPE/Dean's Letter)	81%	4.1
USMLE Step 2 CK/COMLEX Level 2 CE score	74%	4.2
Personal Statement	63%	3.5
Grades in required clerkships	85%	4.1
Any failed attempt in USMLE/COMLEX	67%	4.4
Class ranking/quartile	74%	3.8
Perceived commitment to specialty	67%	3.8
Personal prior knowledge of the applicant	52%	4.0
Grades in clerkship in desired specialty	85%	4.3
Audition elective/rotation within your department	33%	4.0
Evidence of professionalism and ethics	44%	4.5
Leadership qualities	63%	3.8
Alpha Omega Alpha (AOA) membership	70%	3.8
Perceived interest in program	33%	3.7
Other life experience	37%	3.5
Passing USMLE Step 2 CS/COMLEX Level 2 PE	44%	3.7
Volunteer/extracurricular experiences	59%	3.9
Consistency of grades	48%	4.0
Lack of gaps in medical education	41%	3.9
Awards or special honors in clinical clerkships	41%	3.5
Graduate of highly-regarded U.S. medical school	52%	3.4
Gold Humanism Honor Society (GHHS) membership	67%	4.0
Awards or special honors in clerkship in desired specialty	44%	3.8
Demonstrated involvement and interest in research	11 <mark>%</mark>	4.0
Visa status*	22%	3.5
Applicant was flagged with Match violation by the NRMP	19%	4.4
Away rotation in your specialty at another institution	11%	2.7
Interest in academic career	11 <mark>%</mark>	4.0
Fluency in language spoken by your patient population	7 <mark>%</mark>	3.5
Awards or special honors in basic sciences	19%	2.2
USMLE/COMLEX Step 3 score	4%	4.0
100	0% 50% 0%	1 2 3 4 5

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

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



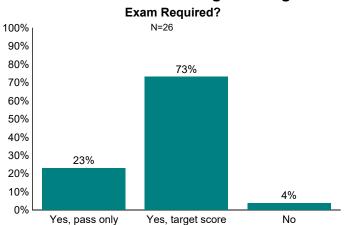
¹ Ratings on a scale from 1 (not at all important) to 5 (very important).

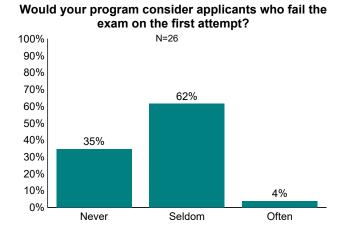
^{*} International Medical Graduates only

Internal Medicine/Pediatrics

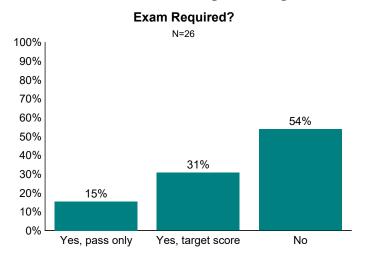
Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

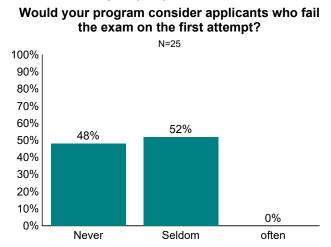
Percentage of Programs That Use USMLE Step 1 Scores



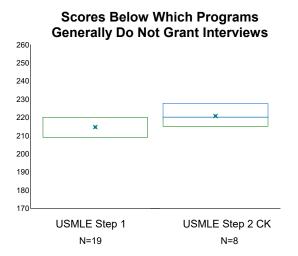


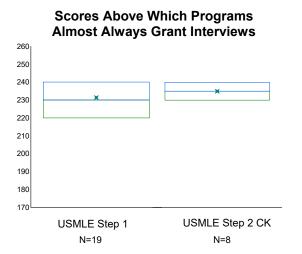
Percentage of Programs That Use USMLE Step 2 (CK) Scores





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



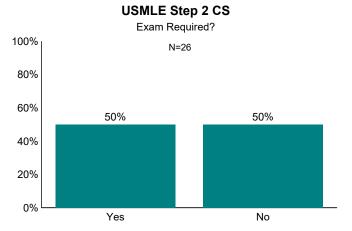


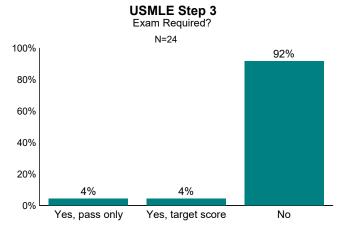
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

Internal Medicine/Pediatrics

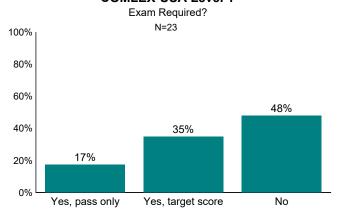
Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

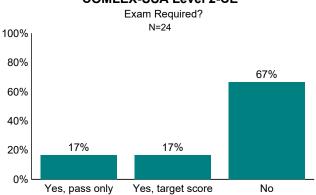
Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



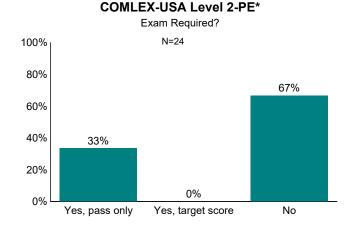


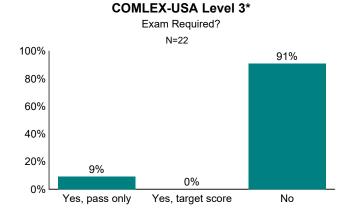
Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores COMLEX-USA Level 1* COMLEX-USA Level 2-CE*





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

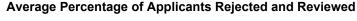


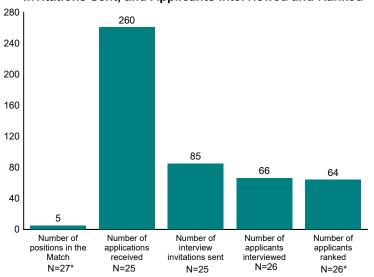


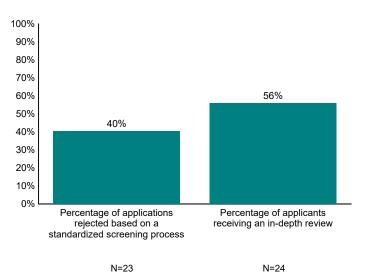
^{*} Osteopathic applicants only

Internal Medicine/Pediatrics Program's Interview Activities

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

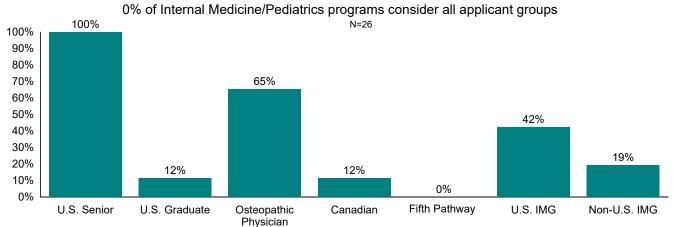




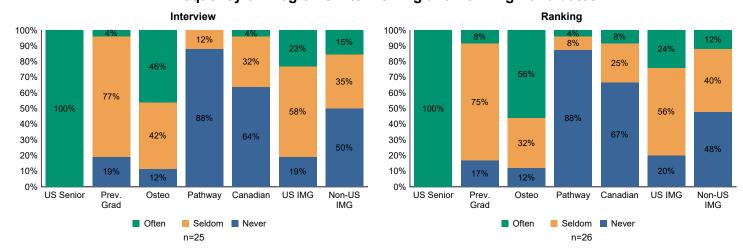


^{*} Data from the NRMP database. All Responding programs included

Percentage of Programs that Typically Interview and Rank Each Applicant Type



Frequency of Programs Interviewing and Ranking Candidates



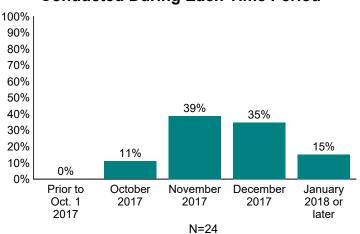
Program's Interview Activities (Continued) and Program Assessment of Residents' Success

Percentage of Program's Interviews Extended During Each Time Period

100% 90% 80% 70% 60% 52% 50% 40% 35% 30% 20% 8% 10% 3% 2% 0% Prior to October November December January Oct. 1 2017 2017 2017 2018 or 2017 later

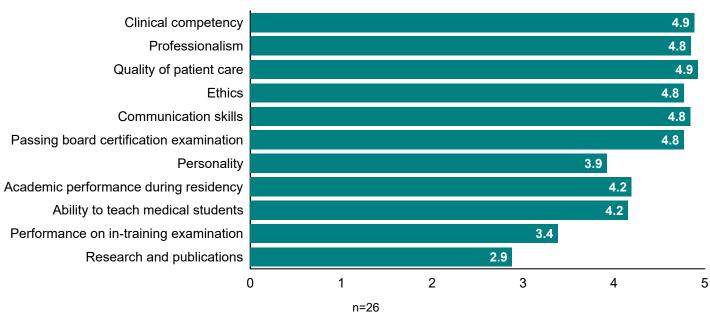
N=24

Percentage of Program's Interviews Conducted During Each Time Period



Importance of Factors in Assessing Residents' Success

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



Interventional Radiology (N=18)

Figure IR-1

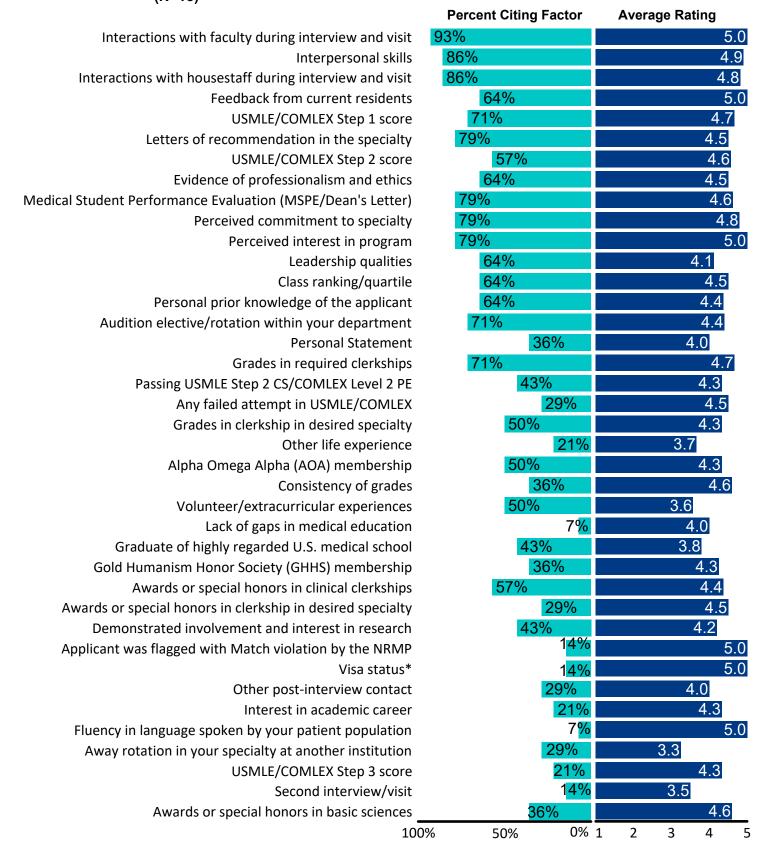
Interventional Radiology Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Selecting Applicants to Interview (N=15)

(1.10)	Percent Citing Factor	Average Rating
USMLE Step 1/COMLEX Level 1 score	100%	4.3
Letters of recommendation in the specialty	100%	4.5
Medical Student Performance Evaluation (MSPE/Dean's Letter)	93%	4.5
USMLE Step 2 CK/COMLEX Level 2 CE score	73%	4.1
Personal Statement	93%	3.6
Grades in required clerkships	87%	4.4
Any failed attempt in USMLE/COMLEX	40%	4.5
Class ranking/quartile	73%	4.3
Perceived commitment to specialty	87%	4.9
Personal prior knowledge of the applicant	73%	3.9
Grades in clerkship in desired specialty	60%	4.6
Audition elective/rotation within your department	73%	4.1
Evidence of professionalism and ethics	67%	4.2
Leadership qualities	87%	4.2
Alpha Omega Alpha (AOA) membership	87%	3.9
Perceived interest in program	80%	4.7
Other life experience	60%	3.8
Passing USMLE Step 2 CS/COMLEX Level 2 PE	67%	4.1
Volunteer/extracurricular experiences	73%	3.8
Consistency of grades	67%	4.2
Lack of gaps in medical education	1 <mark>3%</mark>	3.0
Awards or special honors in clinical clerkships	87%	4.5
Graduate of highly-regarded U.S. medical school	73%	4.0
Gold Humanism Honor Society (GHHS) membership	47%	4.0
Awards or special honors in clerkship in desired specialty	47%	4.7
Demonstrated involvement and interest in research	80%	3.8
Visa status*	27%	4.3
Applicant was flagged with Match violation by the NRMP	33%	5.0
Away rotation in your specialty at another institution	67%	3.6
Interest in academic career	33%	3.8
Fluency in language spoken by your patient population	13%	4.5
Awards or special honors in basic sciences	47%	3.9
USMLE/COMLEX Step 3 score	20%	4.3
100	0% 50% 0%	1 2 3 4 5

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

Figure IR-2

Interventional Radiology Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Ranking Applicants (N=15)



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

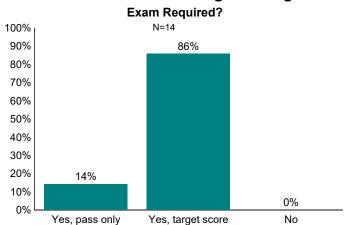
^{*} International Medical Graduates only

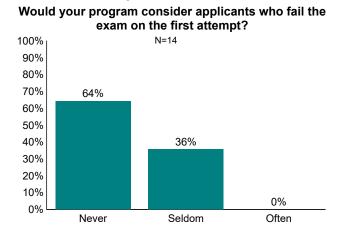
Figure IR-3

Interventional Radiology

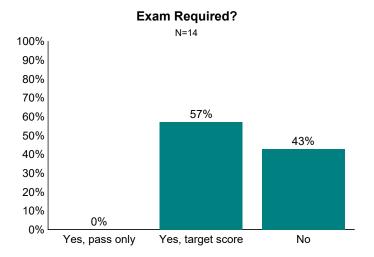
Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

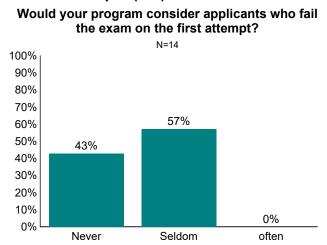
Percentage of Programs That Use USMLE Step 1 Scores



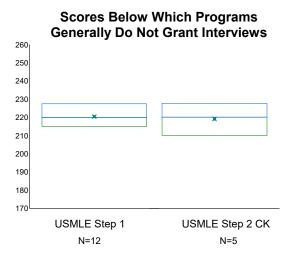


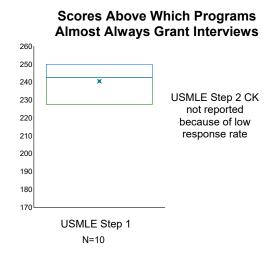
Percentage of Programs That Use USMLE Step 2 (CK) Scores





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



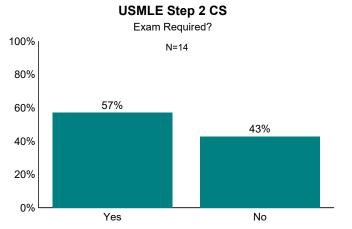


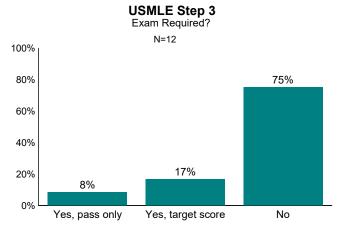
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

Interventional Radiology

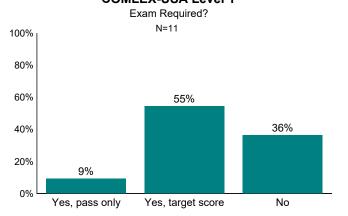
Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

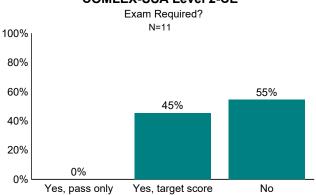
Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



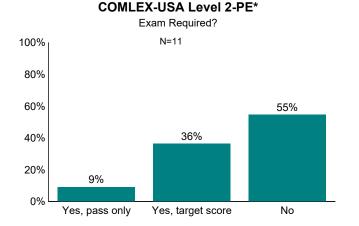


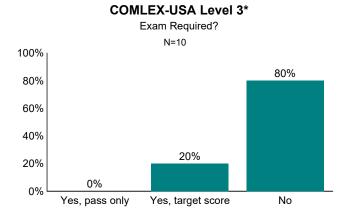
Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores COMLEX-USA Level 1* COMLEX-USA Level 2-CE*





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

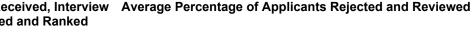


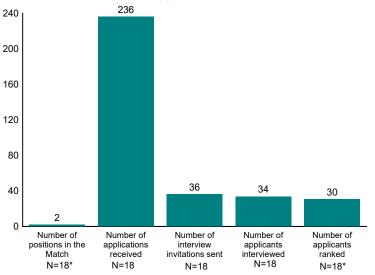


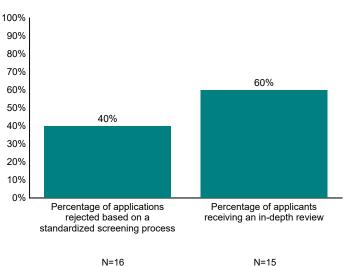
^{*} Osteopathic applicants only

Interventional Radiology Program's Interview Activities

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



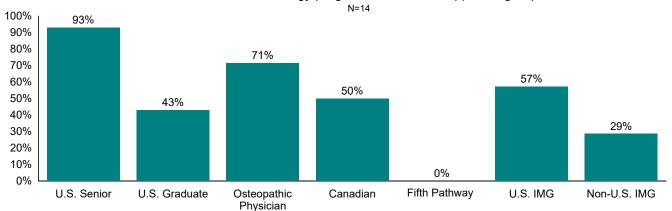




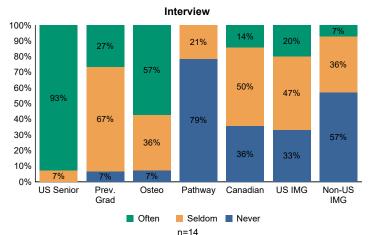
^{*} Data from the NRMP database. All Responding programs included

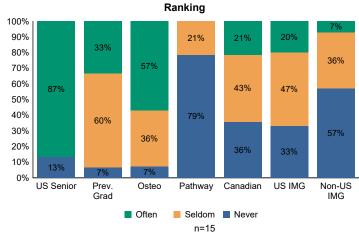
Percentage of Programs that Typically Interview and Rank Each Applicant Type

0% of Interventional Radiology programs consider all applicant groups



Frequency of Programs Interviewing and Ranking Candidates

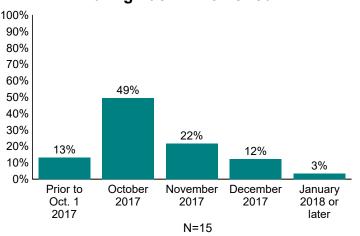


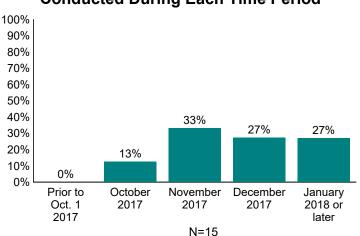


Program's Interview Activities (Continued) and Program Assessment of Residents' Success

Percentage of Program's Interviews Extended During Each Time Period

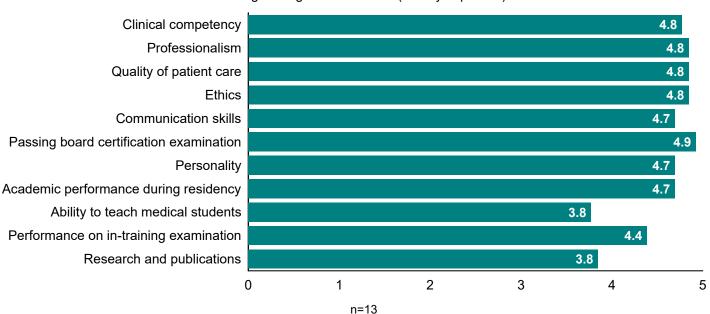
Percentage of Program's Interviews Conducted During Each Time Period





Importance of Factors in Assessing Residents' Success

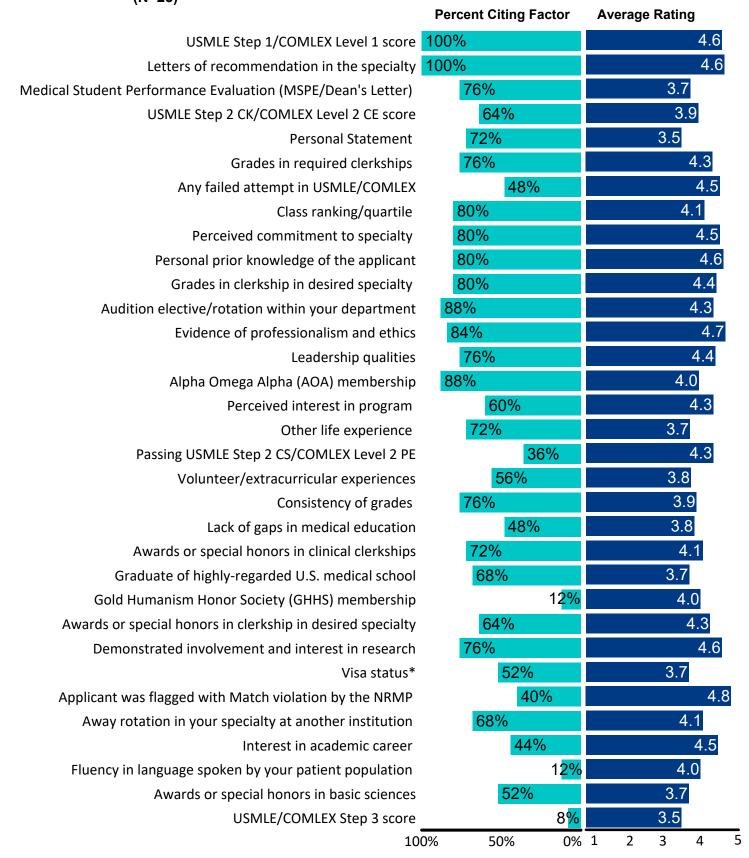
Average rating on a scale of 5 (5=very important)



Neurological Surgery

Figure NS-1

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

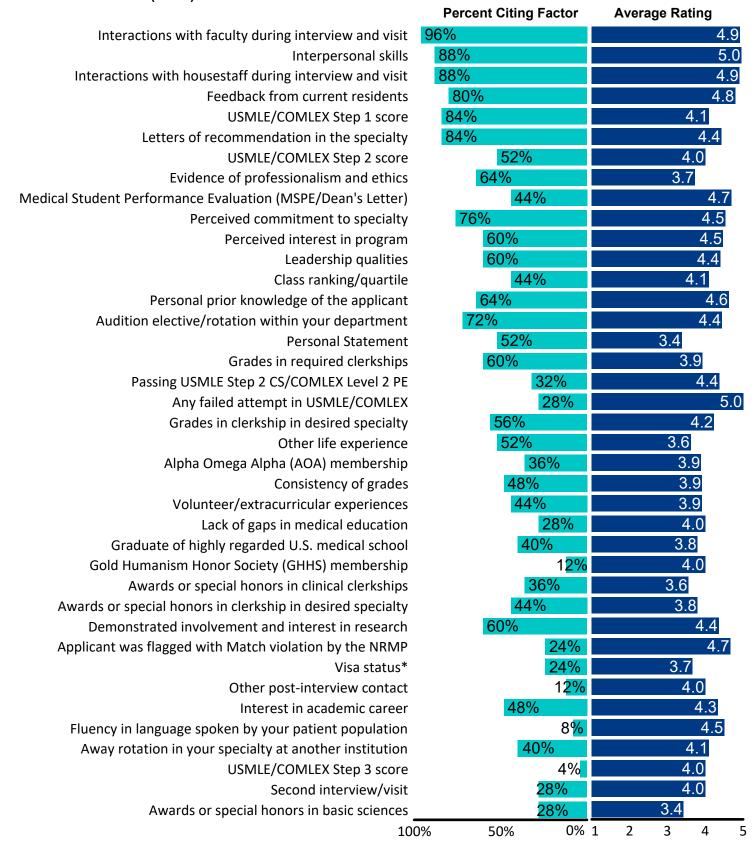


¹ Ratings on a scale from 1 (not at all important) to 5 (very important).

^{*} International Medical Graduates only

Figure NS-2

Neurological Surgery Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Ranking Applicants (N=25)



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

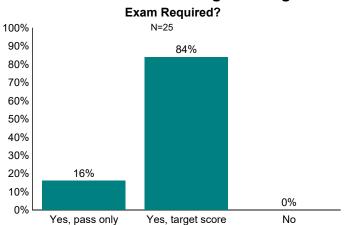
^{*} International Medical Graduates only

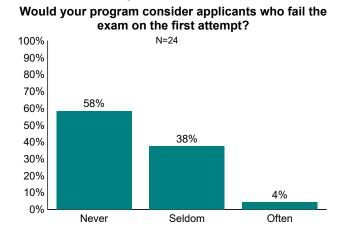
Figure NS-3

Neurological Surgery

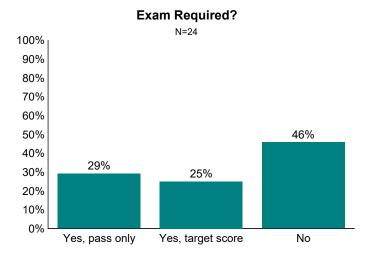
Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

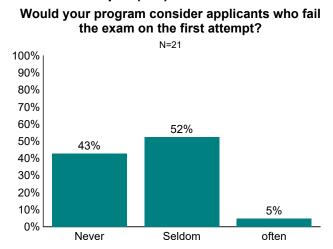
Percentage of Programs That Use USMLE Step 1 Scores



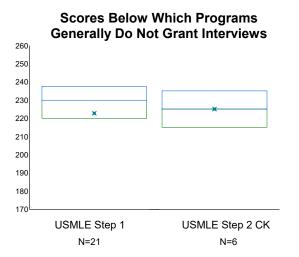


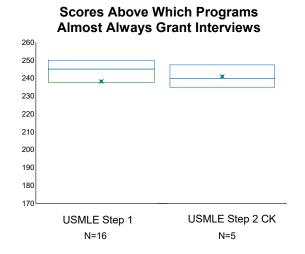
Percentage of Programs That Use USMLE Step 2 (CK) Scores





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



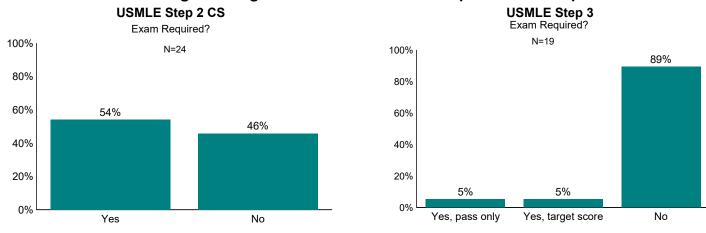


The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

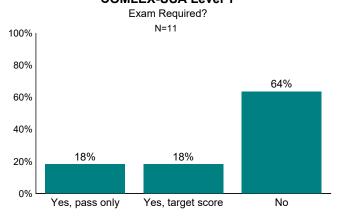
Neurological Surgery

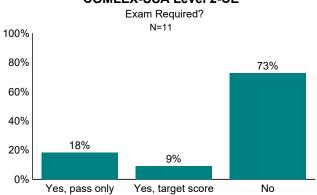
Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

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

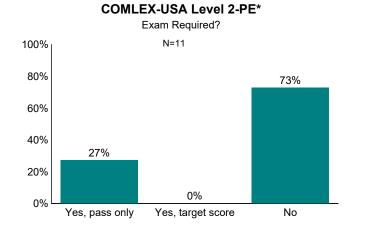


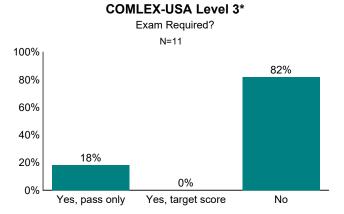
Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores COMLEX-USA Level 1* COMLEX-USA Level 2-CE*





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

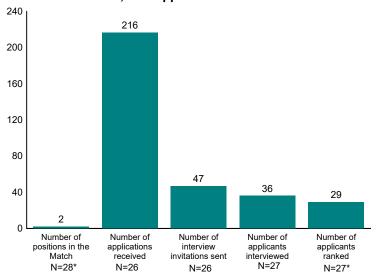


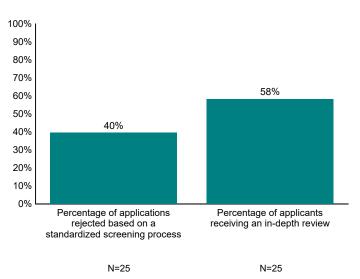


^{*} Osteopathic applicants only

Neurological Surgery Program's Interview Activities

Average Number of Positions, Applications Received, Interview Average Percentage of Applicants Rejected and Reviewed Invitations Sent, and Applicants Interviewed and Ranked





13%

74%

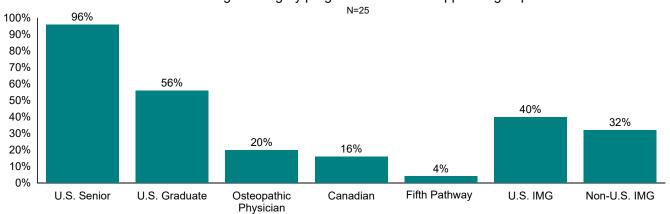
13%

Non-US

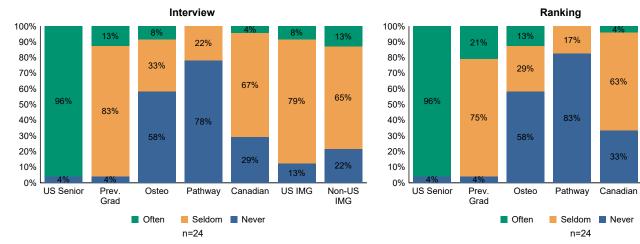
IMG

Percentage of Programs that Typically Interview and Rank Each Applicant Type

4% of Neurological Surgery programs consider all applicant groups



Frequency of Programs Interviewing and Ranking Candidates



^{*} Data from the NRMP database. All Responding programs included

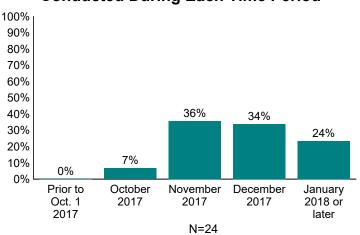
2017

Percentage of Program's Interviews Extended During Each Time Period

100% 90% 80% 70% 59% 60% 50% 40% 30% 18% 20% 8% 8% 7% 10% 0% Prior to October November December January Oct. 1 2017 2017 2017 2018 or

N=24

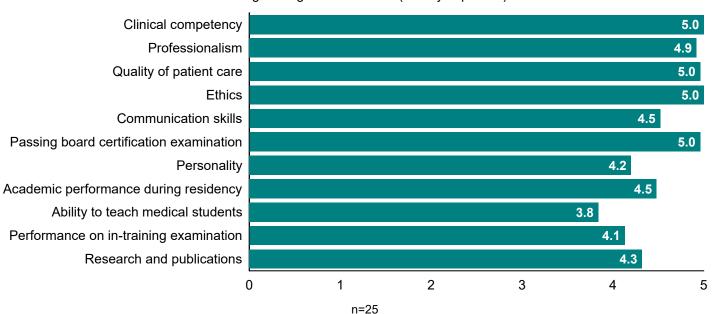
Percentage of Program's Interviews Conducted During Each Time Period



Importance of Factors in Assessing Residents' Success

later

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



Neurology (N=41)

Figure N-1

Neurology

Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Selecting Applicants to Interview (N=37)

