

# Results of the 2016 NRMP Program Director Survey

June 2016

[www.nrmp.org](http://www.nrmp.org)

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](mailto:datarequest@nrmp.org).

Questions about the NRMP should be directed to Mona M. Signer, President and CEO, NRMP, at [admin@nrmp.org](mailto:admin@nrmp.org).

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## Introduction

In March 2016, the National Resident Matching Program (NRMP) conducted its biennial survey of the directors of all programs participating in the Main Residency Match®. 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 39.9 percent. Transitional Year programs and programs in 22 specialties with 10 or more responses are included in this report. Response rates are listed in the table below.

Additional questions were added to the 2016 questionnaire. In

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

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

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

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

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

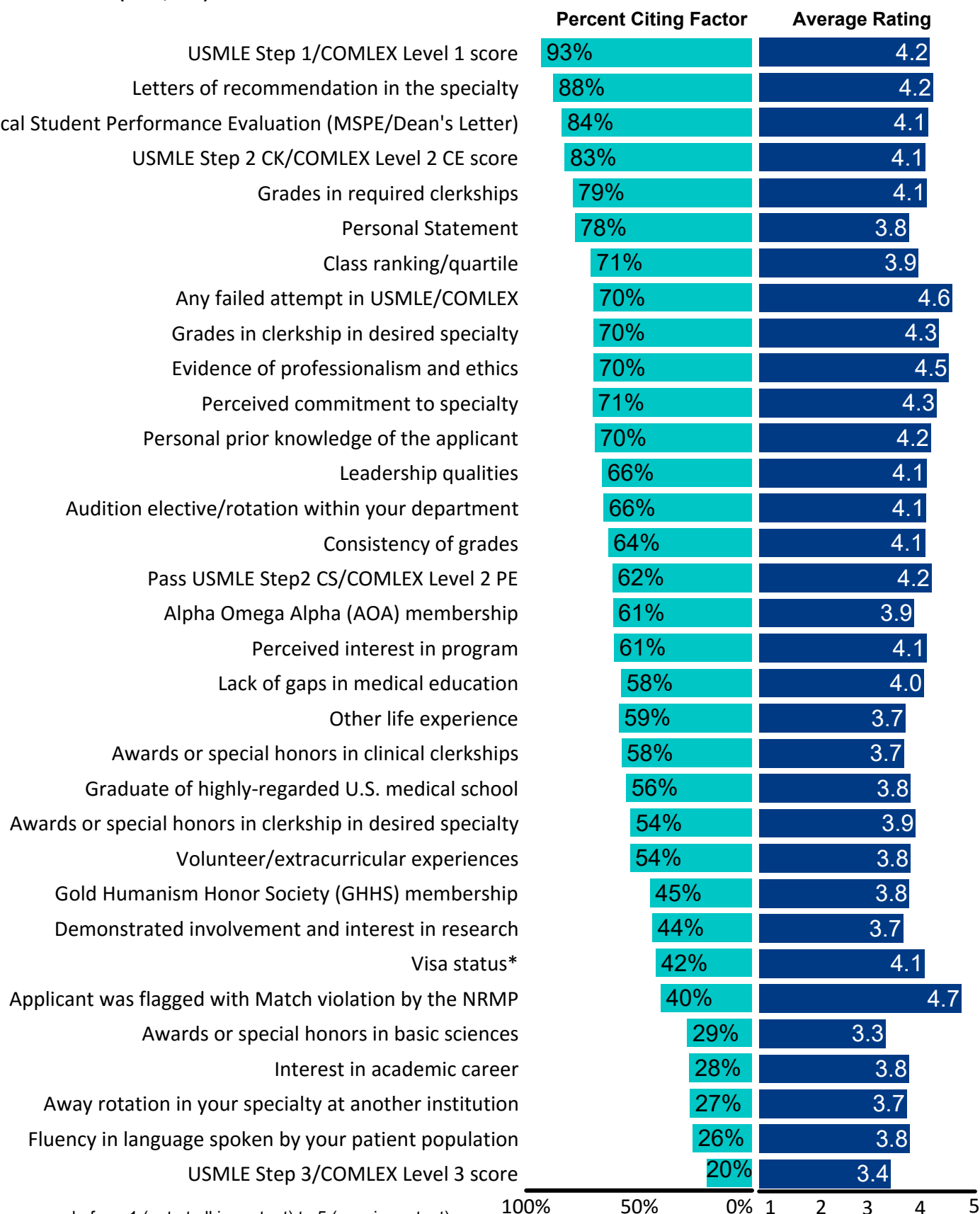
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**All Specialties Combined**  
(N=1,435)

**Figure 1**

**All Specialties**

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



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

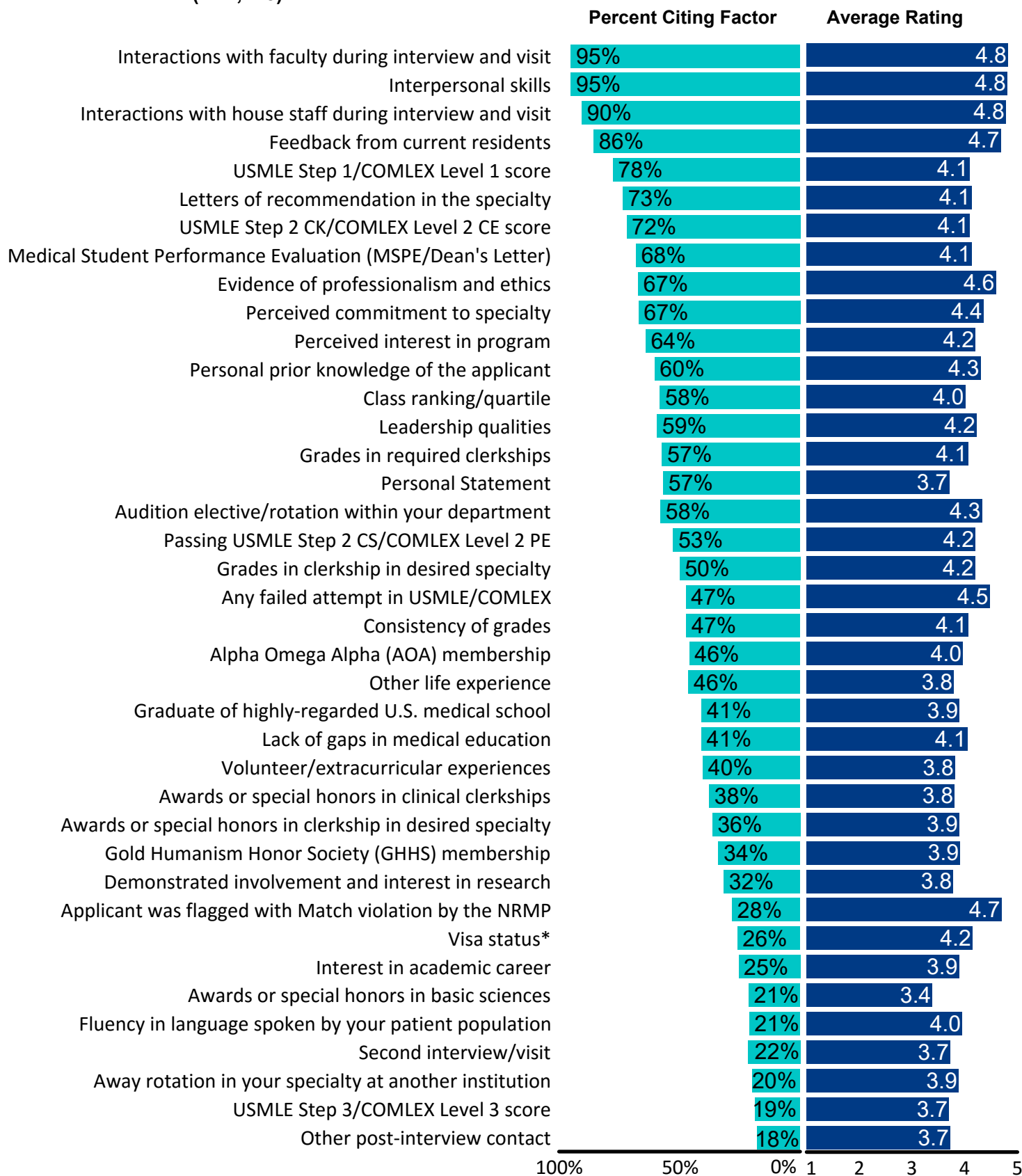
\* International Medical Graduates only

**Figure 2**

**All Specialties**

**Percentage of Programs Citing Each Factor And Mean Importance Rating<sup>1</sup> for Each Factor in Ranking Applicants**

(N=1,275)



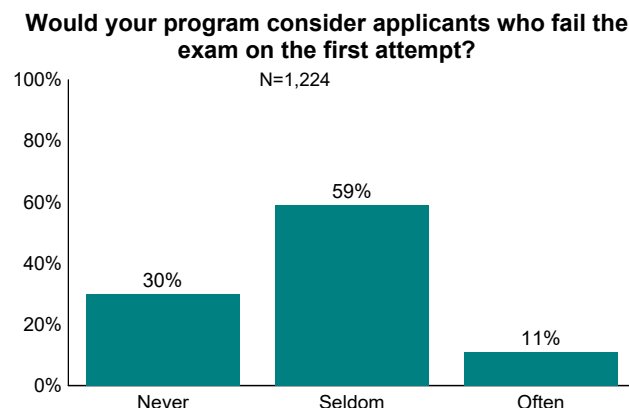
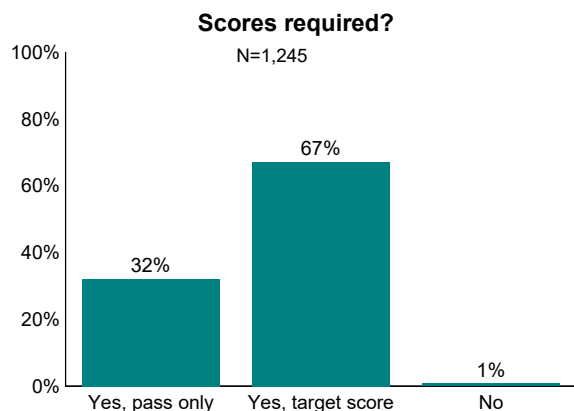
<sup>1</sup> Ratings on a scale from 1 (not at all important) to 5 (very important).

\* International Medical Graduates only

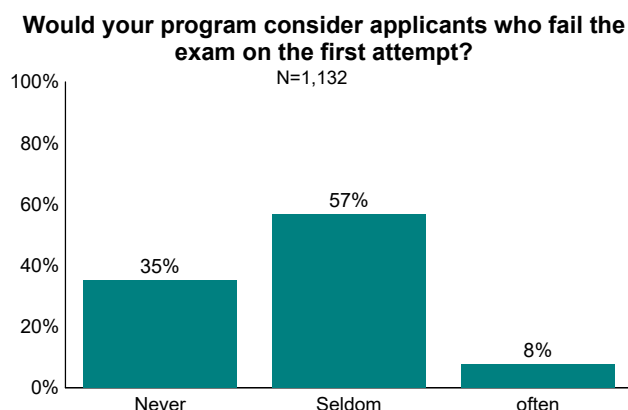
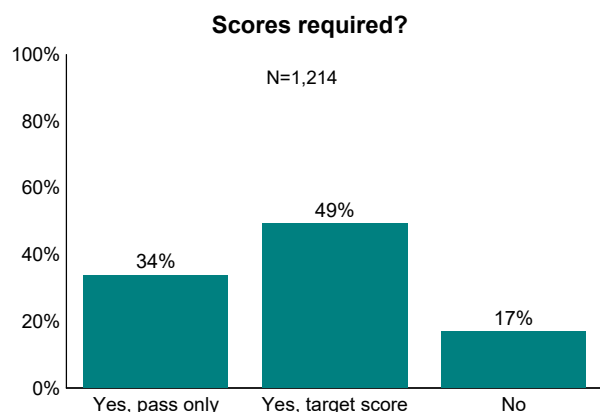
**Figure 3**

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

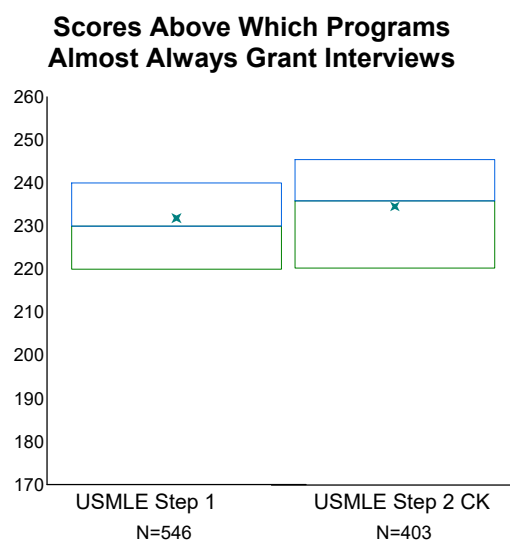
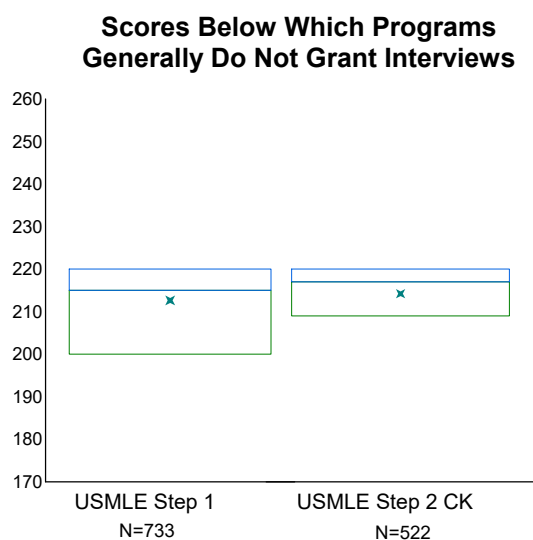
**Percentage of Programs That Use USMLE Step 1 Score**



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

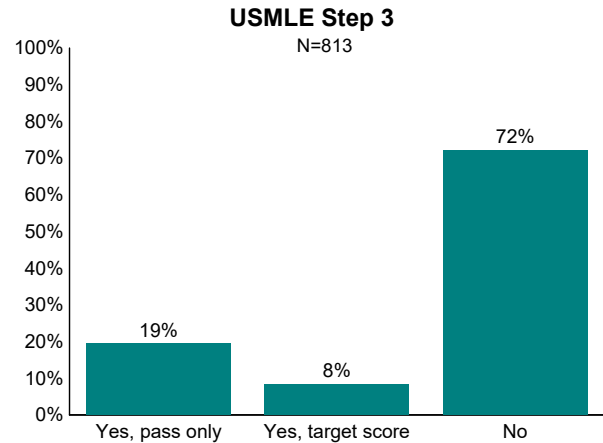
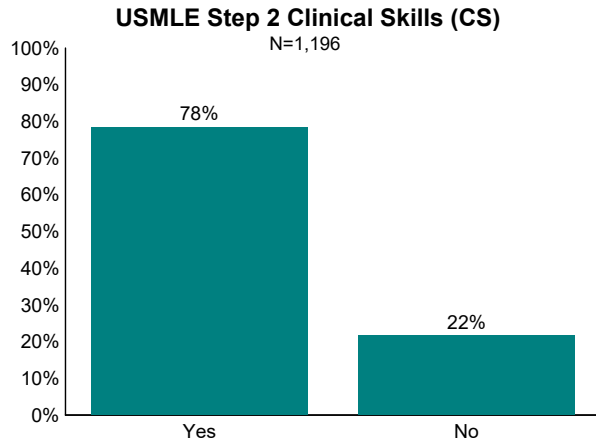
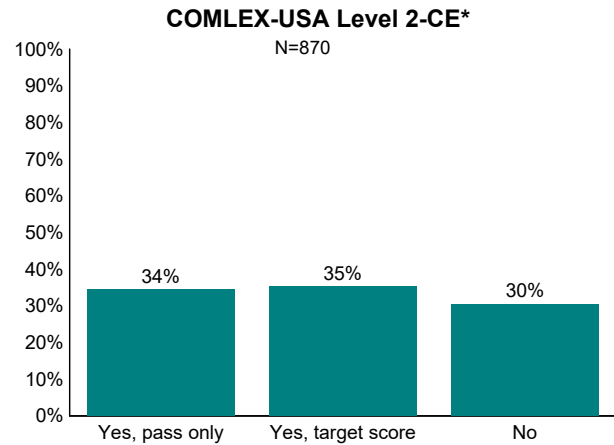
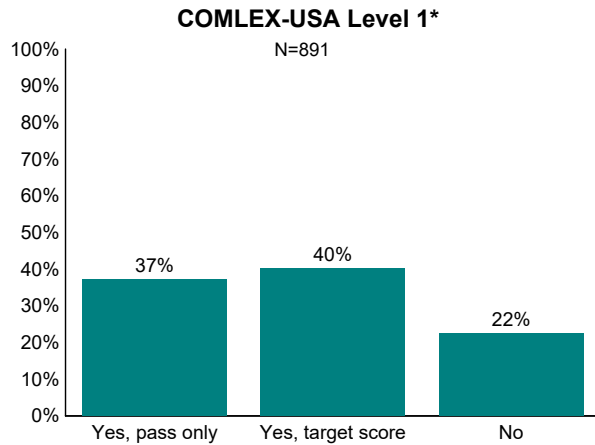
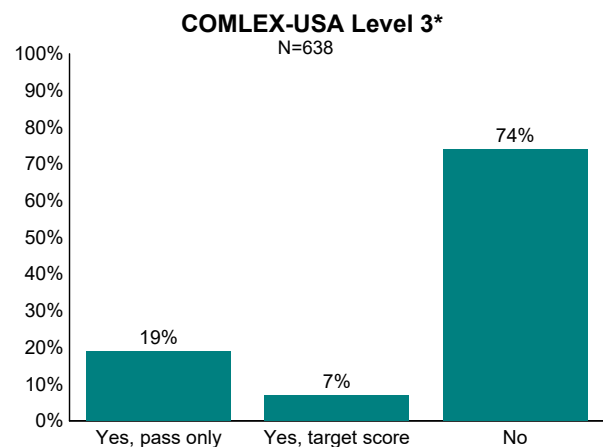
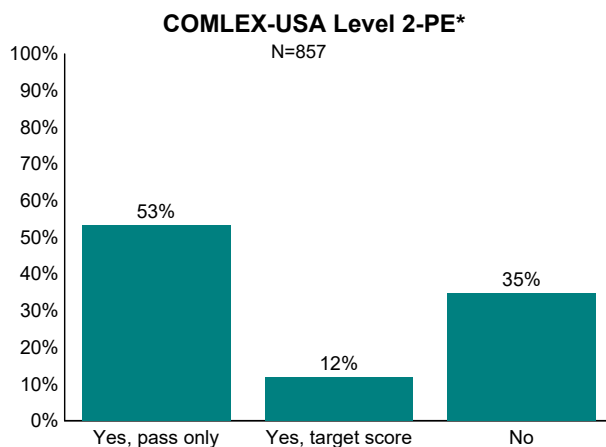


**USMLE Step 1 and Step 2 CK Scores**  
**Programs Consider When Granting Interviews**



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



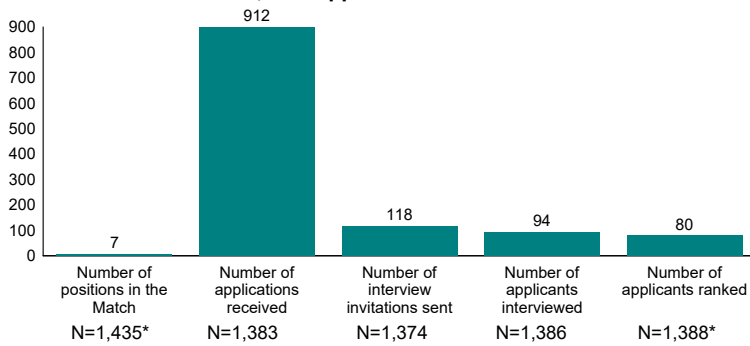
**Figure 4****All Specialties****Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores\* When Considering Which Applicants to Interview****Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores****Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores****Percentage of Programs That Use COMLEX-USA Level 2-PE and Level 3 Scores**

\* Osteopathic applicants only

**Figure 5**

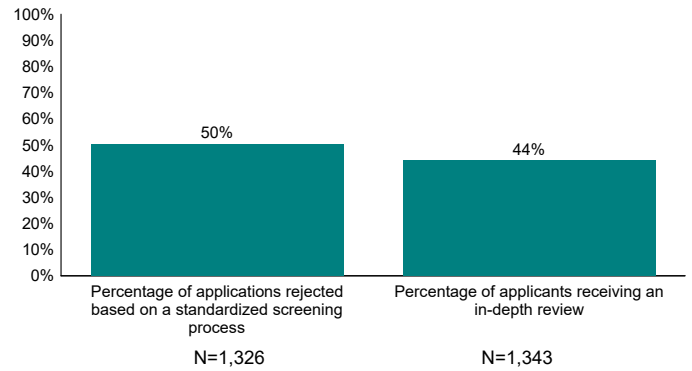
## All Specialties Program's Interview Activities

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

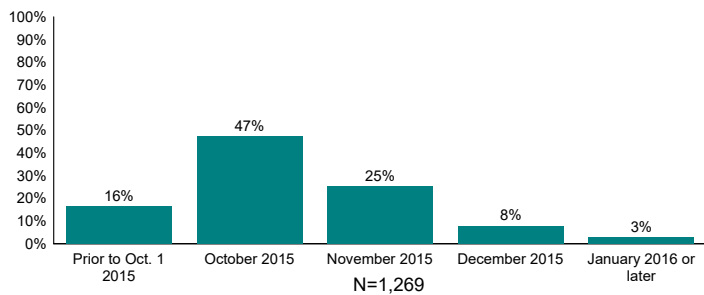


\* Data from the NRMP database. All Responding programs included

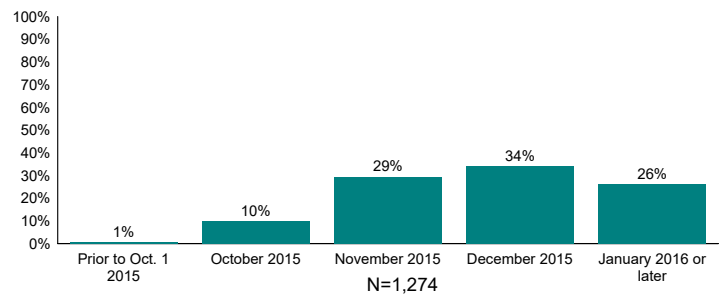
**Average Percentage of Applicants Rejected and Reviewed**



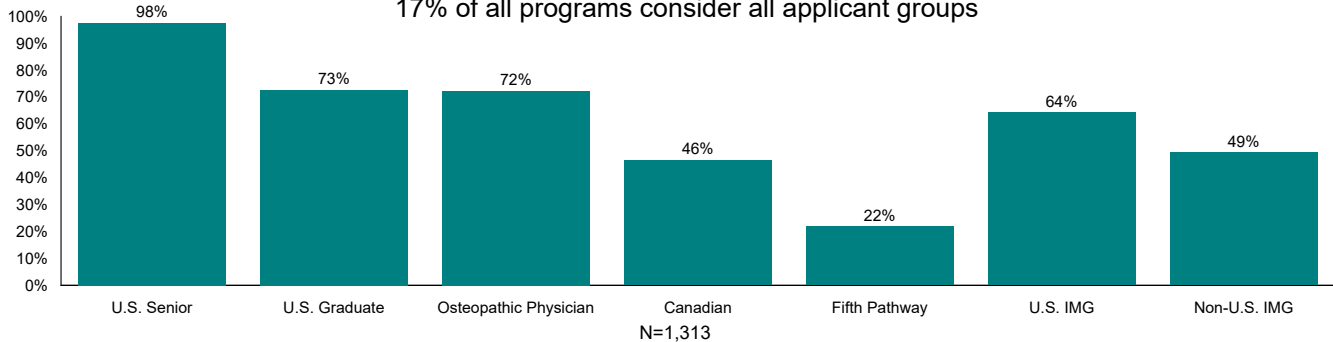
**Percentage of Program's Interviews Extended During Each Time Period**



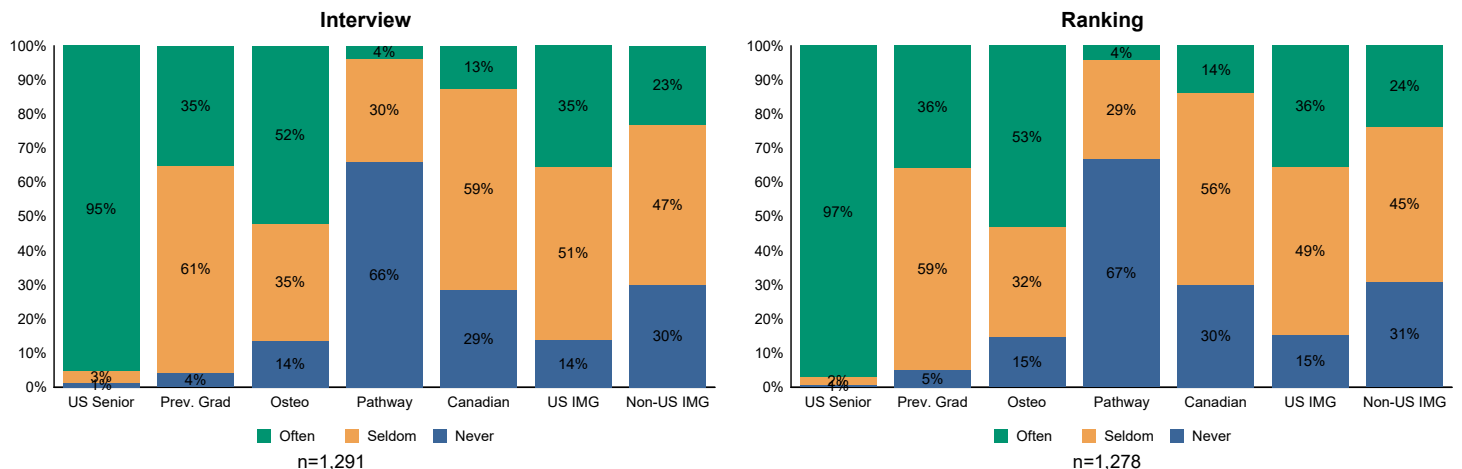
**Percentage of Program's Interviews Conducted During Each Time Period**