(1. 51)	Percent Citing Factor	Average Rating
USMLE Step 1/COMLEX Level 1 score	89%	4.1
Letters of recommendation in the specialty	81%	4.2
Medical Student Performance Evaluation (MSPE/Dean's Letter)	78%	4.1
USMLE Step 2 CK/COMLEX Level 2 CE score	78%	4.0
Personal Statement	73%	4.1
Grades in required clerkships	86%	4.3
Any failed attempt in USMLE/COMLEX	89%	4.3
Class ranking/quartile	78%	4.2
Perceived commitment to specialty	65%	4.6
Personal prior knowledge of the applicant	68%	4.4
Grades in clerkship in desired specialty	84%	4.3
Audition elective/rotation within your department	51%	3.8
Evidence of professionalism and ethics	62%	4.6
Leadership qualities	54%	4.0
Alpha Omega Alpha (AOA) membership	62%	3.7
Perceived interest in program	46%	4.5
Other life experience	59%	3.7
Passing USMLE Step 2 CS/COMLEX Level 2 PE	49%	4.3
Volunteer/extracurricular experiences	43%	3.8
Consistency of grades	49%	4.3
Lack of gaps in medical education	78%	4.3
Awards or special honors in clinical clerkships	57%	3.7
Graduate of highly-regarded U.S. medical school	62%	4.0
Gold Humanism Honor Society (GHHS) membership	51%	3.7
Awards or special honors in clerkship in desired specialty	51%	3.8
Demonstrated involvement and interest in research	35%	3.5
Visa status*	27%	4.2
Applicant was flagged with Match violation by the NRMP	43%	4.7
Away rotation in your specialty at another institution	19%	3.4
Interest in academic career	30%	4.2
Fluency in language spoken by your patient population	24%	4.1
Awards or special honors in basic sciences	22%	3.3
USMLE/COMLEX Step 3 score	14%	3.4
100	0% 50% 0%	1 2 3 4 5

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

Figure N-2

Neurology Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Ranking Applicants (N=37)

, ,	Percent Citing Factor	Average Rating
Interactions with faculty during interview and visit	100%	4.9
Interpersonal skills	100%	4.9
Interactions with housestaff during interview and visit	94%	4.8
Feedback from current residents	97%	4.7
USMLE/COMLEX Step 1 score	83%	4.1
Letters of recommendation in the specialty	77%	4.1
USMLE/COMLEX Step 2 score	66%	4.2
Evidence of professionalism and ethics	74%	4.1
Medical Student Performance Evaluation (MSPE/Dean's Letter)	77%	4.6
Perceived commitment to specialty	80%	4.6
Perceived interest in program	57%	4.3
Leadership qualities	60%	4.2
Class ranking/quartile	69%	4.1
Personal prior knowledge of the applicant	54%	4.3
Audition elective/rotation within your department	34%	4.3
Personal Statement	60%	3.8
Grades in required clerkships	60%	4.1
Passing USMLE Step 2 CS/COMLEX Level 2 PE	49%	4.1
Any failed attempt in USMLE/COMLEX	60%	4.4
Grades in clerkship in desired specialty	46%	4.3
Other life experience	46%	3.6
Alpha Omega Alpha (AOA) membership	40%	3.7
Consistency of grades	46%	4.2
Volunteer/extracurricular experiences	37%	3.8
Lack of gaps in medical education	46%	4.3
Graduate of highly regarded U.S. medical school	40%	4.1
Gold Humanism Honor Society (GHHS) membership	29%	3.9
Awards or special honors in clinical clerkships	31%	4.0
Awards or special honors in clerkship in desired specialty	29%	4.3
Demonstrated involvement and interest in research	34%	3.2
Applicant was flagged with Match violation by the NRMP	26%	4.8
Visa status*	26%	3.8
Other post-interview contact	17%	3.7
Interest in academic career	26%	4.2
Fluency in language spoken by your patient population	29%	4.4
Away rotation in your specialty at another institution	3%	5.0
USMLE/COMLEX Step 3 score	17%	4.3
Second interview/visit	11%	4.3
Awards or special honors in basic sciences	1 <mark>1%</mark>	3.3
10	0% 50% 0%	1 2 3 4 5

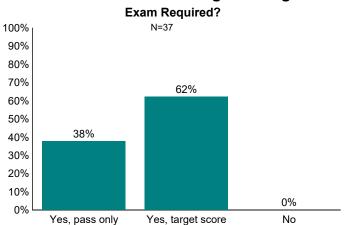
¹ Ratings on a scale from 1 (not at all important) to 5 (very important). * International Medical Graduates only

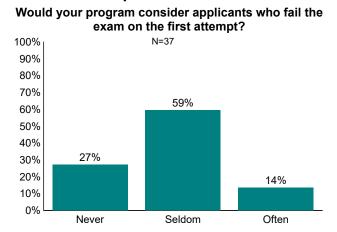
Figure N-3

Neurology

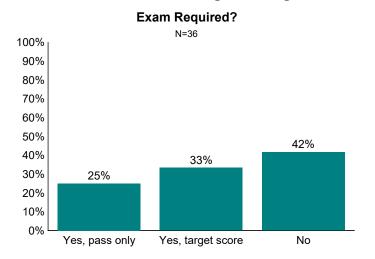
Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

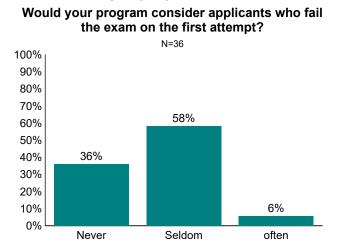
Percentage of Programs That Use USMLE Step 1 Scores



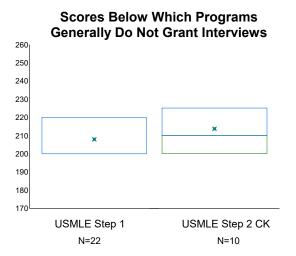


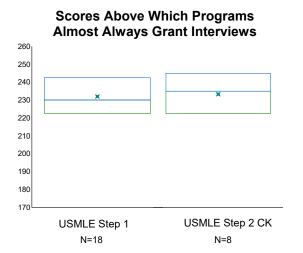
Percentage of Programs That Use USMLE Step 2 (CK) Scores





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



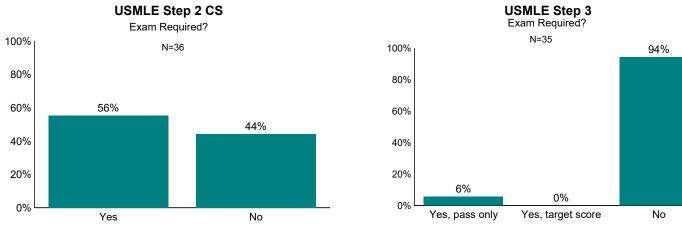


The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

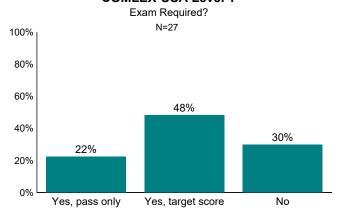
Neurology

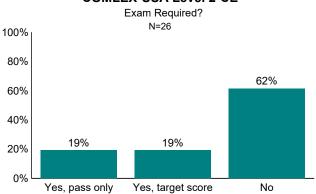
Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

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

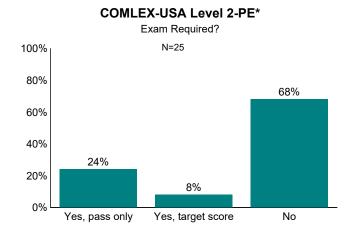


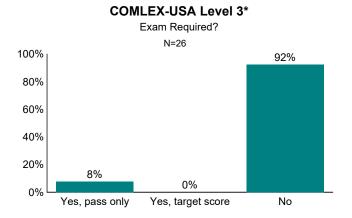
Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores COMLEX-USA Level 1* COMLEX-USA Level 2-CE*





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

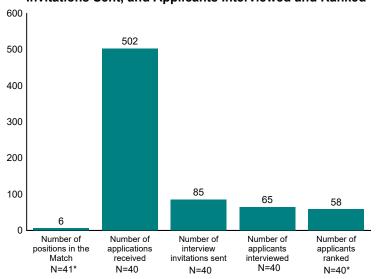


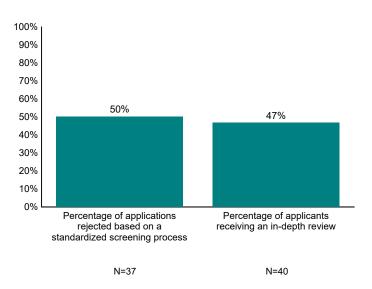


^{*} Osteopathic applicants only

Neurology Program's Interview Activities

Average Number of Positions, Applications Received, Interview Average Percentage of Applicants Rejected and Reviewed Invitations Sent, and Applicants Interviewed and Ranked

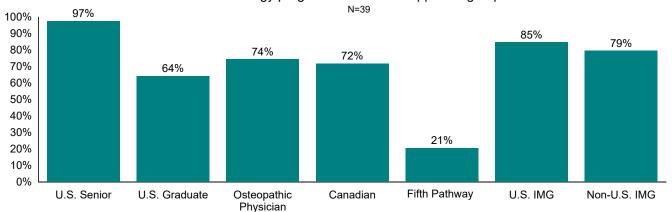




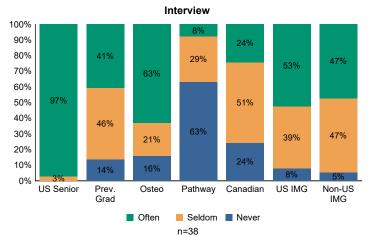
^{*} Data from the NRMP database. All Responding programs included

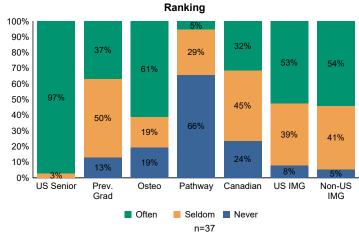
Percentage of Programs that Typically Interview and Rank Each Applicant Type

21% of Neurology programs consider all applicant groups



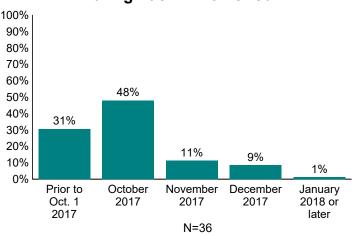
Frequency of Programs Interviewing and Ranking Candidates

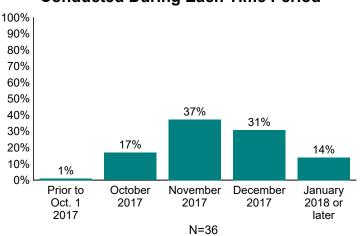




Percentage of Program's Interviews Extended During Each Time Period

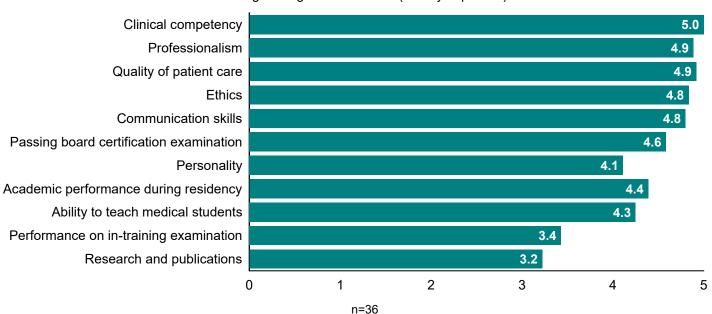
Percentage of Program's Interviews Conducted During Each Time Period





Importance of Factors in Assessing Residents' Success

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



Obstetrics and Gynecology (N=85)

Figure OG-1

Obstetrics and Gynecology Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Selecting Applicants to Interview (N=79)

(N=79)		
	Percent Citing Factor	Average Rating
USMLE Step 1/COMLEX Level 1 score	94%	4.1
Letters of recommendation in the specialty	87%	4.0
Medical Student Performance Evaluation (MSPE/Dean's Letter)	87%	3.9
USMLE Step 2 CK/COMLEX Level 2 CE score	78%	4.1
Personal Statement	81%	3.6
Grades in required clerkships	85%	4.3
Any failed attempt in USMLE/COMLEX	66%	4.7
Class ranking/quartile	78%	4.0
Perceived commitment to specialty	53%	4.1
Personal prior knowledge of the applicant	57%	4.1
Grades in clerkship in desired specialty	73%	4.4
Audition elective/rotation within your department	65%	4.2
Evidence of professionalism and ethics	65%	4.5
Leadership qualities	63%	4.3
Alpha Omega Alpha (AOA) membership	66%	3.8
Perceived interest in program	57%	4.0
Other life experience	61%	3.8
Passing USMLE Step 2 CS/COMLEX Level 2 PE	41%	4.3
Volunteer/extracurricular experiences	54%	3.6
Consistency of grades	47%	4.1
Lack of gaps in medical education	49%	3.9
Awards or special honors in clinical clerkships	52%	3.4
Graduate of highly-regarded U.S. medical school	39%	3.6
Gold Humanism Honor Society (GHHS) membership	59%	3.8
Awards or special honors in clerkship in desired specialty	49%	3.7
Demonstrated involvement and interest in research	41%	3.6
Visa status*	27%	4.5
Applicant was flagged with Match violation by the NRMP	24%	4.7
Away rotation in your specialty at another institution	10 <mark>%</mark>	3.1
Interest in academic career	23%	3.8
Fluency in language spoken by your patient population	19%	3.4
Awards or special honors in basic sciences	16%	3.1
USMLE/COMLEX Step 3 score	8 <mark>%</mark>	3.3
100	0% 50% 0%	1 2 3 4 5

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

Figure OG-2

Obstetrics and Gynecology Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Ranking Applicants (N=79)

(14-13)		
	Percent Citing Factor	Average Rating
Interactions with faculty during interview and visit	96%	4.8
Interpersonal skills	95%	4.9
Interactions with housestaff during interview and visit	93%	4.9
Feedback from current residents	85%	4.8
USMLE/COMLEX Step 1 score	67%	4.0
Letters of recommendation in the specialty	51%	3.9
USMLE/COMLEX Step 2 score	61%	4.1
Evidence of professionalism and ethics	63%	4.0
Medical Student Performance Evaluation (MSPE/Dean's Letter)	56%	4.6
Perceived commitment to specialty	44%	4.2
Perceived interest in program	51%	4.0
Leadership qualities	57%	4.3
Class ranking/quartile	51%	4.0
Personal prior knowledge of the applicant	45%	4.3
Audition elective/rotation within your department	52%	4.2
Personal Statement	43%	3.5
Grades in required clerkships	49%	4.0
Passing USMLE Step 2 CS/COMLEX Level 2 PE	36%	4.3
Any failed attempt in USMLE/COMLEX	25%	4.7
Grades in clerkship in desired specialty	36%	3.9
Other life experience	41%	3.8
Alpha Omega Alpha (AOA) membership	39%	3.7
Consistency of grades	32%	4.0
Volunteer/extracurricular experiences	24%	3.9
Lack of gaps in medical education	20%	4.2
Graduate of highly regarded U.S. medical school	25%	3.5
Gold Humanism Honor Society (GHHS) membership	35%	3.9
Awards or special honors in clinical clerkships	20%	3.9
Awards or special honors in clerkship in desired specialty	20%	
Demonstrated involvement and interest in research	20%	3.5
Applicant was flagged with Match violation by the NRMP	15%	
Visa status*	11 <mark>%</mark>	4.1
Other post-interview contact	28%	3.9
Interest in academic career	17%	3.6
Fluency in language spoken by your patient population	9 <mark>%</mark>	3.0
Away rotation in your specialty at another institution	3%	3.5
USMLE/COMLEX Step 3 score	8 <mark>%</mark>	4.0
Second interview/visit	1 <mark>2%</mark>	
Awards or special honors in basic sciences	1%	3.0
100	0% 50% 0%	1 2 3 4 5

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

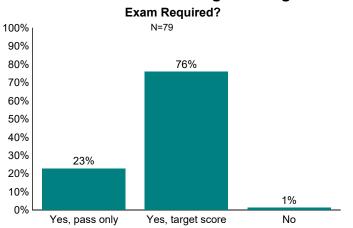
^{*} International Medical Graduates only

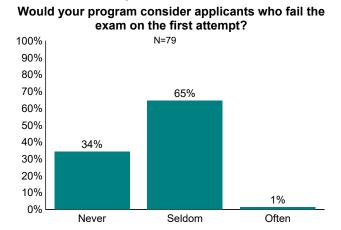
Figure OG-3

Obstetrics and Gynecology

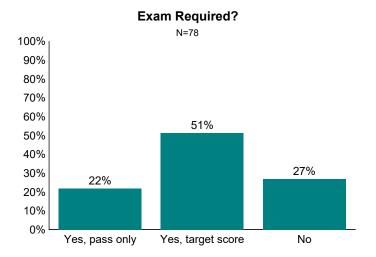
Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

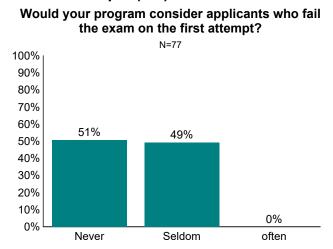
Percentage of Programs That Use USMLE Step 1 Scores



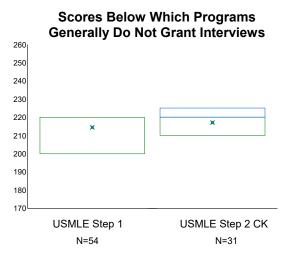


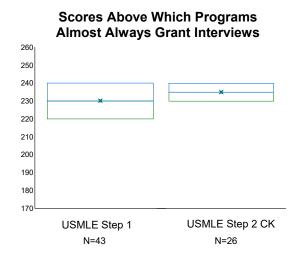
Percentage of Programs That Use USMLE Step 2 (CK) Scores





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

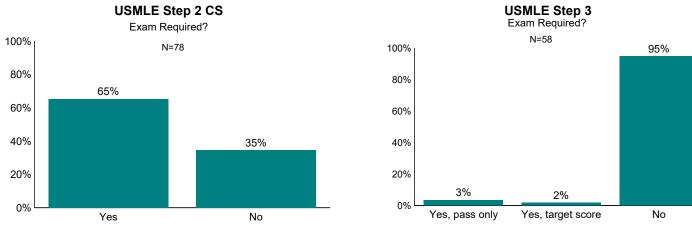




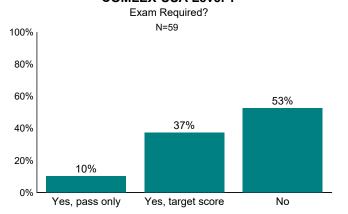
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

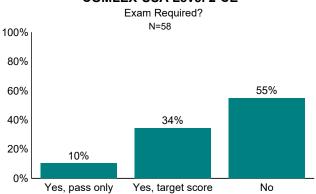
Obstetrics and Gynecology Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

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

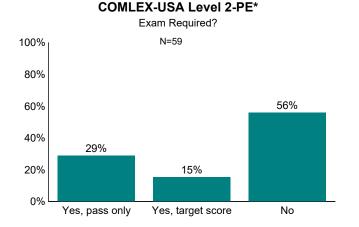


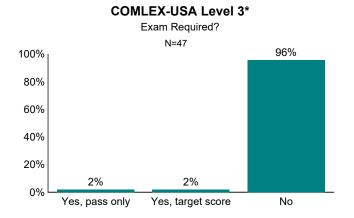
Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores COMLEX-USA Level 1* COMLEX-USA Level 2-CE*





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



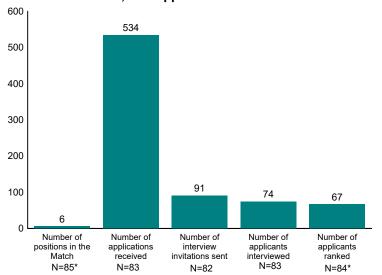


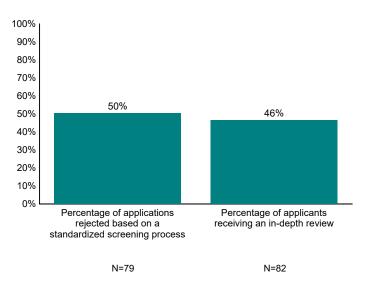
^{*} Osteopathic applicants only

Obstetrics and Gynecology Program's Interview Activities

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

Average Percentage of Applicants Rejected and Reviewed

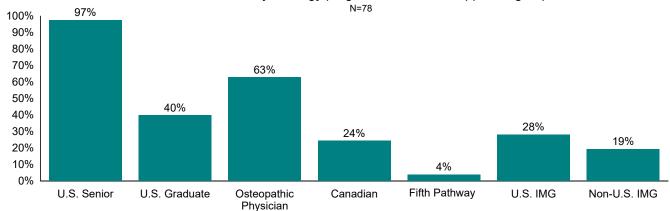




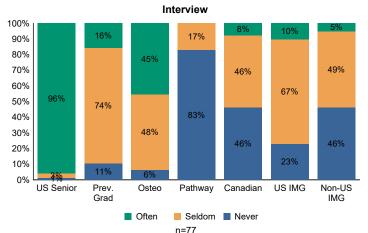
^{*} Data from the NRMP database. All Responding programs included

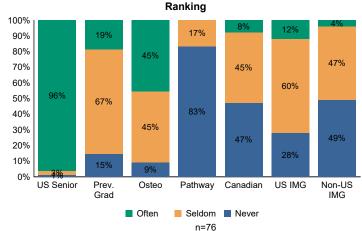
Percentage of Programs that Typically Interview and Rank Each Applicant Type

4% of Obstetrics and Gynecology programs consider all applicant groups



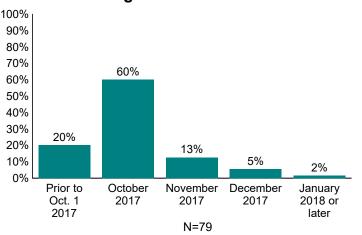
Frequency of Programs Interviewing and Ranking Candidates

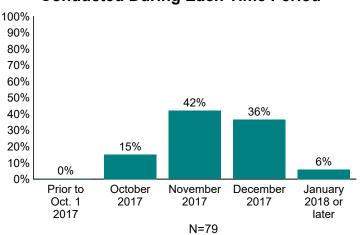




Percentage of Program's Interviews Extended During Each Time Period

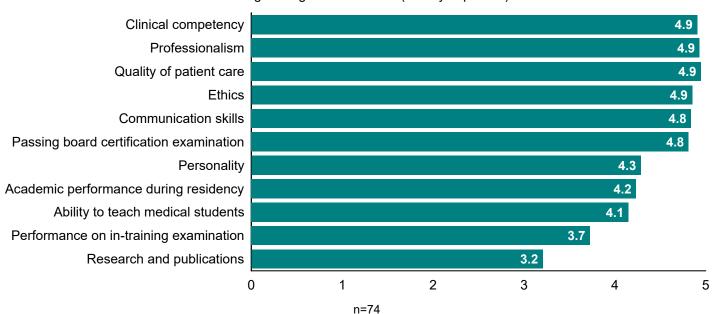
Percentage of Program's Interviews Conducted During Each Time Period





Importance of Factors in Assessing Residents' Success

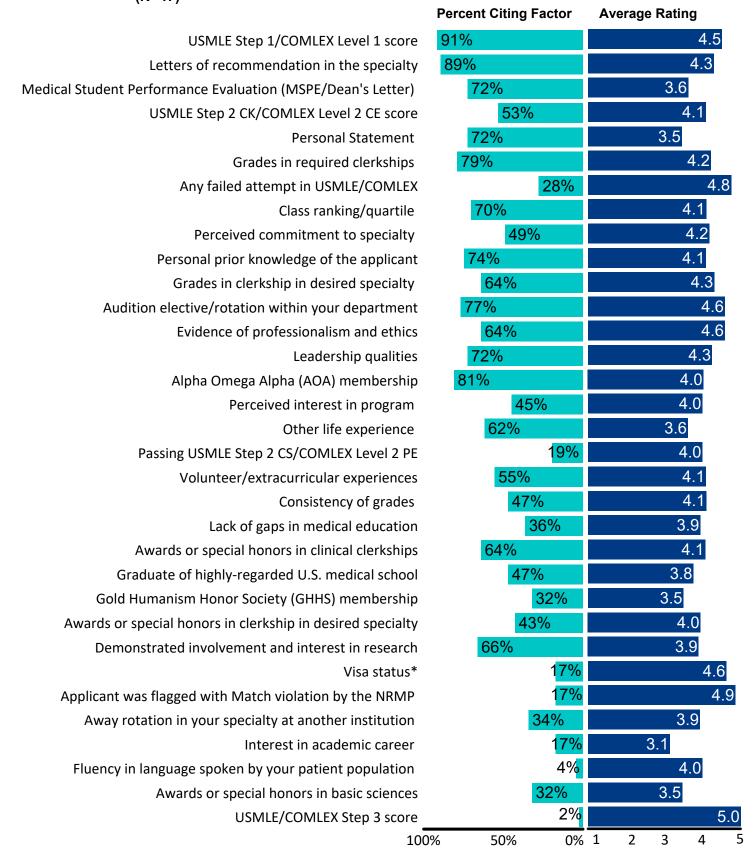
Average rating on a scale of 5 (5=very important)



Orthopaedic Surgery (N=49)

Figure OS-1

Orthopaedic Surgery Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Selecting Applicants to Interview (N=47)

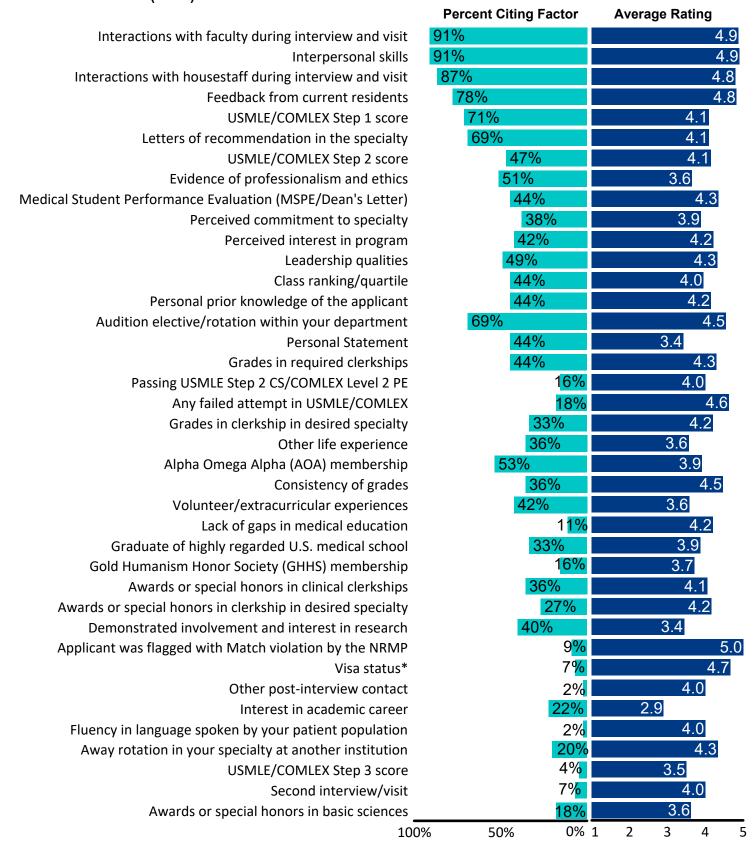


¹ Ratings on a scale from 1 (not at all important) to 5 (very important).

^{*} International Medical Graduates only

Figure OS-2

Orthopaedic Surgery Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Ranking Applicants (N=47)



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

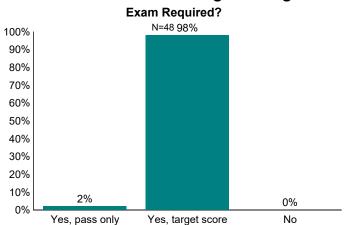
^{*} International Medical Graduates only

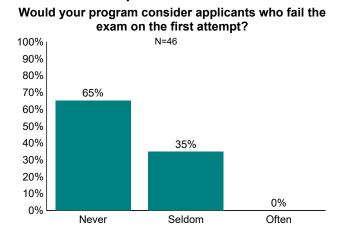
Figure OS-3

Orthopaedic Surgery

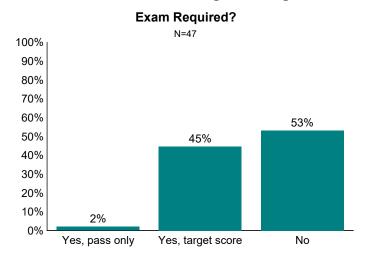
Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

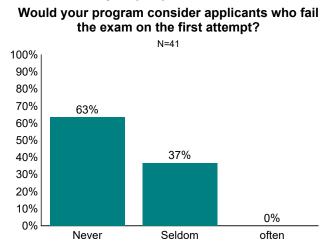
Percentage of Programs That Use USMLE Step 1 Scores



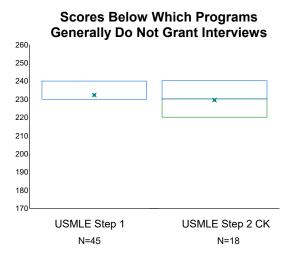


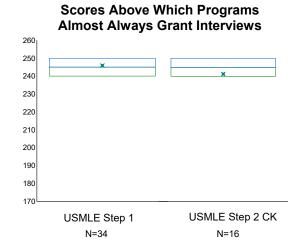
Percentage of Programs That Use USMLE Step 2 (CK) Scores





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



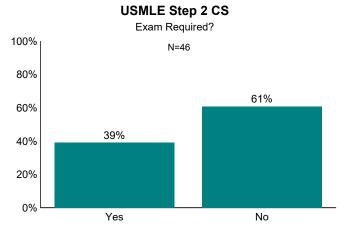


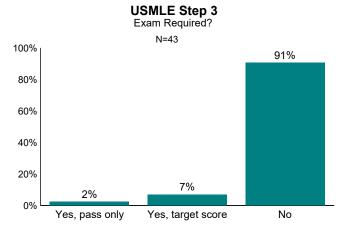
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

Orthopaedic Surgery

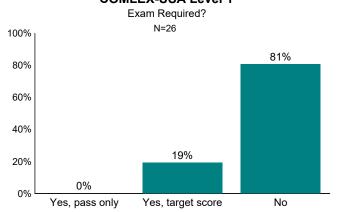
Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

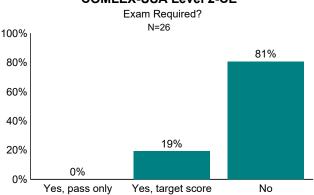
Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



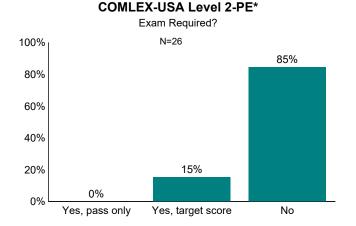


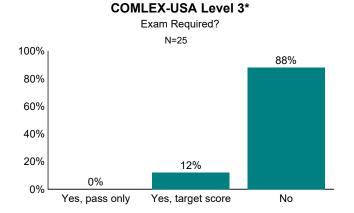
Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores COMLEX-USA Level 1* COMLEX-USA Level 2-CE*





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

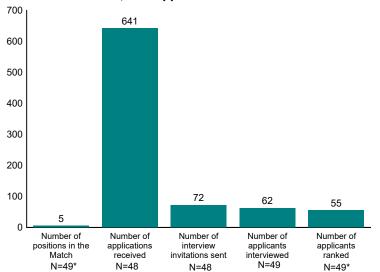


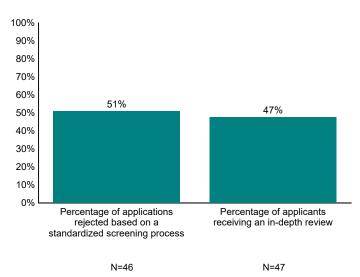


^{*} Osteopathic applicants only

Orthopaedic Surgery Program's Interview Activities

Average Number of Positions, Applications Received, Interview Average Percentage of Applicants Rejected and Reviewed Invitations Sent, and Applicants Interviewed and Ranked





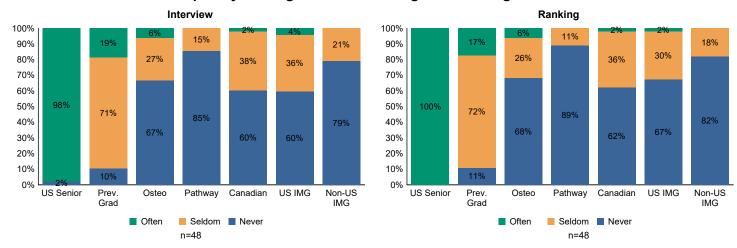
^{*} Data from the NRMP database. All Responding programs included

Percentage of Programs that Typically Interview and Rank Each Applicant Type

4% of Orthopaedic Surgery programs consider all applicant groups 98% 100% 90% 80% 70% 60% 46% 50% 40% 30% 20% 15% 13% 10% 6% 10% 4% 0% Fifth Pathway U.S. Senior U.S. Graduate Osteopathic Canadian U.S. IMG Non-U.S. IMG

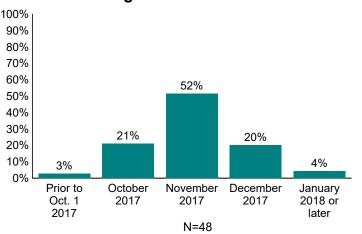
Physician

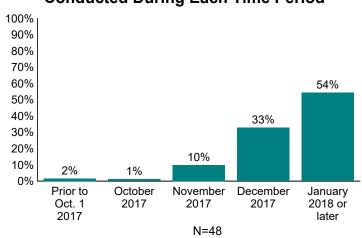
Frequency of Programs Interviewing and Ranking Candidates



Percentage of Program's Interviews Extended During Each Time Period

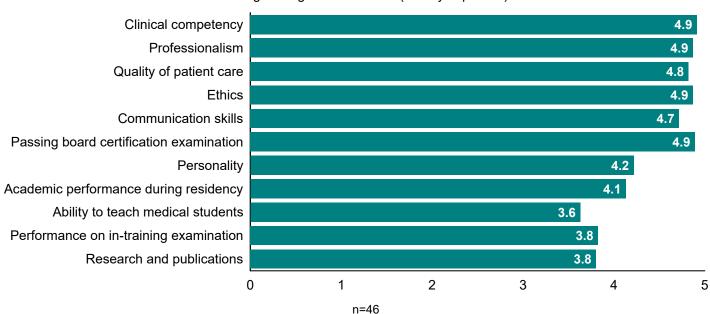
Percentage of Program's Interviews Conducted During Each Time Period





Importance of Factors in Assessing Residents' Success

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



Otolaryngology (N=35)

Figure O-1

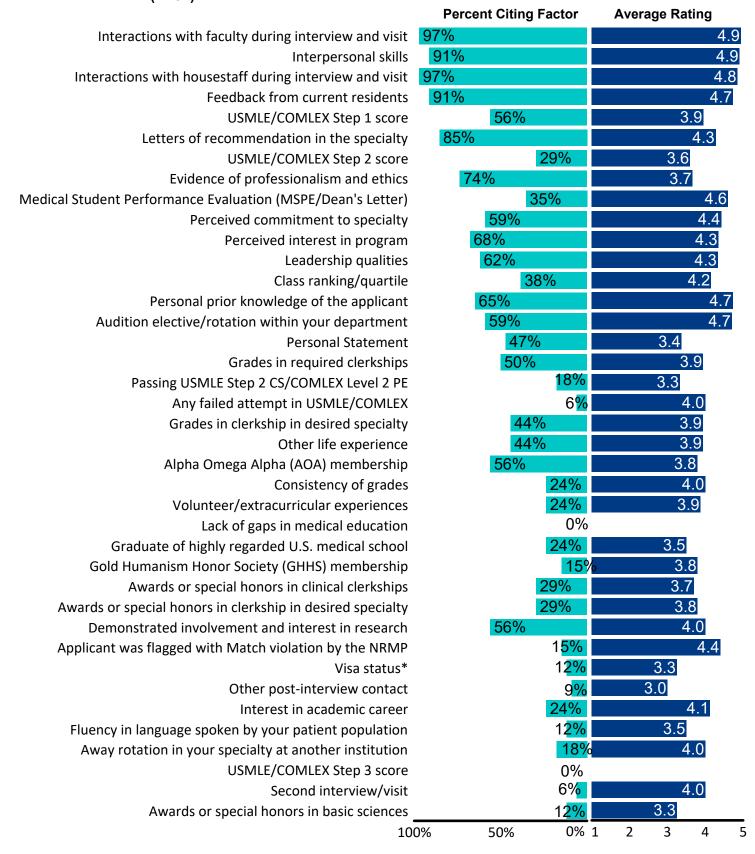
Otolaryngology Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Selecting Applicants to Interview (N=34)

,	Percent Citing Factor	Average Rating
USMLE Step 1/COMLEX Level 1 score	97%	4.1
Letters of recommendation in the specialty	97%	4.5
Medical Student Performance Evaluation (MSPE/Dean's Letter)	74%	3.8
USMLE Step 2 CK/COMLEX Level 2 CE score	56%	3.7
Personal Statement	91%	3.7
Grades in required clerkships	88%	4.2
Any failed attempt in USMLE/COMLEX	47%	4.7
Class ranking/quartile	68%	3.8
Perceived commitment to specialty	76%	4.3
Personal prior knowledge of the applicant	74%	4.6
Grades in clerkship in desired specialty	74%	4.3
Audition elective/rotation within your department	71%	4.5
Evidence of professionalism and ethics	65%	4.3
Leadership qualities	79%	3.9
Alpha Omega Alpha (AOA) membership	88%	3.9
Perceived interest in program	74%	4.1
Other life experience	65%	3.6
Passing USMLE Step 2 CS/COMLEX Level 2 PE	32%	3.8
Volunteer/extracurricular experiences	62%	3.5
Consistency of grades	56%	3.8
Lack of gaps in medical education	26%	3.2
Awards or special honors in clinical clerkships	68%	3.7
Graduate of highly-regarded U.S. medical school	41%	3.7
Gold Humanism Honor Society (GHHS) membership	50%	3.6
Awards or special honors in clerkship in desired specialty	65%	3.7
Demonstrated involvement and interest in research	74%	4.0
Visa status*	26%	4.1
Applicant was flagged with Match violation by the NRMP	32%	4.2
Away rotation in your specialty at another institution	41%	3.4
Interest in academic career	29%	3.4
Fluency in language spoken by your patient population	15%	3.0
Awards or special honors in basic sciences	41%	3.3
USMLE/COMLEX Step 3 score	0%	
100	0% 50% 0%	1 2 3 4 5

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

Figure O-2

Otolaryngology Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Ranking Applicants (N=34)



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

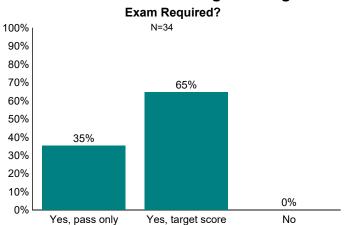
^{*} International Medical Graduates only

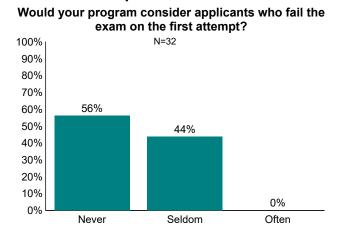
Figure O-3

Otolaryngology

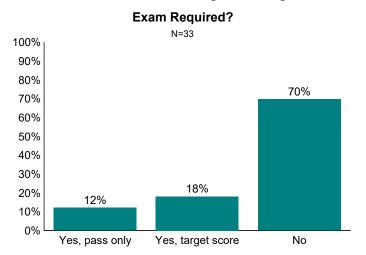
Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

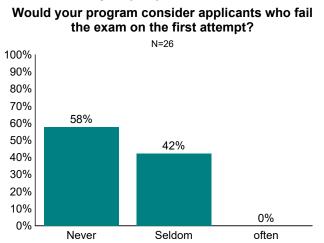
Percentage of Programs That Use USMLE Step 1 Scores



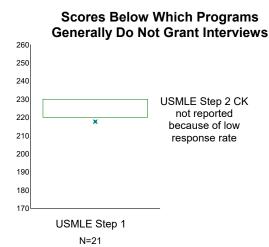


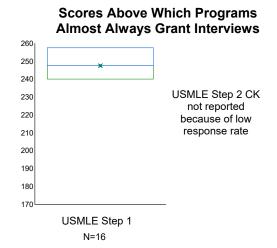
Percentage of Programs That Use USMLE Step 2 (CK) Scores





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

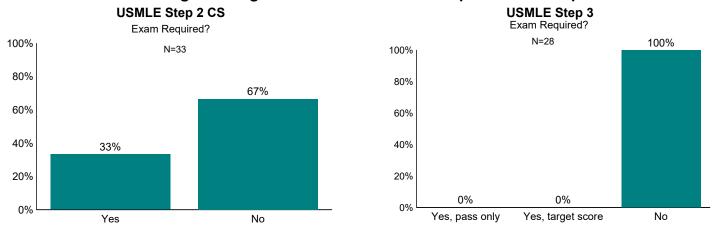




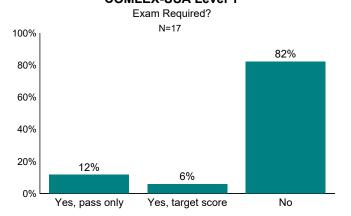
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

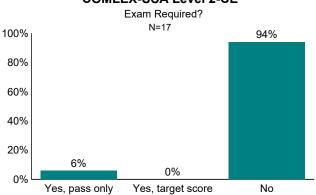
Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

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

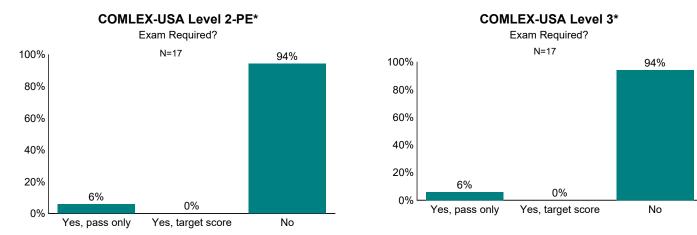


Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores COMLEX-USA Level 1* COMLEX-USA Level 2-CE*





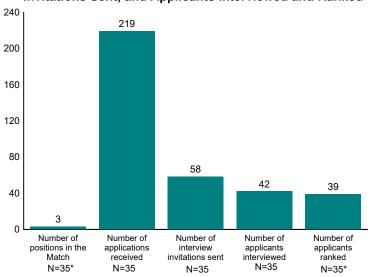
Percentage of Programs That Use COMLEX-USA Level 2-PE and Level 3 Scores

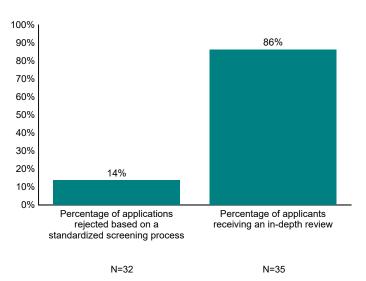


^{*} Osteopathic applicants only

Otolaryngology Program's Interview Activities

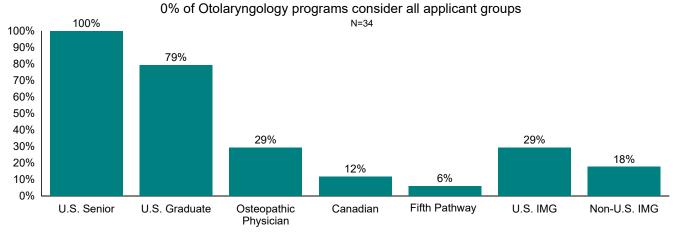
Average Number of Positions, Applications Received, Interview Average Percentage of Applicants Rejected and Reviewed Invitations Sent, and Applicants Interviewed and Ranked



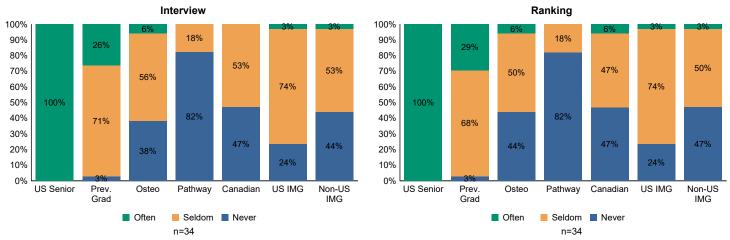


^{*} Data from the NRMP database. All Responding programs included

Percentage of Programs that Typically Interview and Rank Each Applicant Type

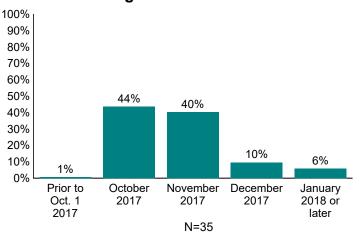


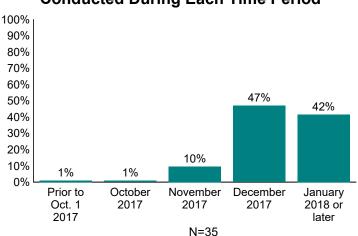
Frequency of Programs Interviewing and Ranking Candidates





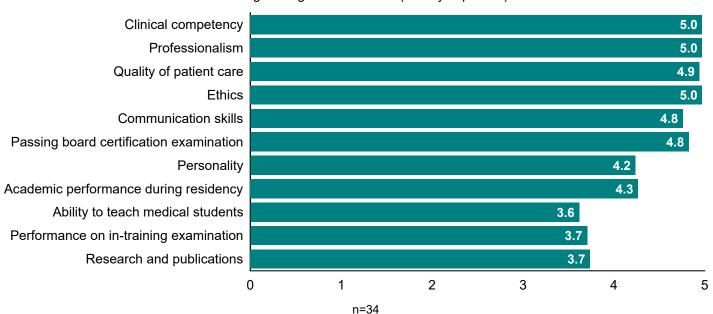
Percentage of Program's Interviews Conducted During Each Time Period





Importance of Factors in Assessing Residents' Success

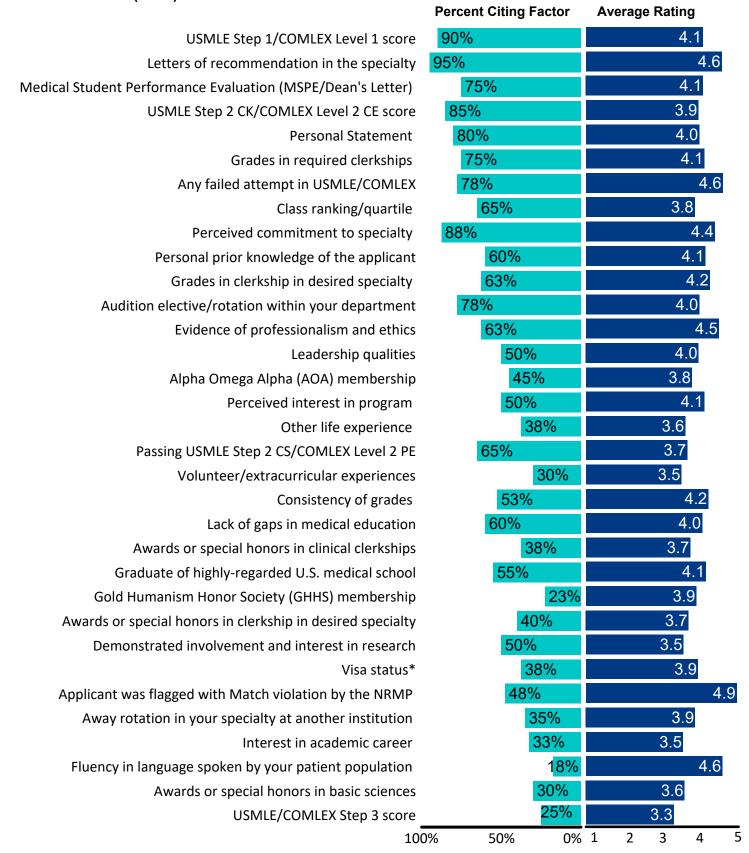
Average rating on a scale of 5 (5=very important)



Pathology (N=43)

Pathology Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Selecting Applicants to Interview

(N=40)



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

^{*} International Medical Graduates only

Pathology Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Ranking Applicants (N=40)

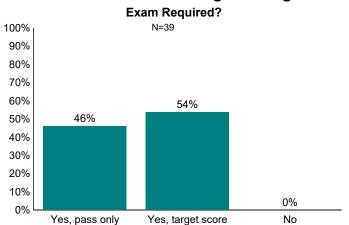
Interactions with faculty during interview and visit Interpersonal skills Interpersonal skills Interactions with housestaff during interview and visit Seedback from current residents USMLE/COMLEX Step 1 score Letters of recommendation in the specialty USMLE/COMLEX Step 2 score Evidence of professionalism and ethics Medical Student Performance Evaluation (MSPE/Dean's Letter) Perceived commitment to specialty Perceived commitment to specialty Perceived interest in program Leadership qualities Class ranking/quartile Personal prior knowledge of the applicant Audition elective/rotation within your department Personal Statement Grades in required clerkships Passing USMLE Step 2 CS/COMLEX Level 2 PE Any failed attempt in USMLE/COMLEX Grades in clerkship in desired specialty Other life experience Lack of gaps in medical education Graduate of highly regarded U.S. medical school Gold Humanism Honor Society (GHHS) membership Awards or special honors in clinical clerkships Awards or spec	(N=40)		
Interpersonal skills Interactions with housestaff during interview and visit Feedback from current residents USMLE/COMLEX Step 1 score Letters of recommendation in the specialty USMLE/COMLEX Step 2 score Evidence of professionalism and ethics Medical Student Performance Evaluation (MSPE/Dean's Letter) Perceived commitment to specialty Perceived interest in program Leadership qualities Class ranking/quartile Personal prior knowledge of the applicant Audition elective/rotation within your department Personal Statement Grades in required clerkships Passing USMLE Step 2 CS/COMLEX Level 2 PE Anny failed attempt in USMLE/COMLEX Grades in clerkship in desired specialty Other life experience Lack of gaps in medical education Graduate of highly regarded U.S. medical school Gold Humanism Honor Sciety (GHHS) membership Awards or special honors in clinical clerkships Awards or special honors in clerkship in desired specialty Demonstrated involvement and interest in research Applicant was flagged with Match violation by the NRMP Visa status* Other post-interview contact Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 15% 4.9 4.9 67% 4.9 64% 4.9 64% 4.1 68% 4.1 68% 4.3 68% 4.3 68% 3.9 68% 3.9 68% 3.9 68% 3.9 68% 3.9 68% 3.9 68% 3.9 68% 3.9 68% 3.9 68% 3.9 68% 3.9 68% 3.9 68% 3.9 68% 3.9 68% 3.9 68% 3.9 68% 3.9 68% 3.9 68% 3.9 68% 3.9 68% 3.9 68% 3.9 68% 3.9 68% 3.9 68% 3.9 68% 3.9 68% 3.9 68% 3.9 68% 3.9 68% 3.9 68% 3.9 68% 3.9 68% 3.9 68% 3.9 68% 3.9 68% 3.9 68% 3.9 68% 3.9 68% 3.9 68% 3.9 68% 3.9 68% 3.9 68% 3.9 68% 3.9 68% 3.9 68% 3.9 68% 3.9 68% 3.9 68% 3.		Percent Citing Factor	Average Rating
Interactions with housestaff during interview and visit Feedback from current residents USMLE/COMLEX Step 1 score Letters of recommendation in the specialty USMLE/COMLEX Step 2 score Evidence of professionalism and ethics Medical Student Performance Evaluation (MSPE/Dean's Letter) Perceived commitment to specialty Perceived commitment to specialty Perceived interest in program Leadership qualities Class ranking/quartile Personal prior knowledge of the applicant Audition elective/rotation within your department Personal Statement Grades in required clerkships Passing USMLE Step 2 CS/COMLEX Level 2 PE Any failed attempt in USMLE/COMLEX Grades in clerkship in desired specialty Other life experience Alpha Omega Alpha (AoA) membership Consistency of grades Volunteer/extracurricular experiences Lack of gaps in medical education Graduate of highly regarded U.S. medical school Gold Humanism Honor Society (GHHS) membership Awards or special honors in clerkship in desired specialty Demonstrated involvement and interest in research Applicant was flagged with Match violation by the NRMP Visa status* Other post-interview contact Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 1509% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87% 4.9 87%	Interactions with faculty during interview and visit	97%	4.8
Feedback from current residents USMLE/COMLEX Step 1 score Letters of recommendation in the specialty USMLE/COMLEX Step 2 score Evidence of professionalism and ethics Medical Student Performance Evaluation (MSPE/Dean's Letter) Perceived commitment to specialty Perceived commitment to specialty Perceived interest in program Leadership qualities Class ranking/quartile Personal prior knowledge of the applicant Audition elective/rotation within your department Personal Statement Grades in required clerkships Passing USMLE Step 2 CS/COMLEX Level 2 PE Any failed attempt in USMLE/COMLEX Grades in clerkship in desired specialty Other life experience Alpha Omega Alpha (AOA) membership Consistency of grades Volunteer/extracurricular experiences Lack of gaps in medical education Graduate of highly regarded U.S. medical school Gold Humanism Honor Society (GHHS) membership Awards or special honors in clirical clerkships Awards or special hono	Interpersonal skills	97%	4.9
Letters of recommendation in the specialty USMLE/COMLEX Step 2 score Evidence of professionalism and ethics Medical Student Performance Evaluation (MSPE/Dean's Letter) Perceived commitment to specialty Perceived interest in program Leadership qualities Class ranking/quartile Personal prior knowledge of the applicant Audition elective/rotation within your department Grades in required clerkships Passing USMLE Step 2 CS/COMLEX Level 2 PE Any failed attempt in USMLE/COMLEX Grades in clerkship in desired specialty Other life experience Alpha Omega Alpha (AOA) membership Consistency of grades Volunteer/extracurricular experiences Lack of gaps in medical education Graduate of highly regarded U.S. medical school Gold Humanism Honor Society (GHHS) membership Awards or special honors in clinical clerkships Awards or special honors in clinical clerkships Applicant was flagged with Match violation by the NRMP Visa status* Other post-interview contact Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty a another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 74% 4.2 68% 4.3 68% 4.3 72% 87% 4.6 87% 4.6 87% 4.7 87% 4.6 87% 4.7 87% 4.6 87% 4.7 87% 4.6 87% 4.8 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99% 4.3 99	Interactions with housestaff during interview and visit	95%	4.9
Letters of recommendation in the specialty USMLE/COMLEX Step 2 score Evidence of professionalism and ethics Medical Student Performance Evaluation (MSPE/Dean's Letter) Perceived commitment to specialty Perceived interest in program Leadership qualities Class ranking/quartile Personal prior knowledge of the applicant Audition elective/rotation within your department Personal Statement Grades in required clerkships Passing USMLE Step 2 CS/COMLEX Level 2 PE Any failed attempt in USMLE/COMLEX Grades in clerkship in desired specialty Other life experience Lack of gaps in medical education Graduate of highly regarded U.S. medical school Gold Humanism Honor Society (GHHS) membership Awards or special honors in clinical clerkships Awards or special honors in clinical clerkships Awards or special honors in clinical clerkships Alaged With Match violation by the NRMP Visa status* Other post-interview contact Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty a another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 85% 4.0 4.6 67% 4.3 4.9 4.9 4.9 4.9 4.9 4.9 4.9	Feedback from current residents	87%	4.8
USMLE/COMLEX Step 2 score Evidence of professionalism and ethics Medical Student Performance Evaluation (MSPE/Dean's Letter) Perceived commitment to specialty Perceived interest in program Leadership qualities Class ranking/quartile Personal prior knowledge of the applicant Audition elective/rotation within your department Personal Statement Grades in required clerkships Passing USMLE Step 2 CS/COMLEX Level 2 PE Any failed attempt in USMLE/COMLEX Grades in clerkship in desired specialty Other life experience Alpha Omega Alpha (AOA) membership Consistency of grades Volunteer/extracurricular experiences Lack of gaps in medical education Graduate of highly regarded U.S. medical school Gold Humanism Honor Society (GHHS) membership Awards or special honors in clinical clerkships Awards or special honors in clerkship in desired specialty Demonstrated involvement and interest in research Applicant was flagged with Match violation by the NRMP Visa status* Other post-interview contact Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 67% 4.1 72% 4.2 64% 4.3 4.6% 4.1 59% 3.9 4.8 66% 4.1 66% 4.1 66% 4.1 66% 4.1 66% 4.3 66% 4.3 68% 4.6 68% 4.1 68% 4.1 68% 4.1 68% 4.1 68% 4.1 68% 4.1 68% 4.1 68% 4.1 68% 4.1 68% 4.1 68% 4.1 68% 4.1 68% 4.1 68% 4.1 68% 4.1 68% 4.1 68% 4.1 68% 4.1 68% 4.1 68% 4.1 68% 4.1 68% 4.1 68% 4.1 68% 4.1 68% 4.1 68% 4.1 68% 4.1 68% 4.1 68% 4.1 68% 4.1 68% 4.1 68% 4.1 68% 4.1 68% 4.1 68% 4.1 68% 4.1 68% 4.1 68% 4.1 68% 4.2 68% 3.6 68% 3.9 68% 3.9 68% 3.7 68% 4.5 68% 3.9 68% 3.7 68% 4.5 68% 3.9 68% 3.9 68% 3.7 68% 4.5 68% 3.9 68% 3.9 68% 3.9 68% 3.9 68% 3.7 68% 4.5 68% 3.9 68% 3.9 68% 3.9 68% 3.9 68% 3.9 68% 3.9	USMLE/COMLEX Step 1 score	74%	4.2
Evidence of professionalism and ethics Medical Student Performance Evaluation (MSPE/Dean's Letter) Perceived commitment to specialty Perceived interest in program Leadership qualities Class ranking/quartile Personal prior knowledge of the applicant Audition elective/rotation within your department Personal Statement Grades in required clerkships Passing USMLE Step 2 CS/COMLEX Level 2 PE Any failed attempt in USMLE/COMLEX Grades in clerkship in desired specialty Other life experience Alpha Omega Alpha (AOA) membership Consistency of grades Volunteer/extracurricular experiences Lack of gaps in medical education Graduate of highly regarded U.S. medical school Gold Humanism Honor Society (GHHS) membership Awards or special honors in clerkship in desired specialty Demonstrated involvement and interest in research Applicant was flagged with Match violation by the NRMP Visa status* Other post-interview contact Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 64% 4.3 72% 4.48 4.89 4.9 4.9 4.9 4.9 4.9 4.	Letters of recommendation in the specialty	85%	4.0
Medical Student Performance Evaluation (MSPE/Dean's Letter) Perceived commitment to specialty Perceived interest in program Leadership qualities Class ranking/quartile Personal prior knowledge of the applicant Audition elective/rotation within your department Personal Statement Grades in required clerkships Passing USMLE Step 2 CS/COMLEX Level 2 PE Any failed attempt in USMLE/COMLEX Grades in clerkship in desired specialty Other life experience Alpha Omega Alpha (AOA) membership Consistency of grades Volunteer/extracurricular experiences Lack of gaps in medical education Graduate of highly regarded U.S. medical school Gold Humanism Honor Society (GHHS) membership Awards or special honors in clinical clerkships Awards or special honors in clerkship in desired specialty Demonstrated involvement and interest in research Applicant was flagged with Match violation by the NRMP Visa status* Other post-interview contact Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 15% 4.6 4.7 4.8 4.9 4.9 4.9 4.9 4.9 4.9 4.9 4.9 4.9 4.9	USMLE/COMLEX Step 2 score	67%	4.2
Perceived commitment to specialty Perceived interest in program Leadership qualities Class ranking/quartile Personal prior knowledge of the applicant Audition elective/rotation within your department Personal Statement Grades in required clerkships Passing USMLE Step 2 CS/COMLEX Level 2 PE Any failed attempt in USMLE/COMLEX Grades in clerkship in desired specialty Other life experience Alpha Omega Alpha (AOA) membership Consistency of grades Volunteer/extracurricular experiences Lack of gaps in medical education Graduate of highly regarded U.S. medical school Gold Humanism Honor Society (GHHS) membership Awards or special honors in clinical clerkships Awards or special honors in clinical clerkships Other post-interview contact Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 87% 4.9 4.9 4.9 4.9 4.9 4.9 4.9 4.1 4.9 4.1 4.0 4.1 4.0 4.1 4.0 4.1 4.0 4.1 4.0 4.1 4.0 4.1 4.0 4.0	Evidence of professionalism and ethics	64%	4.0
Perceived interest in program Leadership qualities Class ranking/quartile Personal prior knowledge of the applicant Audition elective/rotation within your department Personal Statement Grades in required clerkships Passing USMLE Step 2 CS/COMLEX Level 2 PE Any failed attempt in USMLE/COMLEX Grades in clerkship in desired specialty Other life experience Alpha Omega Alpha (AOA) membership Consistency of grades Volunteer/extracurricular experiences Lack of gaps in medical education Graduate of highly regarded U.S. medical school Gold Humanism Honor Society (GHHS) membership Awards or special honors in clinical clerkships Awards or special honors in clerkship in desired specialty Demonstrated involvement and interest in research Applicant was flagged with Match violation by the NRMP Visa status* Other post-interview contact Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty a another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 49% 4.3 46% 4.3 46% 4.3 46% 4.3 46% 4.1 4.6 4.6 4.1 4.6 4.6 4.1 4.6 4.6 4.1 4.6 4.6 4.1 4.6 4.6 4.1 4.6 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.1 4.6 4.1 4.1 4.6 4.1 4.1 4.1 4.1 4.1 4.1 4.1 4	Medical Student Performance Evaluation (MSPE/Dean's Letter)	72%	4.6
Leadership qualities Class ranking/quartile Personal prior knowledge of the applicant Audition elective/rotation within your department Personal Statement Grades in required clerkships Passing USMLE Step 2 CS/COMLEX Level 2 PE Any failed attempt in USMLE/COMLEX Grades in clerkship in desired specialty Other life experience Alpha Omega Alpha (AOA) membership Consistency of grades Volunteer/extracurricular experiences Lack of gaps in medical education Graduate of highly regarded U.S. medical school Gold Humanism Honor Society (GHHS) membership Awards or special honors in clerkship in desired specialty Demonstrated involvement and interest in research Applicant was flagged with Match violation by the NRMP Visa status* Other post-interview contact Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences Lack of gaps in medical education 41% 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.0 4.1 4.1 4.1 4.1 4.1 4.2 2.8 4.0 4.1 4.1 4.1 4.1 4.2 2.8 4.0 4.1 4.1 4.1 4.1 4.1 4.1 4.1	Perceived commitment to specialty	87%	4.3
Class ranking/quartile Personal prior knowledge of the applicant Audition elective/rotation within your department Personal Statement Personal Statement Grades in required clerkships Passing USMLE Step 2 CS/COMLEX Level 2 PE Any failed attempt in USMLE/COMLEX Grades in clerkship in desired specialty Other life experience Alpha Omega Alpha (AOA) membership Consistency of grades Volunteer/extracurricular experiences Lack of gaps in medical education Graduate of highly regarded U.S. medical school Gold Humanism Honor Society (GHHS) membership Awards or special honors in clinical clerkships Awards or special honors in clinical clerkships Awards or special honors in clinical clerkships Applicant was flagged with Match violation by the NRMP Visa status* Other post-interview contact Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 59% 4.3 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.1 4.6 4.8 3.8 3.9 4.2 28% 3.4 4.0 4.1 4.0 4.1 4.1 4.1 4.1 4	Perceived interest in program	49%	4.3
Personal prior knowledge of the applicant Audition elective/rotation within your department Personal Statement Grades in required clerkships Passing USMLE Step 2 CS/COMLEX Level 2 PE Any failed attempt in USMLE/COMLEX Grades in clerkship in desired specialty Other life experience Alpha Omega Alpha (AOA) membership Consistency of grades Volunteer/extracurricular experiences Lack of gaps in medical education Graduate of highly regarded U.S. medical school Gold Humanism Honor Society (GHHS) membership Awards or special honors in clinical clerkships Awards or special honors in clerkship in desired specialty Demonstrated involvement and interest in research Applicant was flagged with Match violation by the NRMP Visa status* Other post-interview contact Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 46% 4.1 41% 4.1 48% 4.1 48% 4.1 48% 4.1 41% 4.1 48% 4.1 48% 4.1 41% 4.1 48% 4.1 48% 4.1 48% 4.1 4.2 28% 3.6 3.7 21% 3.4 4.0 4.1 4.1 4.1 4.1 4.2 28% 3.6 4.5 4.5 4.1 4.1 4.1 4.1 4.1 4.1	Leadership qualities	46%	
Audition elective/rotation within your department Personal Statement Grades in required clerkships Passing USMLE Step 2 CS/COMLEX Level 2 PE Any failed attempt in USMLE/COMLEX Grades in clerkship in desired specialty Other life experience Alpha Omega Alpha (AOA) membership Consistency of grades Volunteer/extracurricular experiences Lack of gaps in medical education Graduate of highly regarded U.S. medical school Gold Humanism Honor Society (GHHS) membership Awards or special honors in clinical clerkships Awards or special honors in clerkship in desired specialty Demonstrated involvement and interest in research Applicant was flagged with Match violation by the NRMP Visa status* Other post-interview contact Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 59% 3.7 41% 4.1 4.6 3.8 3.9 3.9 3.0 3.4 4.1 4.1 4.1 4.1 4.2 28% 3.4 4.0 4.5 3.4 4.0 4.8 4.8 4.7 4.8 4.9 4.9 4.9 4.0 4.9 4.1 4.1 4.1 4.1 4.1 4.1 4.1	Class ranking/quartile	59%	3.9
Personal Statement Grades in required clerkships Passing USMLE Step 2 CS/COMLEX Level 2 PE Any failed attempt in USMLE/COMLEX Grades in clerkship in desired specialty Other life experience Alpha Omega Alpha (AOA) membership Consistency of grades Volunteer/extracurricular experiences Lack of gaps in medical education Graduate of highly regarded U.S. medical school Gold Humanism Honor Society (GHHS) membership Awards or special honors in clinical clerkships Awards or special honors in clerkship in desired specialty Demonstrated involvement and interest in research Applicant was flagged with Match violation by the NRMP Visa status* Other post-interview contact Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 59% 41% 4.1 46% 4.1 4.8 3.8 3.7 21% 3.4 4.0 4.1 4.1 4.2 28% 3.4 4.0 4.1 4.2 28% 3.6 4.5 3.9 3.6 4.8 3.7 21% 3.4 4.0 4.8 3.7 3.7 4.8 3.7 4.8 3.7 4.8 4.9 4.0 4.0 4.0 4.1 4.0 4.1 4.1 4.0 4.1 4.1	Personal prior knowledge of the applicant	46%	
Grades in required clerkships Passing USMLE Step 2 CS/COMLEX Level 2 PE Any failed attempt in USMLE/COMLEX Grades in clerkship in desired specialty Other life experience Alpha Omega Alpha (AOA) membership Consistency of grades Volunteer/extracurricular experiences Lack of gaps in medical education Graduate of highly regarded U.S. medical school Gold Humanism Honor Society (GHHS) membership Awards or special honors in clinical clerkships Awards or special honors in clerkship in desired specialty Demonstrated involvement and interest in research Applicant was flagged with Match violation by the NRMP Visa status* Other post-interview contact Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 41% 4.1 4.6% 4.1 4.6% 4.1 4.6% 4.1 4.8 3.9 3.8 3.9 3.4 4.1 4.9 4.1 4.9 4.1 4.1 4.2 28% 3.4 4.0 4.8 4.8 4.9 4.9 4.1 4.1 4.0 4.1 4.1 4.1 4.2 4.2 4.3 4.0 4.5 4.0 4.5 4.0 4.5 4.0 4.7 4.8 4.1 4.6 4.6 4.6 4.6 4.6 4.6 4.6	Audition elective/rotation within your department	59%	4.3
Passing USMLE Step 2 CS/COMLEX Level 2 PE Any failed attempt in USMLE/COMLEX Grades in clerkship in desired specialty Other life experience Alpha Omega Alpha (AOA) membership Consistency of grades Volunteer/extracurricular experiences Lack of gaps in medical education Graduate of highly regarded U.S. medical school Gold Humanism Honor Society (GHHS) membership Awards or special honors in clinical clerkships Awards or special honors in the NRMP Other post-interview contact Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 446% 4.1 4.6 4.6 4.6 4.6 4.6 4.6 4.8 3.9 3.8 3.9 3.4 4.1 4.1 4.2 2.8 3.4 4.1 4.2 2.8 3.4 4.0 4.8 4.8 4.0 4.7 4.7 4.9 4.0 4.0 4.0 4.0 4.0 4.0 4.0	Personal Statement	59%	3.7
Any failed attempt in USMLE/COMLEX Grades in clerkship in desired specialty Other life experience Alpha Omega Alpha (AOA) membership Consistency of grades Volunteer/extracurricular experiences Lack of gaps in medical education Graduate of highly regarded U.S. medical school Gold Humanism Honor Society (GHHS) membership Awards or special honors in clinical clerkships Awards or special honors in clinical clerkships Demonstrated involvement and interest in research Applicant was flagged with Match violation by the NRMP Visa status* Other post-interview contact Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 56% 3.89 3.7 4.1 4.2 28% 3.4 4.1 4.1 4.1 4.2 28% 3.4 4.0 3.4 4.0 3.5 3.6 3.7 23% 3.6 4.8 4.8 4.8 4.8 4.9 4.0 4.0 4.0 4.0 4.0 4.0 4.0 4.0 4.0 4.0	Grades in required clerkships	41%	4.1
Grades in clerkship in desired specialty Other life experience Alpha Omega Alpha (AOA) membership Consistency of grades Volunteer/extracurricular experiences Lack of gaps in medical education Graduate of highly regarded U.S. medical school Gold Humanism Honor Society (GHHS) membership Awards or special honors in clinical clerkships Awards or special honors in clerkship in desired specialty Demonstrated involvement and interest in research Applicant was flagged with Match violation by the NRMP Visa status* Other post-interview contact Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 3.8 3.9 4.1 4.1 4.1 4.1 4.1 4.1 4.1 4	Passing USMLE Step 2 CS/COMLEX Level 2 PE	46%	4.1
Other life experience Alpha Omega Alpha (AOA) membership Consistency of grades Volunteer/extracurricular experiences Lack of gaps in medical education Graduate of highly regarded U.S. medical school Gold Humanism Honor Society (GHHS) membership Awards or special honors in clinical clerkships Awards or special honors in clerkship in desired specialty Demonstrated involvement and interest in research Applicant was flagged with Match violation by the NRMP Visa status* Other post-interview contact Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 28% 3.6 3.7 4.0 4.1 3.4 4.0 3.6 3.6 3.7 4.0 3.9 3.9 3.6 3.6 3.6 3.7 4.8 4.8 4.8 4.8 4.9 4.0 4.0 4.0 4.0 4.0 4.0 4.0	Any failed attempt in USMLE/COMLEX	56%	4.6
Alpha Omega Alpha (AOA) membership Consistency of grades Volunteer/extracurricular experiences Lack of gaps in medical education Graduate of highly regarded U.S. medical school Gold Humanism Honor Society (GHHS) membership Awards or special honors in clinical clerkships Awards or special honors in clerkship in desired specialty Demonstrated involvement and interest in research Applicant was flagged with Match violation by the NRMP Visa status* Other post-interview contact Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 38% 3.7 4.1 4.2 28% 4.5 3.4 4.0 4.8 4.8 4.7 4.7 4.7 4.7 4.7 4.0 4.0 4.0	Grades in clerkship in desired specialty	38%	3.9
Consistency of grades Volunteer/extracurricular experiences Lack of gaps in medical education Graduate of highly regarded U.S. medical school Gold Humanism Honor Society (GHHS) membership Awards or special honors in clinical clerkships Awards or special honors in clerkship in desired specialty Demonstrated involvement and interest in research Applicant was flagged with Match violation by the NRMP Visa status* Other post-interview contact Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 3.8 3.7 3.8 4.0 4.7 4.7 4.7 4.0 4.0 4.0 4.0	Other life experience	28%	3.6
Volunteer/extracurricular experiences Lack of gaps in medical education Graduate of highly regarded U.S. medical school Gold Humanism Honor Society (GHHS) membership Awards or special honors in clinical clerkships Awards or special honors in clerkship in desired specialty Demonstrated involvement and interest in research Applicant was flagged with Match violation by the NRMP Visa status* Other post-interview contact Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 21% 3.4 4.5 4.7 4.8 3.4 4.8 4.7 4.7 4.7 4.7 4.7 4.7 4.8 4.7 4.7 4.7	Alpha Omega Alpha (AOA) membership	31%	4.2
Lack of gaps in medical education Graduate of highly regarded U.S. medical school Gold Humanism Honor Society (GHHS) membership Awards or special honors in clinical clerkships Awards or special honors in clerkship in desired specialty Demonstrated involvement and interest in research Applicant was flagged with Match violation by the NRMP Visa status* Other post-interview contact Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 41% 4.0 28% 4.5 4.0 4.0 4.0 4.1 4.0 4.0 4.0 4.0	Consistency of grades	38%	3.7
Graduate of highly regarded U.S. medical school Gold Humanism Honor Society (GHHS) membership Awards or special honors in clinical clerkships Awards or special honors in clerkship in desired specialty Demonstrated involvement and interest in research Applicant was flagged with Match violation by the NRMP Visa status* Other post-interview contact Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 28% 3.4 4.5 4.0 4.5 4.0 4.5 4.0 4.0	Volunteer/extracurricular experiences	21%	3.4
Gold Humanism Honor Society (GHHS) membership Awards or special honors in clinical clerkships Awards or special honors in clerkship in desired specialty Demonstrated involvement and interest in research Applicant was flagged with Match violation by the NRMP Visa status* Other post-interview contact Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 15% 4.0 4.0	Lack of gaps in medical education	41%	4.1
Awards or special honors in clinical clerkships Awards or special honors in clerkship in desired specialty Demonstrated involvement and interest in research Applicant was flagged with Match violation by the NRMP Visa status* Other post-interview contact Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 21% 3.4 4.8 3.7 23% 3.7 4.8 4.8 4.8 4.8 4.9 4.0 4.7 4.0 4.0 4.0 4.0	Graduate of highly regarded U.S. medical school		
Awards or special honors in clerkship in desired specialty Demonstrated involvement and interest in research Applicant was flagged with Match violation by the NRMP Visa status* Other post-interview contact Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 26% 3.9 3.9 3.6 4.8 23% 3.7 21% 3.4 18% 4.7 4.7 4.0 4.0 4.0	Gold Humanism Honor Society (GHHS) membership	1 <mark>3%</mark>	
Demonstrated involvement and interest in research Applicant was flagged with Match violation by the NRMP Visa status* Other post-interview contact Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 23% 3.6 4.8 3.6 4.8 3.7 23% 3.7 21% 3.4 3.4 4.7 4.7 4.8 4.7 4.7 4.0 4.0	Awards or special honors in clinical clerkships	21%	
Applicant was flagged with Match violation by the NRMP Visa status* Other post-interview contact Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 36% 3.7 21% 3.4 3.4 4.7 4.7 4.8 4.8 3.8 4.0 4.8 4.8 4.8 4.8 4.8 4.8 4	Awards or special honors in clerkship in desired specialty	26%	
Visa status* Other post-interview contact Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences Visa status* 23% 3.7 3.4 3.4 4.7 4.7 4.8 4.0 4.0	Demonstrated involvement and interest in research	23%	3.6
Other post-interview contact Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 28% 3.4 4.7 4.8 4.0 4.0 4.0	Applicant was flagged with Match violation by the NRMP	36%	
Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 28% 4.7 4.7 4.8 4.0 4.0 4.0	Visa status*	23%	
Fluency in language spoken by your patient population Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 18% 4.0 4.0	Other post-interview contact	21%	
Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 18% 3.3 4.0 15% 4.0	Interest in academic career		
USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 18% 3.3 4.0 4.0	Fluency in language spoken by your patient population		
Second interview/visit 3% 4.0 Awards or special honors in basic sciences 15% 4.0	Away rotation in your specialty at another institution		
Awards or special honors in basic sciences 15% 4.0	USMLE/COMLEX Step 3 score		
	Second interview/visit		
100% 50% 0% 1 2 3 4 5	Awards or special honors in basic sciences		
	10	0% 50% 0%	1 2 3 4 5