**Percentage of Programs that Typically Interview and Rank Each Applicant Type**  
17% of all programs consider all applicant groups



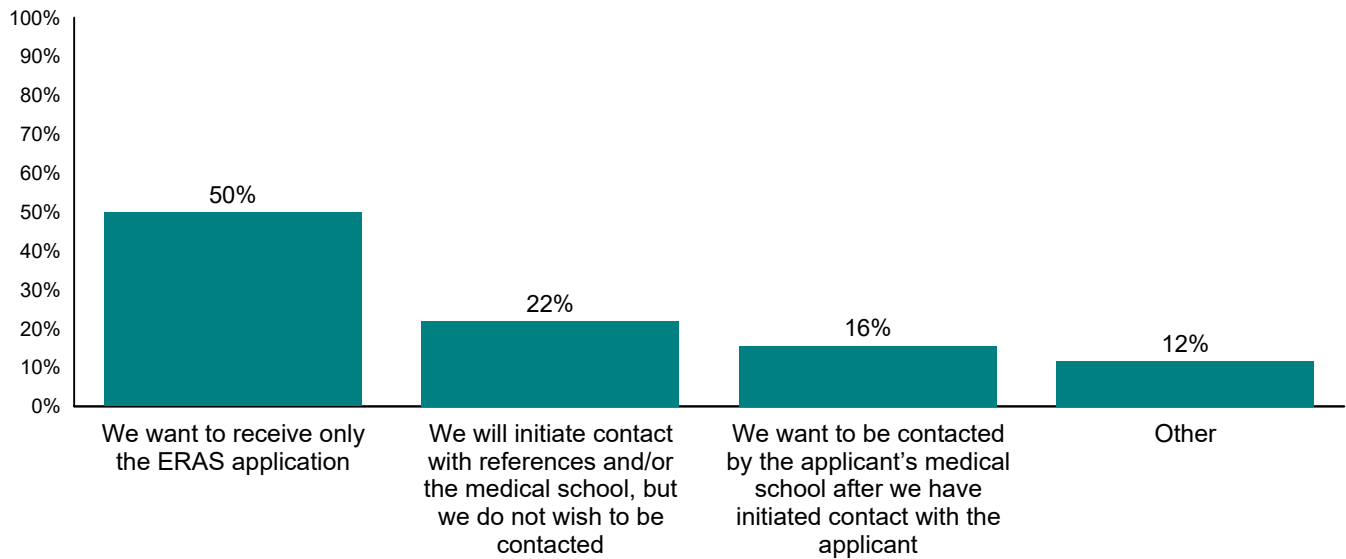
**Frequency of Programs Interviewing and Ranking Candidates**



**Figure 6**

**All Specialties  
Other Topics**

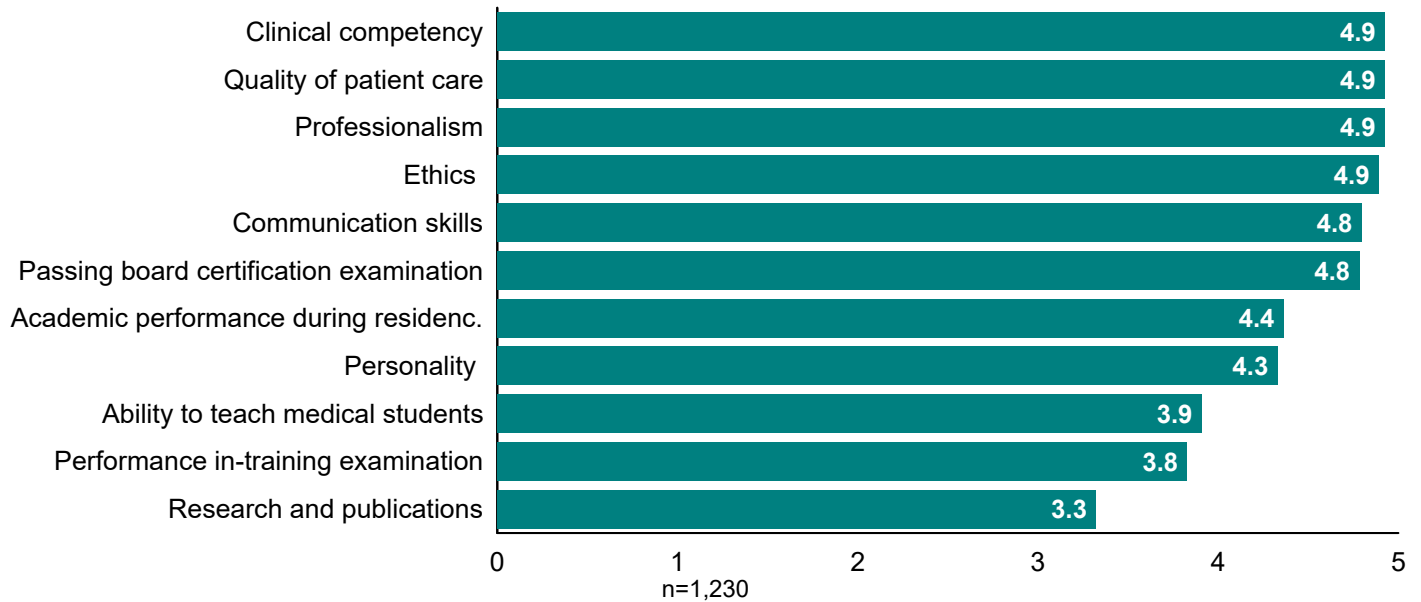
**Preferred Type of Communication About Applicants During SOAP**



N=1,141

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

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



n=1,230

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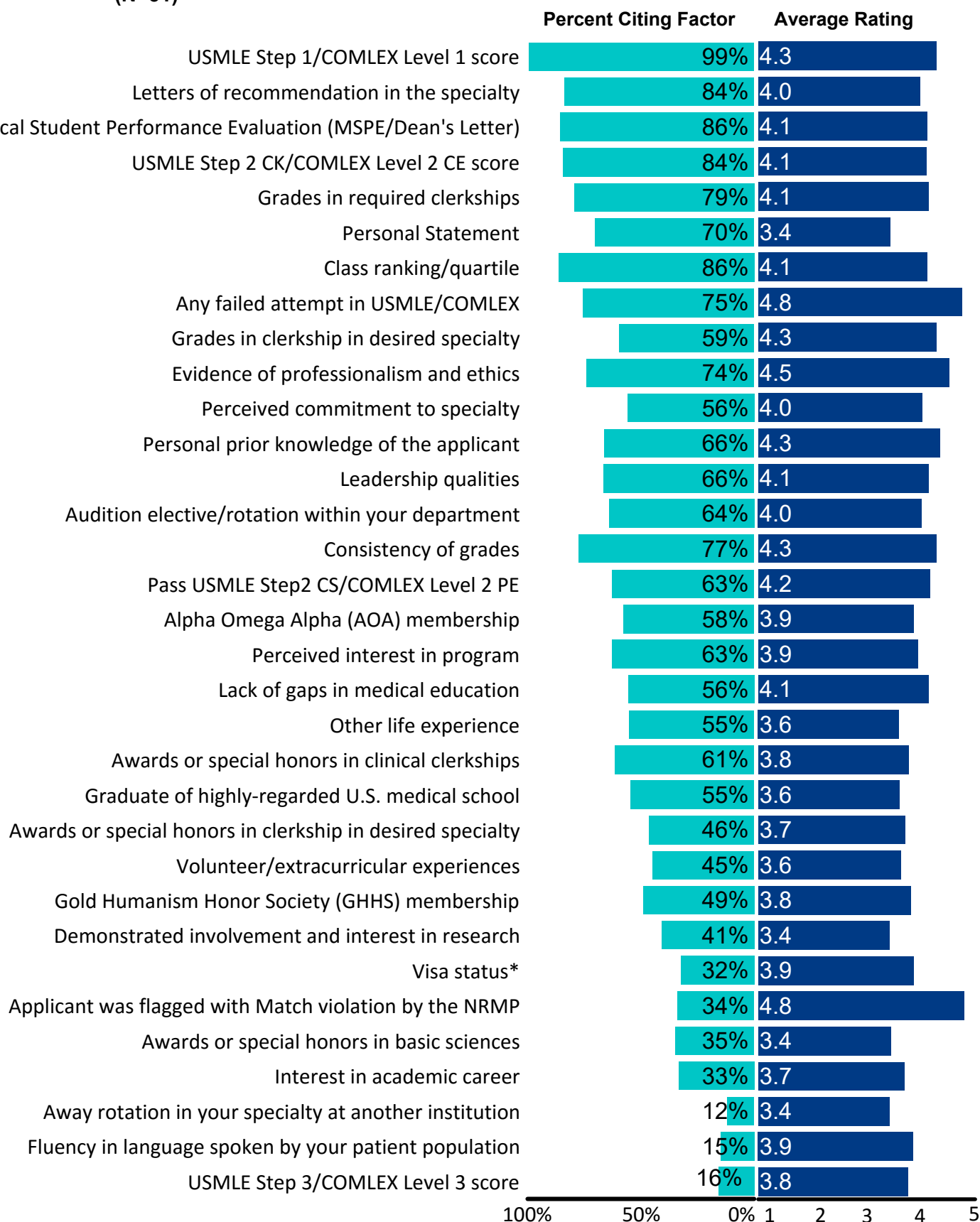
## Anesthesiology

(N=57)

**Figure AN-1**

**Anesthesiology**

**Percentage of Programs Citing Each Factor And Mean Importance Rating<sup>1</sup> for Each Factor in Selecting Applicants to Interview (N=51)**



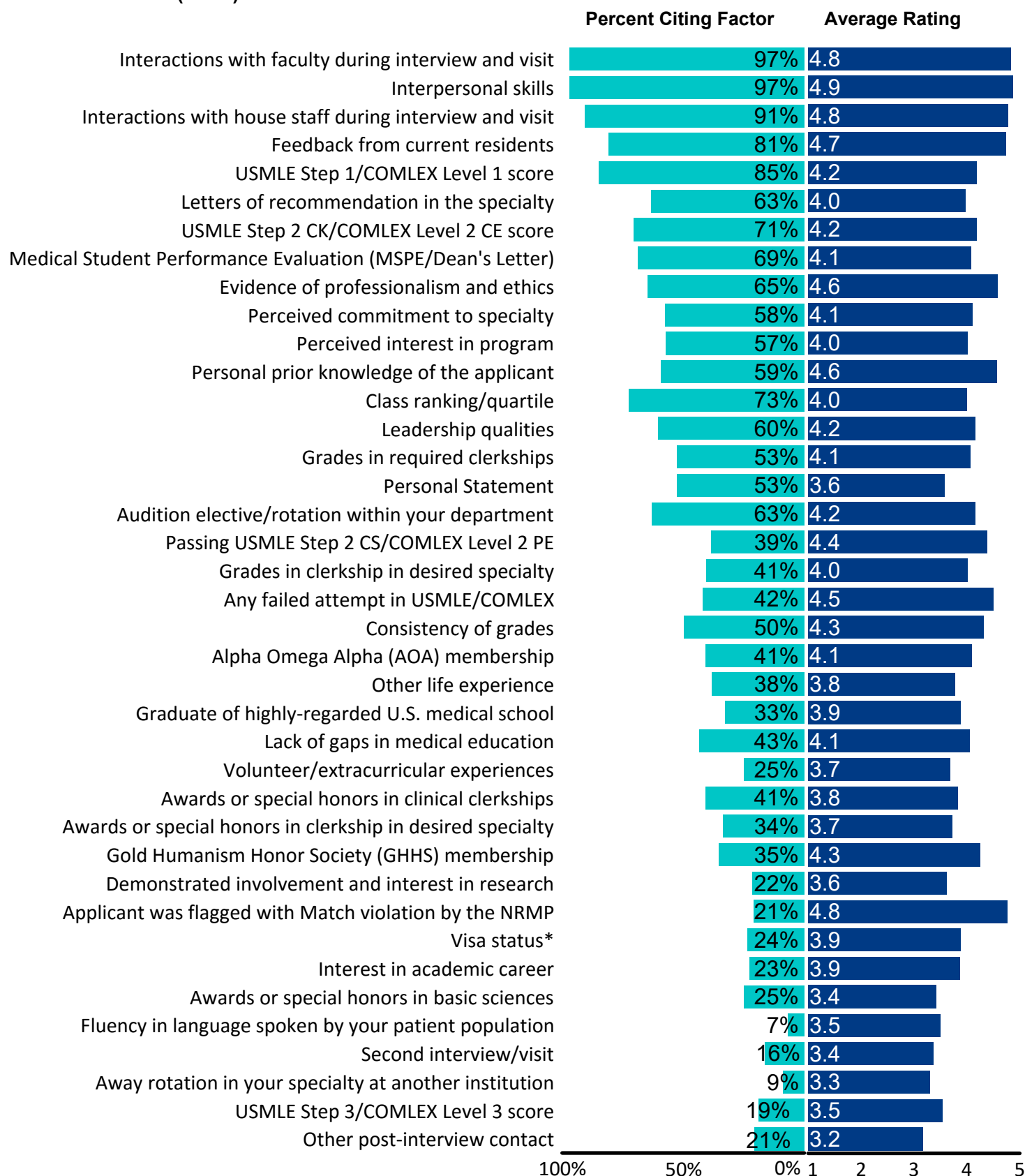
<sup>1</sup> Ratings on a scale from 1 (not at all important) to 5 (very important).

\* International Medical Graduates only

**Figure AN-2**

**Anesthesiology**

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



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

\* International Medical Graduates only

**Figure AN-3**

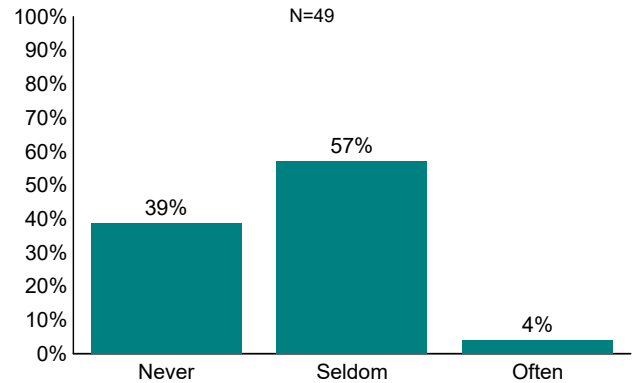
**Anesthesiology**

**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 Score**



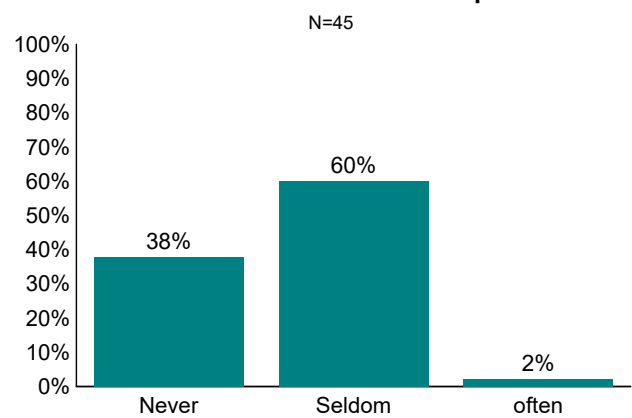
**Would your program consider applicants who fail the exam on the first attempt?**  
N=49



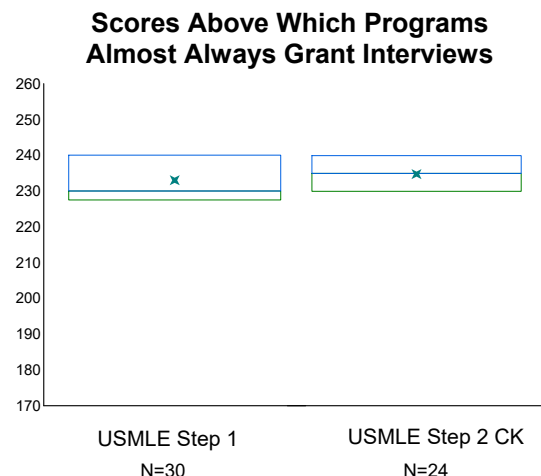
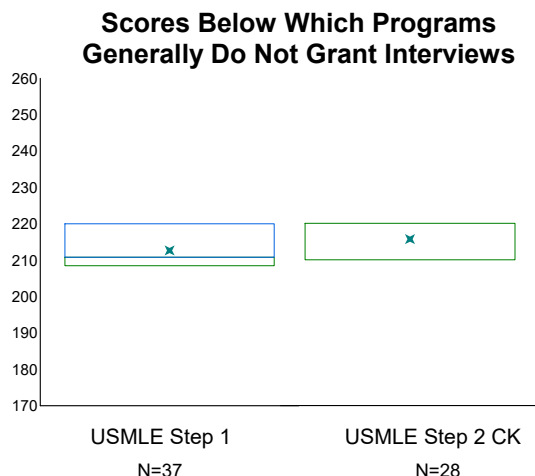
**Percentage of Programs That Use USMLE Step 2 (CK) Score**



**Would your program consider applicants who fail the exam on the first attempt?**  
N=45



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



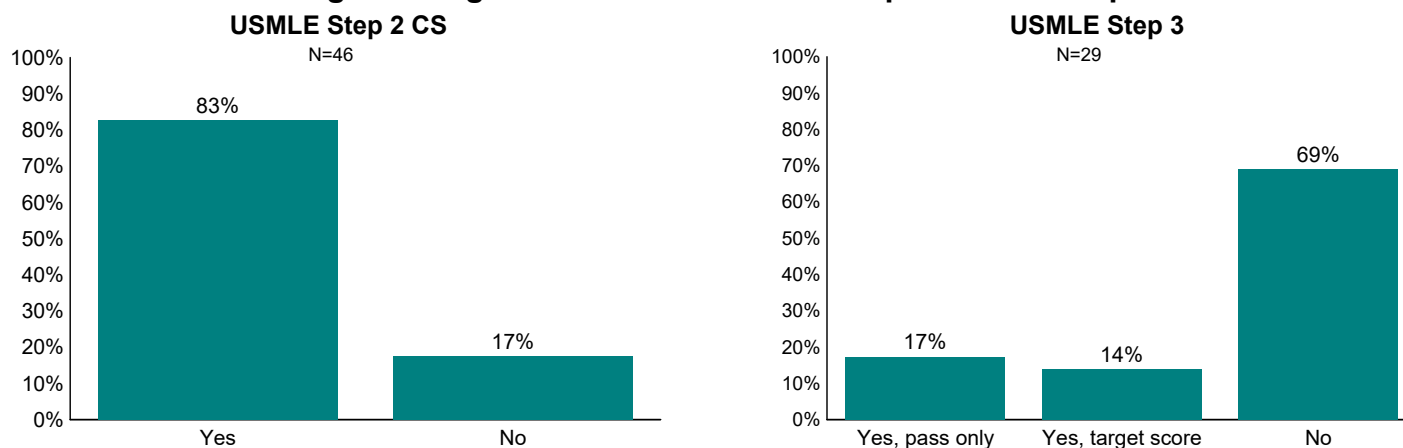
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

**Figure AN-4**

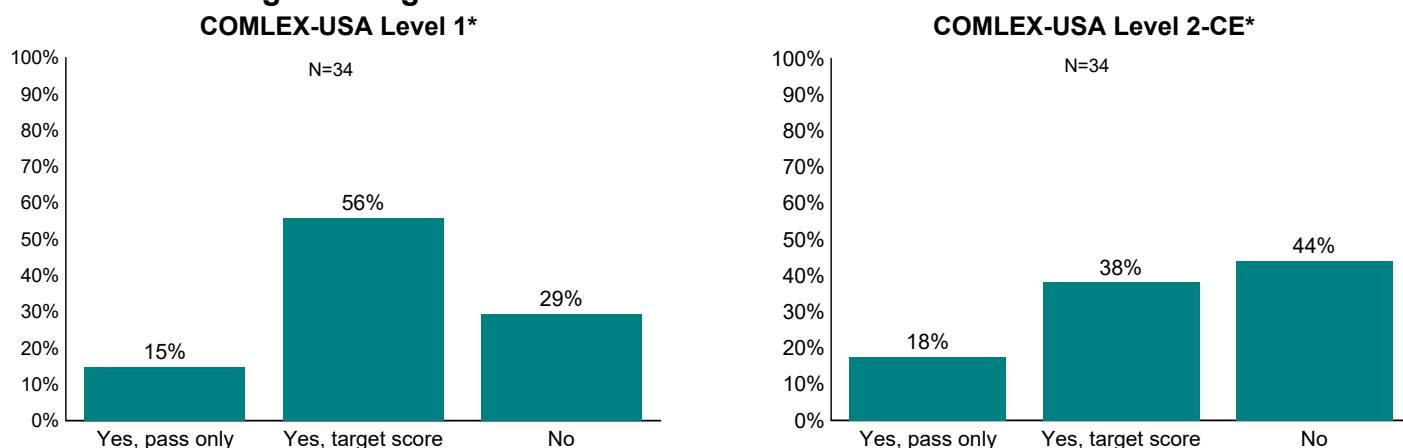
**Anesthesiology**

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

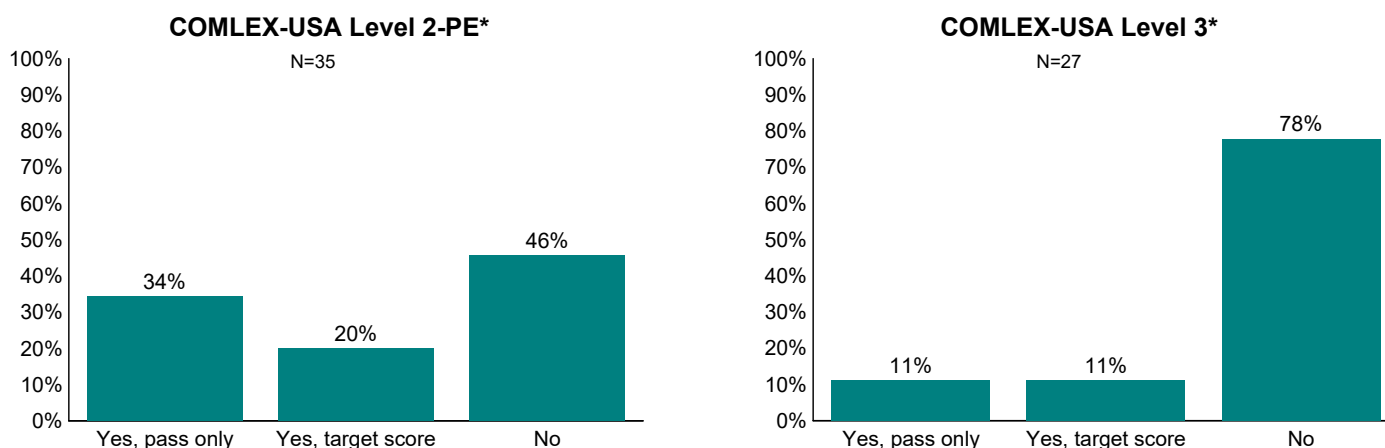
**Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores**