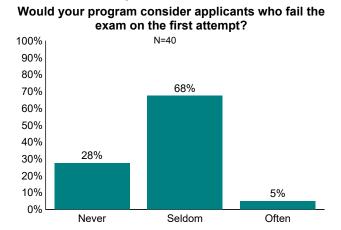
¹ Ratings on a scale from 1 (not at all important) to 5 (very important). * International Medical Graduates only

Pathology

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

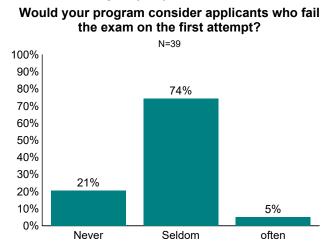
Percentage of Programs That Use USMLE Step 1 Scores



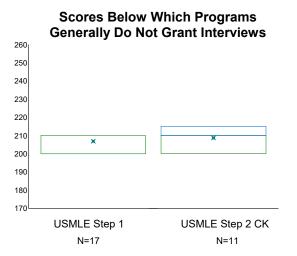


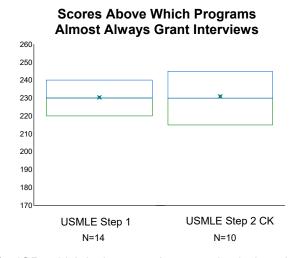
Percentage of Programs That Use USMLE Step 2 (CK) Scores

Exam Required? N=39 100% 90% 80% 70% 60% 50% 38% 36% 40% 26% 30% 20% 10% 0% Yes, pass only Yes, target score No



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



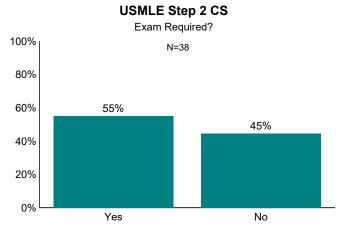


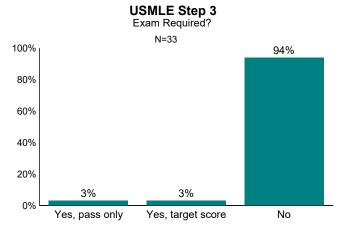
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

Pathology

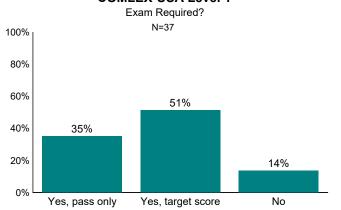
Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

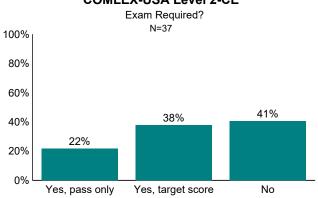
Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



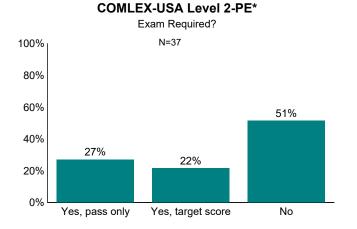


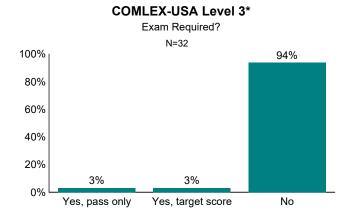
Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores COMLEX-USA Level 1* COMLEX-USA Level 2-CE*





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

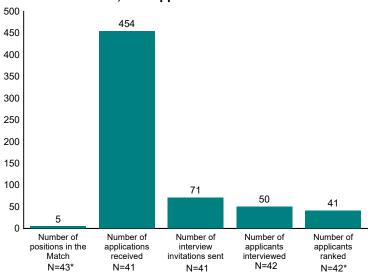


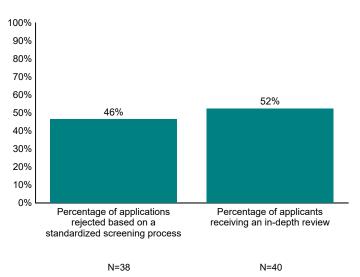


^{*} Osteopathic applicants only

Pathology Program's Interview Activities

Average Number of Positions, Applications Received, Interview Average Percentage of Applicants Rejected and Reviewed Invitations Sent, and Applicants Interviewed and Ranked

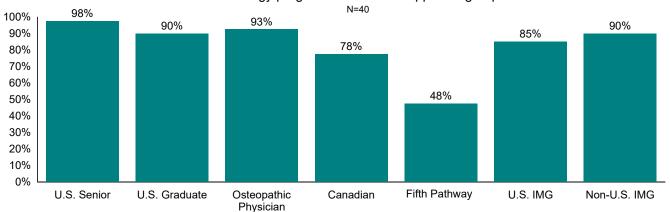




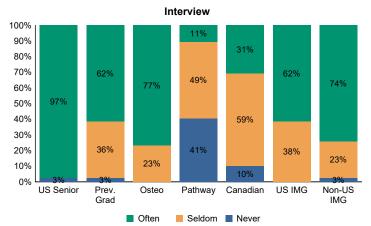
^{*} Data from the NRMP database. All Responding programs included

Percentage of Programs that Typically Interview and Rank Each Applicant Type

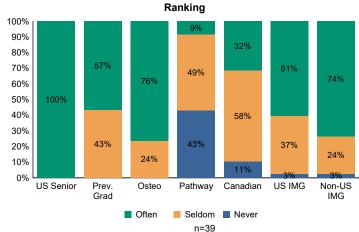
43% of Pathology programs consider all applicant groups



Frequency of Programs Interviewing and Ranking Candidates



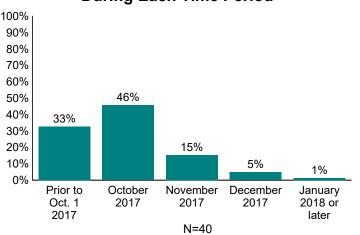
n=39

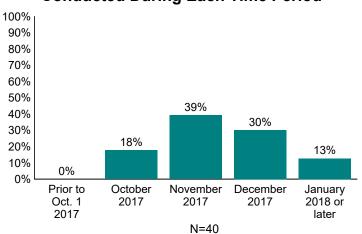


Program's Interview Activities (Continued) and Program Assessment of Residents' Success

Percentage of Program's Interviews Extended During Each Time Period

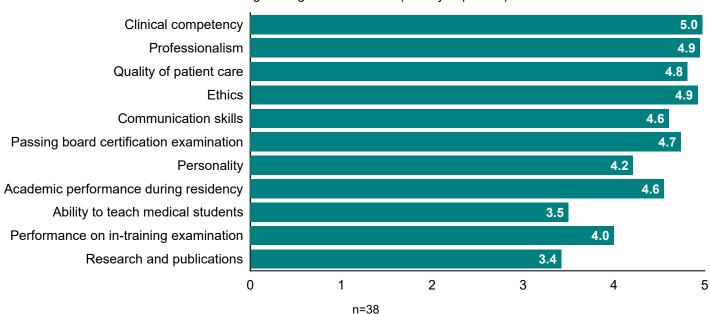
Percentage of Program's Interviews Conducted During Each Time Period





Importance of Factors in Assessing Residents' Success

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



Pediatrics (N=78)

Pediatrics

Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Selecting Applicants to Interview (N=73)

Percent Citing Factor Average Rating 4.1 USMLE Step 1/COMLEX Level 1 score 95% 3.9 73% Letters of recommendation in the specialty 4.3 81% Medical Student Performance Evaluation (MSPE/Dean's Letter) 3.9 82% USMLE Step 2 CK/COMLEX Level 2 CE score 73% 3.5 **Personal Statement** 4.1 77% Grades in required clerkships 4.5 Any failed attempt in USMLE/COMLEX 78% 3.8 Class ranking/quartile 75% 4.0 51% Perceived commitment to specialty 70% 4.1 Personal prior knowledge of the applicant 64% 4.1 Grades in clerkship in desired specialty 75% 4.0 Audition elective/rotation within your department 4.5 Evidence of professionalism and ethics 53% 4.2 Leadership qualities 53% 4.0 70% Alpha Omega Alpha (AOA) membership 3.9 45% Perceived interest in program 3.8 56% Other life experience 4.0 Passing USMLE Step 2 CS/COMLEX Level 2 PE 60% 4.0 58% Volunteer/extracurricular experiences 4.0 55% Consistency of grades 3.9 Lack of gaps in medical education 60% 42% 3.5 Awards or special honors in clinical clerkships 3.8 55% Graduate of highly-regarded U.S. medical school 71% 4.0 Gold Humanism Honor Society (GHHS) membership 41% 3.5 Awards or special honors in clerkship in desired specialty 26% 3.3 Demonstrated involvement and interest in research 3.9 36% Visa status* 42% 4.8 Applicant was flagged with Match violation by the NRMP 15% 3.5 Away rotation in your specialty at another institution 10% 3.3 Interest in academic career 3.5 Fluency in language spoken by your patient population 30% 22% 2.5 Awards or special honors in basic sciences 3.7 15% USMLE/COMLEX Step 3 score 0% 1 5 3 4 100% 50% 2

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

^{*} International Medical Graduates only

Pediatrics Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Ranking Applicants (N=73)

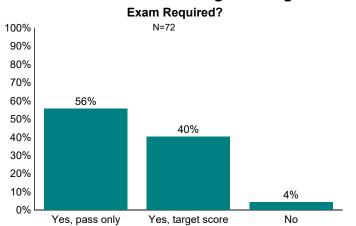
	Percent Citing Factor	Average Rating
Interactions with faculty during interview and visit	99%	4.9
Interpersonal skills	96%	4.9
Interactions with housestaff during interview and visit	94%	4.9
Feedback from current residents	93%	4.7
USMLE/COMLEX Step 1 score	86%	4.0
Letters of recommendation in the specialty	66%	3.9
USMLE/COMLEX Step 2 score	87%	4.0
Evidence of professionalism and ethics	72%	4.4
Medical Student Performance Evaluation (MSPE/Dean's Letter)	77%	4.5
Perceived commitment to specialty	51%	4.1
Perceived interest in program	51%	3.8
Leadership qualities	66%	4.2
Class ranking/quartile	72%	4.2
Personal prior knowledge of the applicant	73%	4.1
Audition elective/rotation within your department	76%	4.1
Personal Statement	59%	3.4
Grades in required clerkships	65%	4.1
Passing USMLE Step 2 CS/COMLEX Level 2 PE	79%	4.3
Any failed attempt in USMLE/COMLEX	61%	4.6
Grades in clerkship in desired specialty	62%	4.2
Other life experience	59%	3.9
Alpha Omega Alpha (AOA) membership	65%	4.0
Consistency of grades	55%	3.9
Volunteer/extracurricular experiences	63%	3.9
Lack of gaps in medical education	58%	3.8
Graduate of highly regarded U.S. medical school	54%	3.8
Gold Humanism Honor Society (GHHS) membership	58%	3.9
Awards or special honors in clinical clerkships	34%	3.9
Awards or special honors in clerkship in desired specialty	35%	3.9
Demonstrated involvement and interest in research	24%	3.3
Applicant was flagged with Match violation by the NRMP	37%	4.8
Visa status*	30%	3.5
Other post-interview contact	27%	3.3
Interest in academic career	1 <mark>4%</mark>	3.8
Fluency in language spoken by your patient population	28%	3.6
Away rotation in your specialty at another institution	17%	3.0
USMLE/COMLEX Step 3 score	15%	4.2
Second interview/visit	23%	3.4
Awards or special honors in basic sciences	20%	2.8
10	0% 50% 0%	1 2 3 4 5

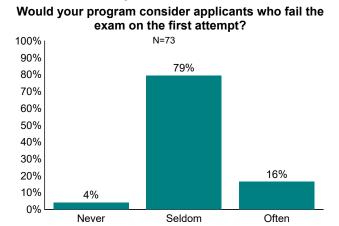
¹ Ratings on a scale from 1 (not at all important) to 5 (very important). * International Medical Graduates only

Pediatrics

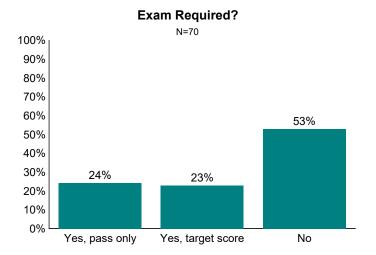
Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

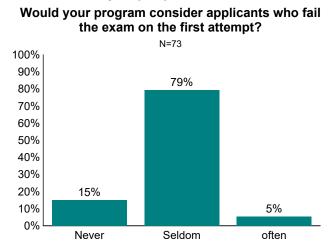
Percentage of Programs That Use USMLE Step 1 Scores



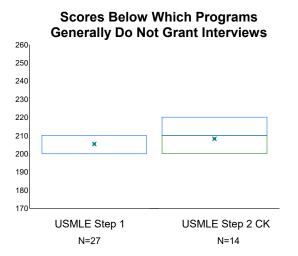


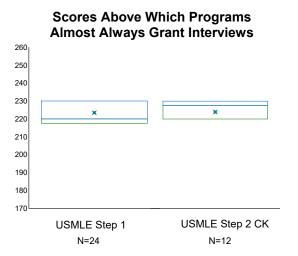
Percentage of Programs That Use USMLE Step 2 (CK) Scores





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



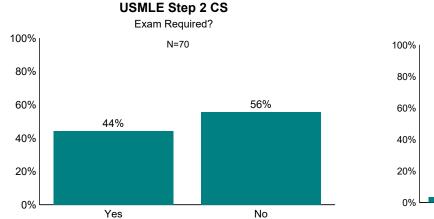


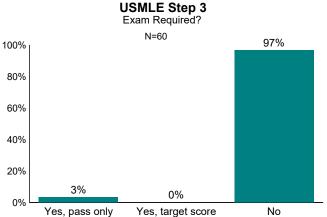
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

Pediatrics

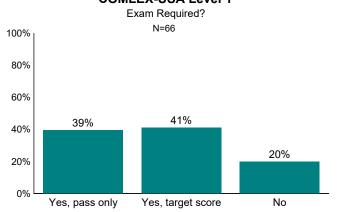
Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

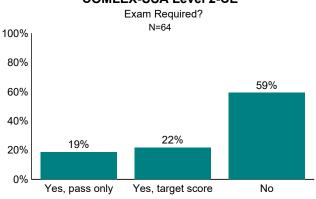
Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



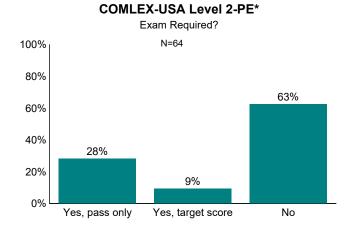


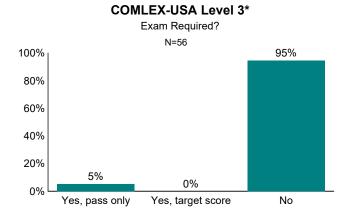
Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores COMLEX-USA Level 1* COMLEX-USA Level 2-CE*





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

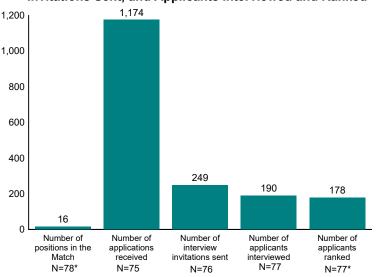


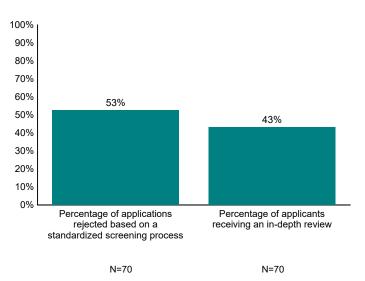


^{*} Osteopathic applicants only

Pediatrics Program's Interview Activities

Average Number of Positions, Applications Received, Interview Average Percentage of Applicants Rejected and Reviewed Invitations Sent, and Applicants Interviewed and Ranked

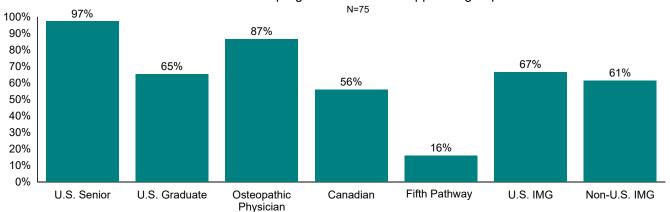




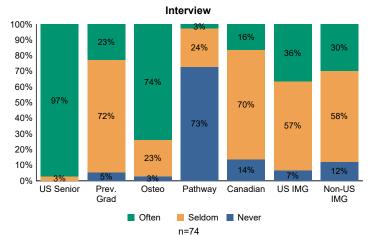
^{*} Data from the NRMP database. All Responding programs included

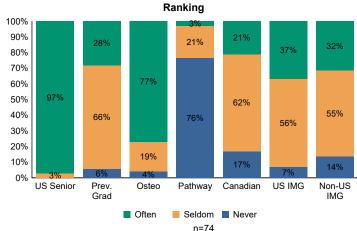
Percentage of Programs that Typically Interview and Rank Each Applicant Type

13% of Pediatrics programs consider all applicant groups



Frequency of Programs Interviewing and Ranking Candidates

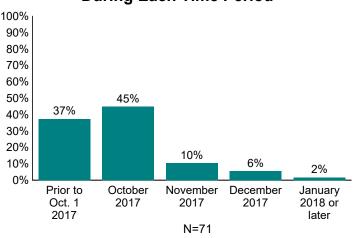


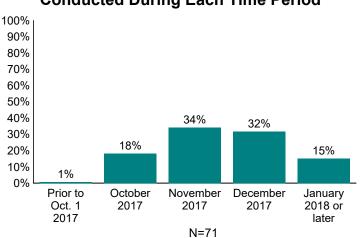


Program's Interview Activities (Continued) and Program Assessment of Residents' Success

Percentage of Program's Interviews Extended During Each Time Period

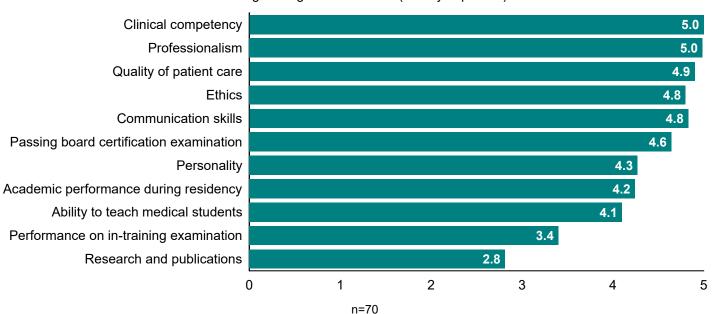
Percentage of Program's Interviews Conducted During Each Time Period





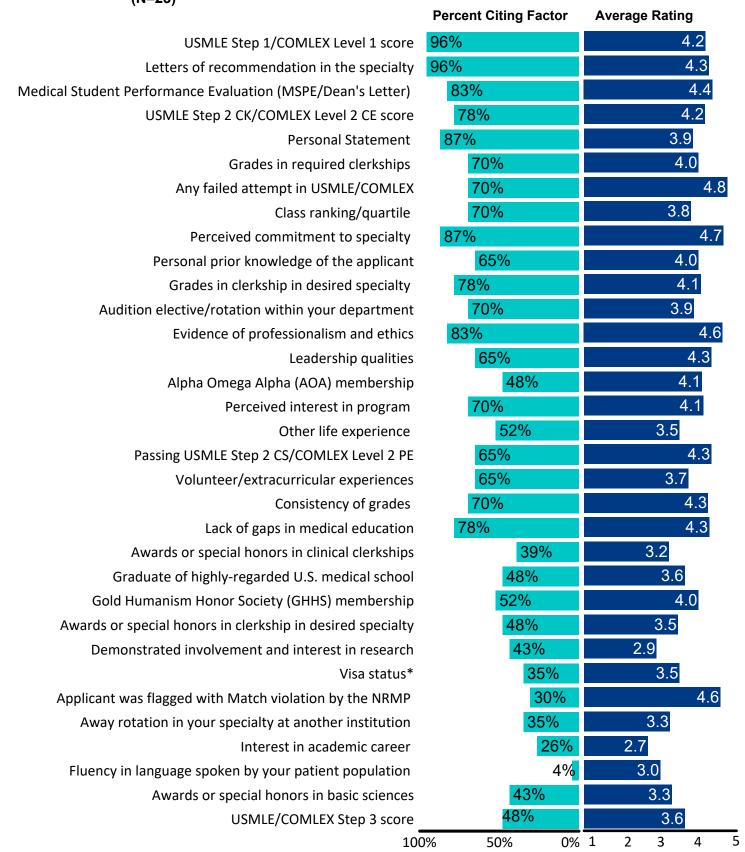
Importance of Factors in Assessing Residents' Success

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



Physical Medicine and Rehabilitation (N=28)

Physical Medicine and Rehabilitation Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Selecting Applicants to Interview (N=23)



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

^{*} International Medical Graduates only

Physical Medicine and Rehabilitation Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Ranking Applicants (N=23)

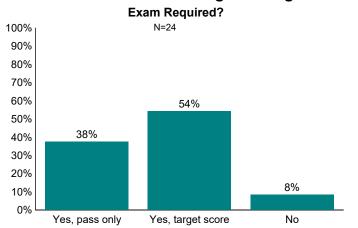
	Percent Citing Factor	Average Rating
Interactions with faculty during interview and visit	100%	4.9
Interpersonal skills	100%	4.8
Interactions with housestaff during interview and visit	96%	4.8
Feedback from current residents	96%	4.5
USMLE/COMLEX Step 1 score	91%	4.0
Letters of recommendation in the specialty	78%	4.0
USMLE/COMLEX Step 2 score	87%	3.9
Evidence of professionalism and ethics	70%	4.2
Medical Student Performance Evaluation (MSPE/Dean's Letter)	83%	4.6
Perceived commitment to specialty	87%	4.3
Perceived interest in program	61%	4.1
Leadership qualities	61%	4.4
Class ranking/quartile	74%	3.8
Personal prior knowledge of the applicant	57%	4.2
Audition elective/rotation within your department	70%	4.4
Personal Statement	78%	3.9
Grades in required clerkships	61%	4.1
Passing USMLE Step 2 CS/COMLEX Level 2 PE	74%	4.2
Any failed attempt in USMLE/COMLEX	57%	4.8
Grades in clerkship in desired specialty	52%	4.5
Other life experience	48%	3.9
Alpha Omega Alpha (AOA) membership	39%	4.3
Consistency of grades	61%	4.2
Volunteer/extracurricular experiences	70%	3.8
Lack of gaps in medical education	61%	4.4
Graduate of highly regarded U.S. medical school	48%	3.9
Gold Humanism Honor Society (GHHS) membership	43%	4.0
Awards or special honors in clinical clerkships	35%	3.4
Awards or special honors in clerkship in desired specialty	30%	3.9
Demonstrated involvement and interest in research	35%	3.0
Applicant was flagged with Match violation by the NRMP	26%	4.8
Visa status*	30%	3.7
Other post-interview contact	30%	3.4
Interest in academic career	26%	3.0
Fluency in language spoken by your patient population	9%	3.5
Away rotation in your specialty at another institution	35%	4.0
USMLE/COMLEX Step 3 score	43%	3.8
Second interview/visit	22%	4.0
Awards or special honors in basic sciences	26%	3.5
10	0% 50% 0% 1	1 2 3 4 5

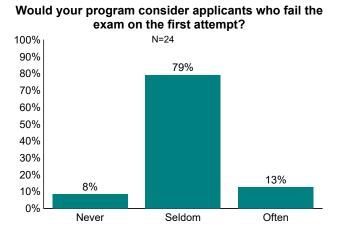
¹ Ratings on a scale from 1 (not at all important) to 5 (very important). * International Medical Graduates only

Physical Medicine and Rehabilitation

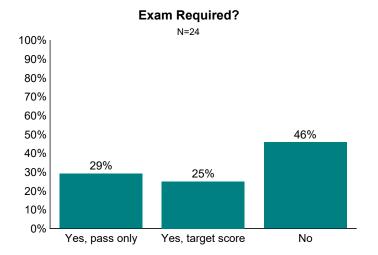
Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

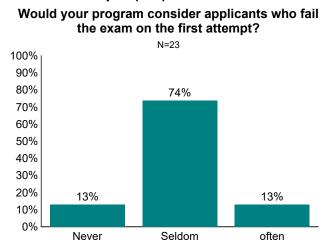
Percentage of Programs That Use USMLE Step 1 Scores



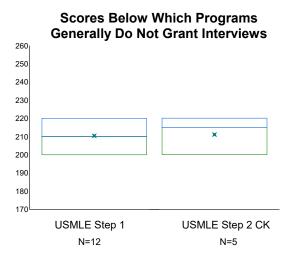


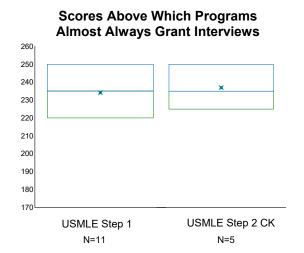
Percentage of Programs That Use USMLE Step 2 (CK) Scores





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

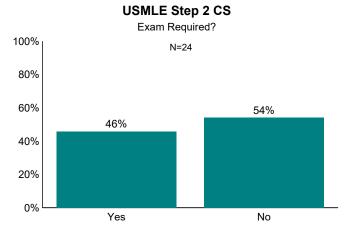


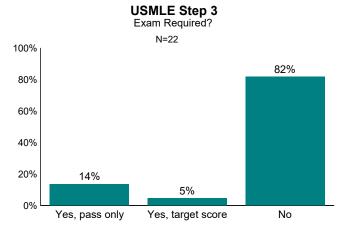


The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

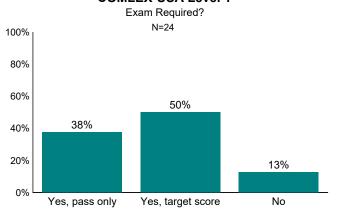
Physical Medicine and Rehabilitation
Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA
Scores* When Considering Which Applicants to Interview

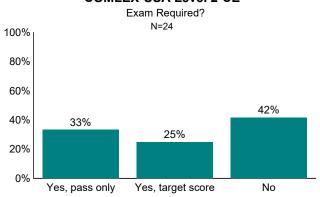
Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



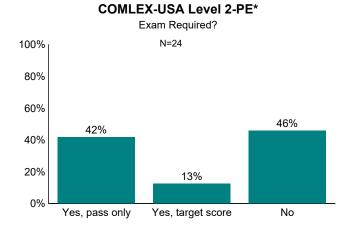


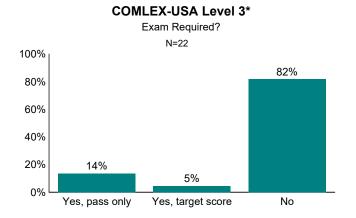
Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores COMLEX-USA Level 1* COMLEX-USA Level 2-CE*





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



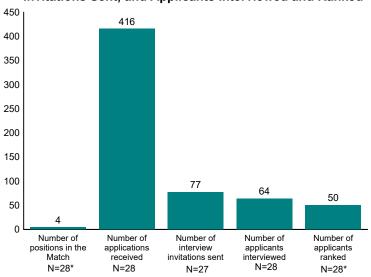


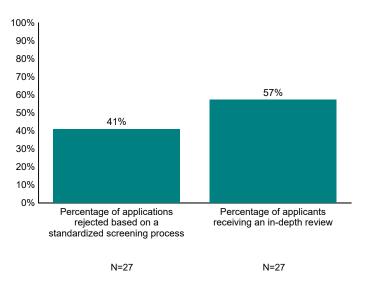
^{*} Osteopathic applicants only

Physical Medicine and Rehabilitation Program's Interview Activities

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





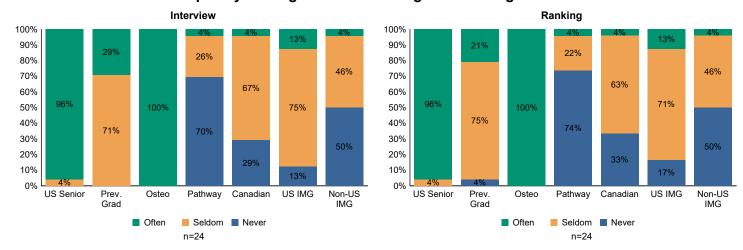


^{*} Data from the NRMP database. All Responding programs included

Percentage of Programs that Typically Interview and Rank Each Applicant Type

8% of Physical Medicine and Rehabilitation programs consider all applicant groups 100% 100% 90% 80% 70% 63% 60% 50% 42% 40% 33% 30% 21% 17% 20% 10% 0% Fifth Pathway U.S. Senior U.S. Graduate Osteopathic Canadian U.S. IMG Non-U.S. IMG Physician

Frequency of Programs Interviewing and Ranking Candidates



Prior to

Oct. 1

2017

October

2017

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

Percentage of Program's Interviews Extended During Each Time Period

100% 90% 80% 70% 60% 47% 50% 40% 30% 30% 20% 14% 8% 10% 0% 0%

November

2017

N=22

December

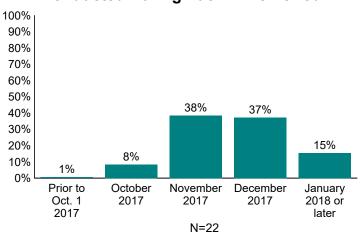
2017

January

2018 or

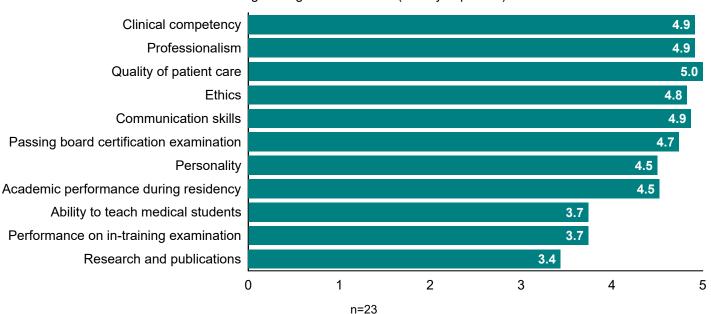
later

Percentage of Program's Interviews Conducted During Each Time Period



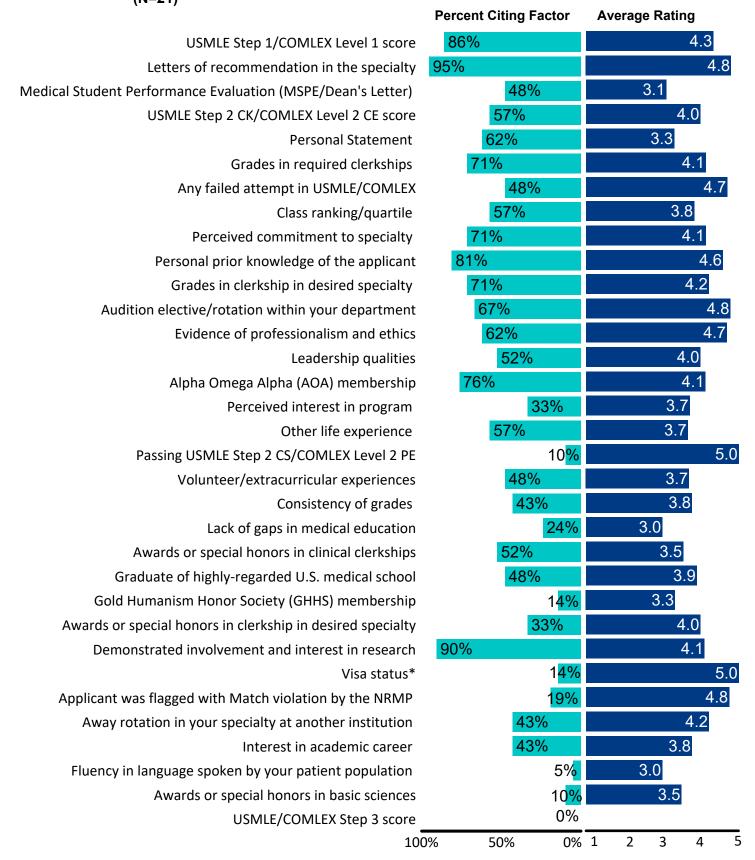
Importance of Factors in Assessing Residents' Success

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



Plastic Surgery (N=22)

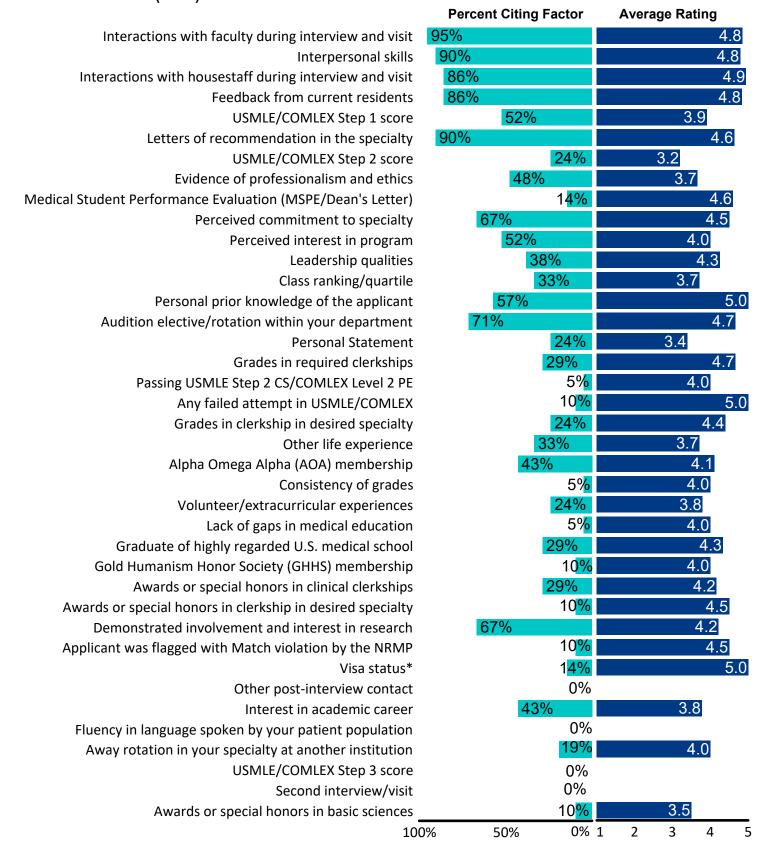
Plastic Surgery Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Selecting Applicants to Interview (N=21)



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

^{*} International Medical Graduates only

Plastic Surgery Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Ranking Applicants (N=21)



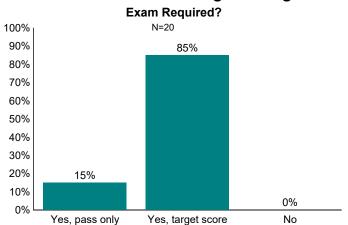
¹ Ratings on a scale from 1 (not at all important) to 5 (very important).

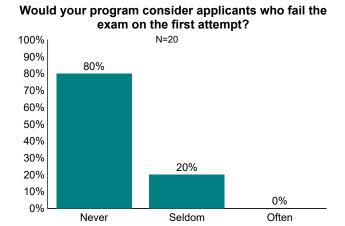
^{*} International Medical Graduates only

Plastic Surgery

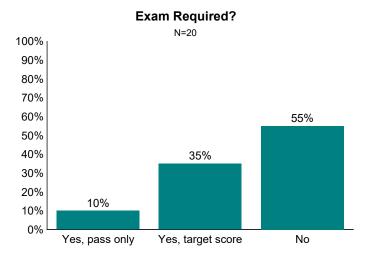
Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

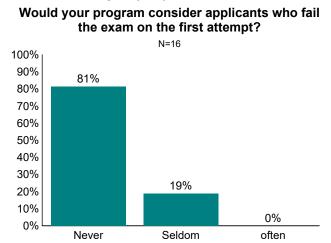
Percentage of Programs That Use USMLE Step 1 Scores



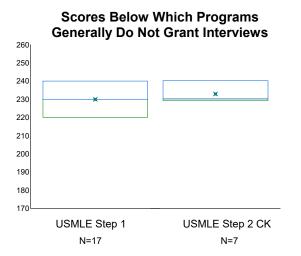


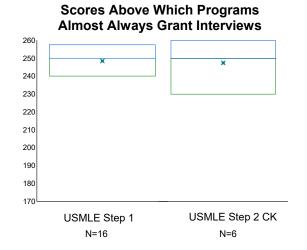
Percentage of Programs That Use USMLE Step 2 (CK) Scores





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



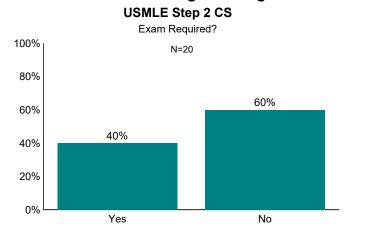


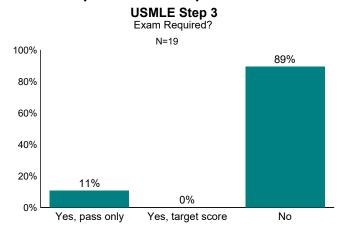
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

Plastic Surgery

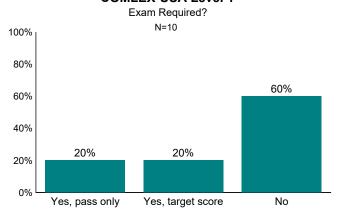
Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

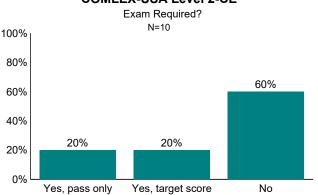
Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



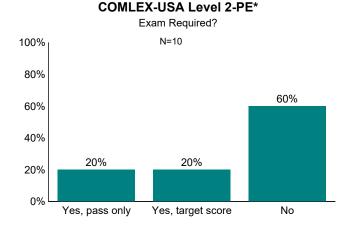


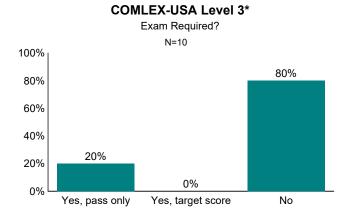
Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores COMLEX-USA Level 1* COMLEX-USA Level 2-CE*





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



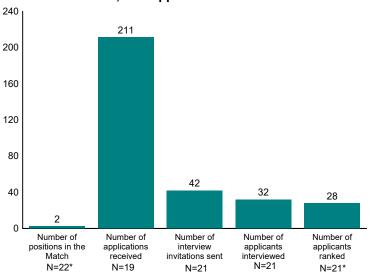


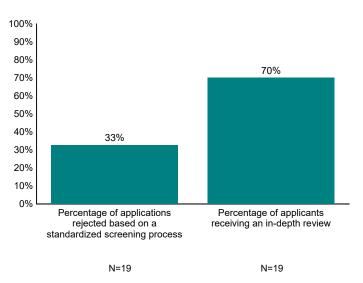
^{*} Osteopathic applicants only

Plastic Surgery Program's Interview Activities

Average Number of Positions, Applications Received, Interview Average Percentage of Applicants Rejected and Reviewed Invitations Sent, and Applicants Interviewed and Ranked

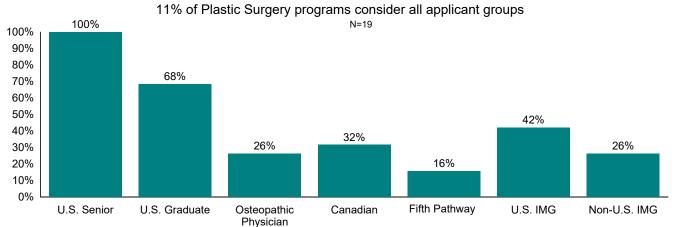




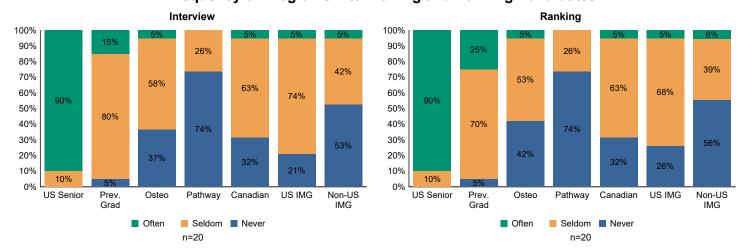


^{*} Data from the NRMP database. All Responding programs included

Percentage of Programs that Typically Interview and Rank Each Applicant Type

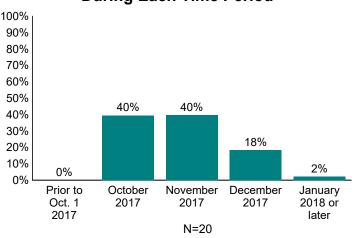


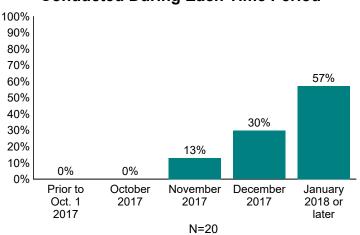
Frequency of Programs Interviewing and Ranking Candidates



Percentage of Program's Interviews Extended During Each Time Period

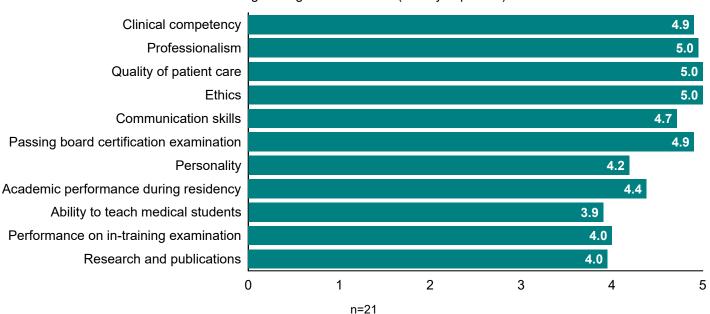
Percentage of Program's Interviews Conducted During Each Time Period





Importance of Factors in Assessing Residents' Success

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



Psychiatry (N=61)

Psychiatry

Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Selecting Applicants to Interview (N=58)

(11 66)	Percent Citing Factor	Average Rating
USMLE Step 1/COMLEX Level 1 score	91%	3.6
Letters of recommendation in the specialty	84%	4.0
Medical Student Performance Evaluation (MSPE/Dean's Letter)	91%	4.3
USMLE Step 2 CK/COMLEX Level 2 CE score	84%	3.7
Personal Statement	90%	4.2
Grades in required clerkships	69%	4.0
Any failed attempt in USMLE/COMLEX	74%	4.4
Class ranking/quartile	62%	4.0
Perceived commitment to specialty	84%	4.4
Personal prior knowledge of the applicant	76%	4.3
Grades in clerkship in desired specialty	67%	4.2
Audition elective/rotation within your department	71%	4.2
Evidence of professionalism and ethics	66%	4.5
Leadership qualities	40%	4.2
Alpha Omega Alpha (AOA) membership	43%	3.7
Perceived interest in program	60%	4.4
Other life experience	60%	3.9
Passing USMLE Step 2 CS/COMLEX Level 2 PE	64%	4.1
Volunteer/extracurricular experiences	52%	3.9
Consistency of grades	43%	4.2
Lack of gaps in medical education	74%	4.2
Awards or special honors in clinical clerkships	40%	3.7
Graduate of highly-regarded U.S. medical school	50%	3.6
Gold Humanism Honor Society (GHHS) membership	52%	3.9
Awards or special honors in clerkship in desired specialty	45%	3.8
Demonstrated involvement and interest in research	34%	3.5
Visa status*	47%	4.4
Applicant was flagged with Match violation by the NRMP	53%	4.9
Away rotation in your specialty at another institution	16%	3.6
Interest in academic career	28%	3.7
Fluency in language spoken by your patient population	31%	4.3
Awards or special honors in basic sciences	17%	2.7
USMLE/COMLEX Step 3 score	26%	3.4
100	0% 50% 0%	1 2 3 4 5

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

Psychiatry Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Ranking Applicants (N=58)

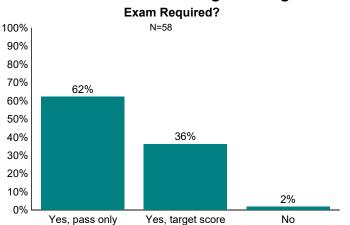
• •	Percent Citing Factor	Average Rating
Interactions with faculty during interview and visit	100%	4.9
Interpersonal skills	96%	4.9
Interactions with housestaff during interview and visit	93%	4.9
Feedback from current residents	96%	4.8
USMLE/COMLEX Step 1 score	75%	3.8
Letters of recommendation in the specialty	67%	3.9
USMLE/COMLEX Step 2 score	81%	3.9
Evidence of professionalism and ethics	67%	4.3
Medical Student Performance Evaluation (MSPE/Dean's Letter)	72%	4.6
Perceived commitment to specialty	88%	4.4
Perceived interest in program	77%	4.1
Leadership qualities	58%	4.1
Class ranking/quartile	58%	3.8
Personal prior knowledge of the applicant	63%	4.3
Audition elective/rotation within your department	60%	4.4
Personal Statement	74%	3.8
Grades in required clerkships	47%	4.0
Passing USMLE Step 2 CS/COMLEX Level 2 PE	70%	4.2
Any failed attempt in USMLE/COMLEX	65%	4.2
Grades in clerkship in desired specialty	46%	4.1
Other life experience	56%	3.8
Alpha Omega Alpha (AOA) membership	42%	4.0
Consistency of grades	44%	4.0
Volunteer/extracurricular experiences	42%	3.8
Lack of gaps in medical education	72%	3.9
Graduate of highly regarded U.S. medical school	44%	3.9
Gold Humanism Honor Society (GHHS) membership	40%	3.9
Awards or special honors in clinical clerkships	32%	3.6
Awards or special honors in clerkship in desired specialty	30%	3.9
Demonstrated involvement and interest in research	35%	3.7
Applicant was flagged with Match violation by the NRMP	40%	4.7
Visa status*	26%	4.4
Other post-interview contact	28%	3.7
Interest in academic career	21%	
Fluency in language spoken by your patient population	33%	4.1
Away rotation in your specialty at another institution	16%	
USMLE/COMLEX Step 3 score	26%	3.2
Second interview/visit	19%	3.5
Awards or special honors in basic sciences	12%	2.4
10	0% 50% 0%	1 2 3 4 5

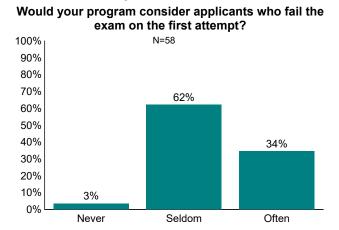
¹ Ratings on a scale from 1 (not at all important) to 5 (very important). * International Medical Graduates only

Psychiatry

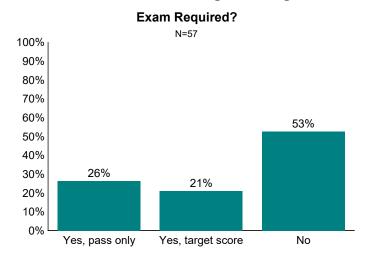
Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

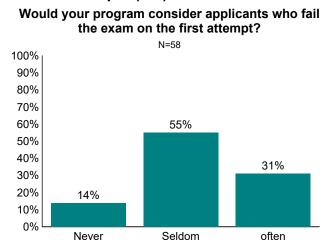
Percentage of Programs That Use USMLE Step 1 Scores



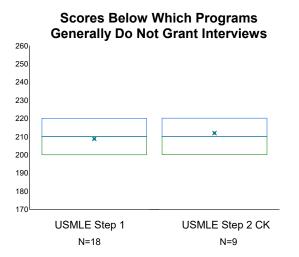


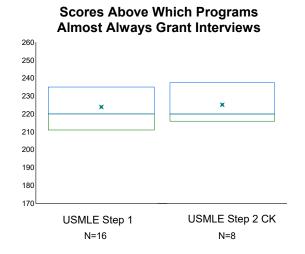
Percentage of Programs That Use USMLE Step 2 (CK) Scores





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



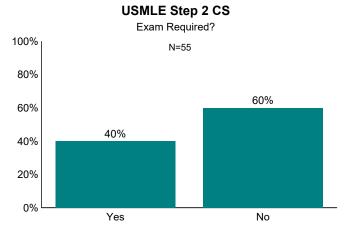


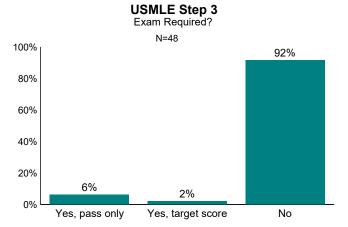
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

Psychiatry

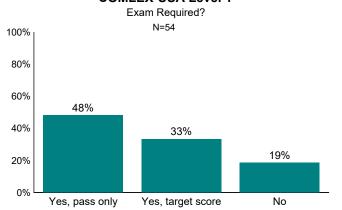
Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

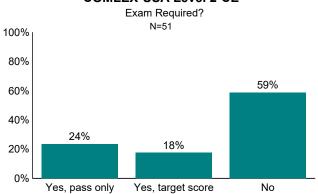
Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



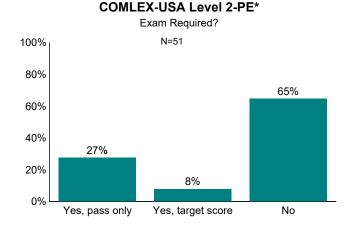


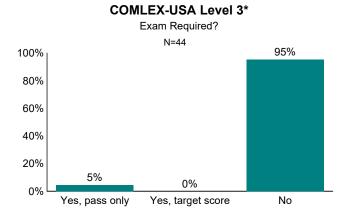
Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores COMLEX-USA Level 1* COMLEX-USA Level 2-CE*





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

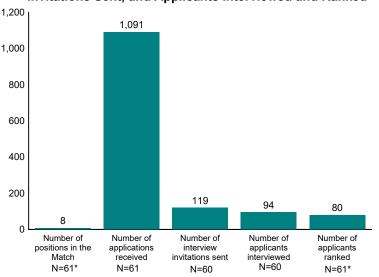


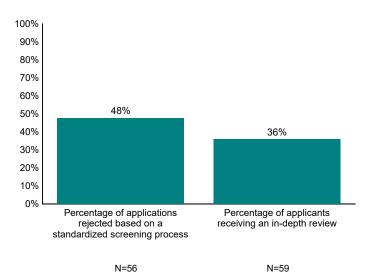


^{*} Osteopathic applicants only

Psychiatry Program's Interview Activities

Average Number of Positions, Applications Received, Interview Average Percentage of Applicants Rejected and Reviewed Invitations Sent, and Applicants Interviewed and Ranked

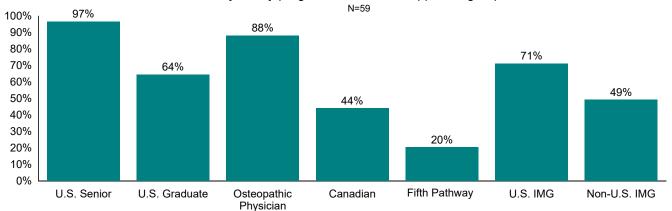




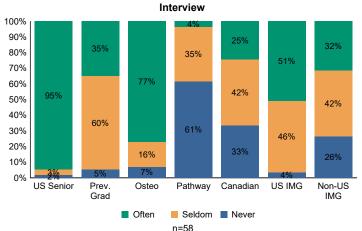
^{*} Data from the NRMP database. All Responding programs included

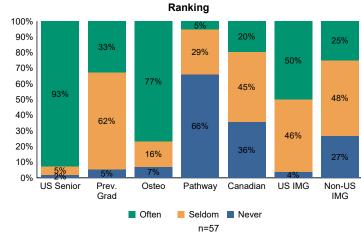
Percentage of Programs that Typically Interview and Rank Each Applicant Type

14% of Psychiatry programs consider all applicant groups



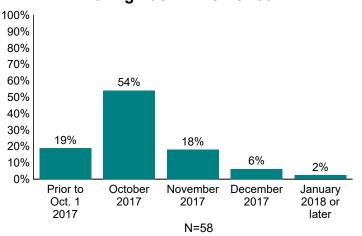
Frequency of Programs Interviewing and Ranking Candidates

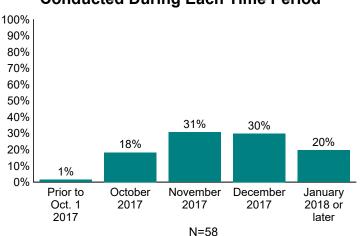




Percentage of Program's Interviews Extended During Each Time Period

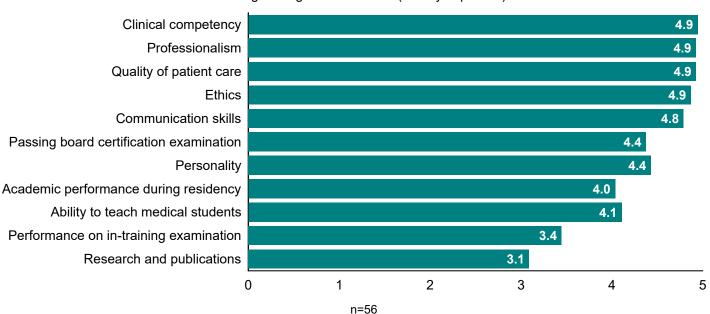
Percentage of Program's Interviews Conducted During Each Time Period





Importance of Factors in Assessing Residents' Success

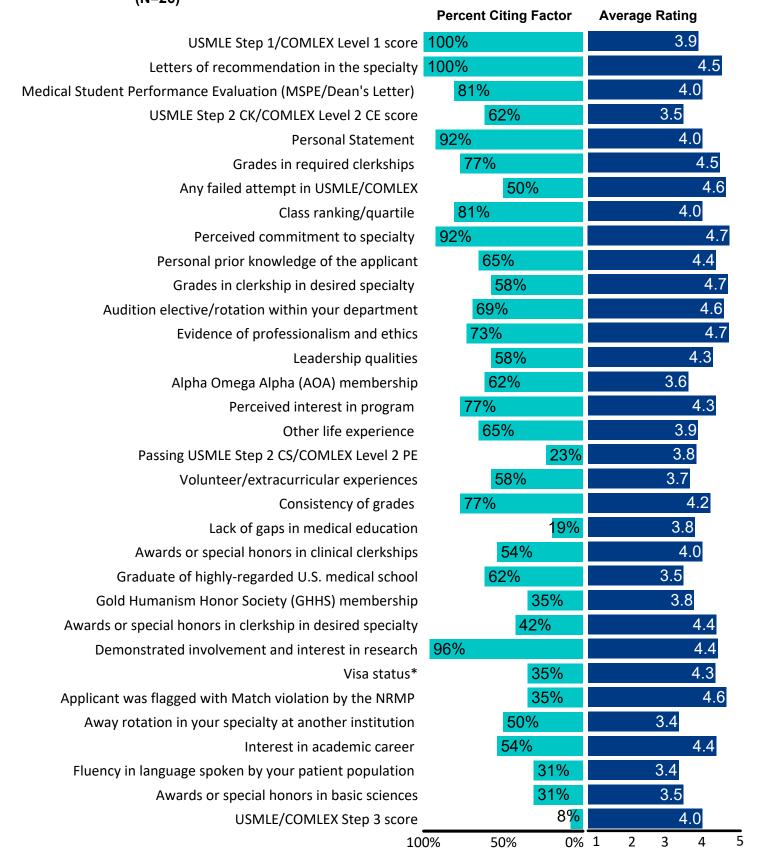
Average rating on a scale of 5 (5=very important)



Radiation Oncology (N=27)

Figure RO-1

Radiation Oncology Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Selecting Applicants to Interview (N=26)

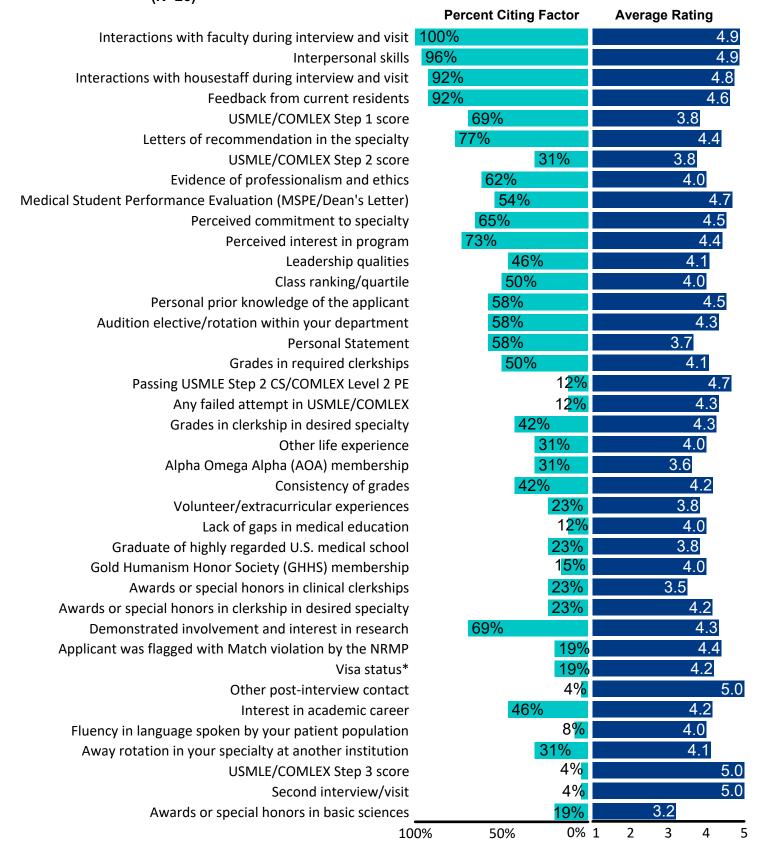


¹ Ratings on a scale from 1 (not at all important) to 5 (very important).