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



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



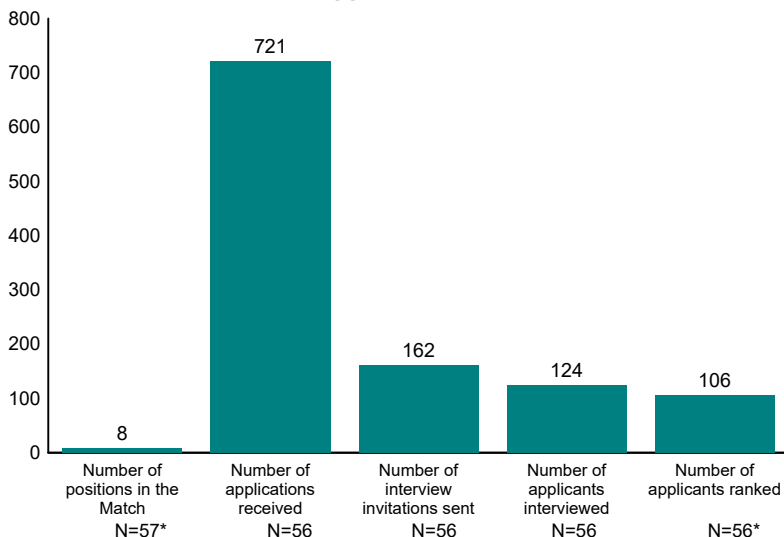
\* Osteopathic applicants only



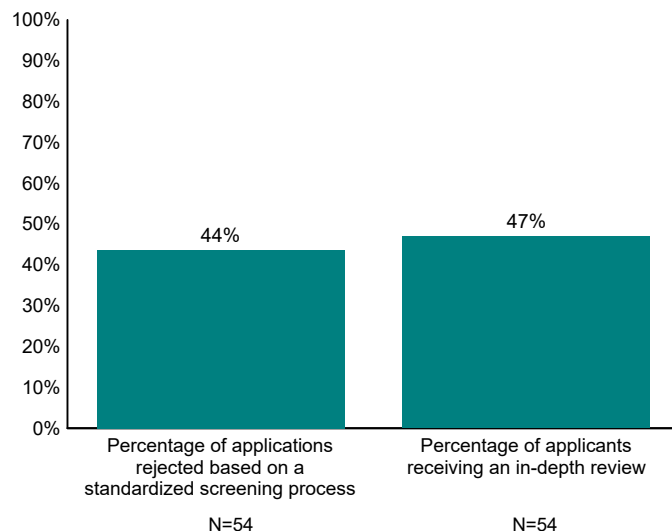
**Figure AN-5**

## Anesthesiology Program's Interview Activities

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



**Average Percentage of Applicants Rejected and Reviewed**

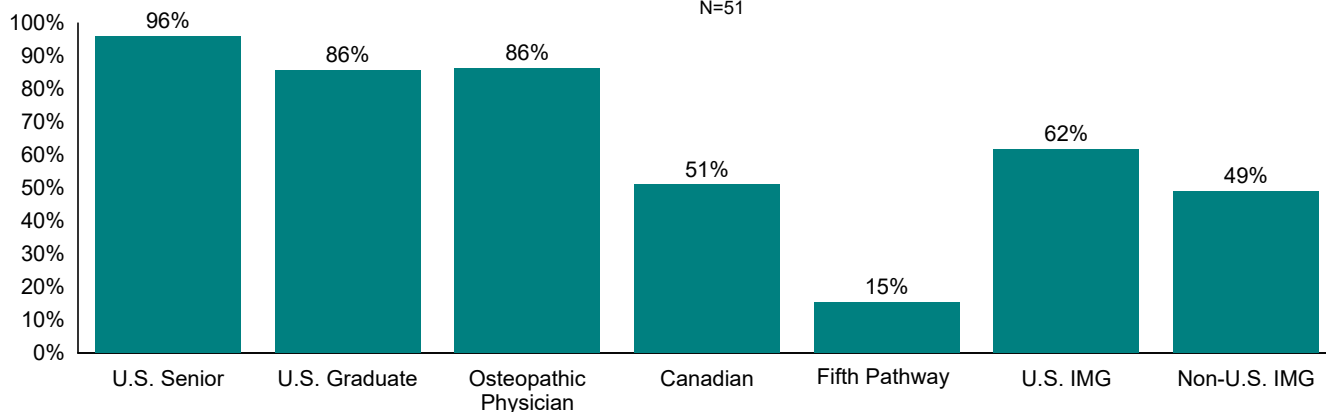


\* Data from the NRMP database. All Responding programs included

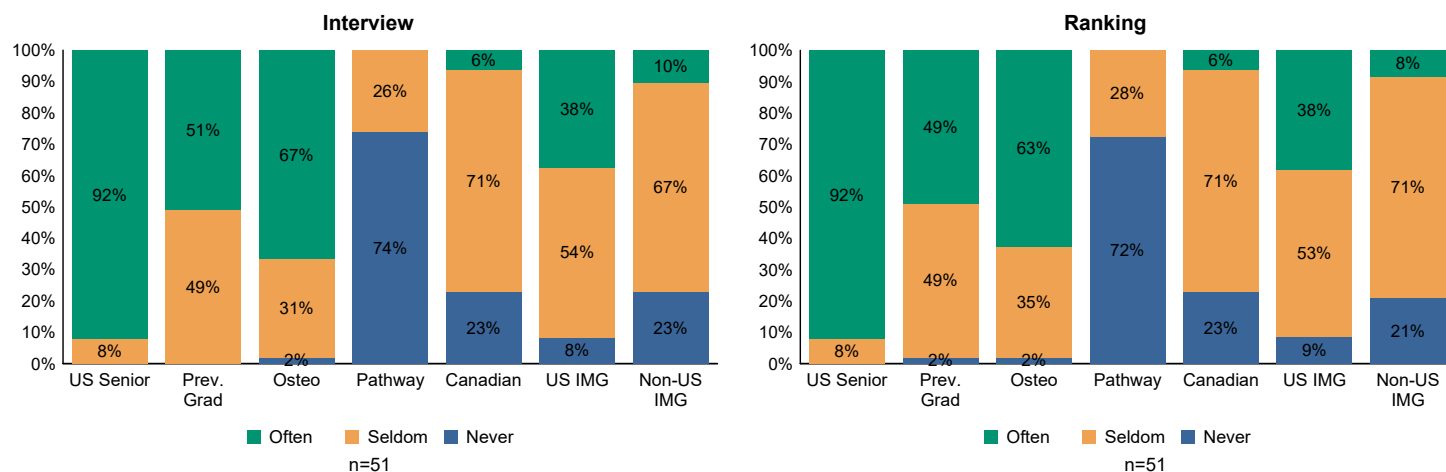
**Percentage of Programs that Typically Interview and Rank Each Applicant Type**

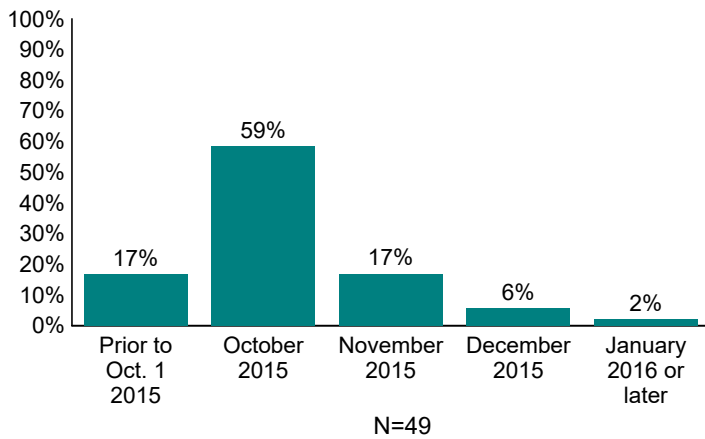
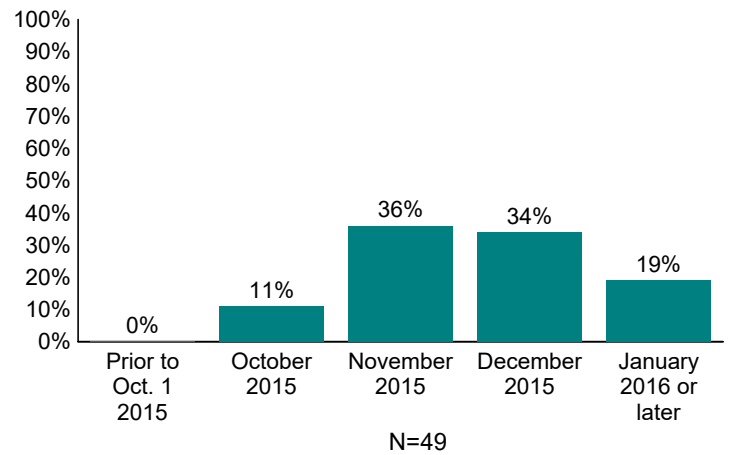
13% of Anesthesiology programs consider all applicant groups

N=51

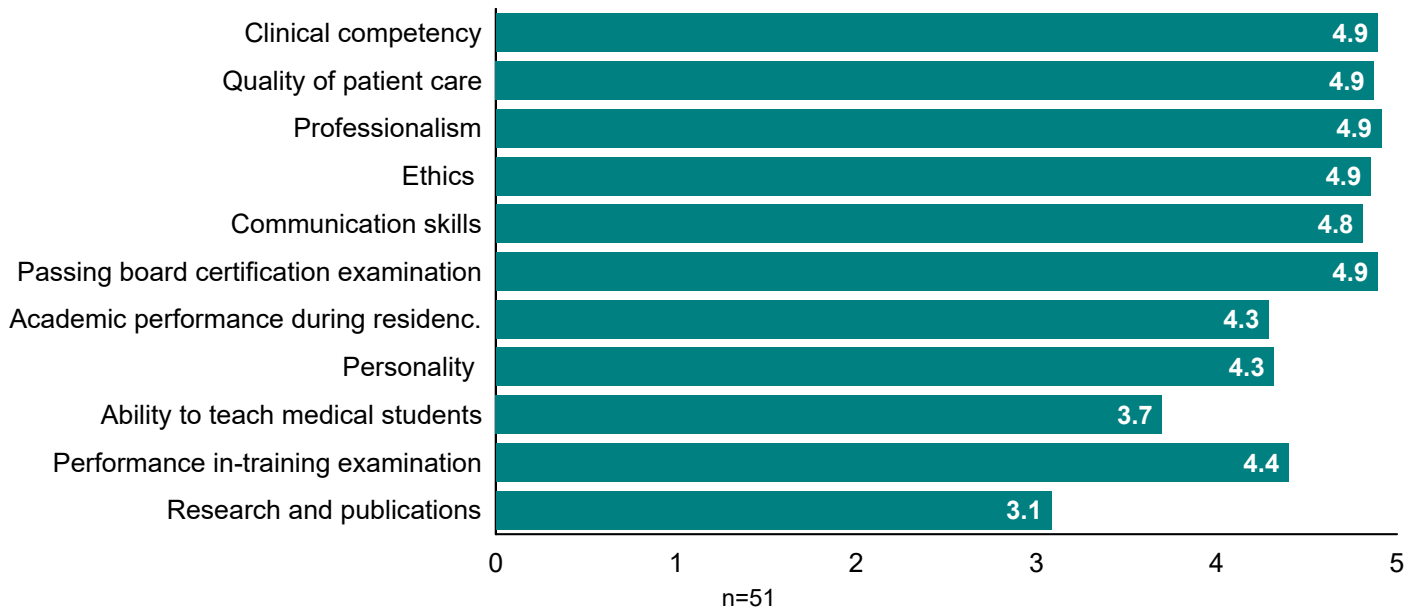


**Frequency of Programs Interviewing and Ranking Candidates**




**Figure AN-6****Anesthesiology****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)



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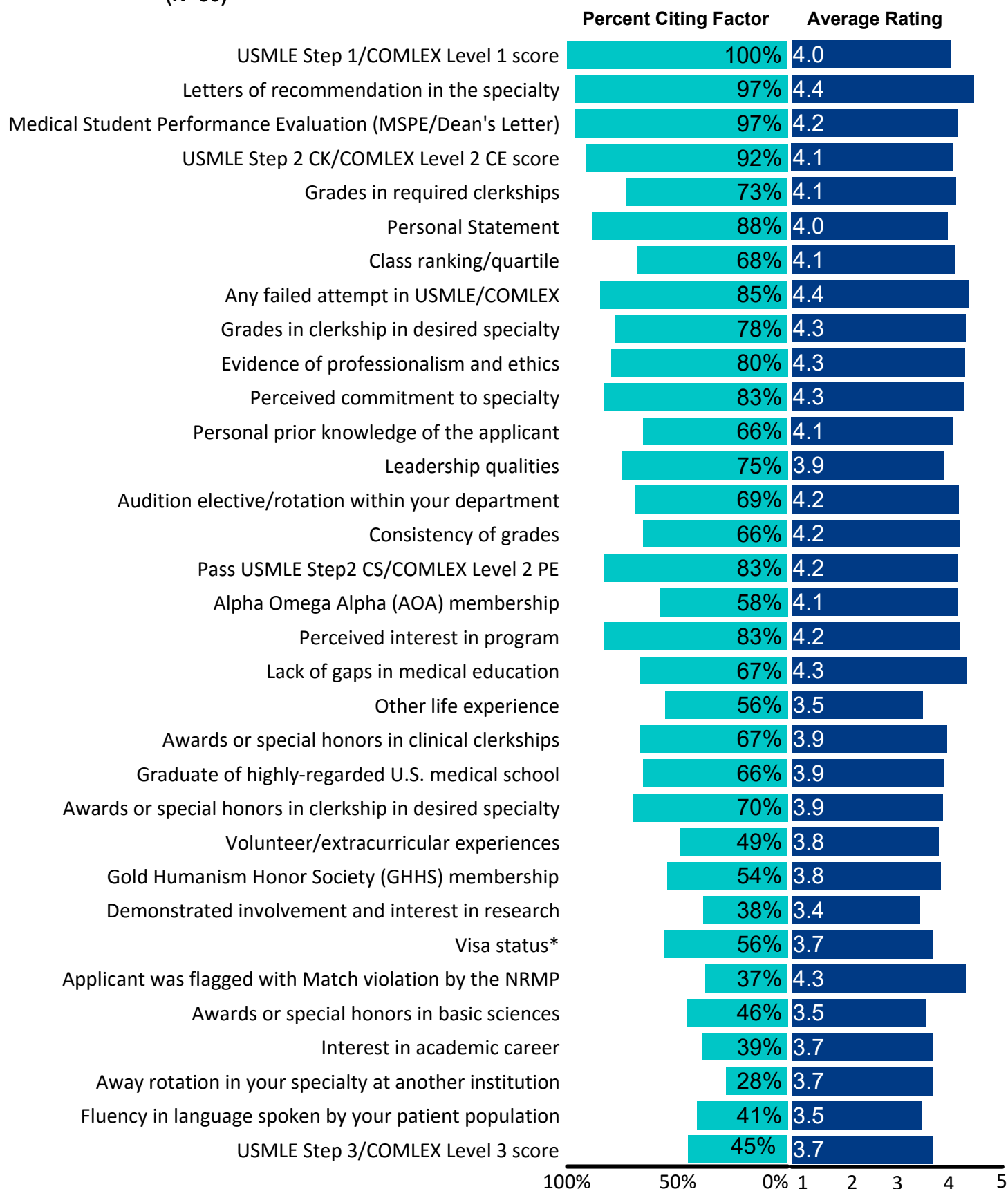
## Child Neurology

(N=36)

**Figure CN-1**

**Child Neurology**

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



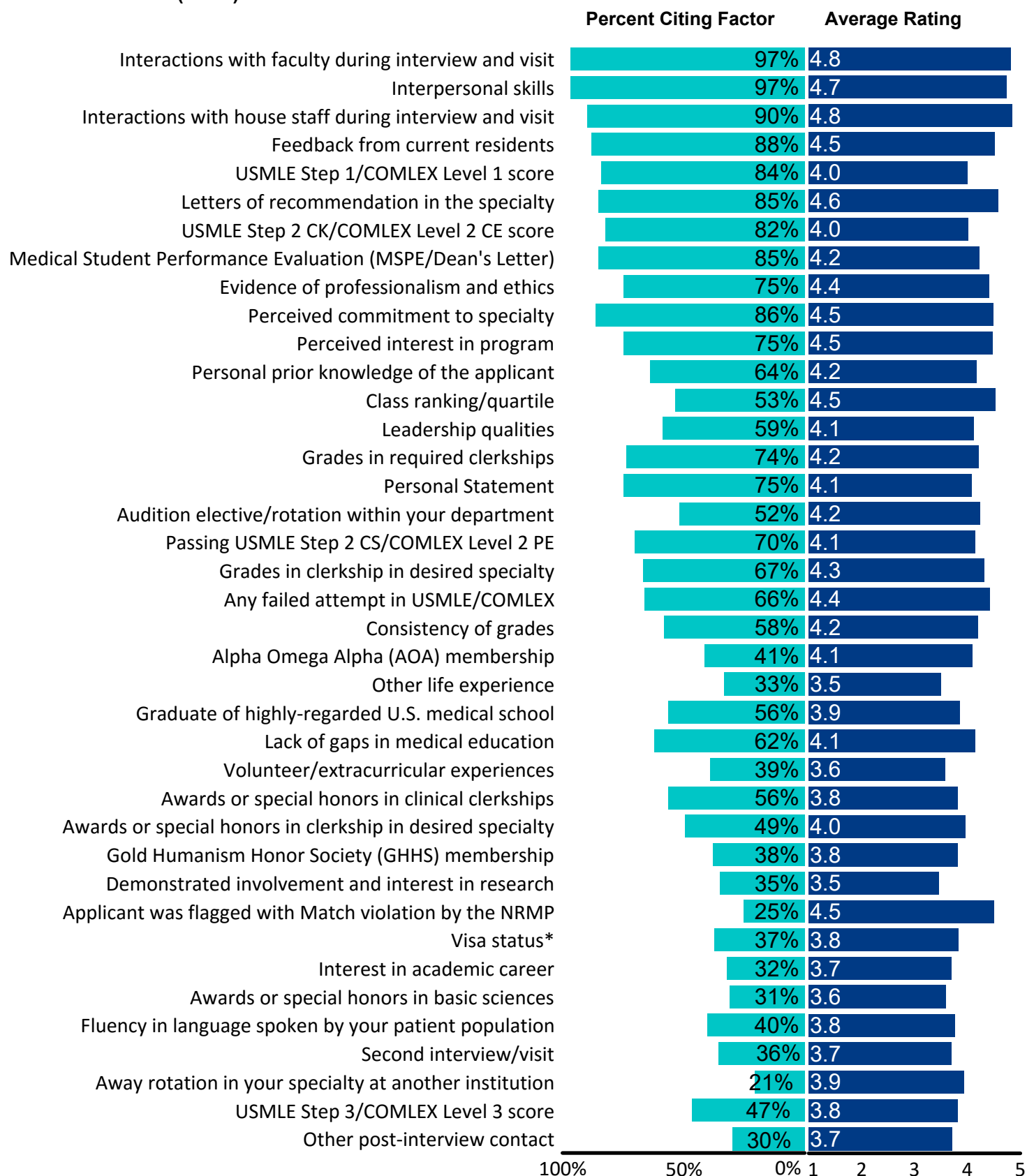
<sup>1</sup> Ratings on a scale from 1 (not at all important) to 5 (very important).

\* International Medical Graduates only

**Figure CN-2**

**Child Neurology**

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



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

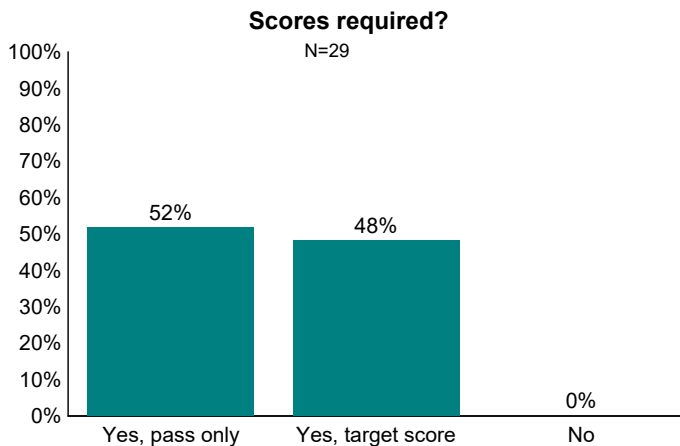
\* International Medical Graduates only

## Figure CN-3

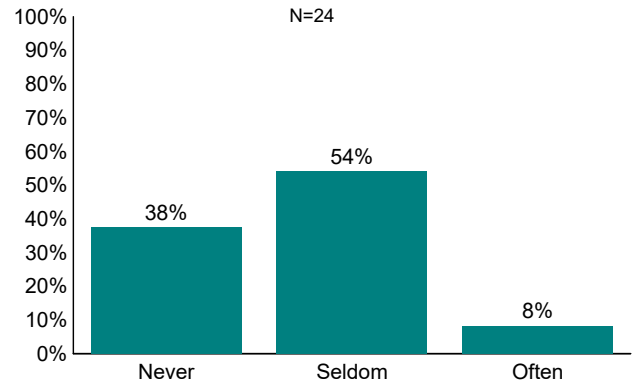
### Child Neurology

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

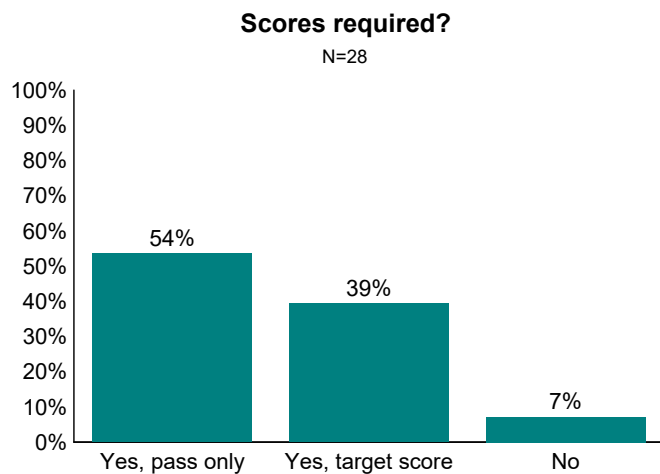
#### Percentage of Programs That Use USMLE Step 1 Score



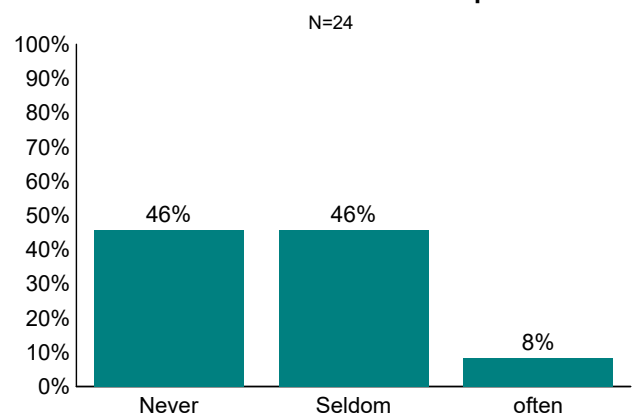
#### Would your program consider applicants who fail the exam on the first attempt?



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

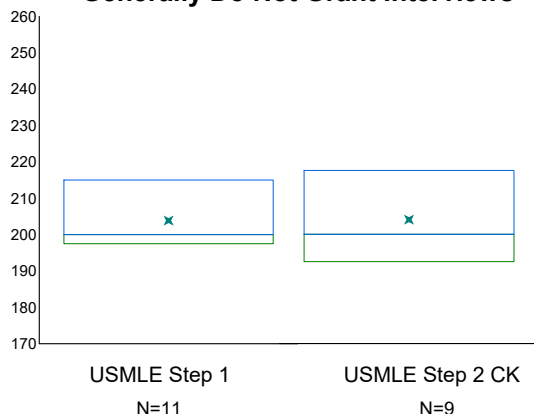


#### Would your program consider applicants who fail the exam on the first attempt?

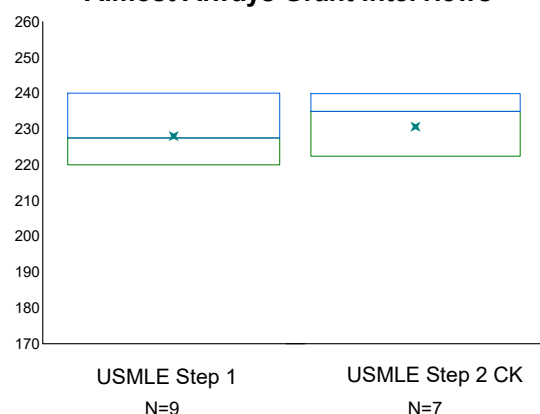


#### Average USMLE Step 1 and Step 2 CK Scores Programs Consider When Granting Interviews

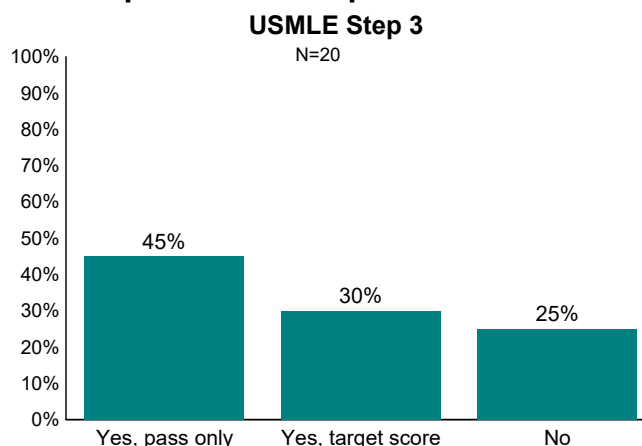
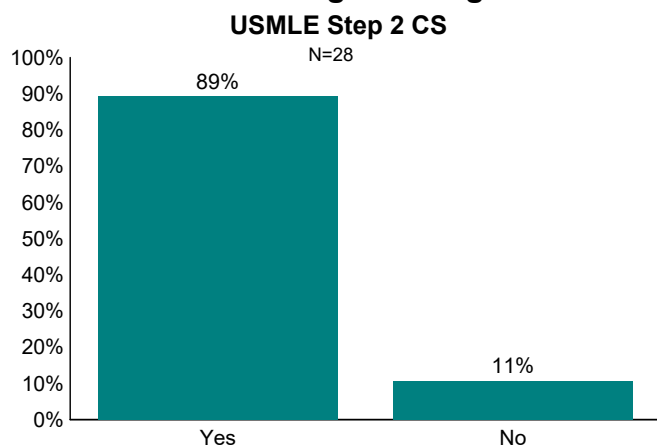
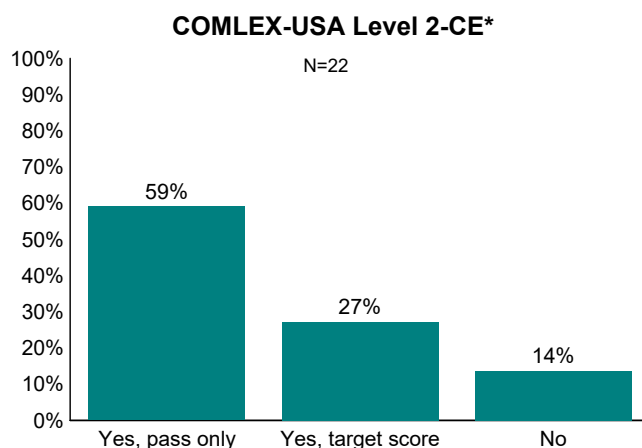
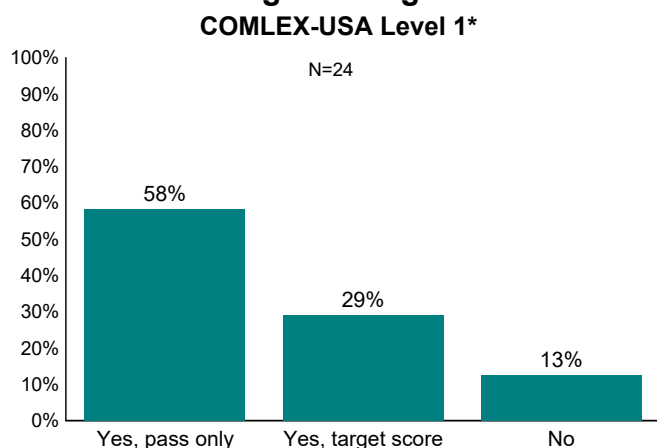
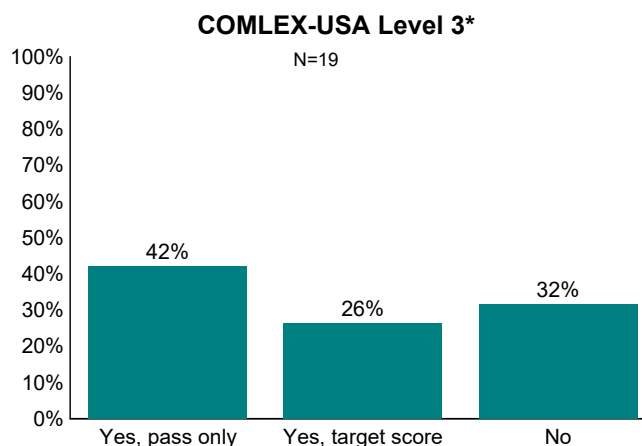
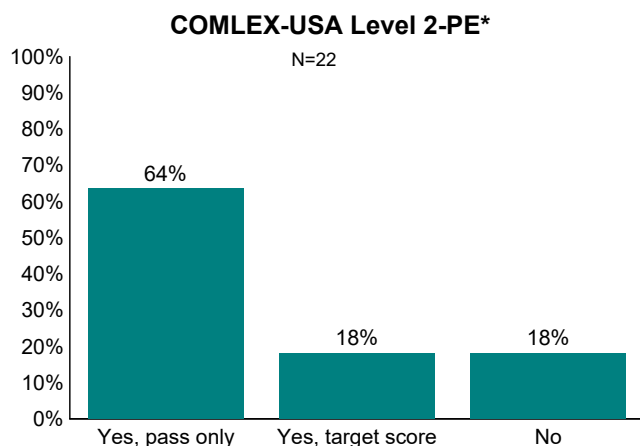
##### Scores Below Which Programs Generally Do Not Grant Interviews