^{*} International Medical Graduates only

Figure RO-2

Radiation Oncology Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Ranking Applicants (N=26)



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

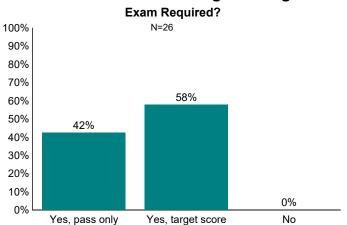
^{*} International Medical Graduates only

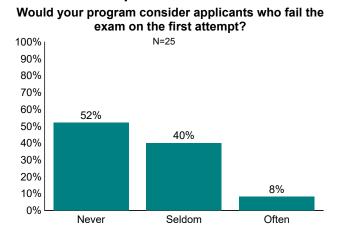
Figure RO-3

Radiation Oncology

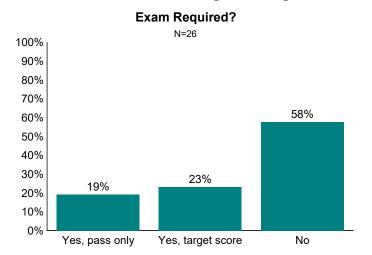
Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

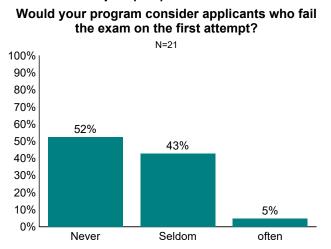
Percentage of Programs That Use USMLE Step 1 Scores



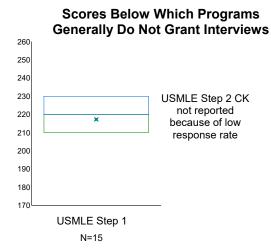


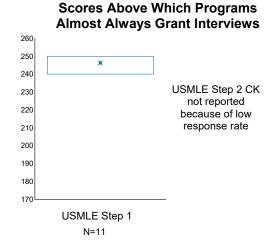
Percentage of Programs That Use USMLE Step 2 (CK) Scores





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



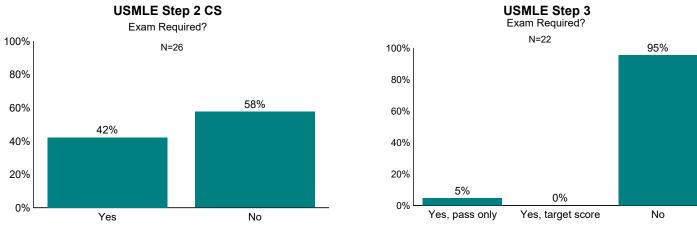


The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

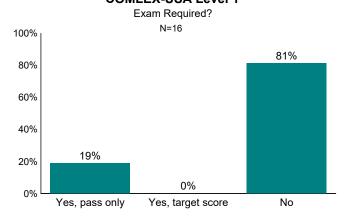
Radiation Oncology

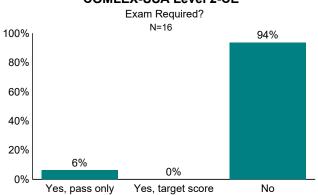
Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

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

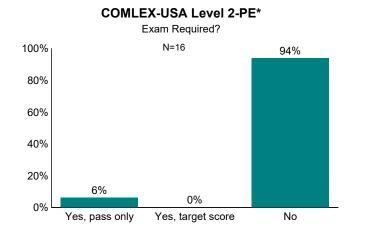


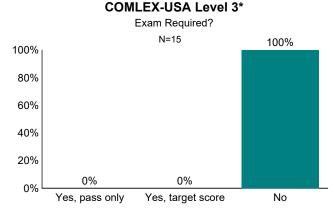
Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores COMLEX-USA Level 1* COMLEX-USA Level 2-CE*





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

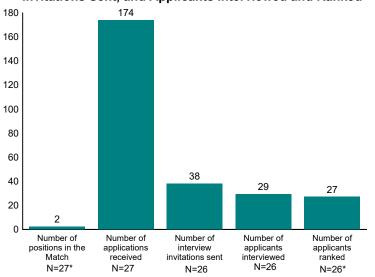


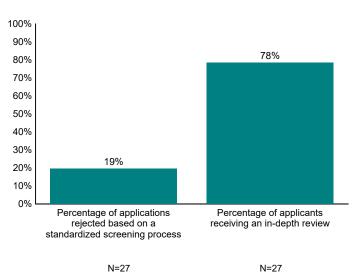


^{*} Osteopathic applicants only

Radiation Oncology Program's Interview Activities

Average Number of Positions, Applications Received, Interview Average Percentage of Applicants Rejected and Reviewed Invitations Sent, and Applicants Interviewed and Ranked

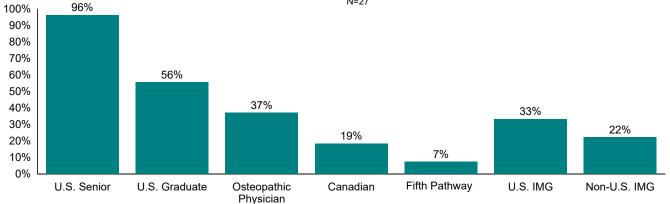




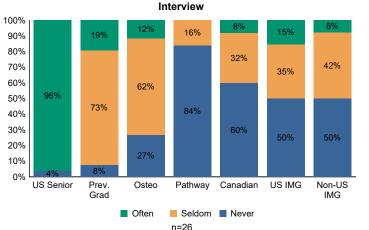
^{*} Data from the NRMP database. All Responding programs included

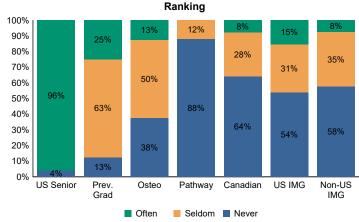
Percentage of Programs that Typically Interview and Rank Each Applicant Type

7% of Radiation Oncology programs consider all applicant groups



Frequency of Programs Interviewing and Ranking Candidates

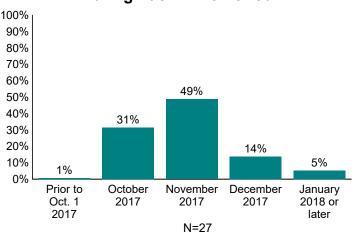


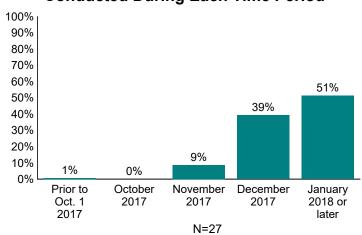


n=26

Percentage of Program's Interviews Extended During Each Time Period

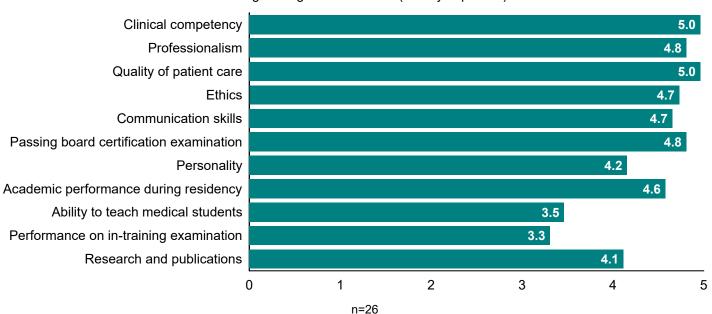
Percentage of Program's Interviews Conducted During Each Time Period





Importance of Factors in Assessing Residents' Success

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



Radiology (N=48)

Figure RD-1

Radiology-Diagnostic Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Selecting Applicants to Interview (N=43)

Percent Citing Factor Average Rating 4.4 95% USMLE Step 1/COMLEX Level 1 score 3.9 88% Letters of recommendation in the specialty 4.3 91% Medical Student Performance Evaluation (MSPE/Dean's Letter) 67% 4.1 USMLE Step 2 CK/COMLEX Level 2 CE score 3.6 84% **Personal Statement** 4.3 84% Grades in required clerkships 4.5 70% Any failed attempt in USMLE/COMLEX 4.2 70% Class ranking/quartile 4.1 70% Perceived commitment to specialty 4.0 58% Personal prior knowledge of the applicant 4.4 58% Grades in clerkship in desired specialty 70% 3.8 Audition elective/rotation within your department 4.4 Evidence of professionalism and ethics 65% 4.1 Leadership qualities 72% 72% 3.9 Alpha Omega Alpha (AOA) membership 4.0 70% Perceived interest in program 3.8 60% Other life experience 4.2 Passing USMLE Step 2 CS/COMLEX Level 2 PE 40% 3.5 49% Volunteer/extracurricular experiences 4.1 79% Consistency of grades 3.7 Lack of gaps in medical education 51% 56% 3.8 Awards or special honors in clinical clerkships 3.8 42% Graduate of highly-regarded U.S. medical school 44% 3.9 Gold Humanism Honor Society (GHHS) membership 53% 3.8 Awards or special honors in clerkship in desired specialty 3.5 44% Demonstrated involvement and interest in research 44% 4.3 Visa status* 37% Applicant was flagged with Match violation by the NRMP 2.8 Away rotation in your specialty at another institution 19% 3.2 21% Interest in academic career 3.8 12% Fluency in language spoken by your patient population 37% 3.3 Awards or special honors in basic sciences 14% 4.0 USMLE/COMLEX Step 3 score 0% 1 5 100% 50% 2 3

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

^{*} International Medical Graduates only

Figure RD-2

Radiology-Diagnostic Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Ranking Applicants (N=43)

(14-40)		
	Percent Citing Factor	Average Rating
Interactions with faculty during interview and visit	93%	4.9
Interpersonal skills	93%	4.8
Interactions with housestaff during interview and visit	93%	4.9
Feedback from current residents	82%	4.9
USMLE/COMLEX Step 1 score	93%	4.2
Letters of recommendation in the specialty	70%	3.9
USMLE/COMLEX Step 2 score	61%	4.2
Evidence of professionalism and ethics	64%	4.3
Medical Student Performance Evaluation (MSPE/Dean's Letter)	73%	4.5
Perceived commitment to specialty	64%	4.2
Perceived interest in program	73%	4.5
Leadership qualities	59%	4.0
Class ranking/quartile	66%	4.1
Personal prior knowledge of the applicant	45%	4.0
Audition elective/rotation within your department	45%	4.0
Personal Statement	52%	3.6
Grades in required clerkships	66%	4.2
Passing USMLE Step 2 CS/COMLEX Level 2 PE	27%	4.4
Any failed attempt in USMLE/COMLEX	43%	4.9
Grades in clerkship in desired specialty	36%	4.2
Other life experience	43%	3.7
Alpha Omega Alpha (AOA) membership	48%	4.1
Consistency of grades	55%	4.3
Volunteer/extracurricular experiences	27%	3.6
Lack of gaps in medical education	39%	3.9
Graduate of highly regarded U.S. medical school	32%	3.7
Gold Humanism Honor Society (GHHS) membership	34%	4.1
Awards or special honors in clinical clerkships	30%	3.5
Awards or special honors in clerkship in desired specialty	27%	3.8
Demonstrated involvement and interest in research	23%	3.7
Applicant was flagged with Match violation by the NRMP	30%	4.8
Visa status*	25%	4.5
Other post-interview contact	36%	3.9
Interest in academic career	16%	3.1
Fluency in language spoken by your patient population	11 <mark>%</mark>	4.2
Away rotation in your specialty at another institution	7 %	2.0
USMLE/COMLEX Step 3 score	14%	3.7
Second interview/visit	11 <mark>%</mark>	3.6
Awards or special honors in basic sciences	16%	3.7
100		1 2 3 4 5

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

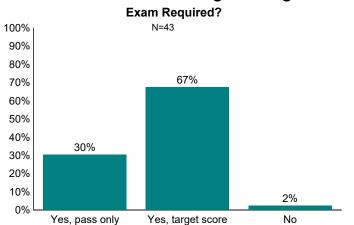
^{*} International Medical Graduates only

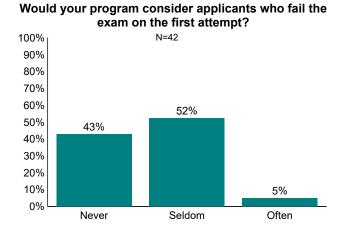
Figure RD-3

Radiology-Diagnostic

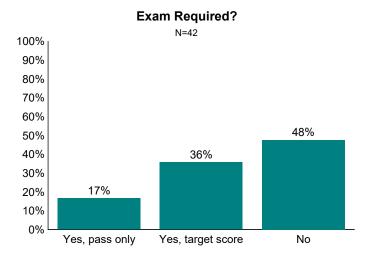
Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

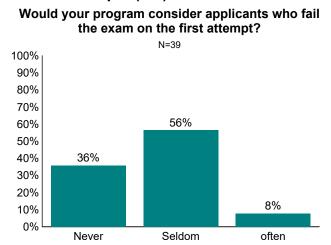
Percentage of Programs That Use USMLE Step 1 Scores



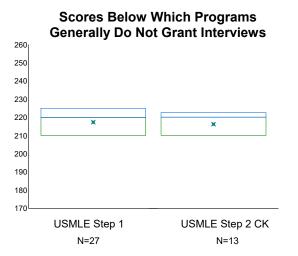


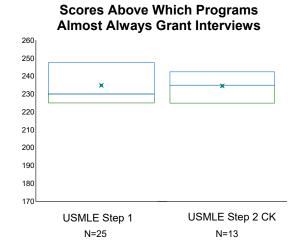
Percentage of Programs That Use USMLE Step 2 (CK) Scores





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



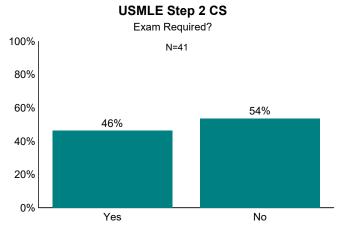


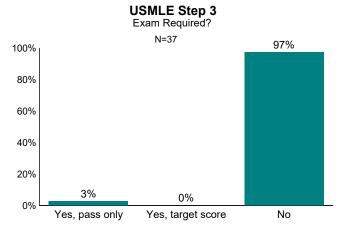
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

Radiology-Diagnostic

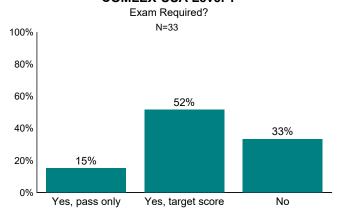
Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

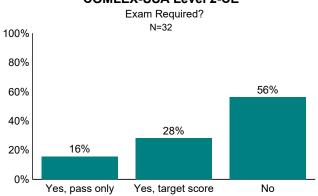
Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



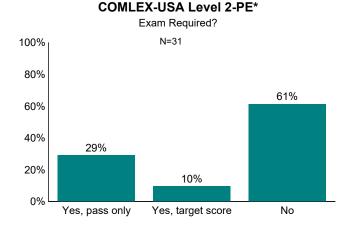


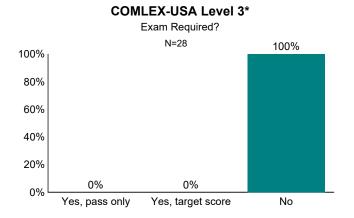
Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores COMLEX-USA Level 1* COMLEX-USA Level 2-CE*





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

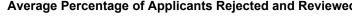


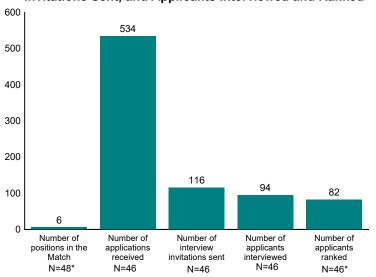


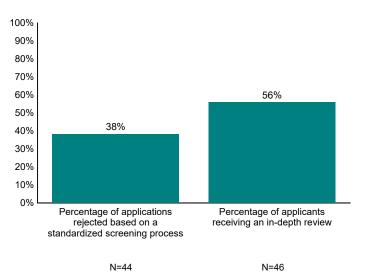
^{*} Osteopathic applicants only

Radiology-Diagnostic **Program's Interview Activities**

Average Number of Positions, Applications Received, Interview Average Percentage of Applicants Rejected and Reviewed Invitations Sent, and Applicants Interviewed and Ranked

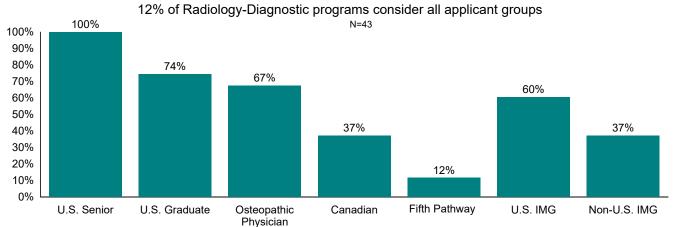




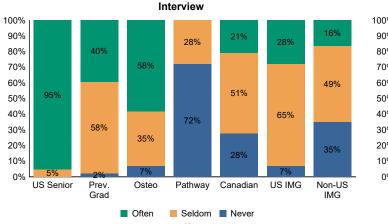


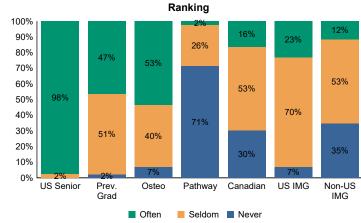
^{*} Data from the NRMP database. All Responding programs included

Percentage of Programs that Typically Interview and Rank Each Applicant Type



Frequency of Programs Interviewing and Ranking Candidates



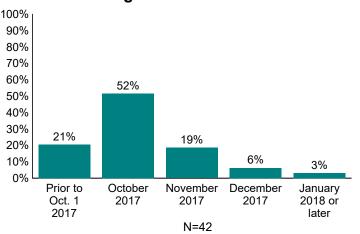


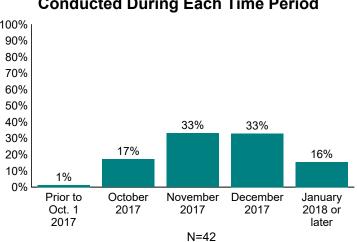
n=43

Percentage of Program's Interviews Extended

Success

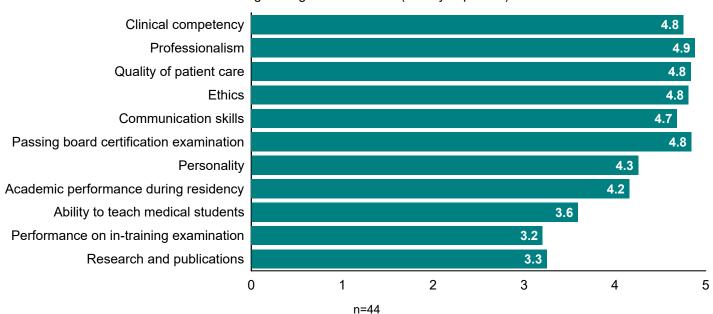
Percentage of Program's Interviews During Each Time Period Conducted During Each Time Period 100%





Importance of Factors in Assessing Residents' Success

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



Surgery (N=107)

Surgery Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Selecting Applicants to Interview (N=99)

· ·	Percent Citing Factor	Average Rating
USMLE Step 1/COMLEX Level 1 score	94%	4.4
Letters of recommendation in the specialty	88%	4.2
Medical Student Performance Evaluation (MSPE/Dean's Letter)	74%	4.0
USMLE Step 2 CK/COMLEX Level 2 CE score	81%	4.2
Personal Statement	74%	3.5
Grades in required clerkships	74%	4.1
Any failed attempt in USMLE/COMLEX	68%	4.8
Class ranking/quartile	76%	3.9
Perceived commitment to specialty	54%	4.3
Personal prior knowledge of the applicant	64%	4.3
Grades in clerkship in desired specialty	76%	4.2
Audition elective/rotation within your department	48%	3.9
Evidence of professionalism and ethics	55%	4.6
Leadership qualities	61%	4.3
Alpha Omega Alpha (AOA) membership	63%	4.0
Perceived interest in program	57%	4.2
Other life experience	52%	3.9
Passing USMLE Step 2 CS/COMLEX Level 2 PE	38%	4.0
Volunteer/extracurricular experiences	44%	3.8
Consistency of grades	41%	3.9
Lack of gaps in medical education	49%	3.9
Awards or special honors in clinical clerkships	56%	3.8
Graduate of highly-regarded U.S. medical school	51%	3.6
Gold Humanism Honor Society (GHHS) membership	52%	3.8
Awards or special honors in clerkship in desired specialty	49%	3.9
Demonstrated involvement and interest in research	54%	3.9
Visa status*	44%	4.1
Applicant was flagged with Match violation by the NRMP	34%	4.7
Away rotation in your specialty at another institution	1 <mark>3%</mark>	3.4
Interest in academic career	30%	4.1
Fluency in language spoken by your patient population	18%	3.9
Awards or special honors in basic sciences	19%	3.7
USMLE/COMLEX Step 3 score	4%	3.5
100	0% 50% 0%	1 2 3 4 5

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

Surgery Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Ranking Applicants (N=99)

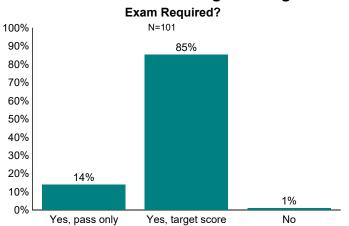
Interactions with faculty during interview and visit Interpersonal skills Interactions with housestaff during interview and visit Feedback from current residents USMLE/COMLEX Step 1 score Letters of recommendation in the specialty USMLE/COMLEX Step 2 score Evidence of professionalism and ethics Medical Student Performance Evaluation (MSPE/Dean's Letter) Perceived commitment to specialty Perceived interest in program Leadership qualities Class ranking/quartile Personal prior knowledge of the applicant Audition elective/rotation within your department Grades in required clerkships Passing USMLE Step 2 CS/COMLEX Level 2 PE Any failed attempt in USMLE/COMLEX Grades in clerkship in desired specialty Other life experience Alpha Omega Alpha (AOA) membership Consistency of grades Volunteer/extracurricular experiences Lack of gaps in medical education Graduate of highly regarded U.S. medical school Gold Humanism Honor Society (GHHS) membership Awards or special honors in clinical clerkships and the status* Other post-interview contact Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit 9% 3.6 Awards or special honors in basic sciences Lack of gaps in desired specialty Other post-interview contact Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit 9% 3.6 Awards or special honors in basic sciences 15% 3.7	(14-33)		
Interpersonal skills Interactions with housestaff during interview and visit Feedback from current residents USMLE/COMLEX Step 1 score Letters of recommendation in the specialty USMLE/COMLEX Step 2 score Evidence of professionalism and ethics Medical Student Performance Evaluation (MSPE/Dean's Letter) Perceived commitment to specialty Perceived interest in program Leadership qualities Class ranking/quartile Personal prior knowledge of the applicant Audition elective/rotation within your department Personal Statement Grades in required clerkships Passing USMLE Step 2 CS/COMLEX Level 2 PE Any failed attempt in USMLE/COMLEX Grades in clerkship in desired specialty Other life experience Alpha Omega Alpha (AOA) membership Consistency of grades Volunteer/extracurricular experiences Lack of gaps in medical education Graduate of highly regarded U.S. medical school Gold Humanism Honor Society (GHHS) membership Awards or special honors in clinical clerkships Awards or special honors in clerkship in desired specialty Demonstrated involvement and interest in research Applicant was flagged with Match violation by the NRMP Visa status* Other post-interview contact Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 15% 3.7 4.8 81% 4.4 79% 4.10 79% 4.6 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.2 159% 4.3 59% 4.1 159% 4.3 159% 4.1 159% 4.3 150% 4.3 150% 4.1 159% 4.3 150% 4.1 159% 4.3 150% 4.3 150% 4.1 159% 4.1 159% 4.3 150% 4.1 159% 4.3 150% 4.3 150% 4.1 159% 4.1 159% 4.3 150% 4.1 159% 4.1 159% 4.1 159% 4.1 159% 4.1 159% 4.1 159% 4.1 159% 4.1 159% 4.1 159% 4.1 159% 4.1 159% 4.1 159% 4.1 159% 4.1 159% 4.1 159% 4.1 159% 4.1 159% 4.1 159% 4.1 159% 4.1 159% 4.1 159% 4.1 159% 4.1 159% 4.1 159% 4.1 159% 4.1 159% 4.1 159% 4.1 159% 4.1 159% 4.1 159% 4.1 159% 4.1 159% 4.1 159% 4.1 159% 4.1 15		Percent Citing Factor	Average Rating
Interactions with housestaff during interview and visit Feedback from current residents USMLE/COMLEX Step 1 score Letters of recommendation in the specialty USMLE/COMLEX Step 2 score Evidence of professionalism and ethics Medical Student Performance Evaluation (MSPE/Dean's Letter) Perceived commitment to specialty Perceived commitment to specialty Perceived commitment to specialty Perceived interest in program Leadership qualities Class ranking/quartile Personal prior knowledge of the applicant Audition elective/rotation within your department Personal Statement Grades in required clerkships Passing USMLE Step 2 CS/COMLEX Level 2 PE Any failed attempt in USMLE/COMLEX Grades in clerkship in desired specialty Other life experience Alpha Omega Alpha (AoA) membership Consistency of grades Volunteer/extracurricular experiences Lack of gaps in medical education Graduate of highly regarded U.S. medical school Gold Humanism Honor Society (GHHS) membership Awards or special honors in clerkship in desired specialty Demonstrated involvement and interest in research Applicant was flagged with Match violation by the NRMP Visa status* Other post-interview contact Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 15% 3.7 4.8 78% 4.0 78% 4.0 79% 4.1 79% 4.6 79% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59%	Interactions with faculty during interview and visit	95%	4.8
Feedback from current residents USMLE/COMLEX Step 1 score Letters of recommendation in the specialty USMLE/COMLEX Step 2 score Evidence of professionalism and ethics Medical Student Performance Evaluation (MSPE/Dean's Letter) Perceived commitment to specialty Perceived interest in program Leadership qualities Class ranking/quartile Personal prior knowledge of the applicant Audition elective/rotation within your department Personal statement Grades in required clerkships Passing USMLE Step 2 CS/COMLEX Level 2 PE Any failed attempt in USMLE/COMLEX Grades in clerkship in desired specialty Other life experience Alpha Omega Alpha (AOA) membership Consistency of grades Volunteer/extracurricular experiences Lack of gaps in medical education Graduate of highly regarded U.S. medical school Gold Humanism Honor Society (GHHS) membership Awards or special honors in clinical clerkships Awards o	Interpersonal skills	95%	
Letters of recommendation in the specialty USMLE/COMLEX Step 2 score Evidence of professionalism and ethics Medical Student Performance Evaluation (MSPE/Dean's Letter) Perceived commitment to specialty Perceived interest in program Leadership qualities Class ranking/quartile Personal prior knowledge of the applicant Audition elective/rotation within your department Personal Statement Grades in required clerkships Passing USMLE Step 2 CS/COMLEX Level 2 PE Any failed attempt in USMLE/COMLEX Grades in clerkship in desired specialty Other life experience Alpha Omega Alpha (AOA) membership Consistency of grades Volunteer/extracurricular experiences Lack of gaps in medical education Graduate of highly regarded U.S. medical school Gold Humanism Honor Society (GHHS) membership Awards or special honors in clinical clerkships Awards or special honors in clierkship in desired specialty Demonstrated involvement and interest in research Applicant was flagged with Match violation by the NRMP Visa status* Other post-interview contact Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 81% 4.2 78% 4.6 53% 3.8 65% 4.1 59% 4.6 66% 3.9 4.4 59% 4.6 66% 3.9 4.4 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 50% 4.2 38% 4.0 4.8 3.9 4.0 4.9 3.9 4.0 4.9 4.9 4.9 4.9 4.9 4.9 4	Interactions with housestaff during interview and visit	93%	
Letters of recommendation in the specialty USMLE/COMLEX Step 2 score Evidence of professionalism and ethics Medical Student Performance Evaluation (MSPE/Dean's Letter) Perceived commitment to specialty Perceived interest in program Leadership qualities Class ranking/quartile Personal prior knowledge of the applicant Audition elective/rotation within your department Personal Statement Grades in required clerkships Passing USMLE Step 2 CS/COMLEX Level 2 PE Any failed attempt in USMLE/COMLEX Grades in clerkship in desired specialty Other life experience Alpha Omega Alpha (AOA) membership Consistency of grades Volunteer/extracurricular experiences Lack of gaps in medical education Graduate of highly regarded U.S. medical school Gold Humanism Honor Society (GHHS) membership Awards or special honors in clinical clerkships Awards or special honors in clinical clerkships Applicant was flagged with Match violation by the NRMP Visa status* Other post-interview contact Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty a nother institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 79% 4.1 78% 4.2 78% 4.3 8.6 4.3 8.6 4.3 8.6 8.6 8.3.9 8.5 9.6 4.4 1.5 9.9 8.66% 4.3 8.6 8.6 8.3.9 4.0 4.8 8.6 8.3.9 4.0 4.8 8.6 8.3.9 8.9 8.4 9.9 8.66% 4.1 1.66% 8.3.9 4.1 1.66% 8.3.9 4.1 1.66% 8.3.9 4.1 1.66% 8.3.9 4.1 1.66% 8.3.9 4.1 1.66% 8.4.1 1.66% 8.4.1 1.66% 8.4.1 1.66% 8.4.1 1.66% 8.4.1 1.66% 8.4.1 1.66% 8.4.1 1.66% 8.4.1 1.66% 8.4.1 1.66% 8.4.1 1.66% 8.4.1 1.66% 8.4.1 1.66% 8.4.1 1.66% 8.4.1 1.66% 8.4.1 1.66% 8.4.1 1.66% 8.4.1 1.66% 8.4.1 1.66% 8.4.1 1.66% 8.4.1 1.66% 8.4.1 1.66% 8.4.1 1.66% 8.4.1 1.66% 8.4.1 1.66% 8.4.1 1.66% 8.4.1 1.66% 8.66% 8.3.9 1.66% 8.66% 8.3.9 1.66% 8.66% 8.3.9 1.66% 8.66% 8.3.9 1.66% 8.66% 8.3.9 1.66% 8.66% 8.3.9 1.66% 8.66% 8.3.9 1.66% 8.66% 8.3.9 1.66% 8.66% 8.3.9 1.66% 8.66% 8.66% 8.66% 8.3.9 1.66% 8.66% 8.66% 8.66% 8.66	Feedback from current residents	78%	
USMLE/COMLEX Step 2 score Evidence of professionalism and ethics Medical Student Performance Evaluation (MSPE/Dean's Letter) Perceived commitment to specialty Perceived interest in program Leadership qualities Class ranking/quartile Personal prior knowledge of the applicant Audition elective/rotation within your department Personal Statement Grades in required clerkships Passing USMLE Step 2 CS/COMLEX Level 2 PE Any failed attempt in USMLE/COMLEX Grades in clerkship in desired specialty Other life experience Alpha Omega Alpha (AOA) membership Consistency of grades Volunteer/extracurricular experiences Lack of gaps in medical education Graduate of highly regarded U.S. medical school Gold Humanism Honor Society (GHHS) membership Awards or special honors in clinical clerkships Awards or special molors in clerkship in desired specialty Demonstrated involvement and interest in research Applicant was flagged with Match violation by the NRMP Visa status* Other post-interview contact Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 78% 4.1 59% 4.4 66% 3.9 66% 3.9 66% 4.1 56% 4.1 56% 4.1 56% 4.1 56% 4.1 56% 4.1 56% 4.1 56% 4.1 56% 4.1 56% 4.1 56% 4.1 56% 4.1 56% 4.1 56% 4.1 56% 4.1 56% 4.1 56% 4.1 56% 4.1 56% 4.1 56% 4.1 56% 4.1 56% 4.1 56% 4.1 56% 4.1 56% 4.1 56% 4.1 56% 4.1 56% 4.1 56% 4.1 56% 4.1 56% 4.1 56% 4.1 56% 4.1 56% 4.1 56% 4.1 56% 4.1 56% 4.1 56% 4.1 56% 66% 66% 68% 68% 68% 68% 68% 68% 68% 6	USMLE/COMLEX Step 1 score	81%	4.4
Evidence of professionalism and ethics Medical Student Performance Evaluation (MSPE/Dean's Letter) Perceived commitment to specialty Perceived interest in program Leadership qualities Class ranking/quartile Personal prior knowledge of the applicant Audition elective/rotation within your department Audition elective/rotation within your department Grades in required clerkships Passing USMLE Step 2 CS/COMLEX Level 2 PE Any failed attempt in USMLE/COMLEX Grades in clerkship in desired specialty Other life experience Alpha Omega Alpha (AOA) membership Consistency of grades Volunteer/extracurricular experiences Lack of gaps in medical education Graduate of highly regarded U.S. medical school Gold Humanism Honor Society (GHHS) membership Awards or special honors in clerkships in desired specialty Demonstrated involvement and interest in research Applicant was flagged with Match violation by the NRMP Visa status* Other post-interview contact Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty at another institution ISMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 53% 54% 4.1 55% 4.4.1 66% 3.9 56% 4.1 68% 3.9 4.0 3.8 65% 4.1 4.8 66% 3.9 4.9 3.8 65% 4.1 4.8 66% 3.9 4.9 3.8 65% 4.1 4.9 66% 3.9 4.9 3.8 65% 4.1 4.9 66% 3.9 4.9 3.8 65% 4.1 4.9 66% 3.9 4.9 3.8 65% 4.1 4.9 66% 3.9 4.9 3.8 65% 4.1 4.9 66% 3.9 4.9 3.9 66% 3.9 4.0 4.8 66% 3.9 4.0 4.8 66% 3.9 4.0 4.8 66% 3.9 4.0 4.8 66% 3.9 4.0 4.8 66% 3.9 4.0 4.8 66% 3.9 4.0 4.8 66% 3.9 4.0 4.8 66% 3.9 4.0 4.8 66% 3.9 4.0 4.8 66% 3.9 4.0 4.8 66% 3.9 4.0 4.8 66% 3.9 4.0 4.8 66% 3.9 4.0 4.8 66% 4.1 48% 4.0 4.8 66% 4.1 4.8 66% 4.1 4.8 66% 4.1 4.8 66% 4.1 4.8 66% 3.9 4.0 4.8 66% 4.1 4.8 66% 4.1 4.8 66% 4.1 4.8 66% 4.1 4.8 66% 4.1 4.8 66% 4.1 4.8 66% 4.1 4.8 66% 4.1 4.8 66% 4.1 4.8 66% 4.1 4.8 66% 4.1 4.8 66% 4.1 4.8 66% 4.1 4.8 66% 4.1 4.8 66% 4.1 4.8 66% 4.1 4.8 66% 4.1 4.8 66% 4.1 4.8 66% 4.1 4.8 66% 4.1 4.8 66% 4.1 4.8 66% 4.1 4.8 66% 4.1 4.8 66% 4.1 4.8 66% 4.1 4.8 66% 4.1 4	Letters of recommendation in the specialty	79%	4.0
Medical Student Performance Evaluation (MSPE/Dean's Letter) Perceived commitment to specialty Perceived interest in program Leadership qualities Class ranking/quartile Personal prior knowledge of the applicant Audition elective/rotation within your department Personal Statement Grades in required clerkships Passing USMLE Step 2 CS/COMLEX Level 2 PE Any failed attempt in USMLE/COMLEX Grades in clerkship in desired specialty Other life experience Alpha Omega Alpha (AOA) membership Consistency of grades Volunteer/extracurricular experiences Lack of gaps in medical education Graduate of highly regarded U.S. medical school Gold Humanism Honor Society (GHHS) membership Awards or special honors in clerkship in desired specialty Demonstrated involvement and interest in research Applicant was flagged with Match violation by the NRMP Visa status* Other post-interview contact Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 59% 4.1 55% 4.1 56% 3.9 66% 3.9 50% 4.1 4.8 50% 4.1 4.8 4.9 4.8 4.9 4.9 4.9 4.9 4.9	USMLE/COMLEX Step 2 score	78%	4.2
Perceived commitment to specialty Perceived interest in program Leadership qualities Class ranking/quartile Personal prior knowledge of the applicant Audition elective/rotation within your department Personal Statement Grades in required clerkships Passing USMLE Step 2 CS/COMLEX Level 2 PE Any failed attempt in USMLE/COMLEX Grades in clerkship in desired specialty Other life experience Alpha Omega Alpha (AOA) membership Consistency of grades Volunteer/extracurricular experiences Lack of gaps in medical education Graduate of highly regarded U.S. medical school Gold Humanism Honor Society (GHHS) membership Awards or special honors in clinical clerkships Awards or special honors in clinical clerkships Other post-interview contact Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 54% 4.1 59% 4.4 68% 3.9 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 59% 4.1 68% 3.9 4.2 38% 4.1 68% 3.9 4.2 38% 4.1 4.8 4.8 3.9 4.2 38% 4.2 38% 4.2 38% 4.2 38% 4.2 38% 4.2 38% 4.2 38% 4.2 38% 4.1 38% 4.0 38% 4.2 38% 4.2 38% 4.2 38% 4.2 38% 4.2 38% 4.2 38% 4.2 38% 4.2 38% 4.2 38% 4.2 38% 4.2 38% 4.2 38% 4.2 38% 4.2 38% 4.2 38% 4.2 38% 4.2 38% 4.2 38% 4.2 38% 4.2 38% 4.2 38% 4.2 38% 4.2 38% 4.2 38% 4.2 38% 4.2 38% 4.2 38% 4.2 38% 4.2 38% 4.2 38% 4.2 38% 4.2 38% 4.2 38% 4.2 38% 4.2 38% 4.2 38% 4.2 38% 4.2 38% 4.2 38% 4.2 38% 4.2 38% 4.2 38% 4.2 38% 4.2 38% 4.2 38% 4.2 38% 4.2 38% 4.2 38% 4.9 38% 4.0 38% 4.1 38% 4.0 38% 4.1 38% 4.0 38% 4.1 38% 4.0 38% 4.1 38% 4.0 38% 4.1 38% 4.0 38% 4.1 38% 4.0 38% 4.1 38% 4.0 38% 4.1 38% 4.0 38% 4.1 38% 4.0 38% 4.1 38% 4.0 38% 4.1 38% 4.0 38% 4.1 38% 4.0 38% 4.1 38% 4.1 38% 4.2 38% 4.2 38% 4.2 38% 4.2 38% 4.2 38% 4.2 38% 4.2 38% 4.2 38% 4.2 38% 4.2 38% 4.2 38% 4.2 38% 4.2 38% 4.2 38% 4.2 38% 4.2 38% 4.2 38%	Evidence of professionalism and ethics	53%	3.8
Perceived interest in program Leadership qualities Class ranking/quartile Personal prior knowledge of the applicant Audition elective/rotation within your department Personal Statement Grades in required clerkships Passing USMLE Step 2 CS/COMLEX Level 2 PE Any failed attempt in USMLE/COMLEX Grades in clerkship in desired specialty Other life experience Alpha Omega Alpha (AOA) membership Consistency of grades Volunteer/extracurricular experiences Lack of gaps in medical education Graduate of highly regarded U.S. medical school Gold Humanism Honor Society (GHHS) membership Awards or special honors in clinical clerkships Awards or special honors in clerkship in desired specialty Demonstrated involvement and interest in research Applicant was flagged with Match violation by the NRMP Visa status* Other post-interview contact Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 66% 3.9 4.1 56% 4.1 56% 3.9 4.0 66% 3.9 4.0 3.9 4.0 4.8 66% 3.9 4.0 3.9 4.0 3.9 4.0 3.9 4.0 3.9 3.9 4.0 3.9 4.0 3.9 4.0 3.9 4.0 3.9 4.0 3.9 4.0 3.9 4.0 3.9 4.0 3.9 4.0 3.9 4.0 3.9 4.0 3.9 4.0 3.9 4.0 3.9 4.0 3.9 4.0 3.9 4.0 3.9 4.0 3.9 4.0 3.9 4.0 3.9 4.0 3.9 4.0 3.9 4.0 3.9 4.0 3.9 4.0 3.9 4.0 3.9 4.0 3.9 4.0 3.9 4.0 3.9 4.0 3.9 4.0 3.9 4.0 3.9 4.0 3.9 4.0 4.8 4.8 66% 3.9 4.0 4.8 66% 3.9 4.0 4.8 66% 3.9 4.0 4.8 66% 3.9 4.0 4.8 66% 3.9 4.0 4.8 66% 4.1 66% 4.1 66% 4.1 66% 4.1 66% 4.1 66% 4.1 66% 4.1 66% 4.2 66% 4.1 66% 4.1 66% 4.2 66% 4.1 66% 4.1 66% 4.1 66% 4.1 66% 4.1 66% 66% 4.1 66% 66% 4.1 66% 66% 4.1 66% 66% 66% 66% 66% 66% 66% 66% 66% 66	Medical Student Performance Evaluation (MSPE/Dean's Letter)	59%	
Leadership qualities Class ranking/quartile Personal prior knowledge of the applicant Audition elective/rotation within your department Personal Statement Grades in required clerkships Passing USMLE Step 2 CS/COMLEX Level 2 PE Any failed attempt in USMLE/COMLEX Grades in clerkship in desired specialty Other life experience Alpha Omega Alpha (AOA) membership Consistency of grades Volunteer/extracurricular experiences Lack of gaps in medical education Graduate of highly regarded U.S. medical school Gold Humanism Honor Society (GHHS) membership Awards or special honors in clerkship in desired specialty Demonstrated involvement and interest in research Applicant was flagged with Match violation by the NRMP Visa status* Other post-interview contact Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 59% 4.4 4.4 66% 3.3 66% 4.3 66% 4.3 66% 4.3 66% 4.1 4.6 67 4.1 66% 4.3 66% 4.1 4.6 67 4.1 66% 4.1 66% 4.3 66% 4.1 4.4 66% 4.3 66% 4.1 66% 4.3 66% 4.1 66% 4.3 66% 4.1 66% 4.3 66% 4.1 66% 4.3 66% 4.1 66% 4.3 66% 4.1 66% 4.3 66% 4.1 66% 4.3 66% 4.1 66% 4.1 66% 4.1 66% 4.1 66% 4.2 68% 69 69 69 69 69 69 69 60% 60% 60% 60% 60% 60% 60% 60% 60% 60%	Perceived commitment to specialty	54%	4.3
Class ranking/quartile Personal prior knowledge of the applicant Audition elective/rotation within your department Personal Statement Grades in required clerkships Passing USMLE Step 2 CS/COMLEX Level 2 PE Any failed attempt in USMLE/COMLEX Grades in clerkship in desired specialty Other life experience Alpha Omega Alpha (AOA) membership Consistency of grades Volunteer/extracurricular experiences Lack of gaps in medical education Graduate of highly regarded U.S. medical school Gold Humanism Honor Society (GHHS) membership Awards or special honors in clinical clerkships Awards or special honors in clinical clerkships Awards or special honors in clinical clerkships Applicant was flagged with Match violation by the NRMP Visa status* Other post-interview contact Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 66% 5.8% 4.3 4.1 56% 4.1 48% 3.4 60% 4.1 48% 3.4 60% 4.1 48% 3.4 60% 4.1 48% 3.4 60% 4.2 38% 4.2 38% 4.2 39% 3.9 3.9 3.9 3.7 3.9 4.0 3.9 3.9 4.0 3.9 3.9 4.0 3.9 3.9 4.0 3.9 3.9 4.0 3.9 3.9 4.0 3.9 3.9 4.1 66% 4.3 4.8 4.8 4.0 4.8 4.8 3.9 3.9 4.0 4.1 4.8 4.8 3.9 4.1 4.8 4.8 4.9 4.8 4.9 4.9 4.8 4.9 4.9	Perceived interest in program	65%	4.1
Personal prior knowledge of the applicant Audition elective/rotation within your department Personal Statement Grades in required clerkships Passing USMLE Step 2 CS/COMLEX Level 2 PE Any failed attempt in USMLE/COMLEX Grades in clerkship in desired specialty Other life experience Alpha Omega Alpha (AOA) membership Consistency of grades Volunteer/extracurricular experiences Lack of gaps in medical education Graduate of highly regarded U.S. medical school Gold Humanism Honor Society (GHHS) membership Awards or special honors in clinical clerkships Awards or special honors in clerkship in desired specialty Demonstrated involvement and interest in research Applicant was flagged with Match violation by the NRMP Visa status* Other post-interview contact Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 56% 4.1 48% 3.4 4.8 50% 4.2 35% 4.8 57% 4.1 4.8 57% 4.1 4.8 39% 4.0 4.9 3.9 4.0 3.9 4.0 4.0 3.9 4.0 4.0 3.9 4.0 4.0 4.8 4.1 60% 3.9 4.0 4.8 4.1 60% 3.9 4.1 60% 3.9 4.2 60% 4.1 60% 3.9 4.2 60% 60% 60% 60% 60% 60% 60% 60% 60% 60%	Leadership qualities	59%	4.4
Audition elective/rotation within your department Personal Statement Grades in required clerkships Passing USMLE Step 2 CS/COMLEX Level 2 PE Any failed attempt in USMLE/COMLEX Grades in clerkship in desired specialty Other life experience Alpha Omega Alpha (AOA) membership Consistency of grades Volunteer/extracurricular experiences Lack of gaps in medical education Graduate of highly regarded U.S. medical school Gold Humanism Honor Society (GHHS) membership Awards or special honors in clinical clerkships Awards or special honors in clerkship in desired specialty Demonstrated involvement and interest in research Applicant was flagged with Match violation by the NRMP Visa status* Other post-interview contact Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 36% 3.8 4.1 4.8 50% 4.2 57% 4.1 57% 4.1 4.8 4.8 3.4 4.8 4.8 4.9 4.9 4.0 3.9 4.0 3.9 4.1 3.9 4.1 3.9 4.1 3.9 4.8 4.8 3.4 4.8 4.8 4.9 4.9 4.0 3.9 4.0 3.9 4.1 3.9 4.1 3.9 4.8 4.8 4.9 4.0 4.0 4.0 4.0 4.0 4.0 4.0	Class ranking/quartile	66%	3.9
Personal Statement Grades in required clerkships Passing USMLE Step 2 CS/COMLEX Level 2 PE Any failed attempt in USMLE/COMLEX Grades in clerkship in desired specialty Other life experience Alpha Omega Alpha (AOA) membership Consistency of grades Volunteer/extracurricular experiences Lack of gaps in medical education Graduate of highly regarded U.S. medical school Gold Humanism Honor Society (GHHS) membership Awards or special honors in clinical clerkships Awards or special honors in clerkship in desired specialty Demonstrated involvement and interest in research Applicant was flagged with Match violation by the NRMP Visa status* Other post-interview contact Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 48% 4.0 3.4 50% 4.1 4.8 4.8 50% 4.1 39% 3.7 39% 4.0 39% 3.7 4.8 4.8 4.8 3.9 4.8 4.8 3.9 4.8 4.8 4.8 4.8 4.9 4.8 4.8 4	Personal prior knowledge of the applicant	56%	4.3
Grades in required clerkships Passing USMLE Step 2 CS/COMLEX Level 2 PE Any failed attempt in USMLE/COMLEX Grades in clerkship in desired specialty Other life experience Alpha Omega Alpha (AOA) membership Consistency of grades Volunteer/extracurricular experiences Lack of gaps in medical education Graduate of highly regarded U.S. medical school Gold Humanism Honor Society (GHHS) membership Awards or special honors in clinical clerkships Awards or special honors in clerkship in desired specialty Demonstrated involvement and interest in research Applicant was flagged with Match violation by the NRMP Visa status* Other post-interview contact Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 50% 4.8 4.9 4.9 57% 4.1 57% 4.1 4.8 4.9 4.9 3.9 4.0 3.9 4.1 4.8 4.8 4.9 4.9 3.9 4.1 4.8 4.8 4.9 4.9 3.9 4.1 4.8 4.9 4.8 4.9 4.9 4.9 4.9 4.9	Audition elective/rotation within your department	36%	4.1
Passing USMLE Step 2 CS/COMLEX Level 2 PE Any failed attempt in USMLE/COMLEX Grades in clerkship in desired specialty Other life experience Alpha Omega Alpha (AOA) membership Consistency of grades Volunteer/extracurricular experiences Lack of gaps in medical education Graduate of highly regarded U.S. medical school Gold Humanism Honor Society (GHHS) membership Awards or special honors in clinical clerkships Awards or special honors in clinical clerkships Applicant was flagged with Match violation by the NRMP Visa status* Other post-interview contact Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 38% 4.0 4.1 4.8 4.8 4.9 4.9 4.9 4.9 4.0 4.0 4.0 4.0 4.0 4.0 4.0 4.0 4.0 4.0	Personal Statement	48%	3.4
Any failed attempt in USMLE/COMLEX Grades in clerkship in desired specialty Other life experience Alpha Omega Alpha (AOA) membership Consistency of grades Volunteer/extracurricular experiences Lack of gaps in medical education Graduate of highly regarded U.S. medical school Gold Humanism Honor Society (GHHS) membership Awards or special honors in clinical clerkships Awards or special honors in clinical clerkships Applicant was flagged with Match violation by the NRMP Visa status* Other post-interview contact Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 15% 38% 4.0 4.8 4.8 4.9 4.9 4.9 4.9 4.9 4.9 4.9 4.9 4.9 4.9	Grades in required clerkships	50%	4.0
Grades in clerkship in desired specialty Other life experience Alpha Omega Alpha (AOA) membership Consistency of grades Volunteer/extracurricular experiences Lack of gaps in medical education Graduate of highly regarded U.S. medical school Gold Humanism Honor Society (GHHS) membership Awards or special honors in clinical clerkships Awards or special honors in clerkship in desired specialty Demonstrated involvement and interest in research Applicant was flagged with Match violation by the NRMP Visa status* Other post-interview contact Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 57% 4.1 4.2 4.3 4.2 4.3 4.0 4.0 3.9 4.0 3.9 4.1 3.8 4.1 4.8 4.8 4.8 4.8 4.9 4.0 4.0 3.9 4.1 3.9 4.1 4.8 4.8 4.8 4.8 4.9 4.0 4.0 4.0 4.0 4.0 4.0 4.0	Passing USMLE Step 2 CS/COMLEX Level 2 PE	38%	4.2
Other life experience Alpha Omega Alpha (AOA) membership Consistency of grades Volunteer/extracurricular experiences Lack of gaps in medical education Graduate of highly regarded U.S. medical school Gold Humanism Honor Society (GHHS) membership Awards or special honors in clinical clerkships Awards or special honors in clerkship in desired specialty Demonstrated involvement and interest in research Applicant was flagged with Match violation by the NRMP Visa status* Other post-interview contact Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 43% 4.2 4.8 4.0 3.9 4.1 3.8 4.8 4.8 4.8 4.9 4.9 4.1 4.8 4.8 4.9 4.9 4.1 4.8 4.9 4.9 4.9 4.9 4.1 4.8 4.9 4.1 4.8 4.8 4.9 4.9 4.9 4.1 4.8 4.8 4.9 4.9 4.1 4.8 4.8 4.9 4.9 4.9 4.9 4.9 4.1 4.8 4.9 4.9 4.1 4.8 4.9 4.9 4.9 4.1 4.8 4.8 4.9 4.9 4.1 4.8 4.9 4.9 4.9 4.1 4.8 4.8 4.9 4.9 4.9 4.9 4.9 4.9	Any failed attempt in USMLE/COMLEX	35%	4.8
Alpha Omega Alpha (AOA) membership Consistency of grades Volunteer/extracurricular experiences Lack of gaps in medical education Graduate of highly regarded U.S. medical school Gold Humanism Honor Society (GHHS) membership Awards or special honors in clinical clerkships Awards or special honors in clerkship in desired specialty Demonstrated involvement and interest in research Applicant was flagged with Match violation by the NRMP Visa status* Other post-interview contact Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 43% 3.9 4.2 3.9 4.1 4.8 21% 4.8 21% 4.8 22% 4.1 66% 3.9 3.9 3.9 4.1 4.8 3.9 4.1 4.8 4.8 4.8 4.8 4.9 3.9 4.1 4.8 4.8 4.9 3.9 4.1	Grades in clerkship in desired specialty	57%	4.1
Consistency of grades Volunteer/extracurricular experiences Lack of gaps in medical education Graduate of highly regarded U.S. medical school Gold Humanism Honor Society (GHHS) membership Awards or special honors in clinical clerkships Awards or special honors in clerkship in desired specialty Demonstrated involvement and interest in research Applicant was flagged with Match violation by the NRMP Visa status* Other post-interview contact Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 32% 3.9 3.7 3.9 4.0 3.9 4.0 3.9 4.1 21% 4.8 20% 4.2 3.9 4.1 6% 3.9 4.1 6% 3.9 3.9 3.6 3.9 3.6	Other life experience	43%	4.0
Volunteer/extracurricular experiences Lack of gaps in medical education Graduate of highly regarded U.S. medical school Gold Humanism Honor Society (GHHS) membership Awards or special honors in clinical clerkships Awards or special honors in clerkship in desired specialty Demonstrated involvement and interest in research Applicant was flagged with Match violation by the NRMP Visa status* Other post-interview contact Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 32% 40% 3.9 3.7 3.7	Alpha Omega Alpha (AOA) membership	43%	4.2
Lack of gaps in medical education Graduate of highly regarded U.S. medical school Gold Humanism Honor Society (GHHS) membership Awards or special honors in clinical clerkships Awards or special honors in clerkship in desired specialty Demonstrated involvement and interest in research Applicant was flagged with Match violation by the NRMP Visa status* Other post-interview contact Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 40% 3.9 3.7 4.0 3.9 4.1 21% 4.8 20% 4.2 3.9 4.1 16% 3.9 3.9 3.9 4.1 16% 3.9 3.9 3.5	Consistency of grades	33%	3.9
Graduate of highly regarded U.S. medical school Gold Humanism Honor Society (GHHS) membership Awards or special honors in clinical clerkships Awards or special honors in clerkship in desired specialty Demonstrated involvement and interest in research Applicant was flagged with Match violation by the NRMP Visa status* Other post-interview contact Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 39% 4.0 39% 4.1 39% 4.1 30% 3.8 4.8 20% 4.2 30% 3.9 4.1 3.9 4.1 3.9 4.1 3.9 4.1 3.9 3.9 4.1 3.9 4.1 3.9 4.1 3.9 4.1 3.9 4.1 3.9 4.1 3.9 4.1 3.9 4.1 3.9 4.1 3.9 4.1 3.9 4.1 3.9 4.1 3.9 4.1 3.9 4.1 4.1 4.8 4.8 4.8 4.8 4.8 4.8 4.8 4.8 4.8 4.8	Volunteer/extracurricular experiences	32%	3.9
Gold Humanism Honor Society (GHHS) membership Awards or special honors in clinical clerkships Awards or special honors in clerkship in desired specialty Demonstrated involvement and interest in research Applicant was flagged with Match violation by the NRMP Visa status* Other post-interview contact Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 33% 4.0 39% 4.1 21% 4.8 20% 4.2 20% 4.1 16% 3.9 3.9 3.9 3.9 3.9 3.6	Lack of gaps in medical education	40%	3.9
Awards or special honors in clinical clerkships Awards or special honors in clerkship in desired specialty Demonstrated involvement and interest in research Applicant was flagged with Match violation by the NRMP Visa status* Other post-interview contact Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 39% 4.1 21% 4.8 20% 4.2 3.9 4.1 16% 3.9 3.9 3.9 3.6 3.9 3.5 3.6	Graduate of highly regarded U.S. medical school	39%	3.7
Awards or special honors in clerkship in desired specialty Demonstrated involvement and interest in research Applicant was flagged with Match violation by the NRMP Visa status* Other post-interview contact Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 39% 3.8 3.8 4.1 20% 4.2 30% 3.9 4.1 16% 3.9 3.9 3.9 3.5 3.5 3.6 3.7	Gold Humanism Honor Society (GHHS) membership	33%	4.0
Demonstrated involvement and interest in research Applicant was flagged with Match violation by the NRMP Visa status* Other post-interview contact Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 36% 4.8 4.8 20% 4.2 3.9 4.1 16% 3.9 3.9 3.5 3.5 3.6 3.6	Awards or special honors in clinical clerkships	39%	4.0
Applicant was flagged with Match violation by the NRMP Visa status* Other post-interview contact Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 4.8 4.8 4.8 4.8 4.9 4.1 Fluency in language spoken by your patient population 8% 3.9 4.1 5.9 4.1 5.9 5.0 5.0 5.0 5.0 5.0 5.0 5.0	Awards or special honors in clerkship in desired specialty	39%	4.1
Visa status* Other post-interview contact Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences Visa status* 30% 3.9 4.1 16% 3.9 3.9 4% 3.5 Second interview/visit 9% 3.6 3.7	Demonstrated involvement and interest in research	36%	3.8
Other post-interview contact Interest in academic career I	Applicant was flagged with Match violation by the NRMP	21%	4.8
Interest in academic career Fluency in language spoken by your patient population Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 15% 4.1 3.9 3.9 4.1 4.1 5.0 3.9 3.6 3.7	Visa status*	20%	4.2
Fluency in language spoken by your patient population Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 15% 3.9 3.9 3.5 3.6 3.7	Other post-interview contact	30%	3.9
Away rotation in your specialty at another institution USMLE/COMLEX Step 3 score Second interview/visit Awards or special honors in basic sciences 3.9 3.9 3.5 Second interview/visit 9% 3.6 15% 3.7	Interest in academic career	22%	4.1
USMLE/COMLEX Step 3 score 4% 3.5 Second interview/visit 9% 3.6 Awards or special honors in basic sciences 15% 3.7	Fluency in language spoken by your patient population	16%	3.9
Second interview/visit 9% 3.6 Awards or special honors in basic sciences 15% 3.7	Away rotation in your specialty at another institution		3.9
Awards or special honors in basic sciences 15% 3.7	USMLE/COMLEX Step 3 score	4%	3.5
	Second interview/visit	9 <mark>%</mark>	3.6
100% 50% 0% 1 2 3 4 5	Awards or special honors in basic sciences	15%	3.7
	100	0% 50% 0%	1 2 3 4 5

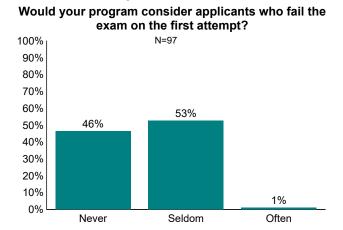
¹ Ratings on a scale from 1 (not at all important) to 5 (very important). * International Medical Graduates only

Surgery

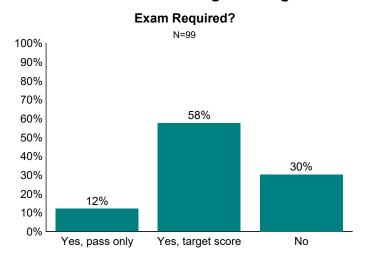
Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

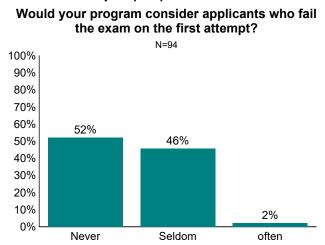
Percentage of Programs That Use USMLE Step 1 Scores



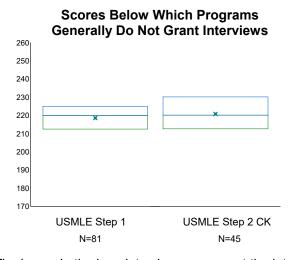


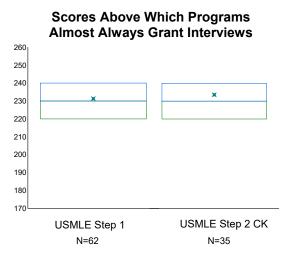
Percentage of Programs That Use USMLE Step 2 (CK) Scores





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



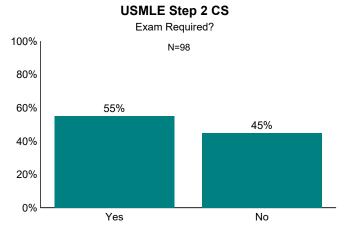


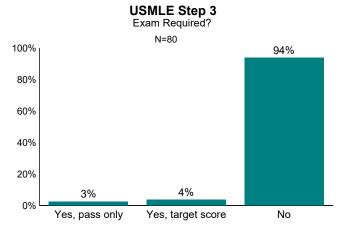
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

Surgery

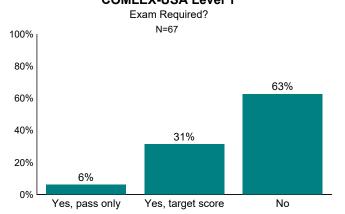
Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

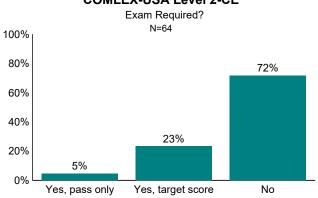
Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



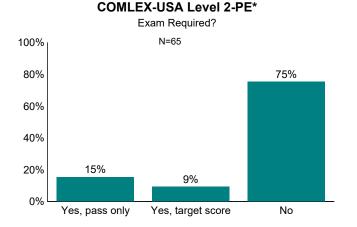


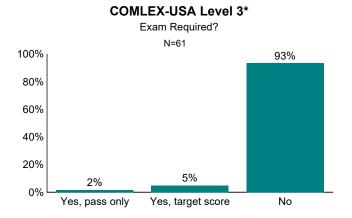
Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores COMLEX-USA Level 1* COMLEX-USA Level 2-CE*





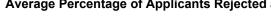
Percentage of Programs That Use COMLEX-USA Level 2-PE and Level 3 Scores

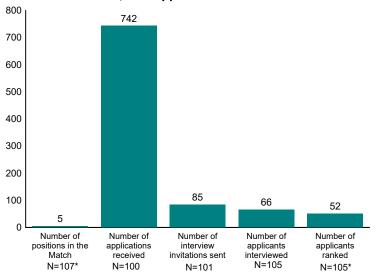


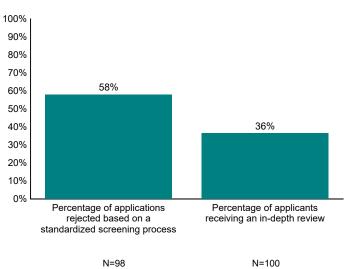


^{*} Osteopathic applicants only

Average Number of Positions, Applications Received, Interview Average Percentage of Applicants Rejected and Reviewed Invitations Sent, and Applicants Interviewed and Ranked

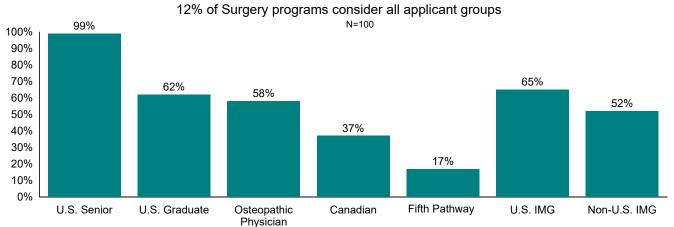




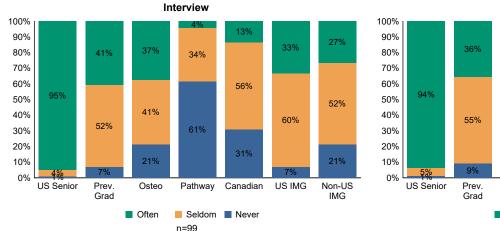


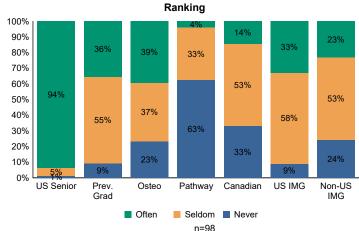
^{*} Data from the NRMP database. All Responding programs included

Percentage of Programs that Typically Interview and Rank Each Applicant Type



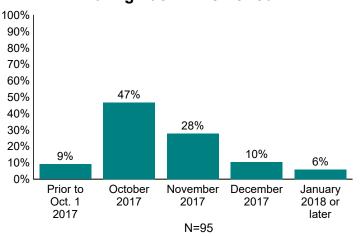
Frequency of Programs Interviewing and Ranking Candidates

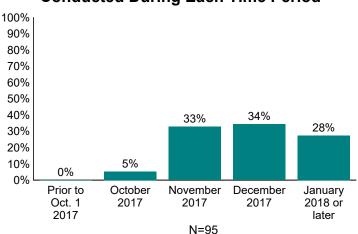




Percentage of Program's Interviews Extended During Each Time Period

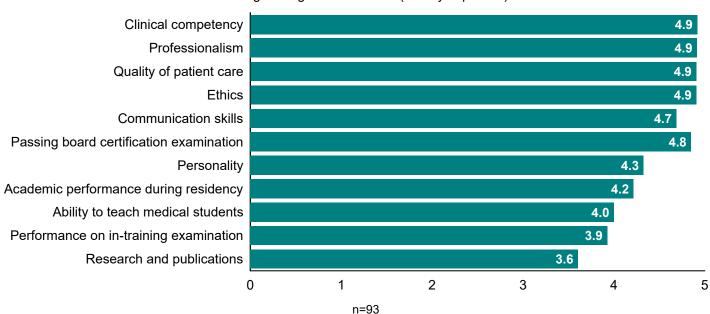
Percentage of Program's Interviews Conducted During Each Time Period