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



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

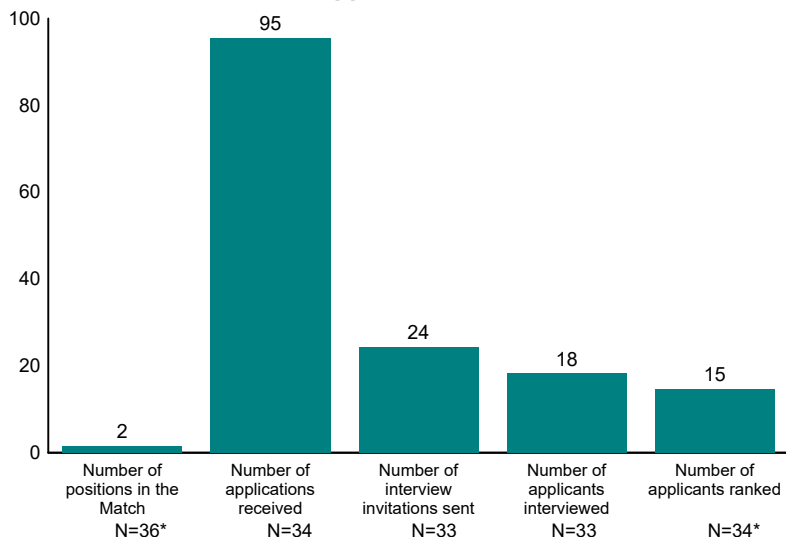
**Figure CN-4****Child Neurology****Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores\* When Considering Which Applicants to Interview****Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores****Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores****Percentage of Programs That Use COMLEX-USA Level 2-PE and Level 3 Scores**

\* Osteopathic applicants only

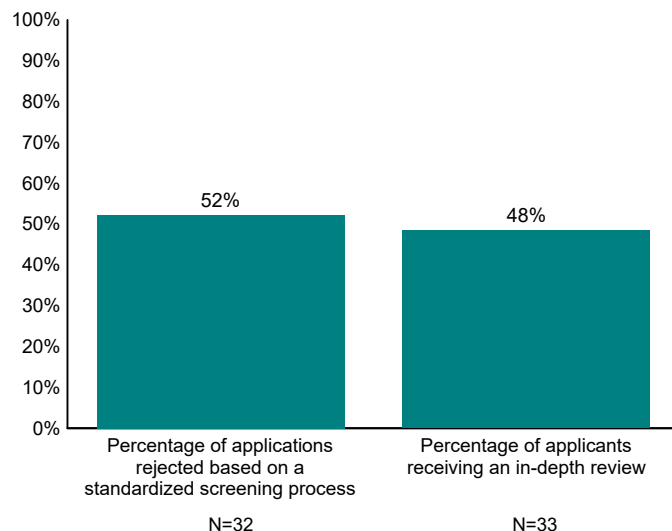
**Figure CN-5**

## Child Neurology Program's Interview Activities

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



**Average Percentage of Applicants Rejected and Reviewed**

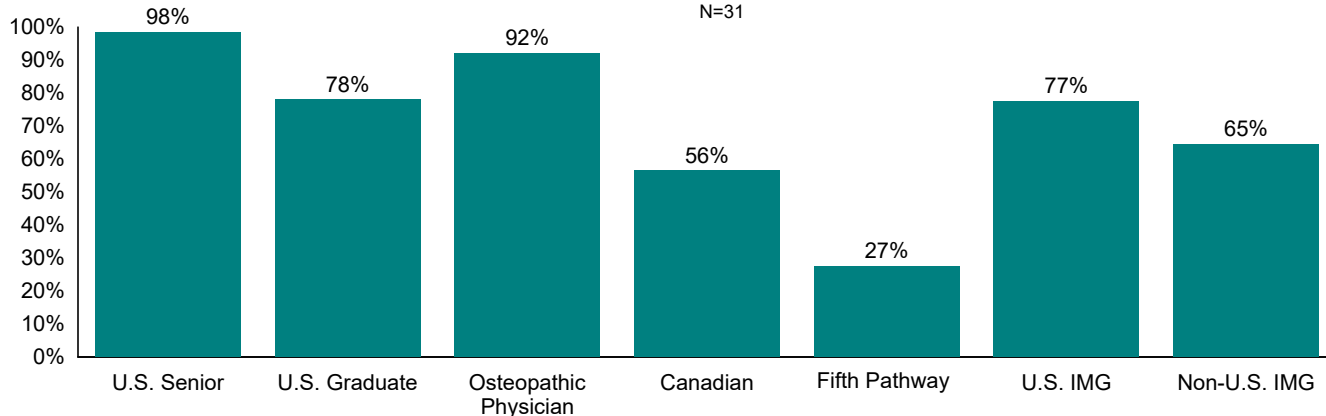


\* Data from the NRMP database. All Responding programs included

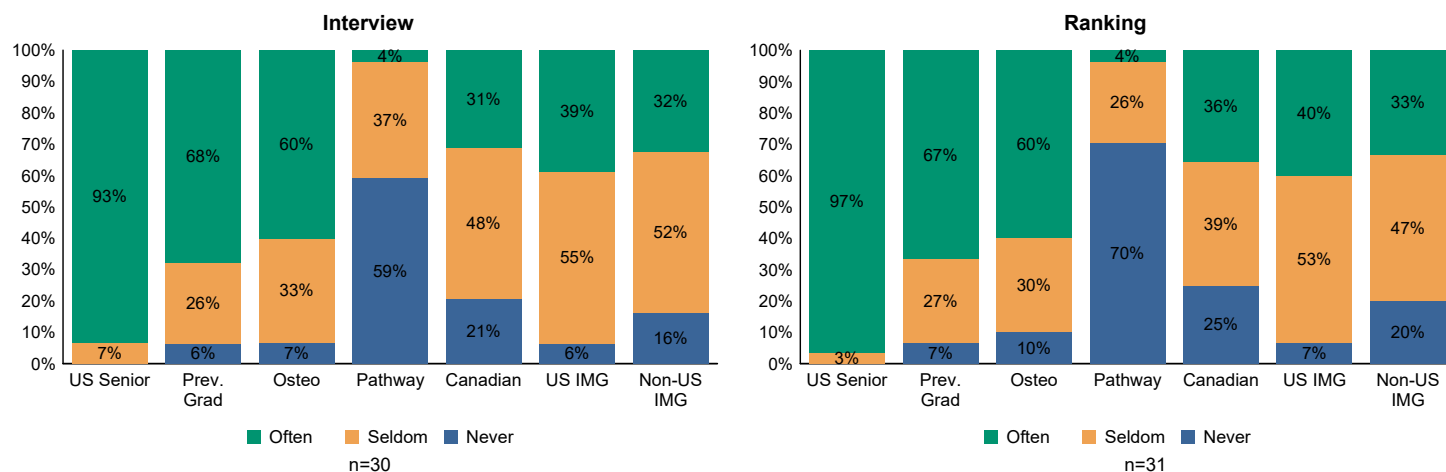
**Percentage of Programs that Typically Interview and Rank Each Applicant Type**

24% of Child Neurology programs consider all applicant groups

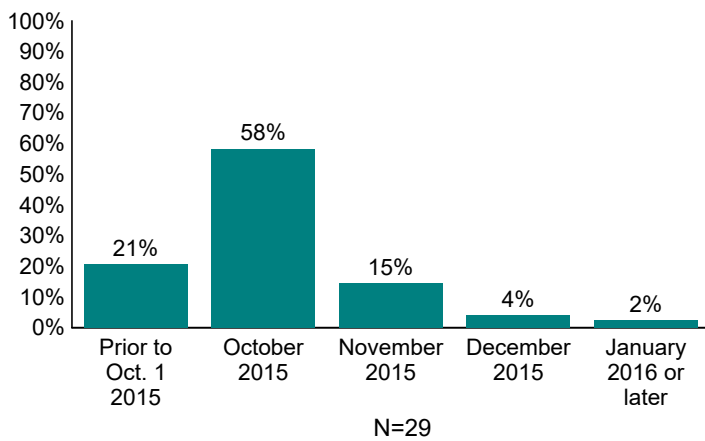
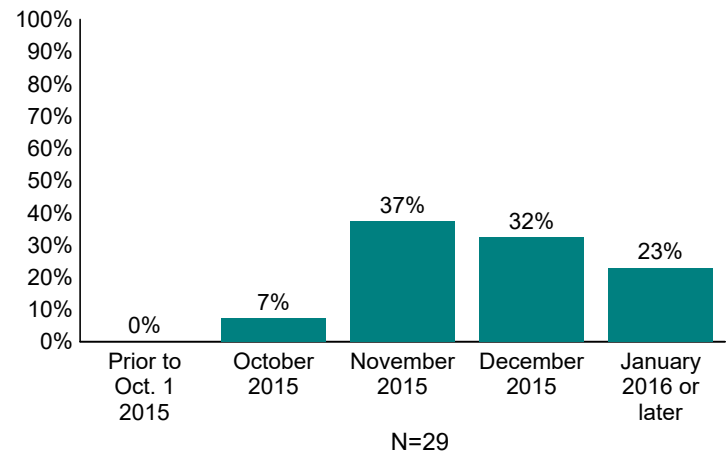
N=31



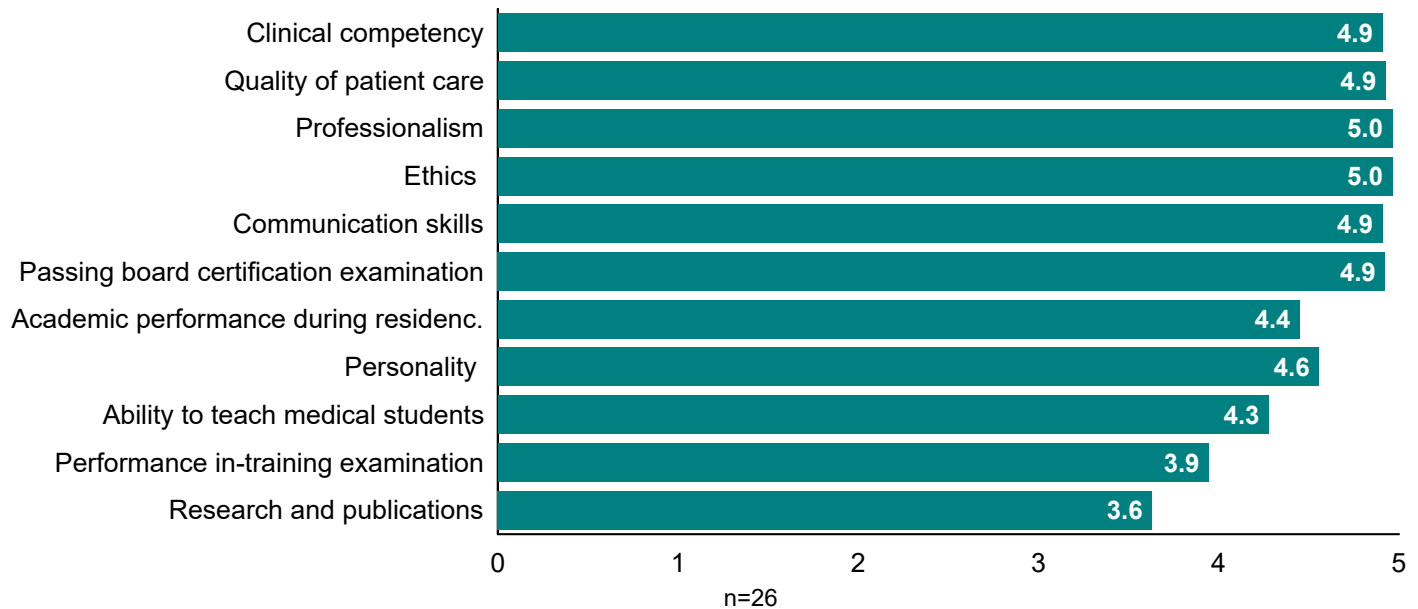
**Frequency of Programs Interviewing and Ranking Candidates**






**Figure CN-6****Child Neurology  
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)



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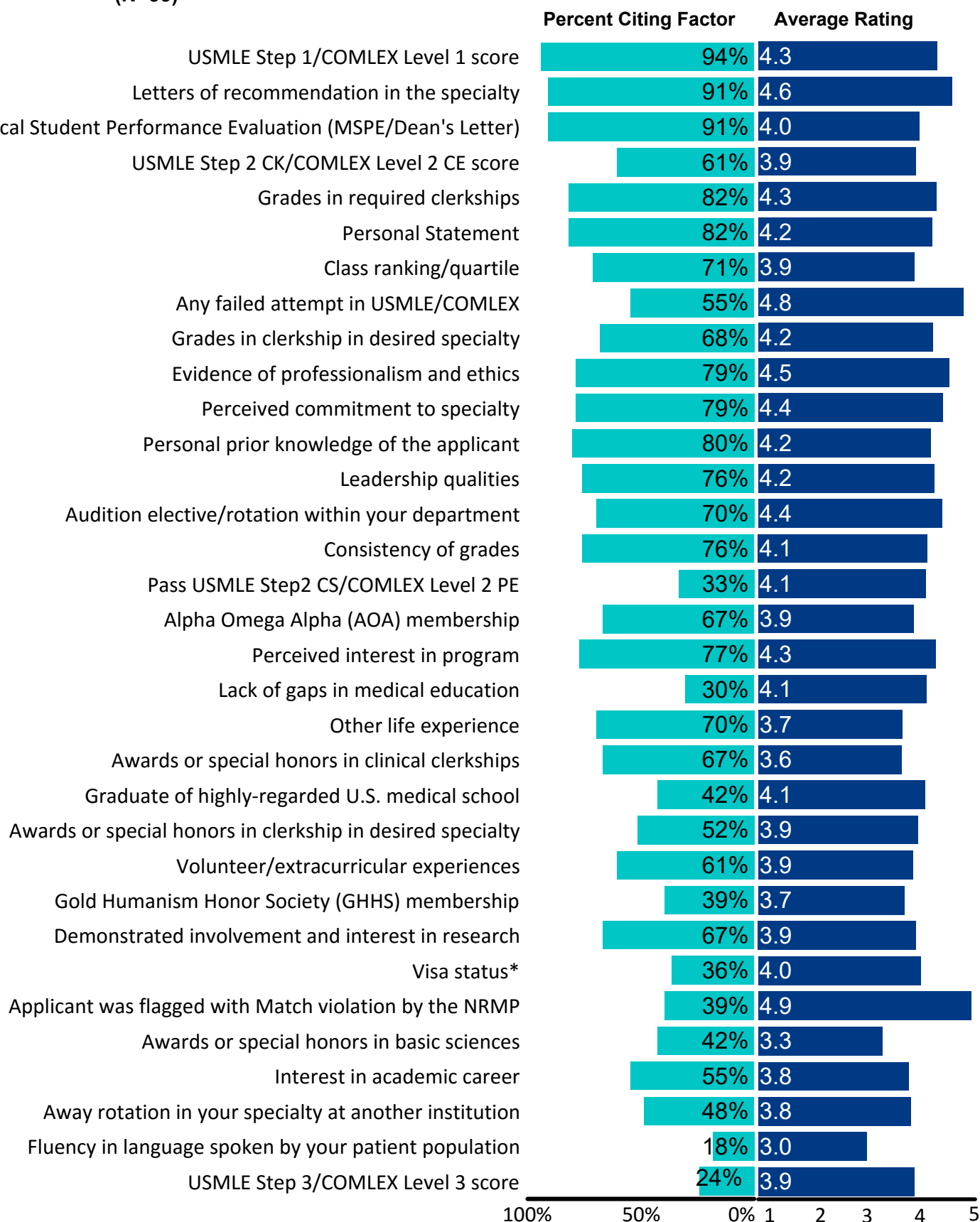
## Dermatology

(N=39)

**Figure D-1**

**Dermatology**

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



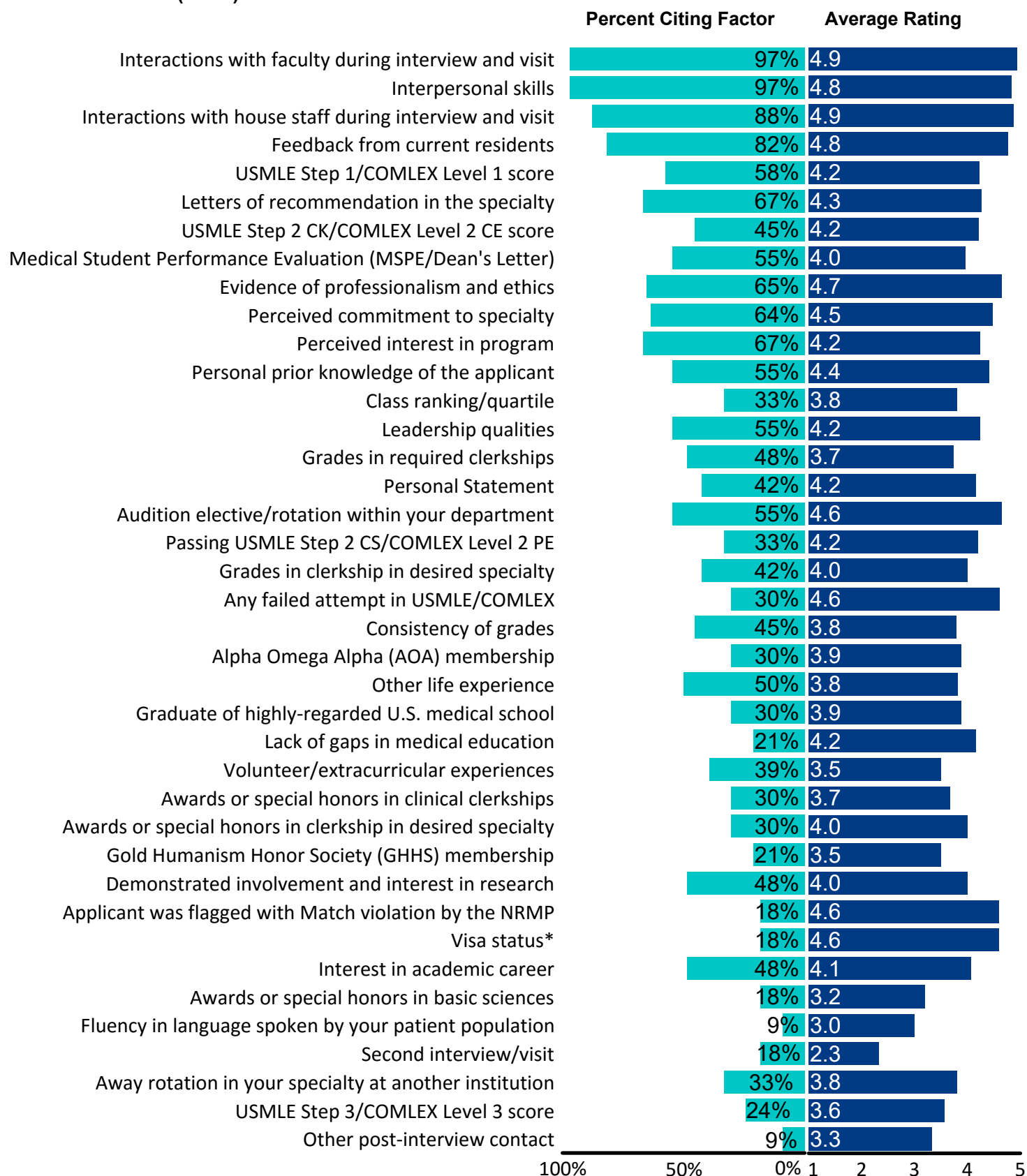
<sup>1</sup> Ratings on a scale from 1 (not at all important) to 5 (very important).

\* International Medical Graduates only

**Figure D-2**

**Dermatology**

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



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

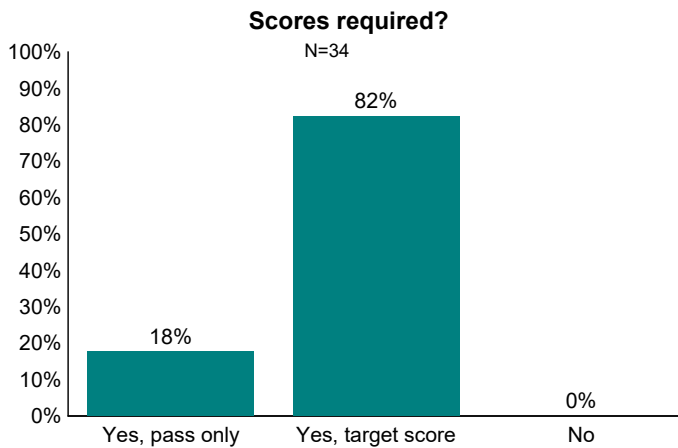
\* International Medical Graduates only

**Figure D-3**

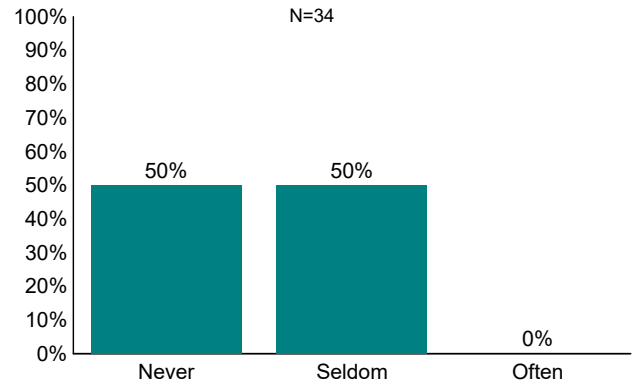
**Dermatology**

**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 Score**



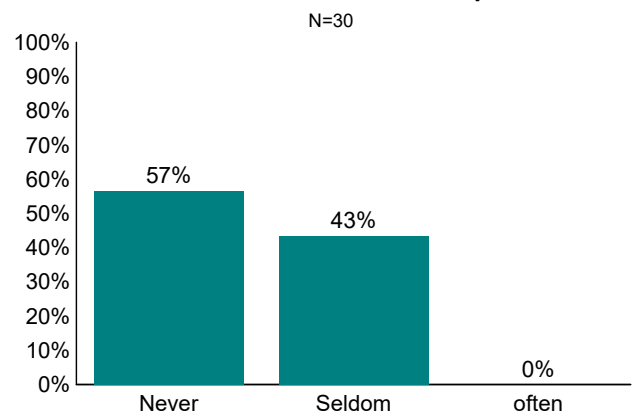
**Would your program consider applicants who fail the exam on the first attempt?**  
N=34



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

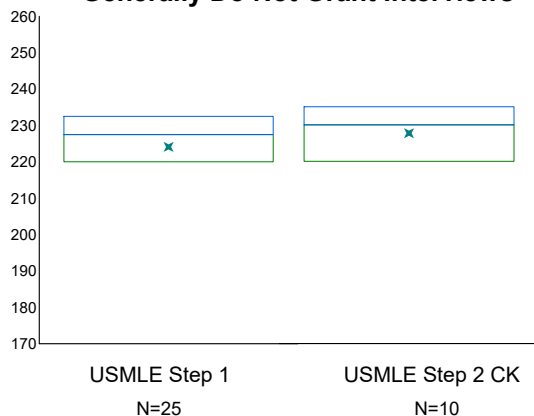


**Would your program consider applicants who fail the exam on the first attempt?**  
N=30

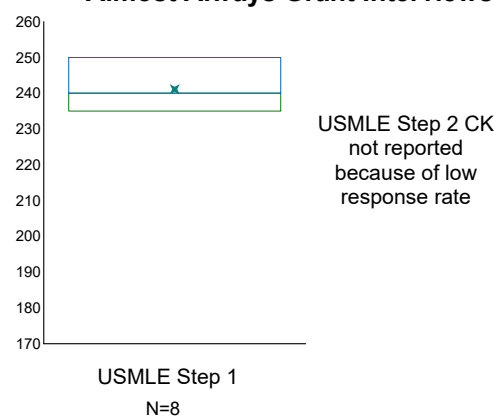


**Average USMLE Step 1 and Step 2 CK Scores Programs Consider When Granting Interviews**

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



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



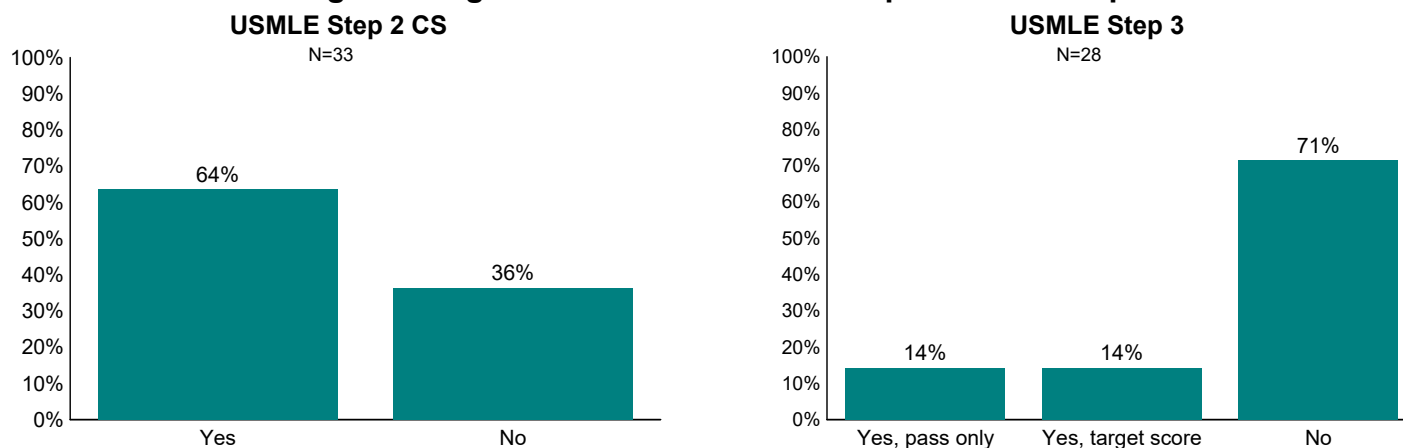
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

**Figure D-4**

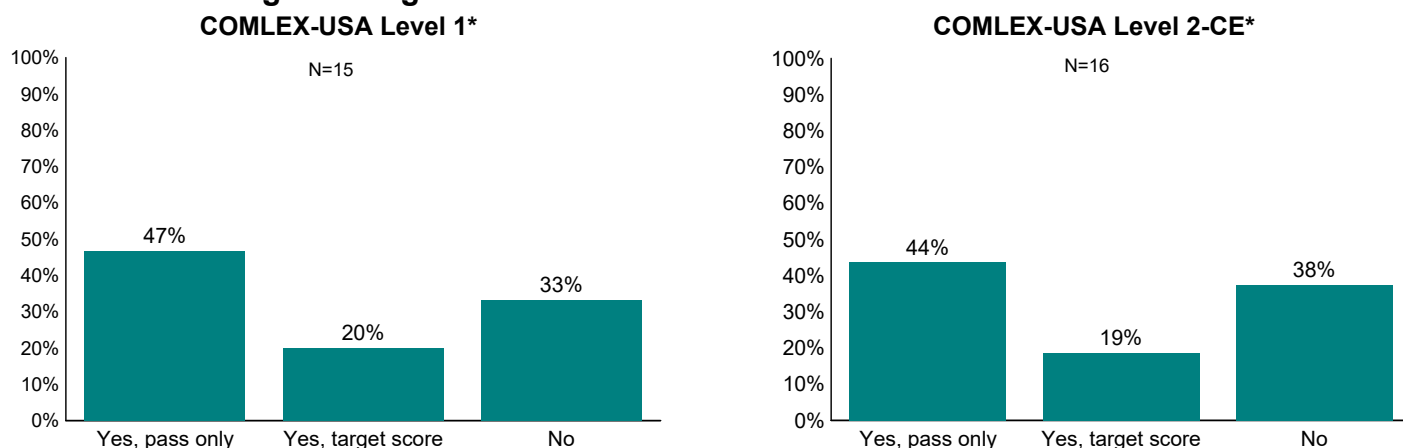
**Dermatology**

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

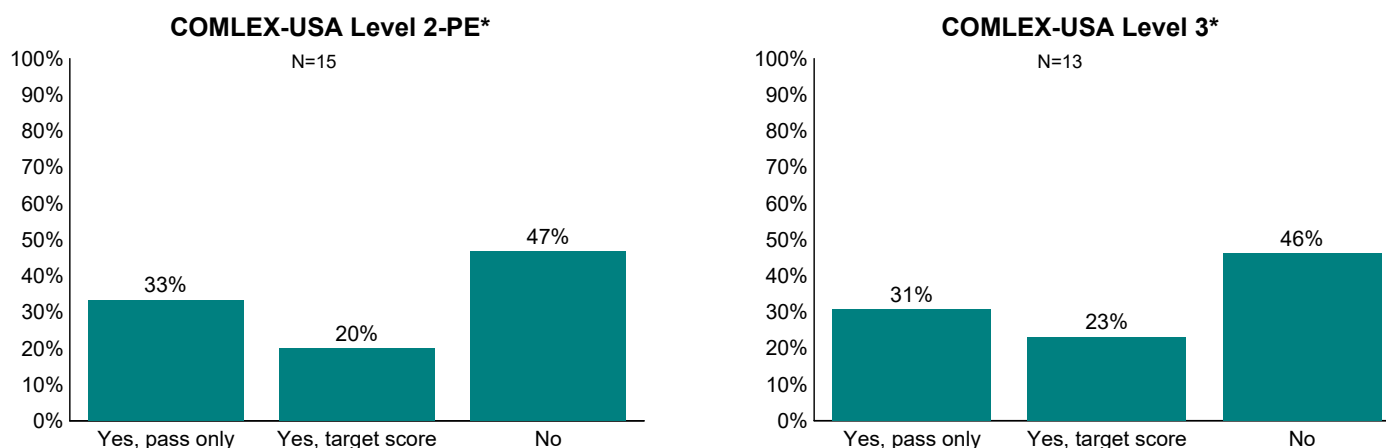
**Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores**



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



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

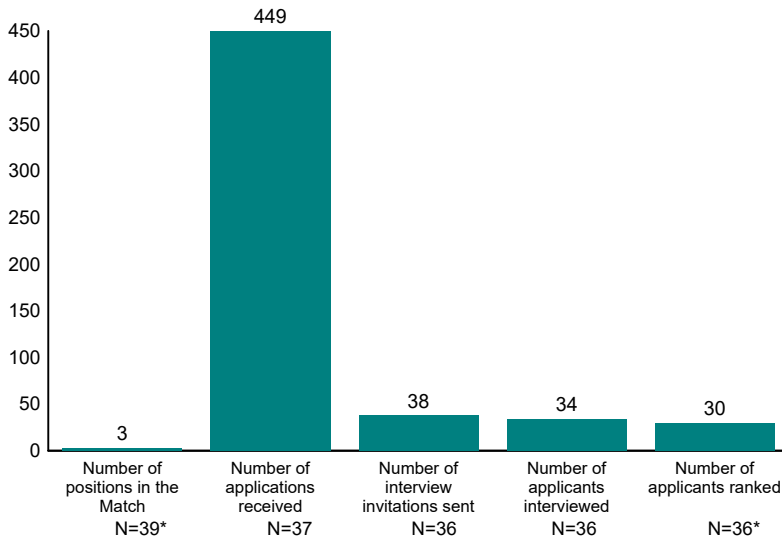


\* Osteopathic applicants only

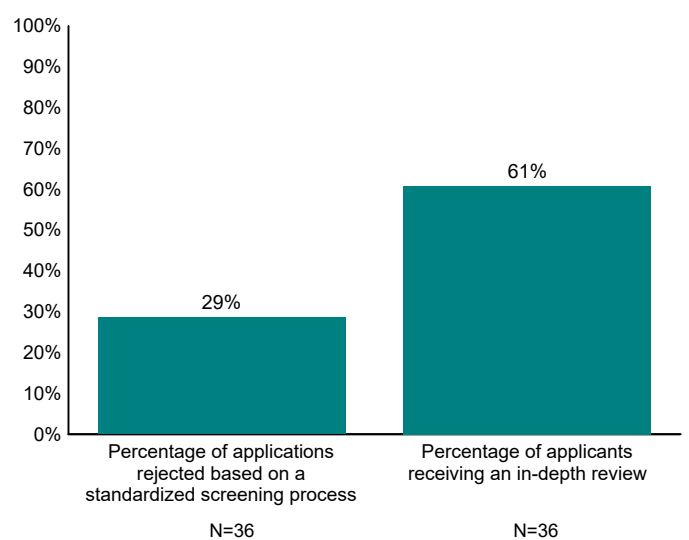
**Figure D-5**

**Dermatology  
Program's Interview Activities**

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



**Average Percentage of Applicants Rejected and Reviewed**

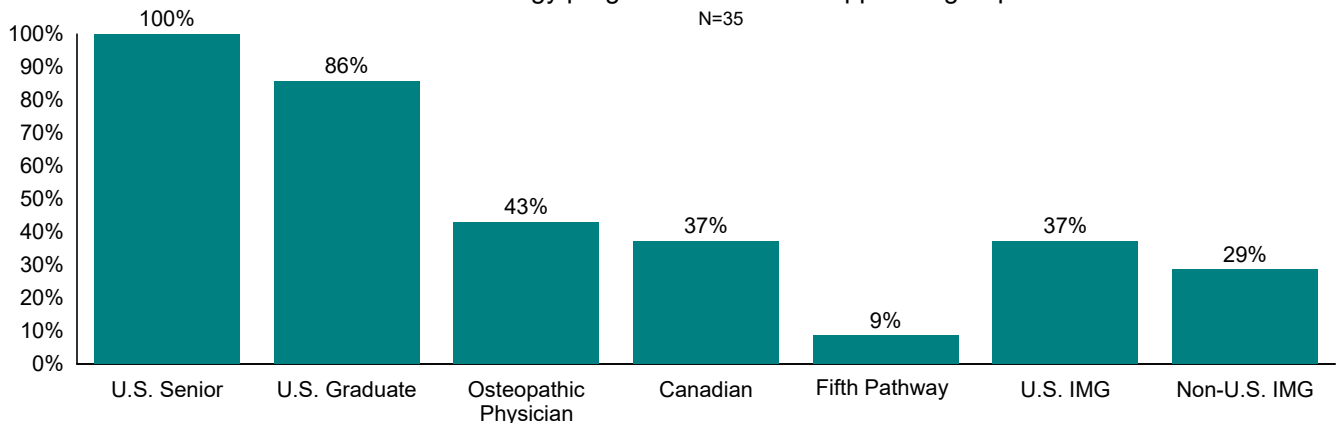


\* Data from the NRMP database. All Responding programs included

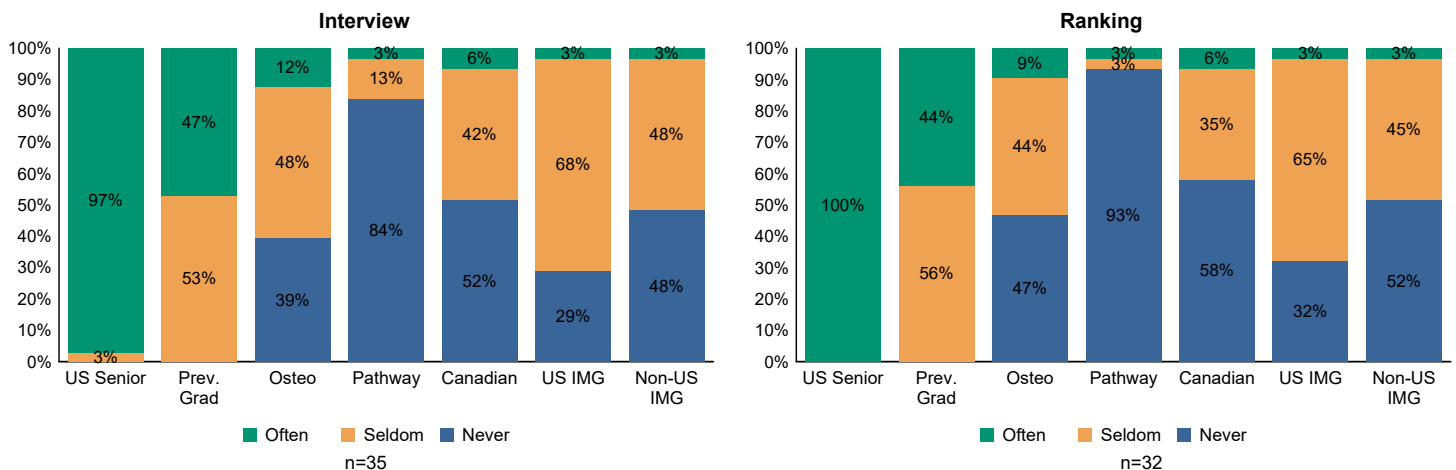
**Percentage of Programs that Typically Interview and Rank Each Applicant Type**

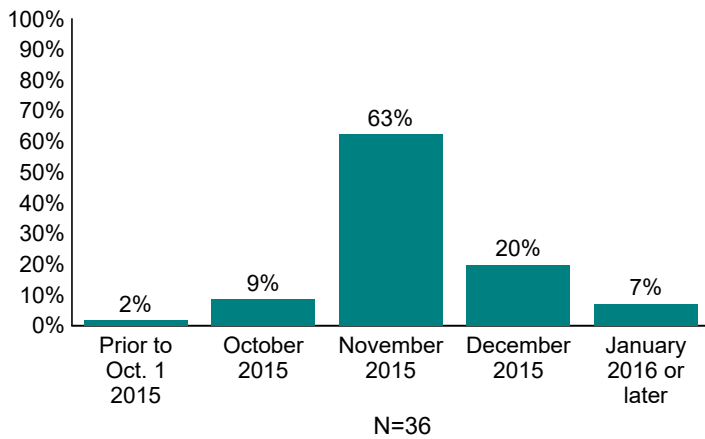
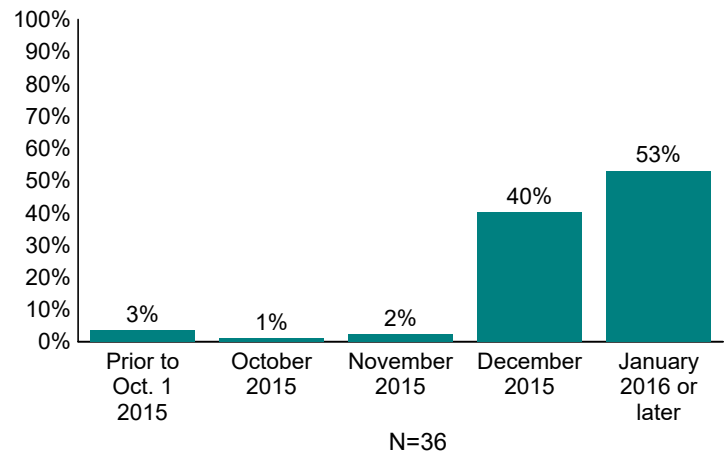
9% of Dermatology programs consider all applicant groups

N=35

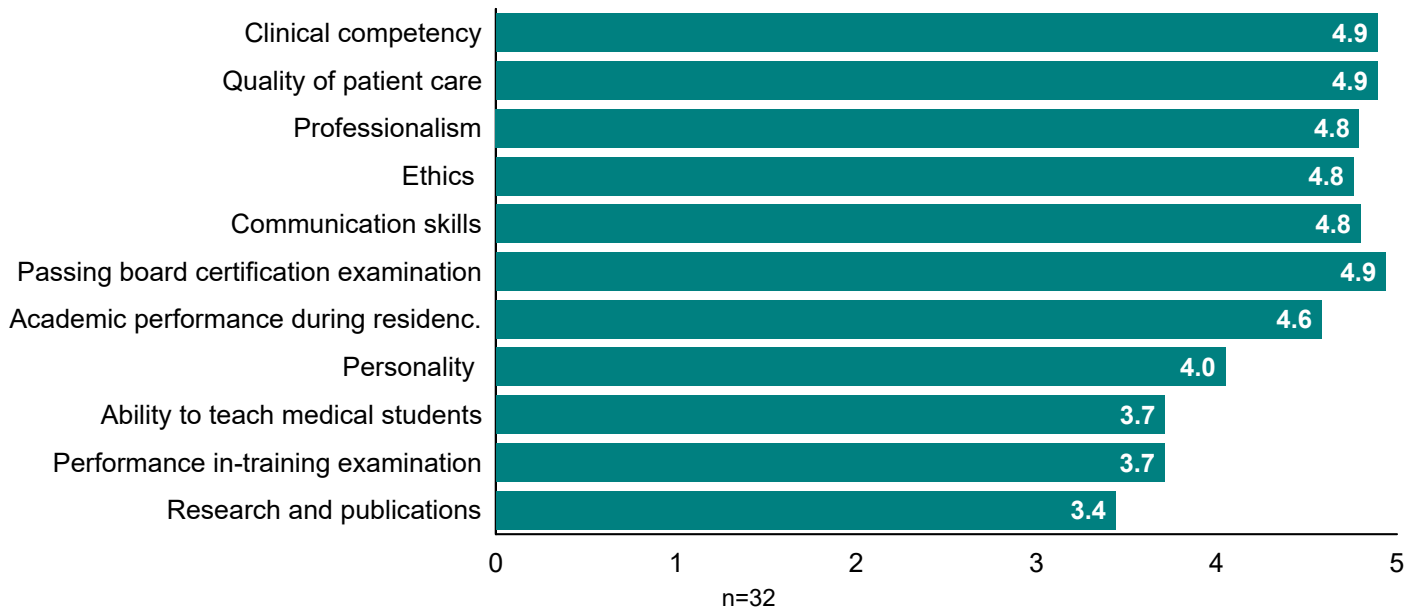


**Frequency of Programs Interviewing and Ranking Candidates**



**Figure D-6****Dermatology  
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)





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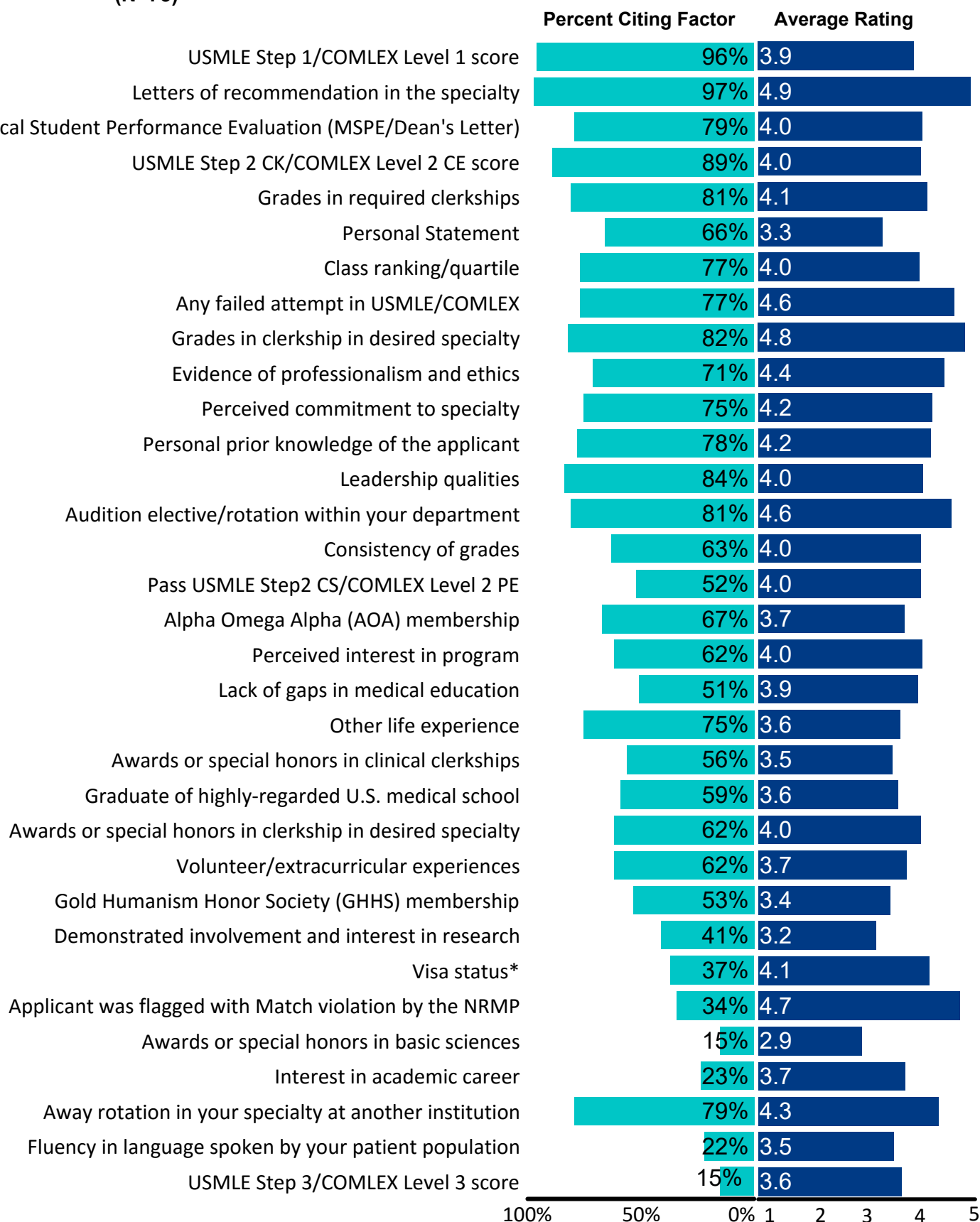
## Emergency Medicine

(N=80)

**Figure EM-1**

**Emergency Medicine**

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



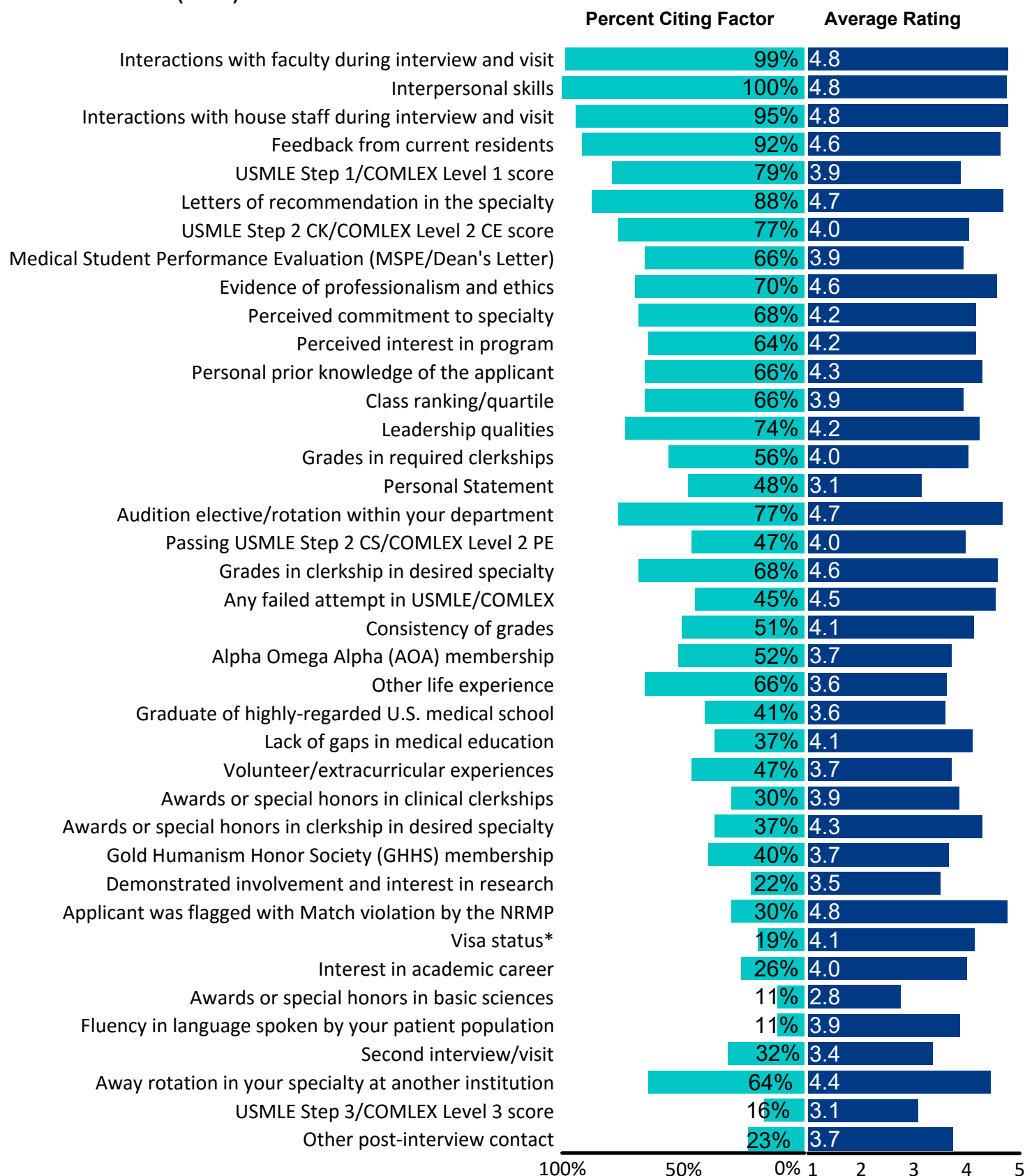
<sup>1</sup> Ratings on a scale from 1 (not at all important) to 5 (very important).

\* International Medical Graduates only

**Figure EM-2**

**Emergency Medicine**

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



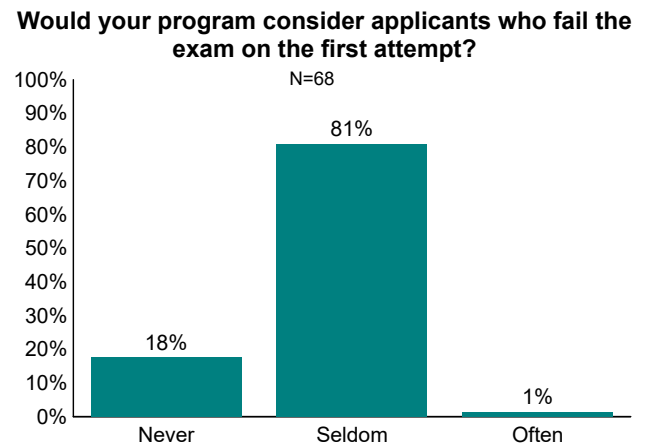
<sup>1</sup> Ratings on a scale from 1 (not at all important) to 5 (very important).