Importance of Factors in Assessing Residents' Success

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



Thoracic Surgery

Figure TS-1

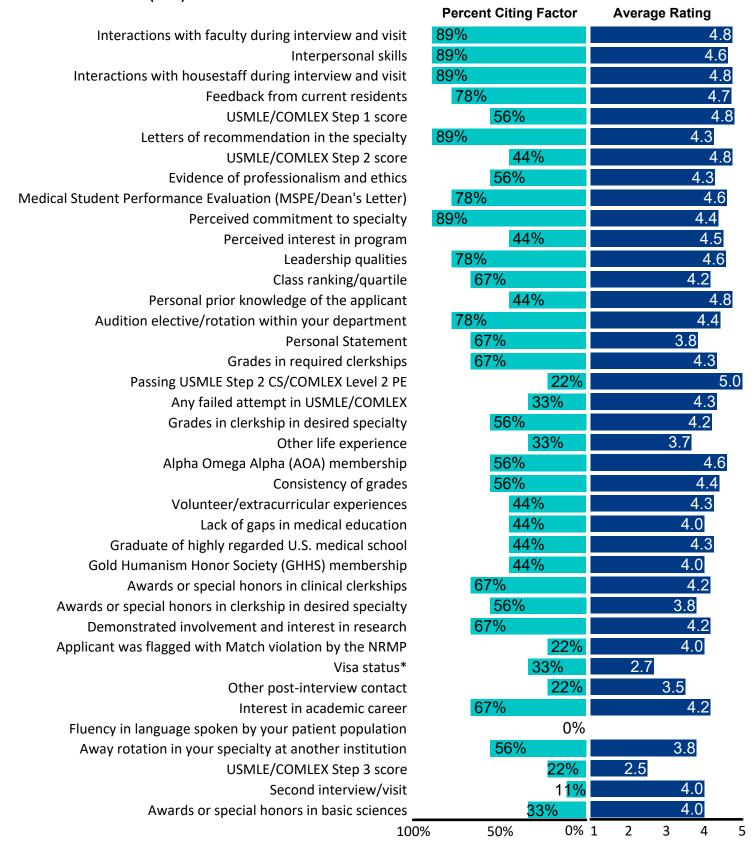
Thoracic Surgery Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Selecting Applicants to Interview (N=9)

(14-3)	Davaget Cities Factor	Assertant Detina
	Percent Citing Factor	Average Rating
USMLE Step 1/COMLEX Level 1 score	89%	4.1
Letters of recommendation in the specialty	100%	4.4
Medical Student Performance Evaluation (MSPE/Dean's Letter)	89%	4.1
USMLE Step 2 CK/COMLEX Level 2 CE score	56%	4.5
Personal Statement	100%	3.9
Grades in required clerkships	78%	4.3
Any failed attempt in USMLE/COMLEX	56%	4.0
Class ranking/quartile	67%	3.8
Perceived commitment to specialty	100%	4.3
Personal prior knowledge of the applicant	78%	4.2
Grades in clerkship in desired specialty	78%	4.5
Audition elective/rotation within your department	67%	3.8
Evidence of professionalism and ethics	78%	4.5
Leadership qualities	89%	4.2
Alpha Omega Alpha (AOA) membership	89%	4.1
Perceived interest in program	44%	4.3
Other life experience	78%	3.7
Passing USMLE Step 2 CS/COMLEX Level 2 PE	56%	4.5
Volunteer/extracurricular experiences	56%	4.0
Consistency of grades	67%	4.8
Lack of gaps in medical education	67%	3.8
Awards or special honors in clinical clerkships	67%	4.0
Graduate of highly-regarded U.S. medical school	78%	4.7
Gold Humanism Honor Society (GHHS) membership	56%	3.3
Awards or special honors in clerkship in desired specialty	78%	4.3
Demonstrated involvement and interest in research	67%	4.2
Visa status*	44%	3.3
Applicant was flagged with Match violation by the NRMP	22%	4.0
Away rotation in your specialty at another institution	67%	3.7
Interest in academic career	56%	4.3
Fluency in language spoken by your patient population	22%	3.0
Awards or special honors in basic sciences	33%	4.5
USMLE/COMLEX Step 3 score	22%	3.0
100	0% 50% 0%	1 2 3 4 5

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

Figure TS-2

Thoracic Surgery Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Ranking Applicants (N=9)



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

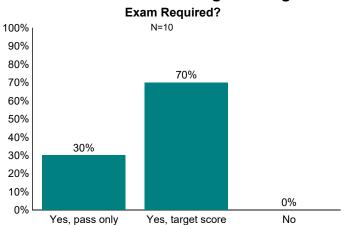
^{*} International Medical Graduates only

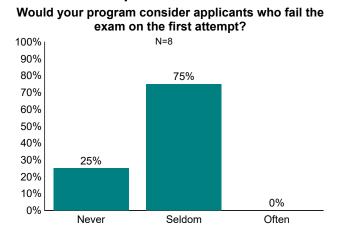
Figure TS-3

Thoracic Surgery

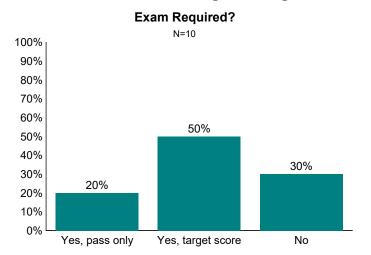
Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

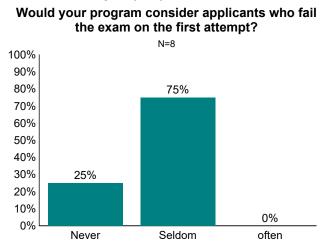
Percentage of Programs That Use USMLE Step 1 Scores



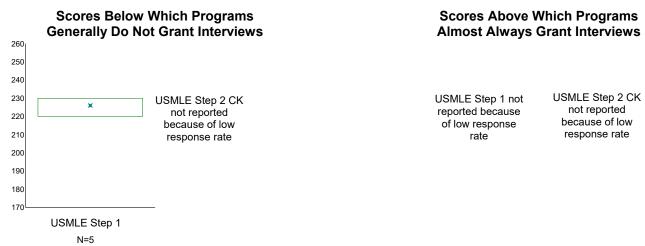


Percentage of Programs That Use USMLE Step 2 (CK) Scores



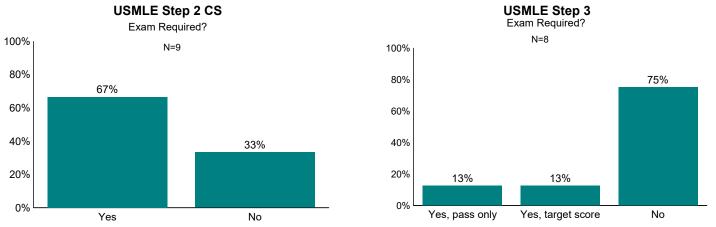


Average USMLE Step 1 and Step 2 CK Scores Programs Consider When Granting Interviews

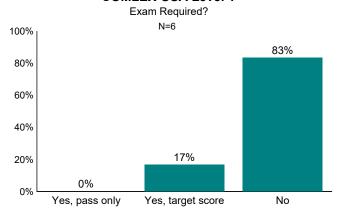


The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

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



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



Not reported because of low response rate

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

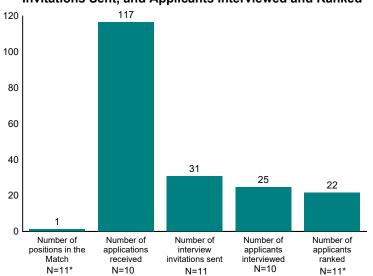
Not reported because of low response rate

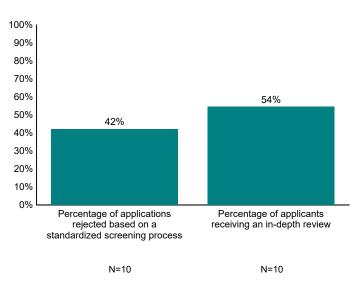
Not reported because of low response rate

^{*} Osteopathic applicants only

Thoracic Surgery Program's Interview Activities

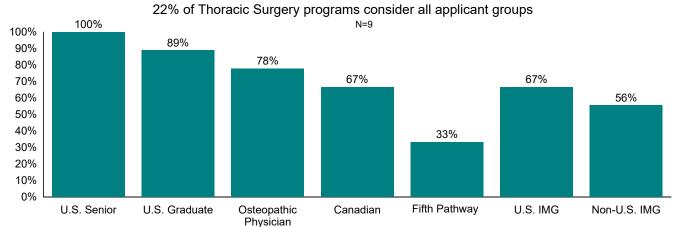
Average Number of Positions, Applications Received, Interview Average Percentage of Applicants Rejected and Reviewed Invitations Sent, and Applicants Interviewed and Ranked



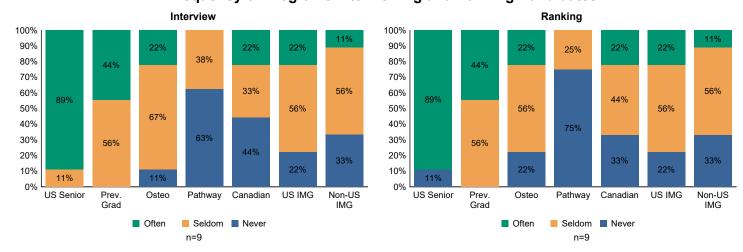


^{*} Data from the NRMP database. All Responding programs included

Percentage of Programs that Typically Interview and Rank Each Applicant Type

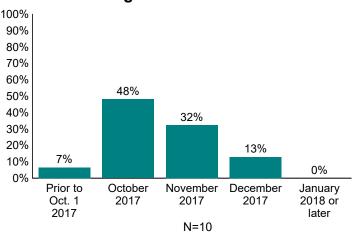


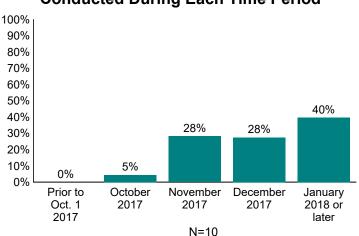
Frequency of Programs Interviewing and Ranking Candidates



Percentage of Program's Interviews Extended During Each Time Period

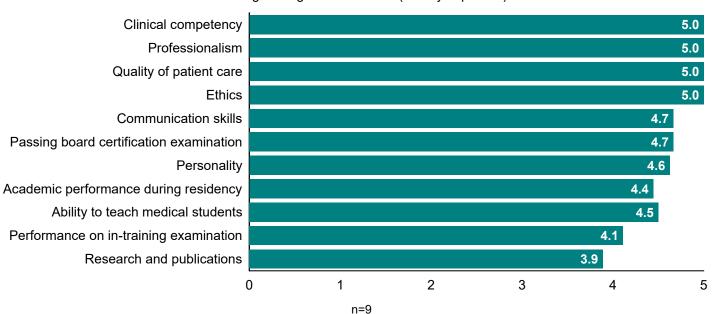
Percentage of Program's Interviews Conducted During Each Time Period





Importance of Factors in Assessing Residents' Success

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



Transitional Year

Transitional Year Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Selecting Applicants to Interview (N=27)

,	Percent Citing Factor	Average Rating
USMLE Step 1/COMLEX Level 1 score	93%	4.4
Letters of recommendation in the specialty	56%	4.1
Medical Student Performance Evaluation (MSPE/Dean's Letter)	70%	4.4
USMLE Step 2 CK/COMLEX Level 2 CE score	81%	4.3
Personal Statement	74%	4.1
Grades in required clerkships	67%	4.4
Any failed attempt in USMLE/COMLEX	67%	4.8
Class ranking/quartile	59%	4.3
Perceived commitment to specialty	48%	4.4
Personal prior knowledge of the applicant	67%	4.1
Grades in clerkship in desired specialty	30%	4.0
Audition elective/rotation within your department	48%	3.9
Evidence of professionalism and ethics	67%	4.7
Leadership qualities	56%	4.3
Alpha Omega Alpha (AOA) membership	67%	3.7
Perceived interest in program	63%	4.4
Other life experience	48%	4.2
Passing USMLE Step 2 CS/COMLEX Level 2 PE	67%	4.5
Volunteer/extracurricular experiences	56%	4.1
Consistency of grades	67%	4.2
Lack of gaps in medical education	52%	4.4
Awards or special honors in clinical clerkships	48%	4.0
Graduate of highly-regarded U.S. medical school	52%	3.9
Gold Humanism Honor Society (GHHS) membership	56%	3.9
Awards or special honors in clerkship in desired specialty	19%	4.0
Demonstrated involvement and interest in research	37%	3.7
Visa status*	52%	4.4
Applicant was flagged with Match violation by the NRMP	37%	4.9
Away rotation in your specialty at another institution	7 <mark>%</mark>	4.0
Interest in academic career	15%	3.8
Fluency in language spoken by your patient population	22%	3.8
Awards or special honors in basic sciences	19%	3.0
USMLE/COMLEX Step 3 score	11 <mark>%</mark>	3.3
100	0% 50% 0%	1 2 3 4 5

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

Transitional Year Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Ranking Applicants (N=27)

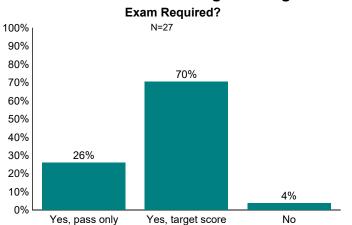
• •	Percent Citing Factor	Average Rating
Interactions with faculty during interview and visit	100%	4.7
Interpersonal skills	100%	5.0
Interactions with housestaff during interview and visit	96%	4.6
Feedback from current residents	85%	4.6
USMLE/COMLEX Step 1 score	74%	4.6
Letters of recommendation in the specialty	52%	4.2
USMLE/COMLEX Step 2 score	70%	4.3
Evidence of professionalism and ethics	67%	4.3
Medical Student Performance Evaluation (MSPE/Dean's Letter)	63%	4.8
Perceived commitment to specialty	44%	4.7
Perceived interest in program	78%	4.5
Leadership qualities	63%	4.2
Class ranking/quartile	41%	4.5
Personal prior knowledge of the applicant	67%	4.0
Audition elective/rotation within your department	48%	3.8
Personal Statement	63%	4.0
Grades in required clerkships	59%	4.4
Passing USMLE Step 2 CS/COMLEX Level 2 PE	63%	4.3
Any failed attempt in USMLE/COMLEX	44%	4.9
Grades in clerkship in desired specialty	19%	4.4
Other life experience	33%	4.2
Alpha Omega Alpha (AOA) membership	48%	4.3
Consistency of grades	67%	4.2
Volunteer/extracurricular experiences	44%	4.0
Lack of gaps in medical education	48%	4.5
Graduate of highly regarded U.S. medical school	41%	4.3
Gold Humanism Honor Society (GHHS) membership	41%	4.4
Awards or special honors in clinical clerkships	33%	4.1
Awards or special honors in clerkship in desired specialty	_1 <mark>1%</mark>	4.7
Demonstrated involvement and interest in research	22%	4.3
Applicant was flagged with Match violation by the NRMP	37%	4.9
Visa status*	41%	4.4
Other post-interview contact	22%	4.7
Interest in academic career	11%	4.0
Fluency in language spoken by your patient population	11%	4.3
Away rotation in your specialty at another institution	7%	4.5
USMLE/COMLEX Step 3 score	11%	3.3
Second interview/visit	7%	4.0
Awards or special honors in basic sciences	7%	4.5
10	0% 50% 0%	1 2 3 4 5

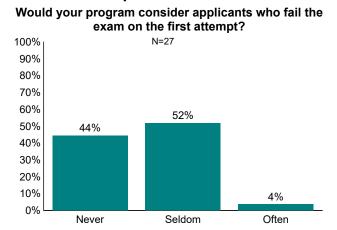
¹ Ratings on a scale from 1 (not at all important) to 5 (very important). * International Medical Graduates only

Transitional Year

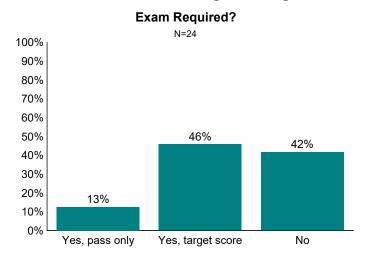
Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

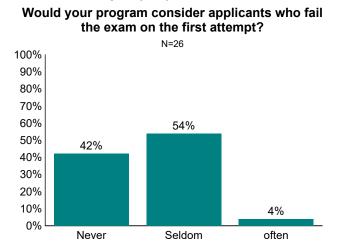
Percentage of Programs That Use USMLE Step 1 Scores



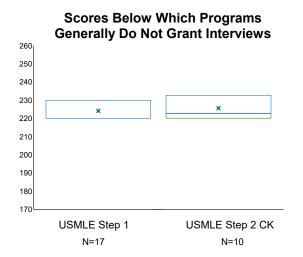


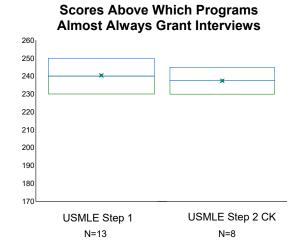
Percentage of Programs That Use USMLE Step 2 (CK) Scores





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



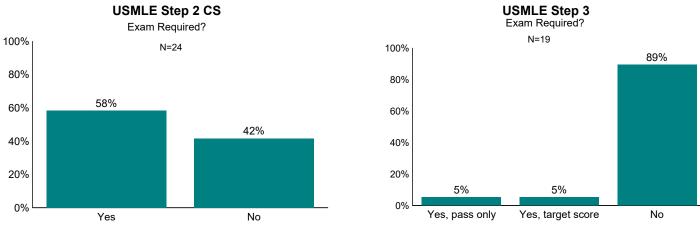


The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

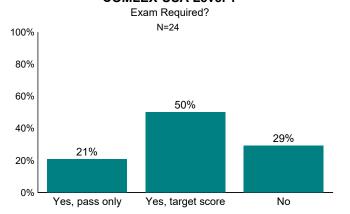
Transitional Year

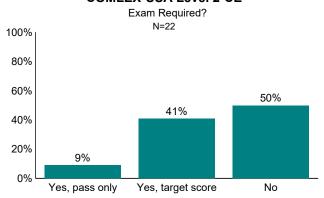
Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

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

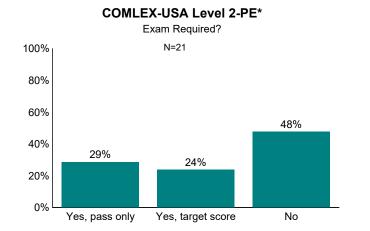


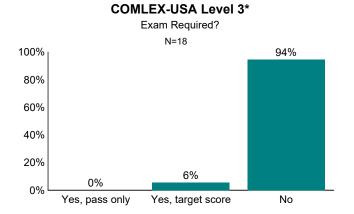
Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores COMLEX-USA Level 1* COMLEX-USA Level 2-CE*





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



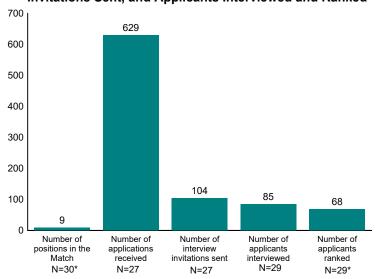


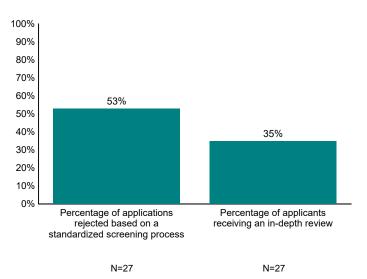
^{*} Osteopathic applicants only

Transitional Year Program's Interview Activities

Average Number of Positions, Applications Received, Interview Average Percentage of Applicants Rejected and Reviewed Invitations Sent, and Applicants Interviewed and Ranked







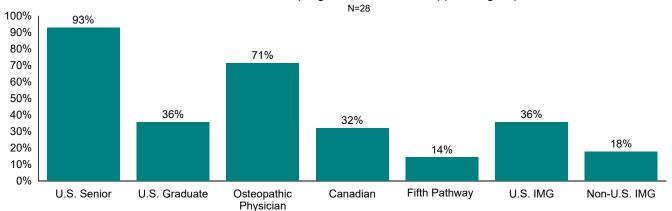
38%

57%

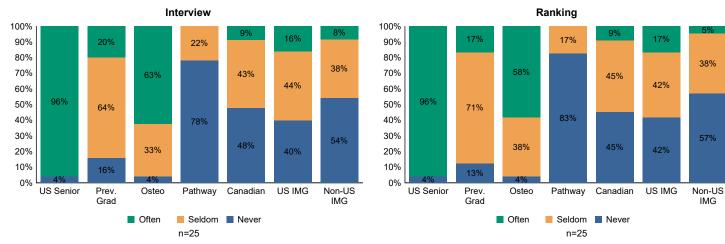
IMG

Percentage of Programs that Typically Interview and Rank Each Applicant Type

11% of Transitional Year programs consider all applicant groups



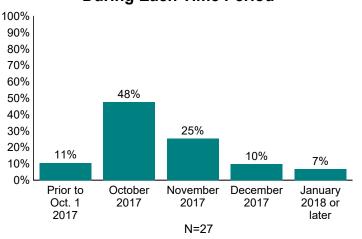
Frequency of Programs Interviewing and Ranking Candidates

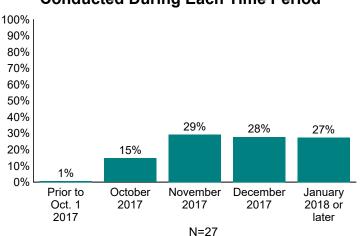


^{*} Data from the NRMP database. All Responding programs included

Percentage of Program's Interviews Extended During Each Time Period

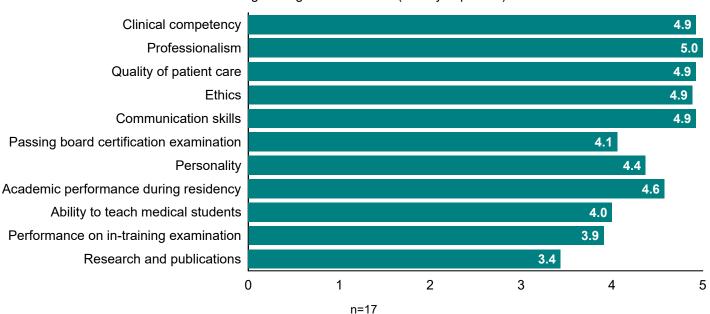
Percentage of Program's Interviews Conducted During Each Time Period





Importance of Factors in Assessing Residents' Success

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



Vascular Surgery

Figure VS-1

Vascular Surgery Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Selecting Applicants to Interview (N=14)

(1.1)	Percent Citing Factor	Average Rating
USMLE Step 1/COMLEX Level 1 score	100%	4.4
Letters of recommendation in the specialty	93%	4.8
Medical Student Performance Evaluation (MSPE/Dean's Letter)	64%	3.9
USMLE Step 2 CK/COMLEX Level 2 CE score	93%	4.1
Personal Statement	93%	3.4
Grades in required clerkships	64%	4.3
Any failed attempt in USMLE/COMLEX	50%	4.3
Class ranking/quartile	57%	4.4
Perceived commitment to specialty	64%	4.8
Personal prior knowledge of the applicant	64%	4.1
Grades in clerkship in desired specialty	57%	4.6
Audition elective/rotation within your department	57%	4.4
Evidence of professionalism and ethics	57%	4.6
Leadership qualities	86%	3.6
Alpha Omega Alpha (AOA) membership	79%	3.8
Perceived interest in program	36%	4.4
Other life experience	57%	3.9
Passing USMLE Step 2 CS/COMLEX Level 2 PE	71%	4.0
Volunteer/extracurricular experiences	43%	4.0
Consistency of grades	43%	4.0
Lack of gaps in medical education	36%	4.0
Awards or special honors in clinical clerkships	64%	4.0
Graduate of highly-regarded U.S. medical school	71%	4.2
Gold Humanism Honor Society (GHHS) membership	29%	3.8
Awards or special honors in clerkship in desired specialty	57%	3.6
Demonstrated involvement and interest in research	57%	3.9
Visa status*	43%	3.8
Applicant was flagged with Match violation by the NRMP	14%	5.0
Away rotation in your specialty at another institution	21%	3.7
Interest in academic career	36%	4.2
Fluency in language spoken by your patient population	21%	3.3
Awards or special honors in basic sciences	14%	3.0
USMLE/COMLEX Step 3 score	21%	4.0
100	0% 50% 0%	1 2 3 4 5

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

Figure VS-2

Vascular Surgery Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Ranking Applicants (N=14)

·	Percent Citing Factor	Average Rating
Interactions with faculty during interview and visit	100%	4.9
Interpersonal skills	100%	4.8
Interactions with housestaff during interview and visit	93%	4.8
Feedback from current residents	79%	4.7
USMLE/COMLEX Step 1 score	86%	4.3
Letters of recommendation in the specialty	86%	4.5
USMLE/COMLEX Step 2 score	64%	4.2
Evidence of professionalism and ethics	36%	4.2
Medical Student Performance Evaluation (MSPE/Dean's Letter)	36%	4.4
Perceived commitment to specialty	64%	4.8
Perceived interest in program	64%	4.3
Leadership qualities	50%	4.3
Class ranking/quartile	50%	4.4
Personal prior knowledge of the applicant	57%	4.8
Audition elective/rotation within your department	71%	4.3
Personal Statement	64%	3.6
Grades in required clerkships	29%	4.8
Passing USMLE Step 2 CS/COMLEX Level 2 PE	43%	4.2
Any failed attempt in USMLE/COMLEX	21%	
Grades in clerkship in desired specialty	29%	4.5
Other life experience	36%	4.0
Alpha Omega Alpha (AOA) membership	50%	3.9
Consistency of grades	21%	4.7
Volunteer/extracurricular experiences	21%	4.0
Lack of gaps in medical education	14%	4.0
Graduate of highly regarded U.S. medical school	36%	4.6
Gold Humanism Honor Society (GHHS) membership	14%	3.5
Awards or special honors in clinical clerkships	29%	4.3
Awards or special honors in clerkship in desired specialty	14%	
Demonstrated involvement and interest in research	50%	4.1
Applicant was flagged with Match violation by the NRMP	7 <mark>%</mark>	
Visa status*	36%	4.2
Other post-interview contact	0%	
Interest in academic career	36%	4.4
Fluency in language spoken by your patient population	21%	
Away rotation in your specialty at another institution	29%	3.8
USMLE/COMLEX Step 3 score	21%	4.0
Second interview/visit	7 <mark>%</mark>	
Awards or special honors in basic sciences	0%	
10	00% 50% 0%	1 2 3 4 5

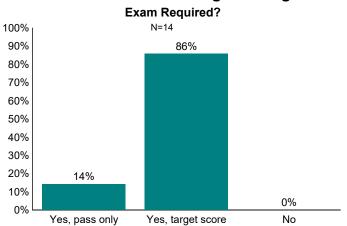
¹ Ratings on a scale from 1 (not at all important) to 5 (very important). * International Medical Graduates only

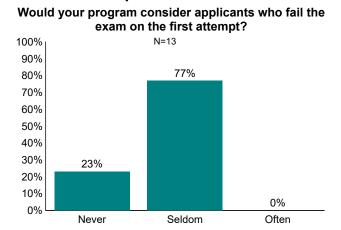
Figure VS-3

Vascular Surgery

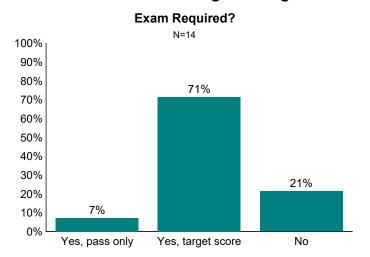
Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

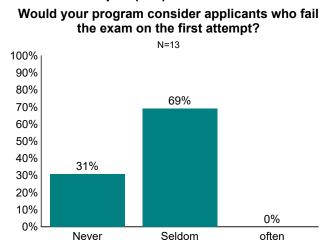
Percentage of Programs That Use USMLE Step 1 Scores



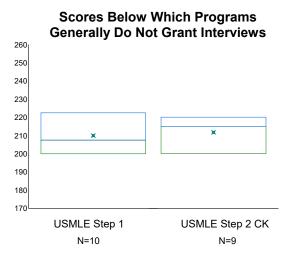


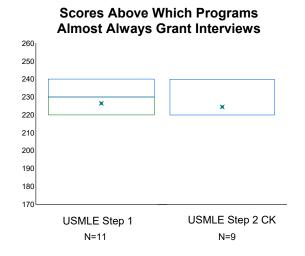
Percentage of Programs That Use USMLE Step 2 (CK) Scores





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



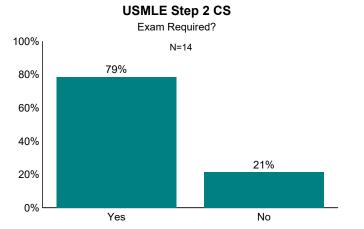


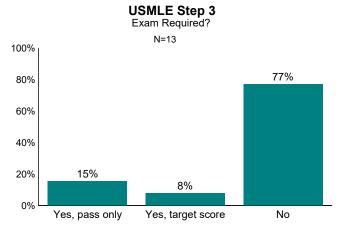
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

Vascular Surgery

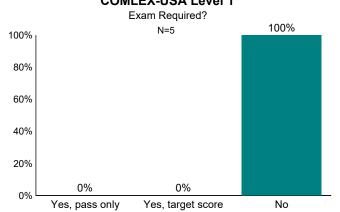
Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

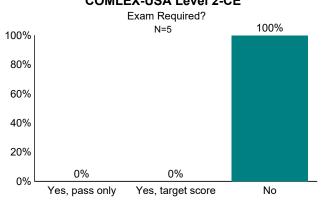
Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



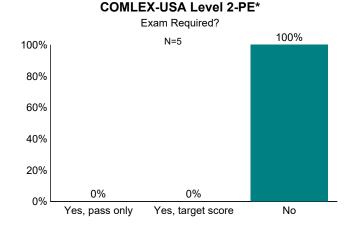


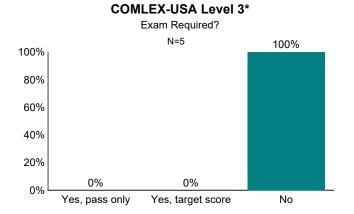
Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores COMLEX-USA Level 1* COMLEX-USA Level 2-CE*





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

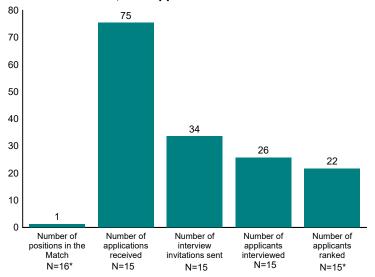


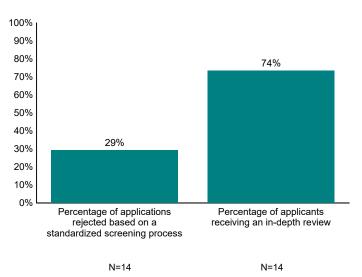


^{*} Osteopathic applicants only

Vascular Surgery Program's Interview Activities

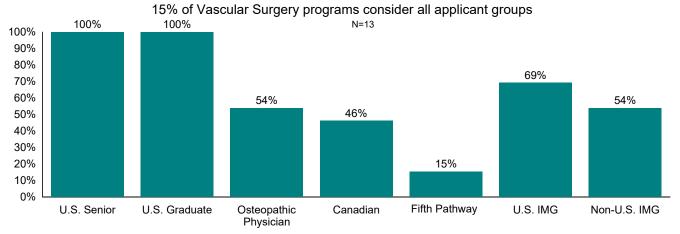
Average Number of Positions, Applications Received, Interview Average Percentage of Applicants Rejected and Reviewed Invitations Sent, and Applicants Interviewed and Ranked



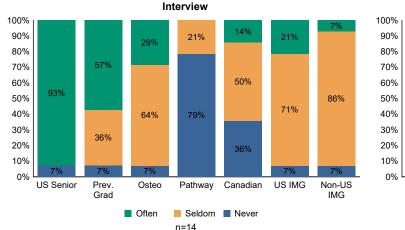


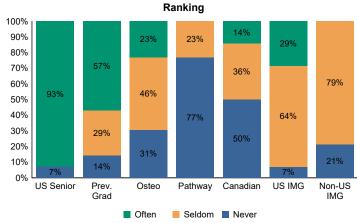
^{*} Data from the NRMP database. All Responding programs included

Percentage of Programs that Typically Interview and Rank Each Applicant Type



Frequency of Programs Interviewing and Ranking Candidates

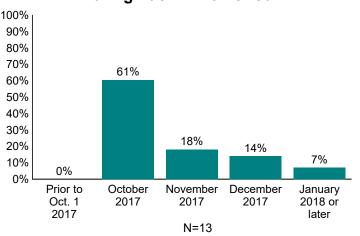


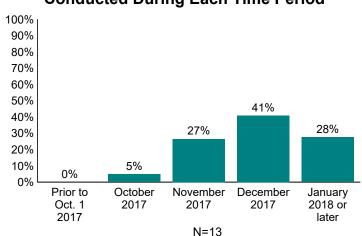


n=14

Percentage of Program's Interviews Extended During Each Time Period

Percentage of Program's Interviews Conducted During Each Time Period





Importance of Factors in Assessing Residents' Success

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