\* International Medical Graduates only

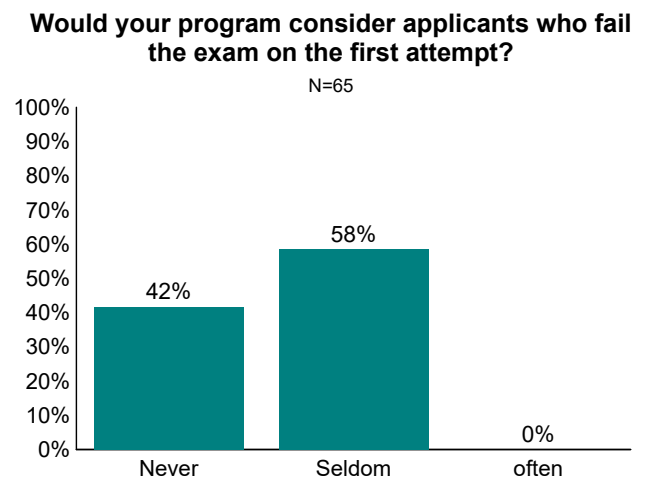
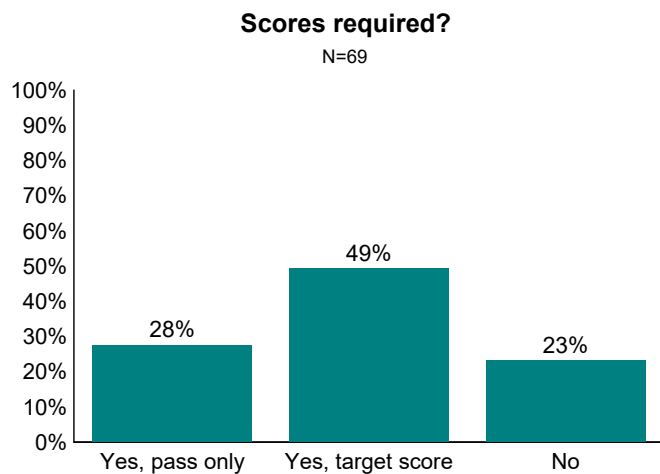
**Figure EM-3**

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

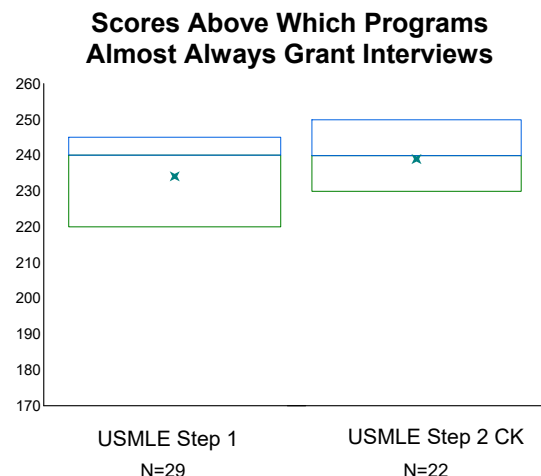
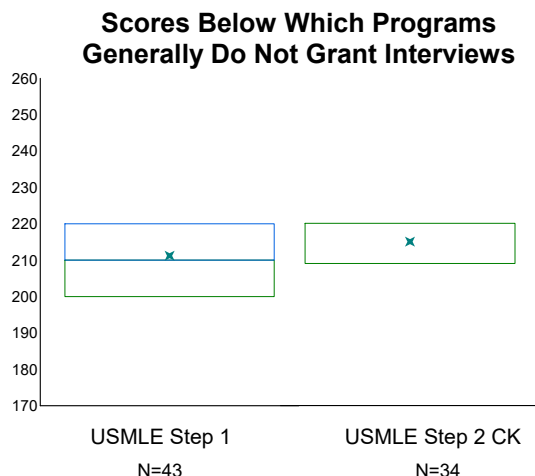
**Percentage of Programs That Use USMLE Step 1 Score**



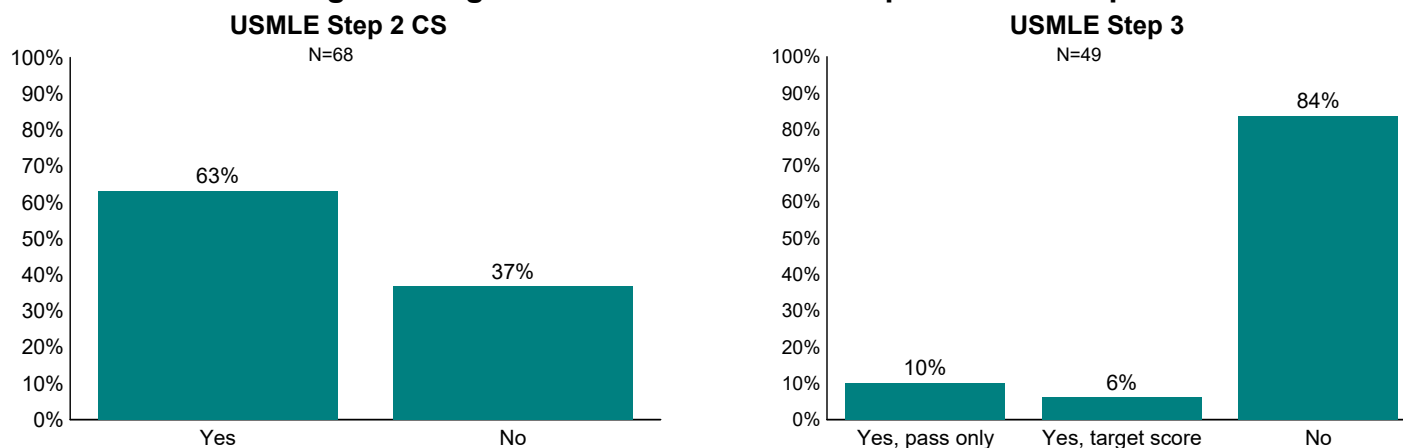
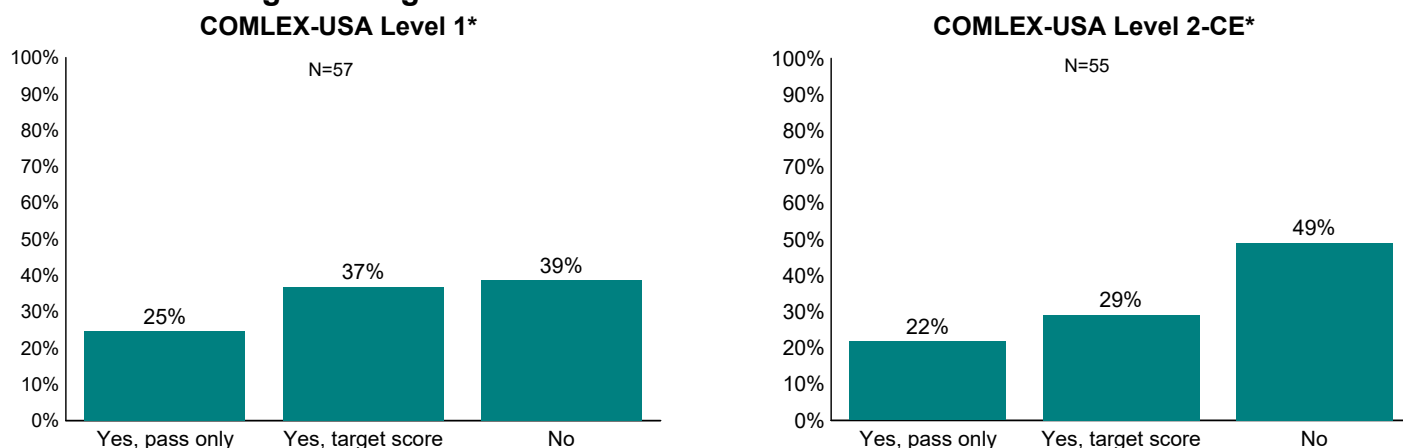
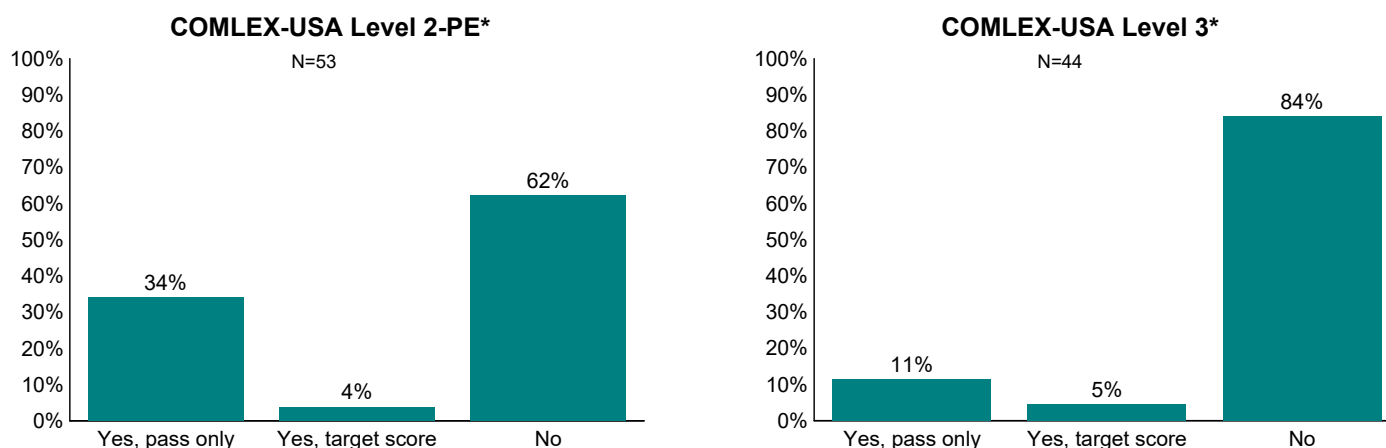
**Percentage of Programs That Use USMLE Step 2 (CK) Score**



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



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

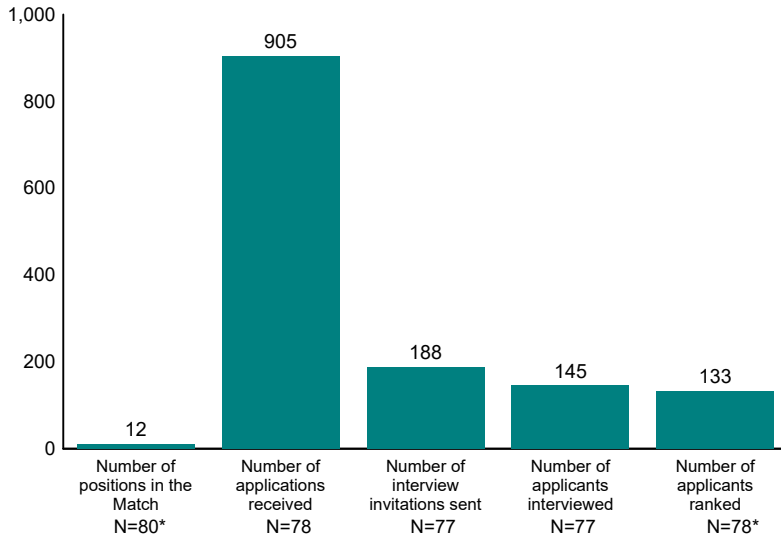
**Figure EM-4****Emergency Medicine****Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores\* When Considering Which Applicants to Interview****Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores****Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores****Percentage of Programs That Use COMLEX-USA Level 2-PE and Level 3 Scores**

\* Osteopathic applicants only

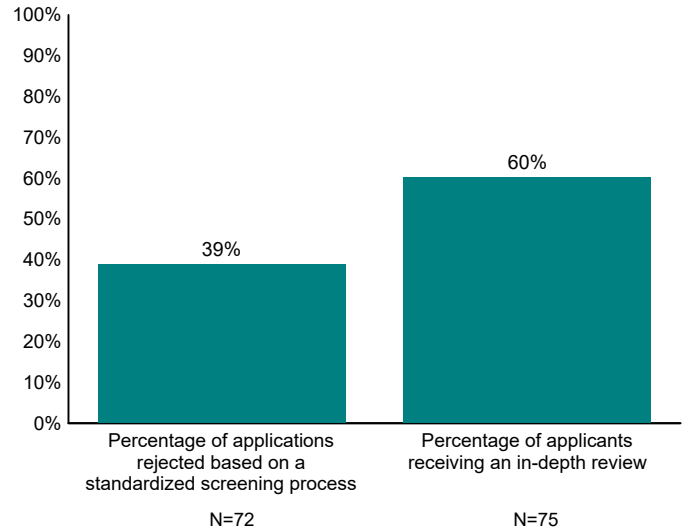
**Figure EM-5**

## Emergency Medicine Program's Interview Activities

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



**Average Percentage of Applicants Rejected and Reviewed**

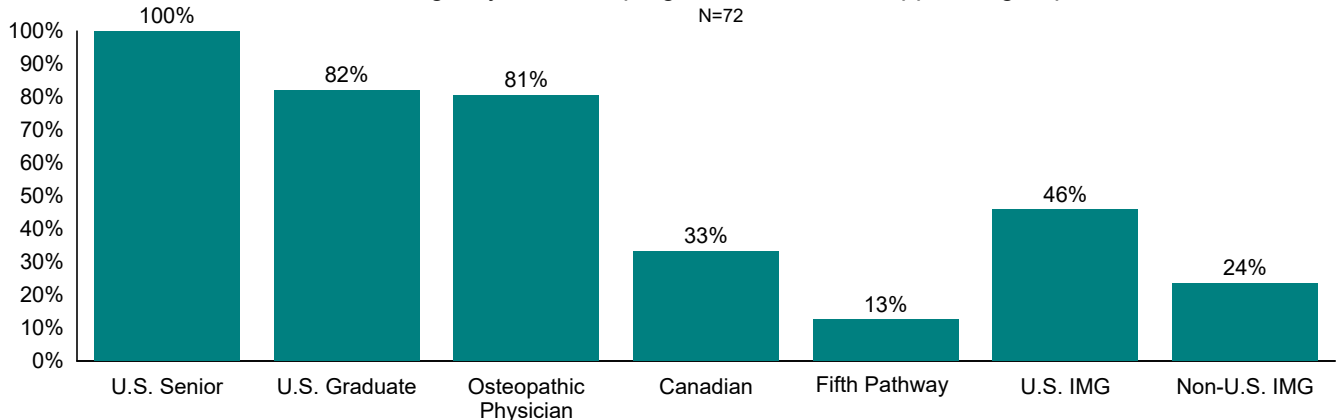


\* Data from the NRMP database. All Responding programs included

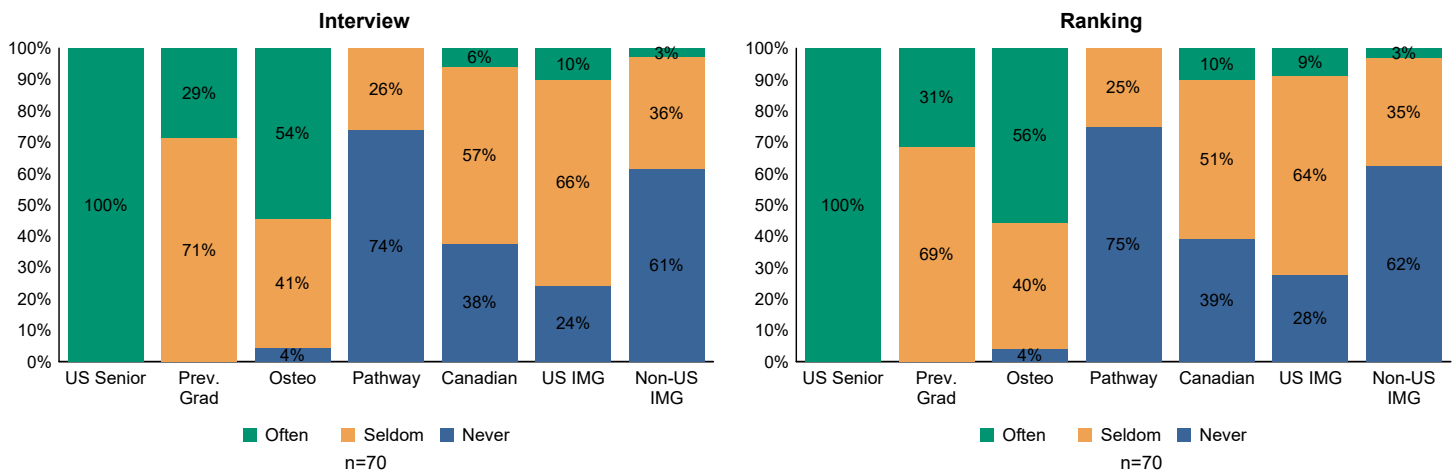
**Percentage of Programs that Typically Interview and Rank Each Applicant Type**

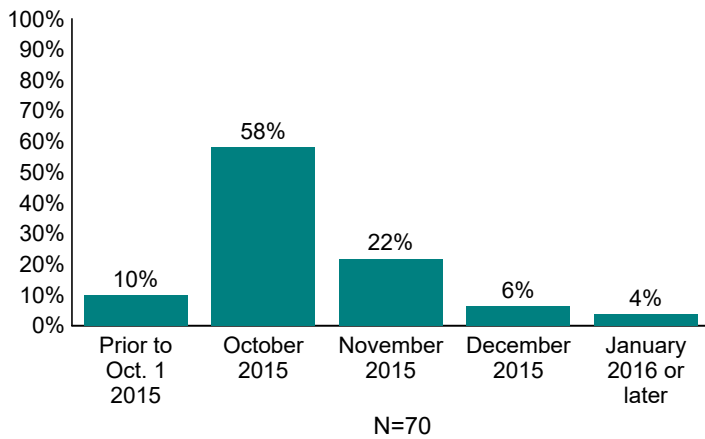
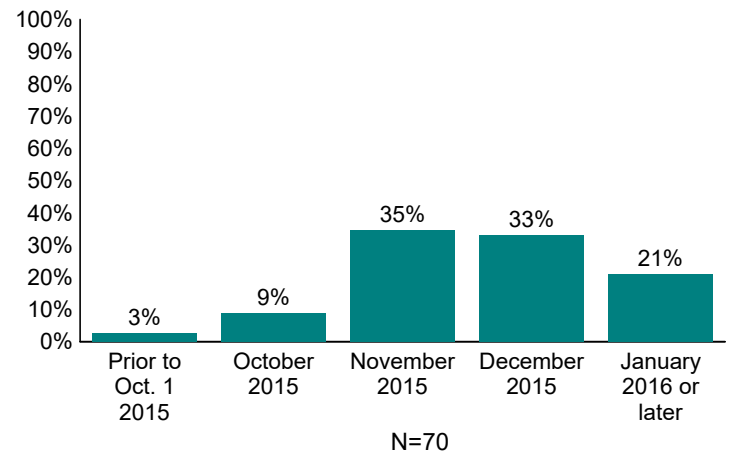
10% of Emergency Medicine programs consider all applicant groups

N=72

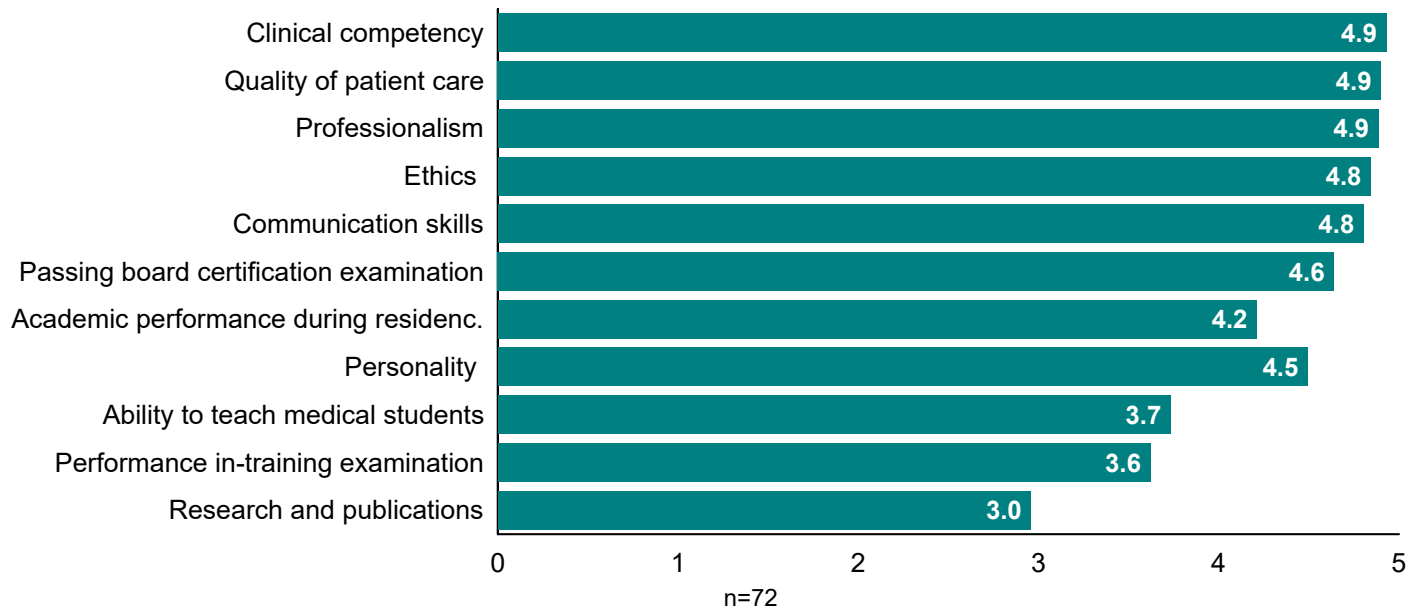


**Frequency of Programs Interviewing and Ranking Candidates**



**Figure EM-6****Emergency Medicine  
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)



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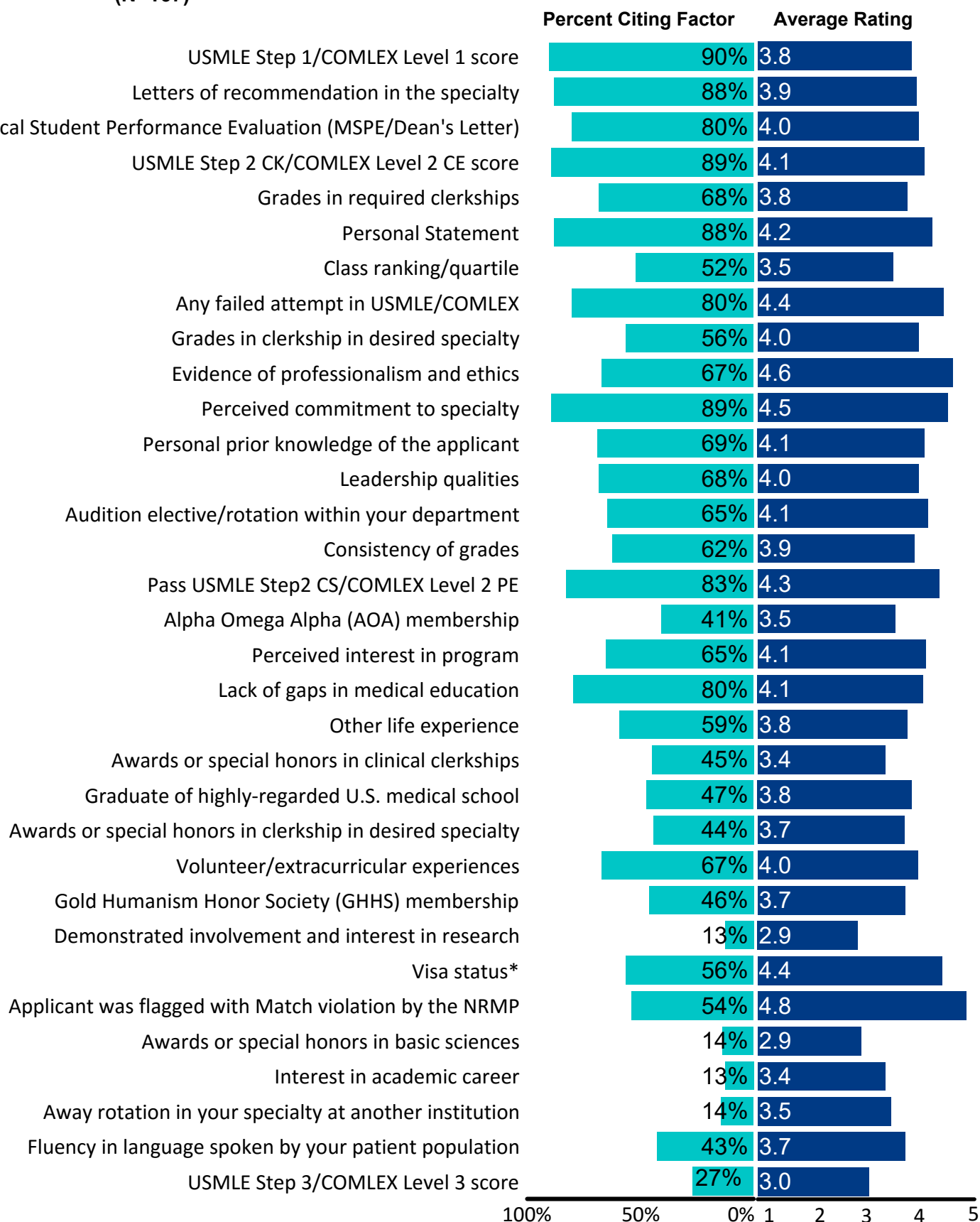
## Family Medicine

(N=190)



**Figure FM-1****Family Medicine**

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



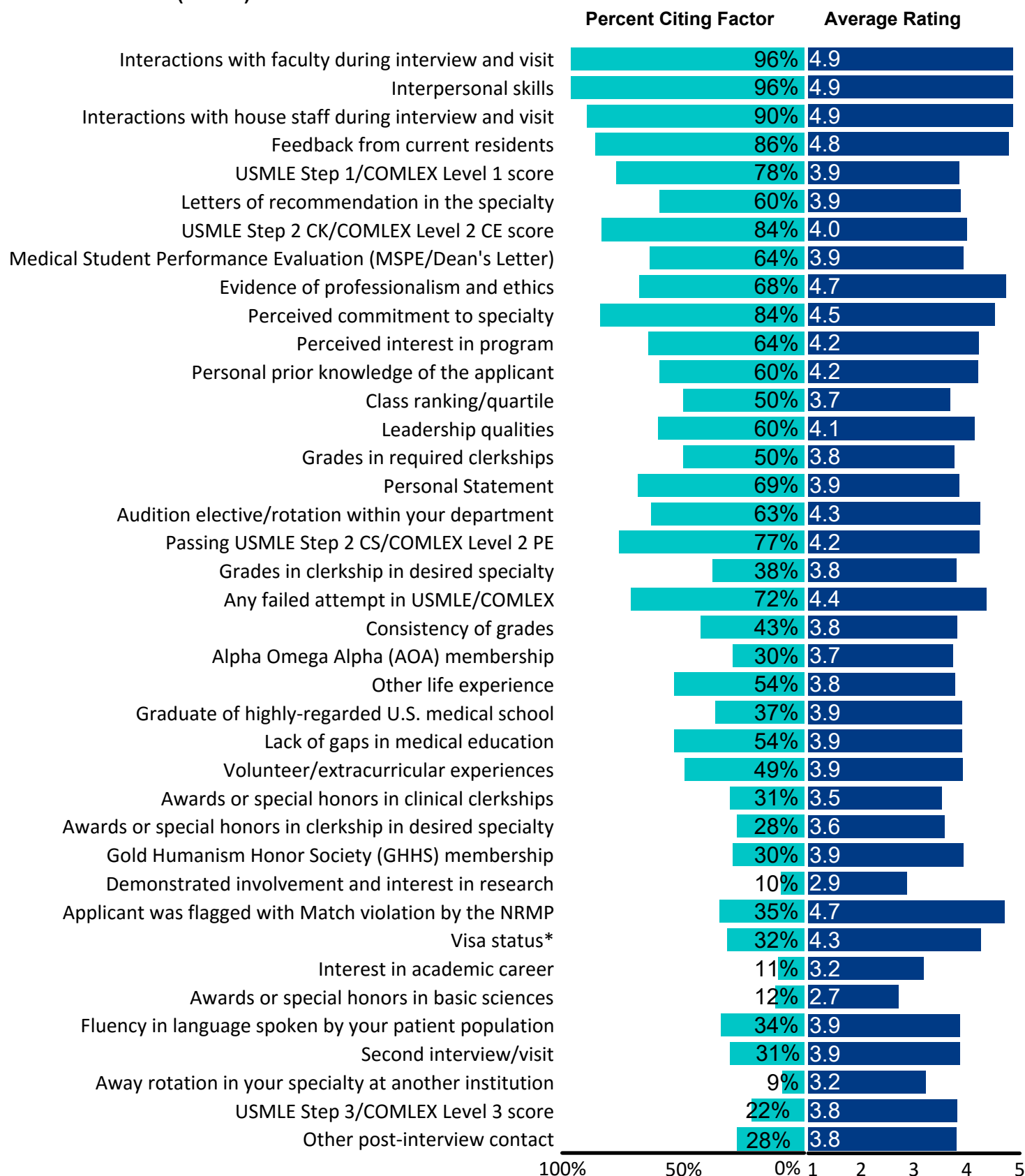
<sup>1</sup> Ratings on a scale from 1 (not at all important) to 5 (very important).

\* International Medical Graduates only

**Figure FM-2**

**Family Medicine**

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



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

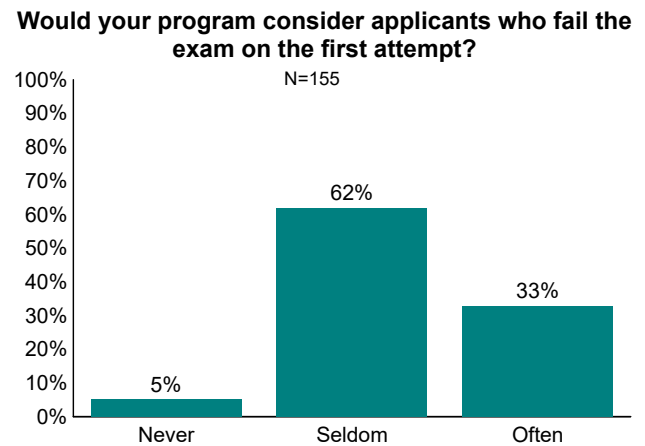
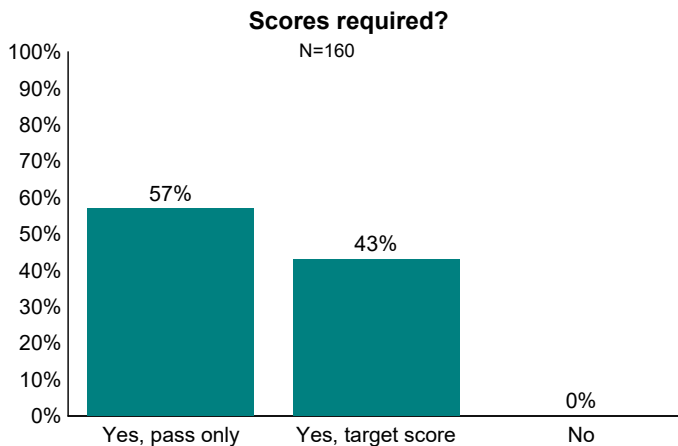
\* International Medical Graduates only

**Figure FM-3**

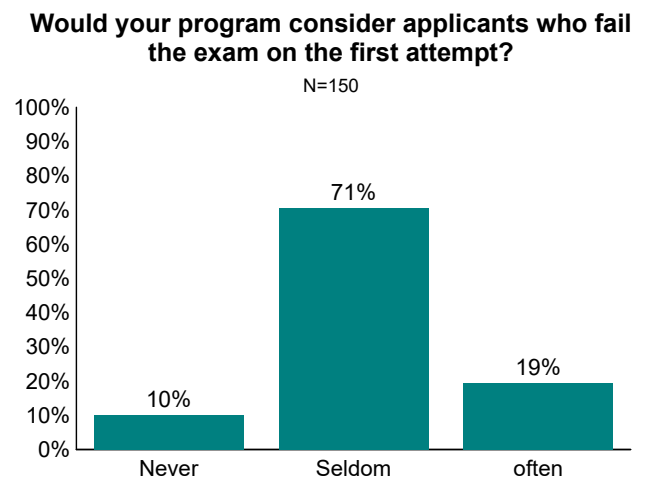
**Family Medicine**

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

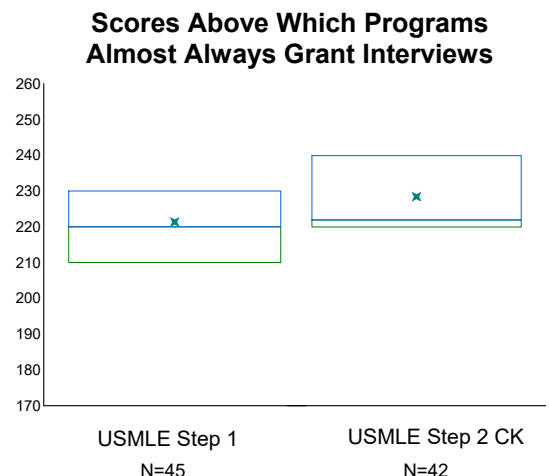
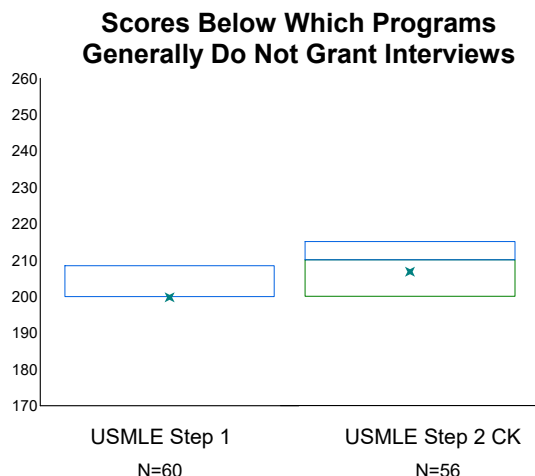
**Percentage of Programs That Use USMLE Step 1 Score**



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



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



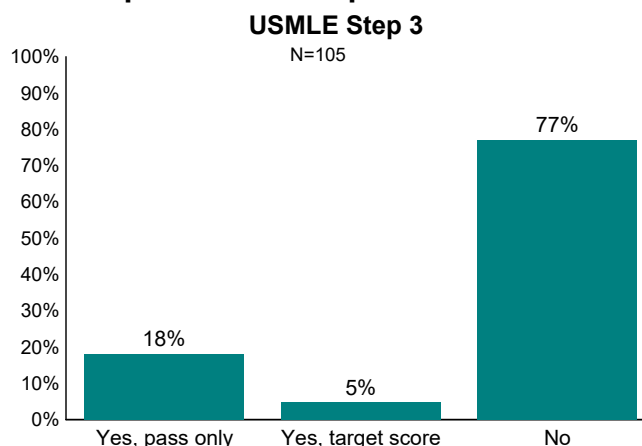
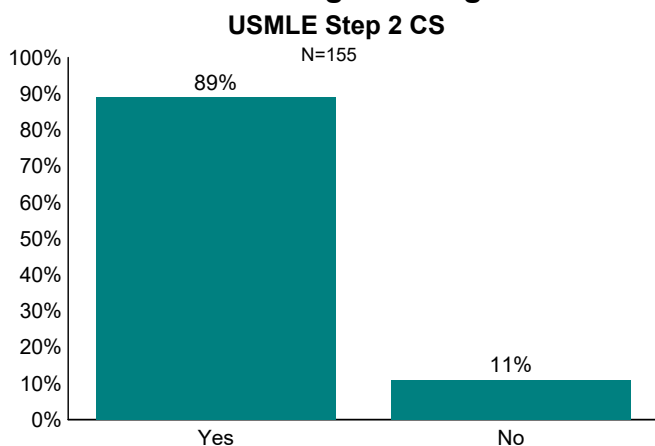
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

**Figure FM-4**

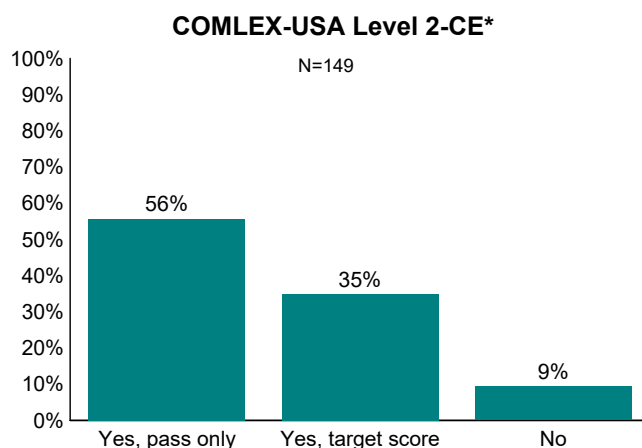
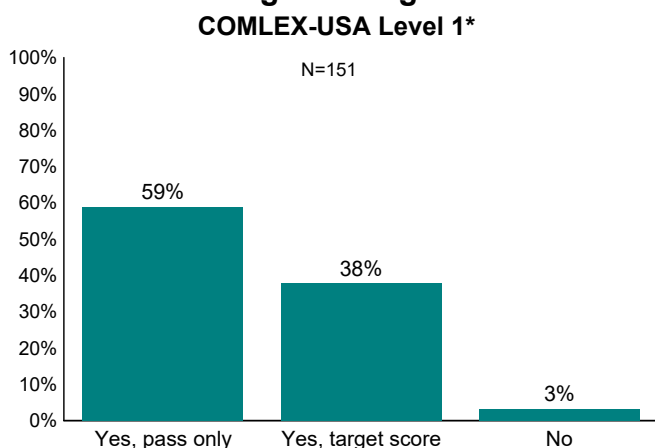
**Family Medicine**

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

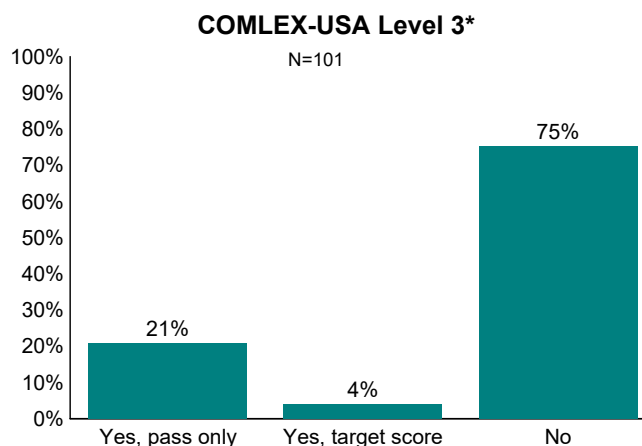
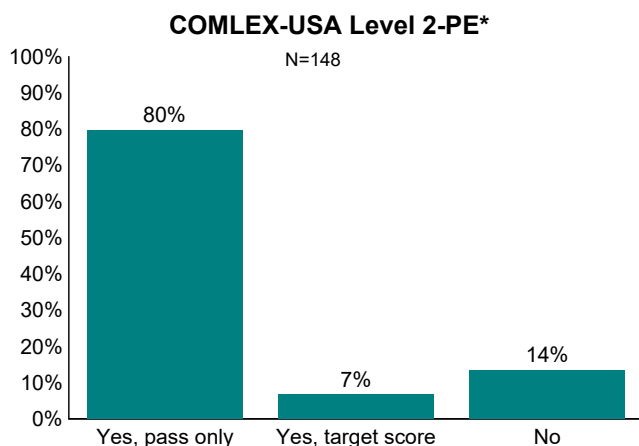
**Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores**



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



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

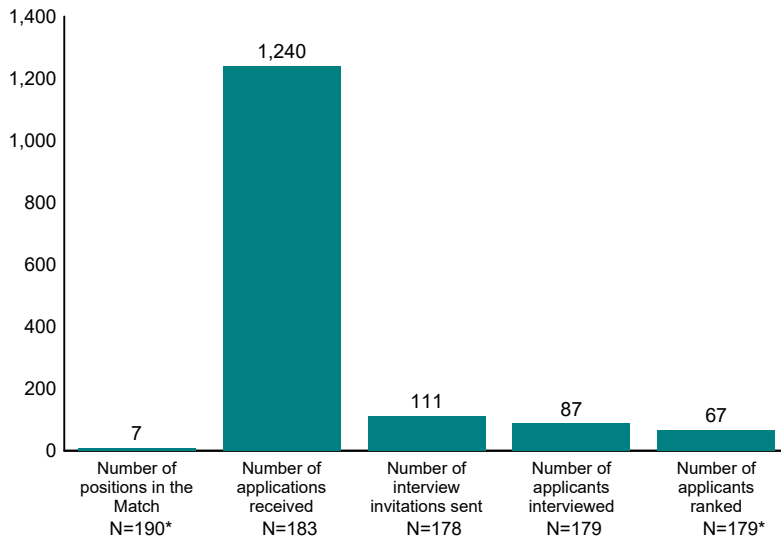


\* Osteopathic applicants only

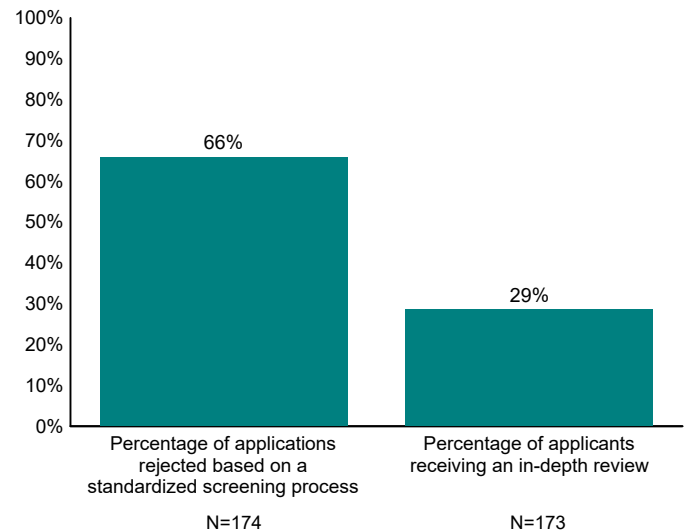
**Figure FM-5**

**Family Medicine  
Program's Interview Activities**

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



**Average Percentage of Applicants Rejected and Reviewed**

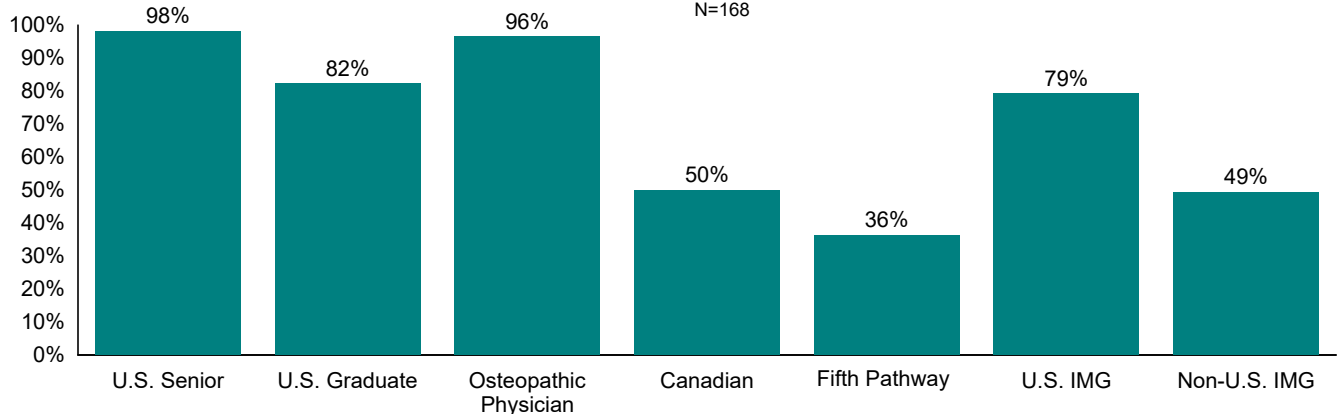


\* Data from the NRMP database. All Responding programs included

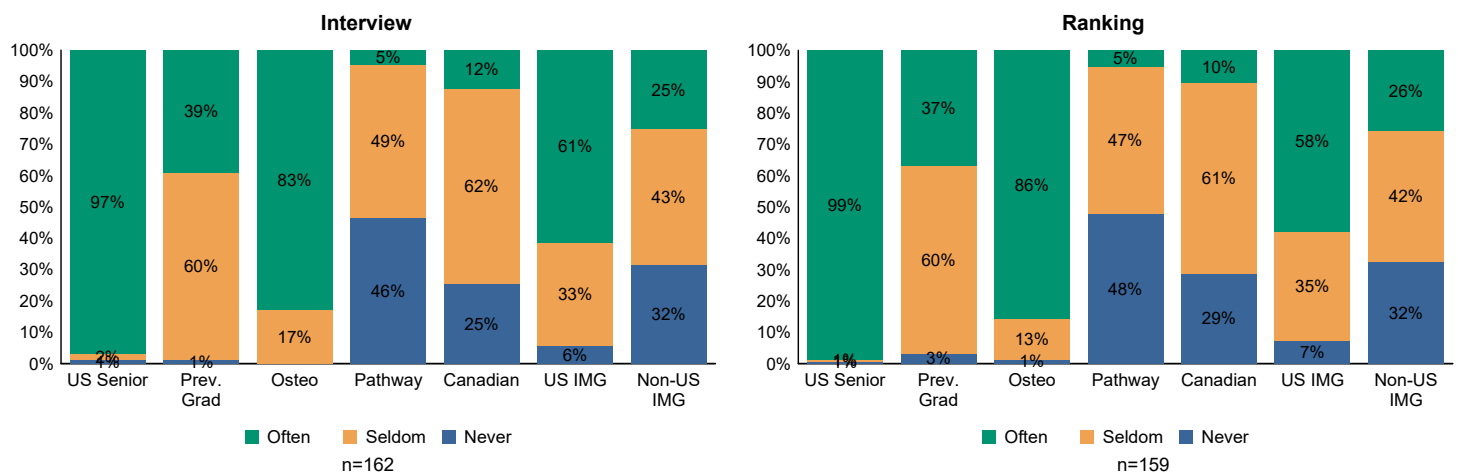
**Percentage of Programs that Typically Interview and Rank Each Applicant Type**

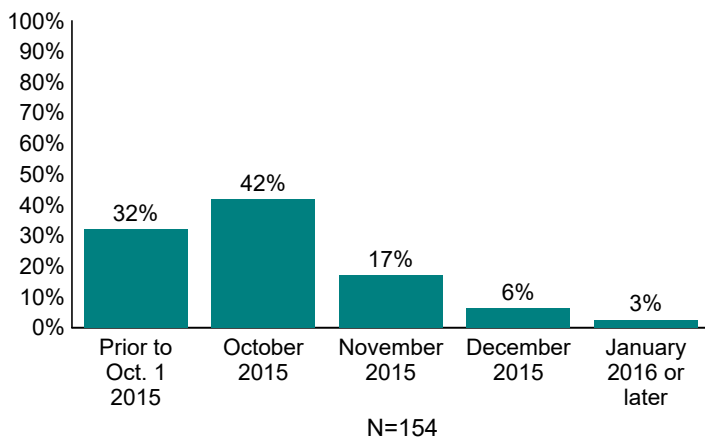
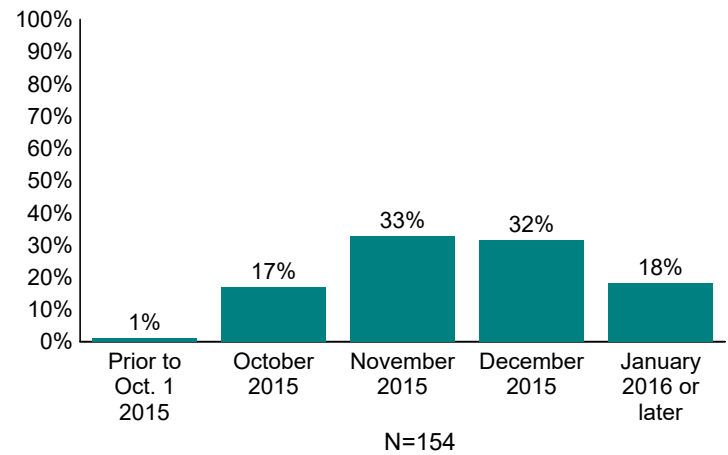
18% of Family Medicine programs consider all applicant groups

N=168

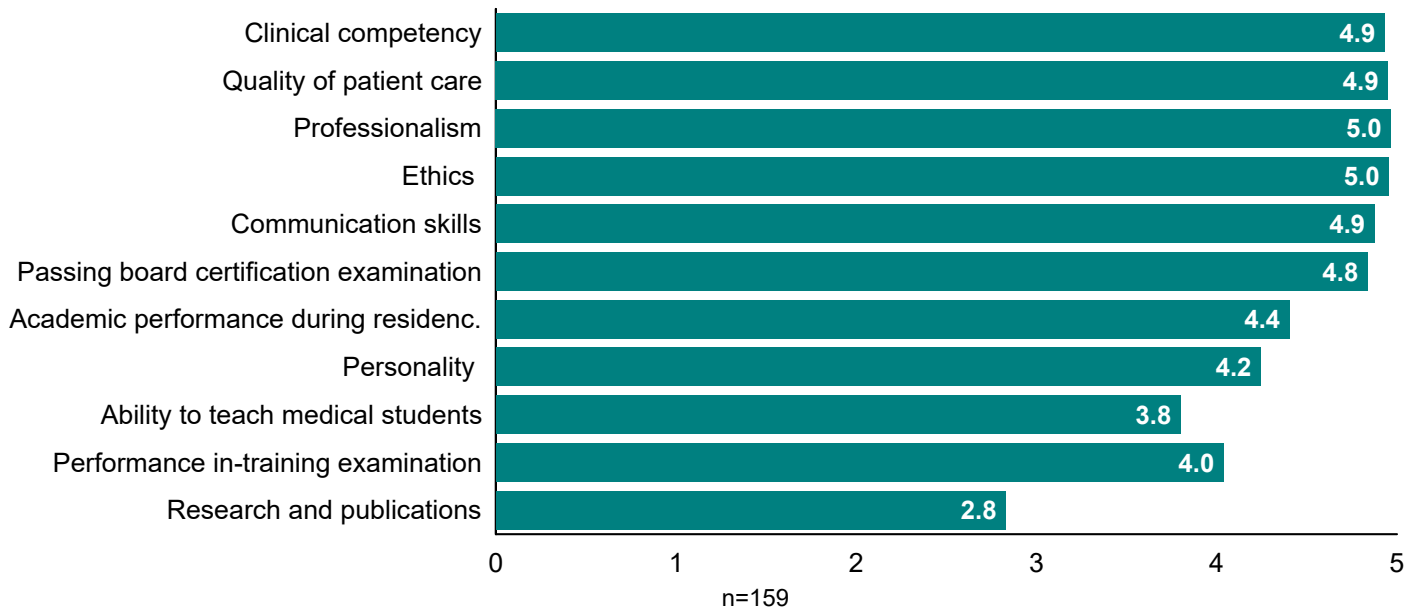


**Frequency of Programs Interviewing and Ranking Candidates**



**Figure FM-6****Family Medicine  
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)



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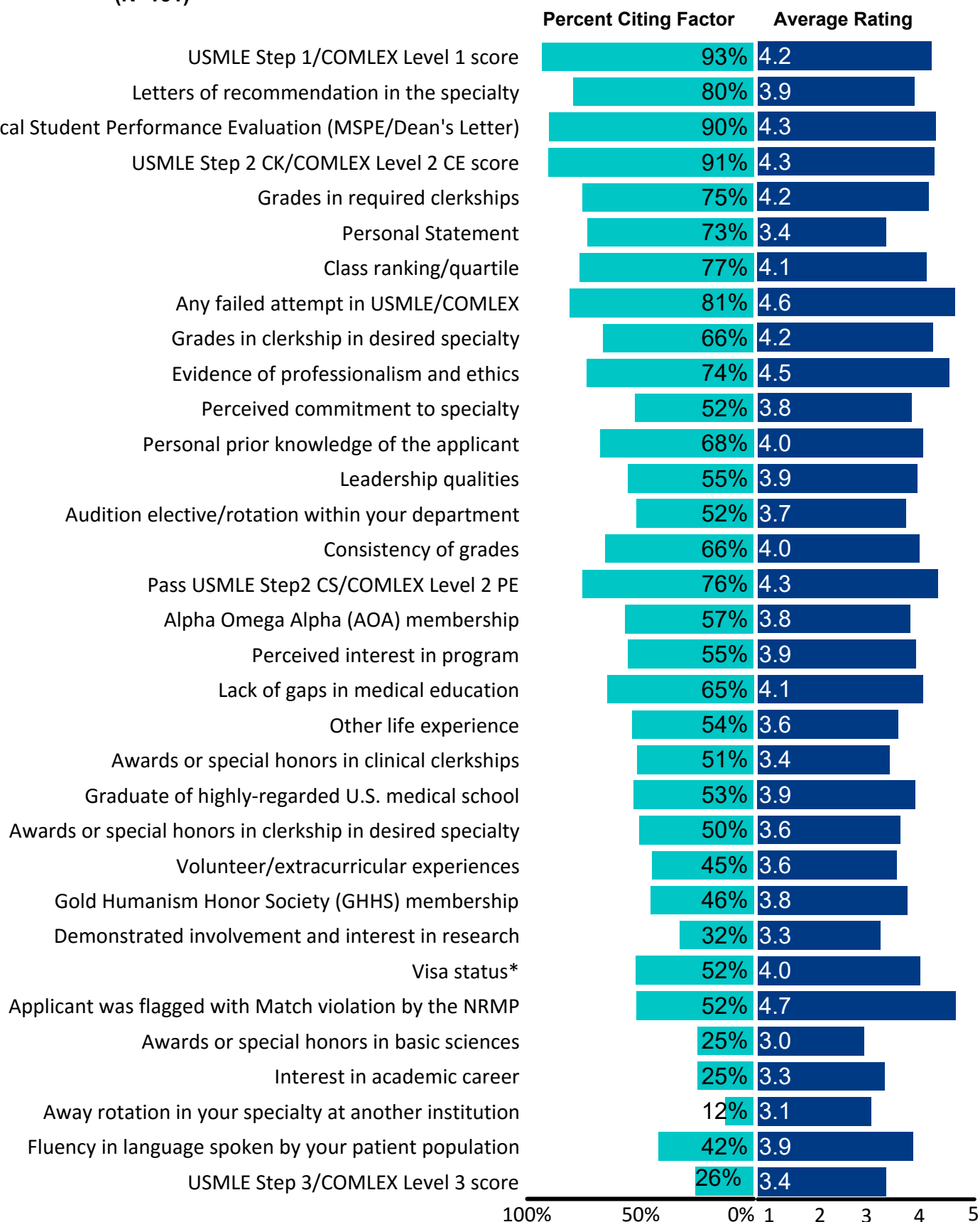
## Internal Medicine

(N=163)

**Figure IM-1**

**Internal Medicine**

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



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

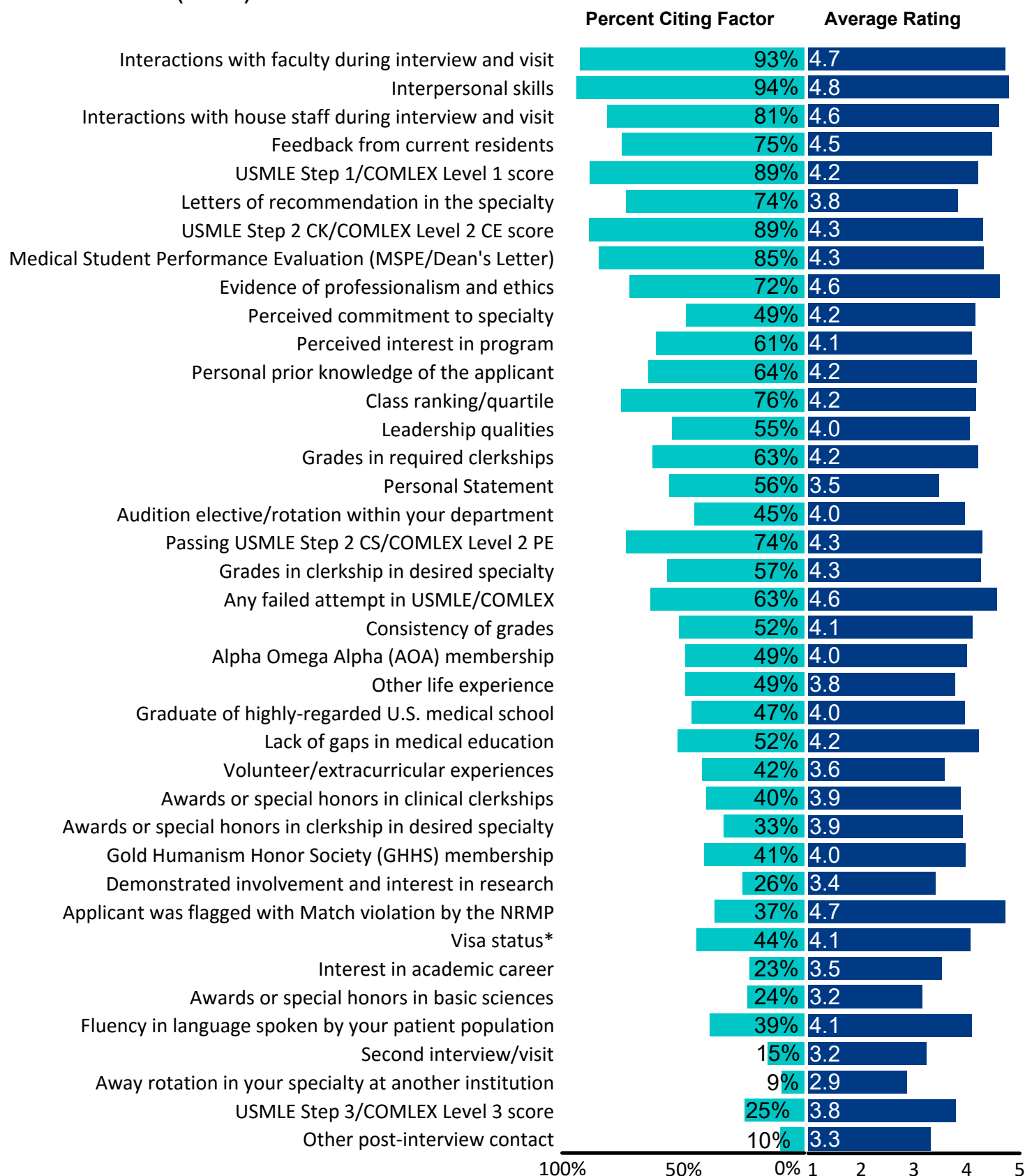
\* International Medical Graduates only



**Figure IM-2**

**Internal Medicine**

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



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

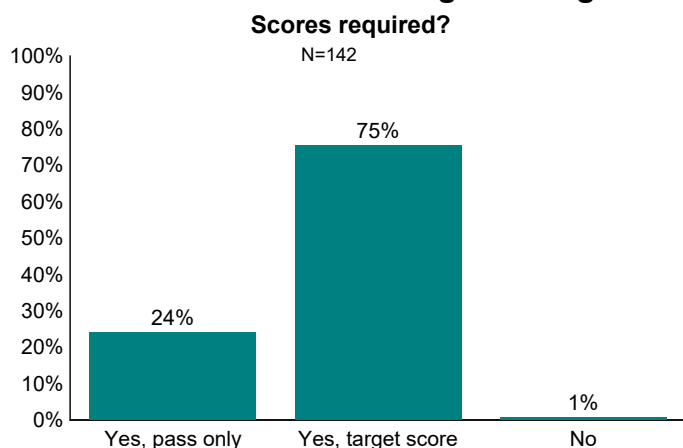
\* International Medical Graduates only

**Figure IM-3**

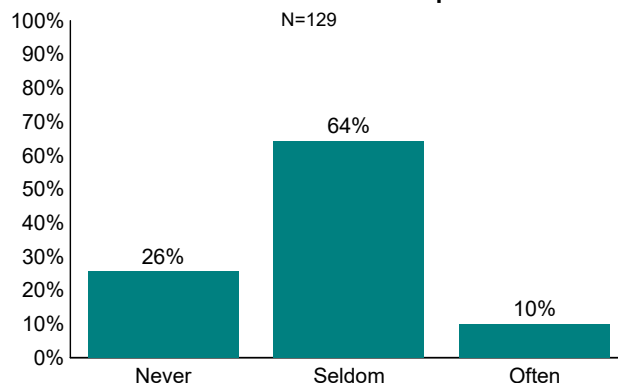
**Internal Medicine**

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

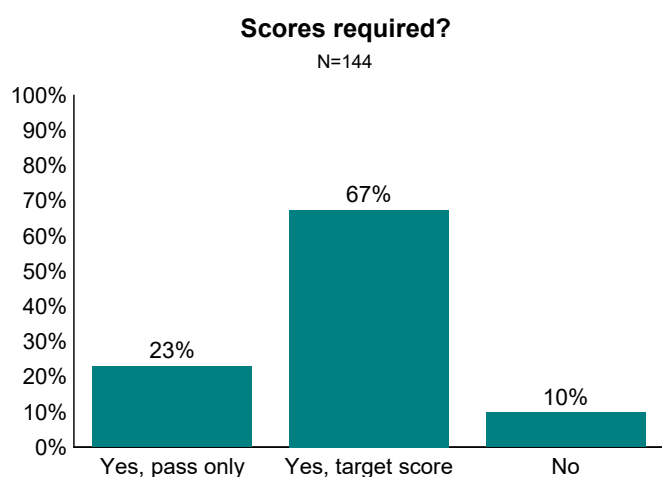
**Percentage of Programs That Use USMLE Step 1 Score**



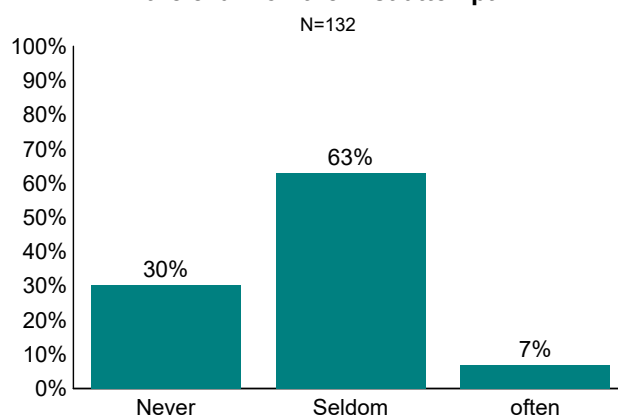
**Would your program consider applicants who fail the exam on the first attempt?**  
N=129



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

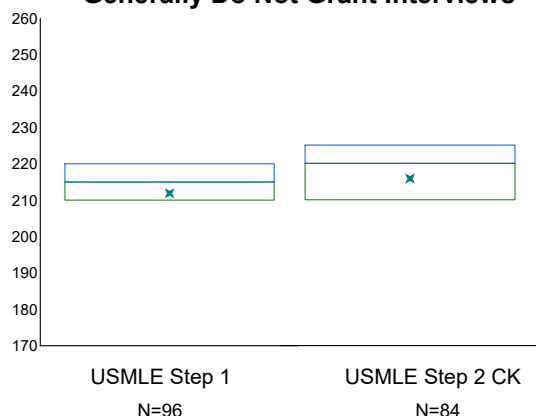


**Would your program consider applicants who fail the exam on the first attempt?**  
N=132

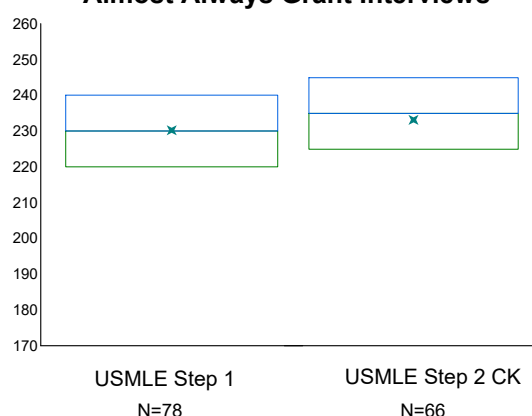


**Average USMLE Step 1 and Step 2 CK Scores Programs Consider When Granting Interviews**

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



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



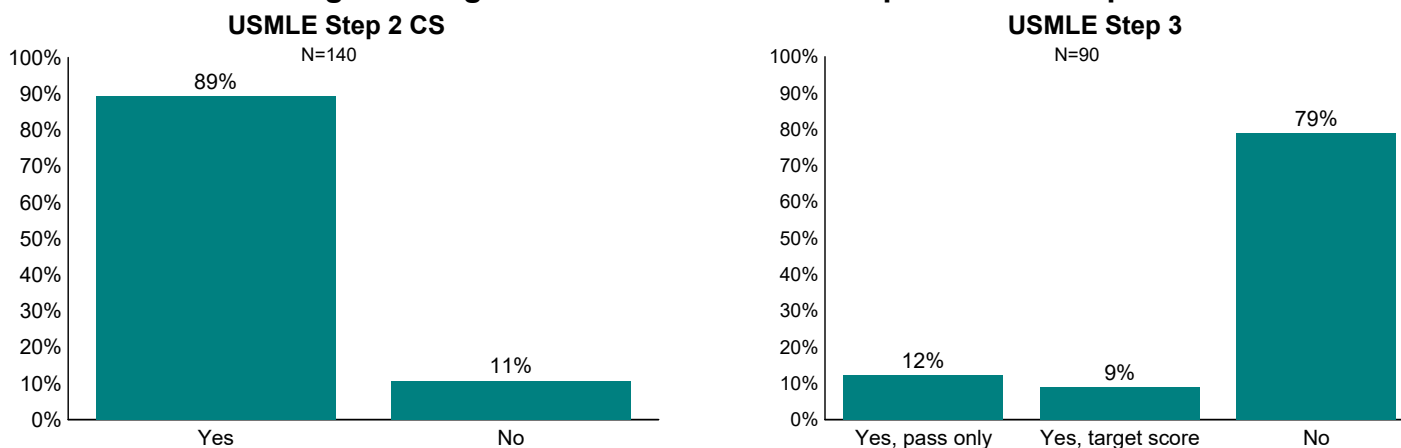
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

**Figure IM-4**

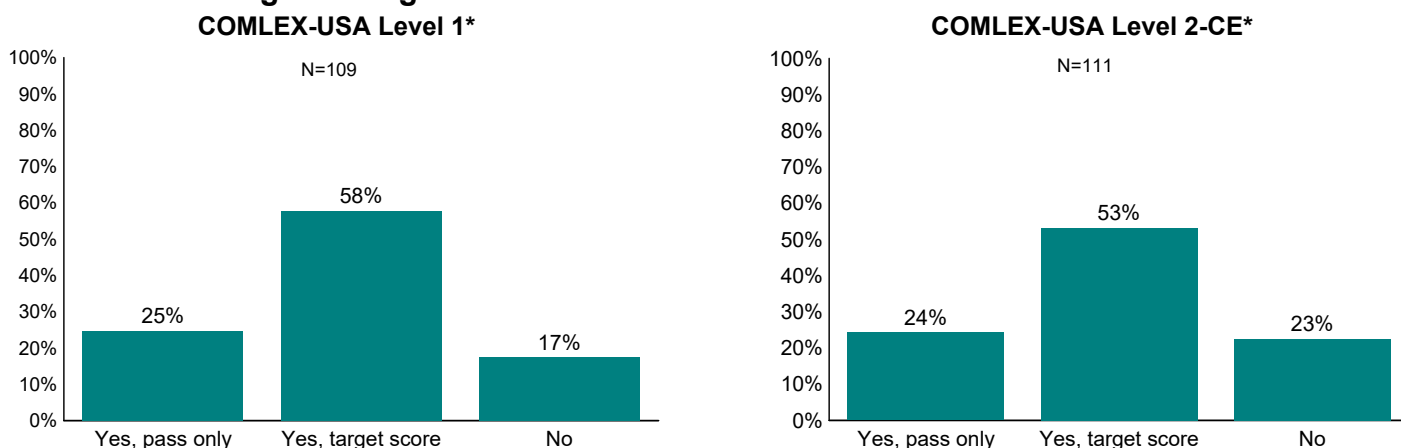
**Internal Medicine**

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

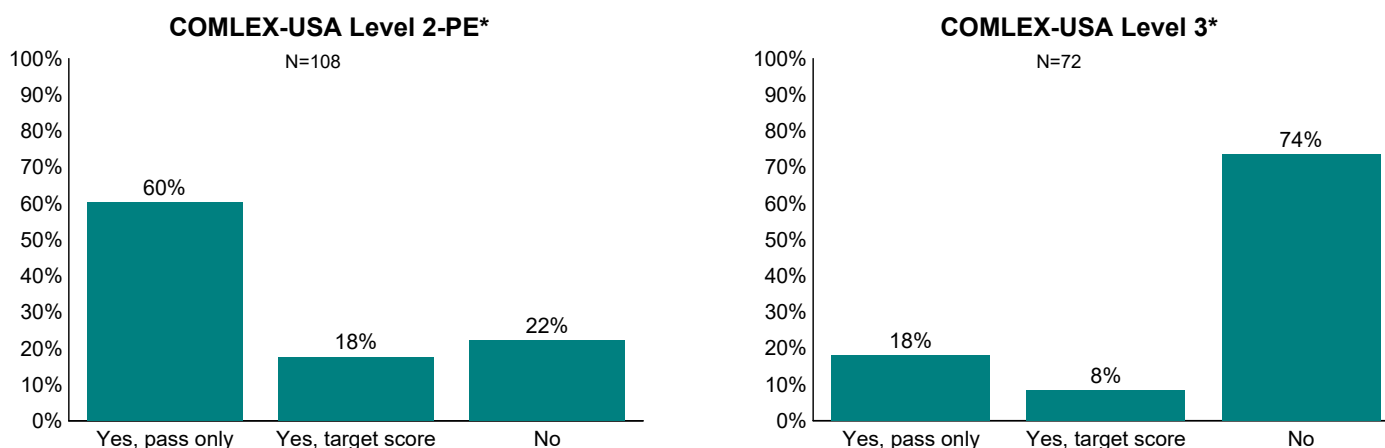
**Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores**



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



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

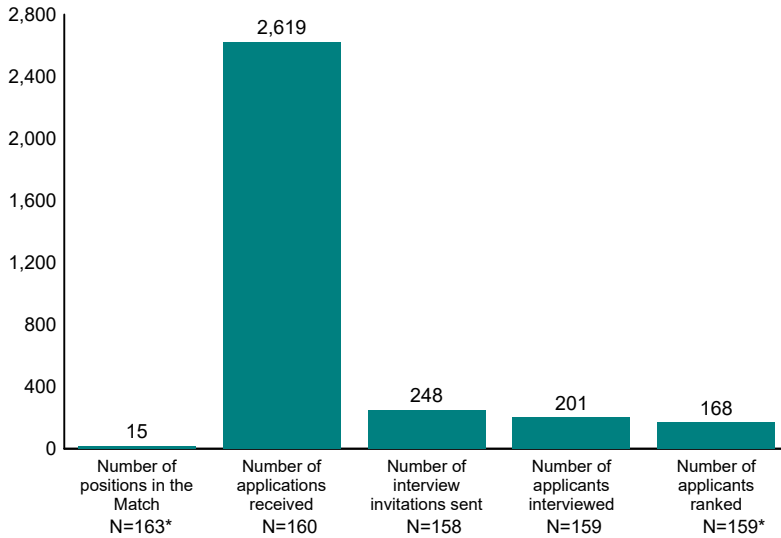


\* Osteopathic applicants only

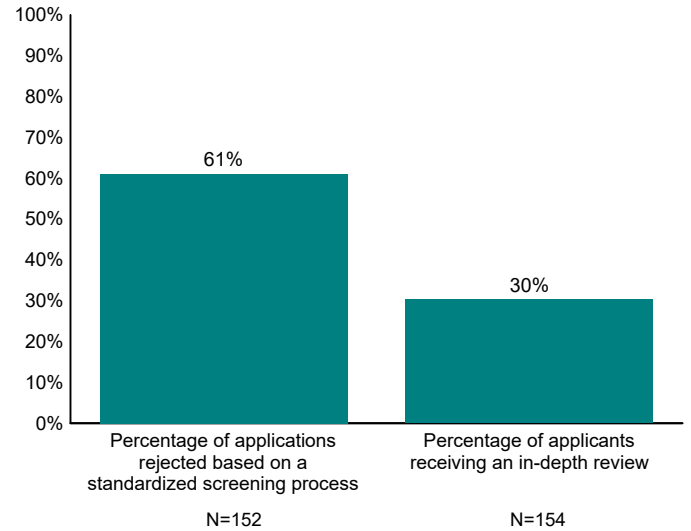
**Figure IM-5**

**Internal Medicine  
Program's Interview Activities**

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



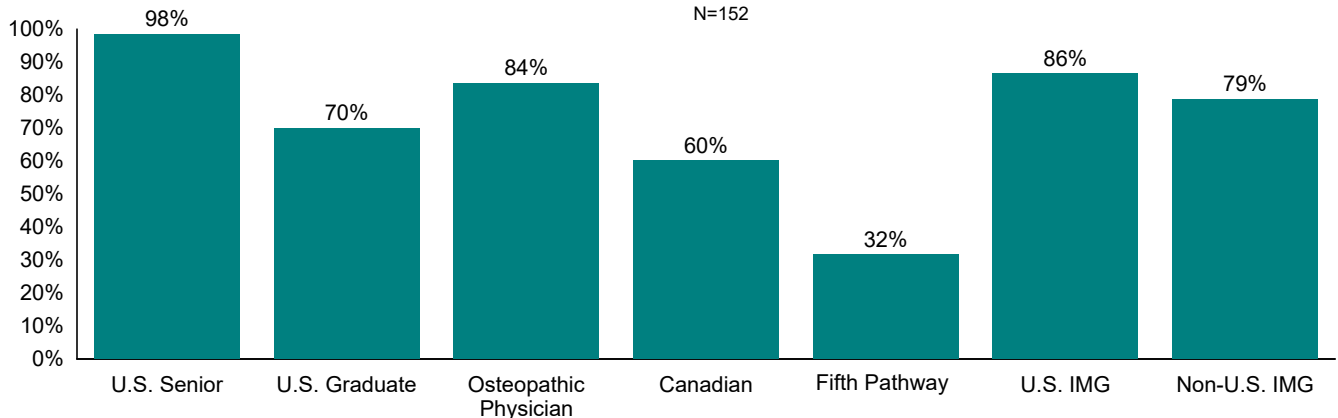
**Average Percentage of Applicants Rejected and Reviewed**



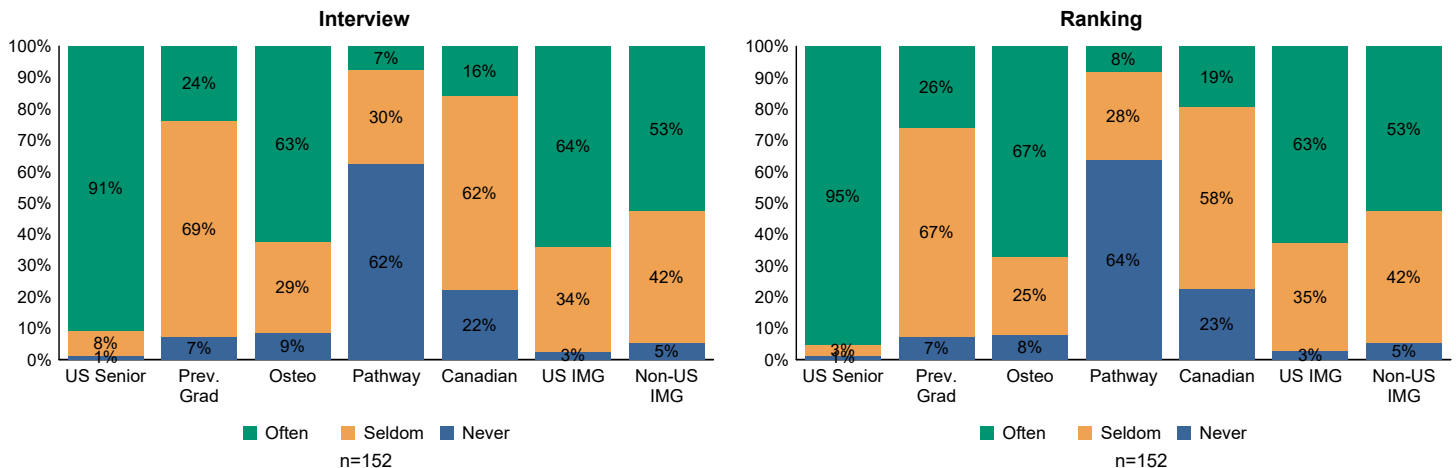
\* Data from the NRMP database. All Responding programs included

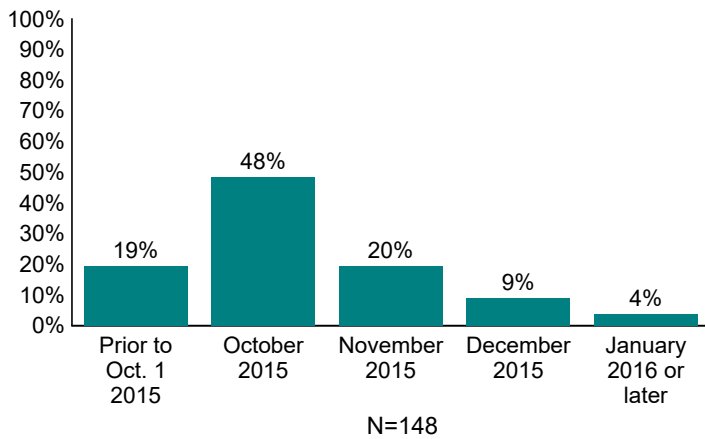
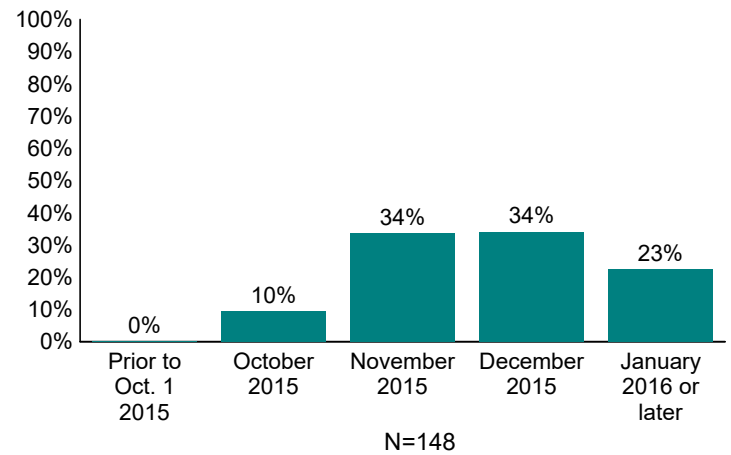
**Percentage of Programs that Typically Interview and Rank Each Applicant Type**

26% of Internal Medicine programs consider all applicant groups

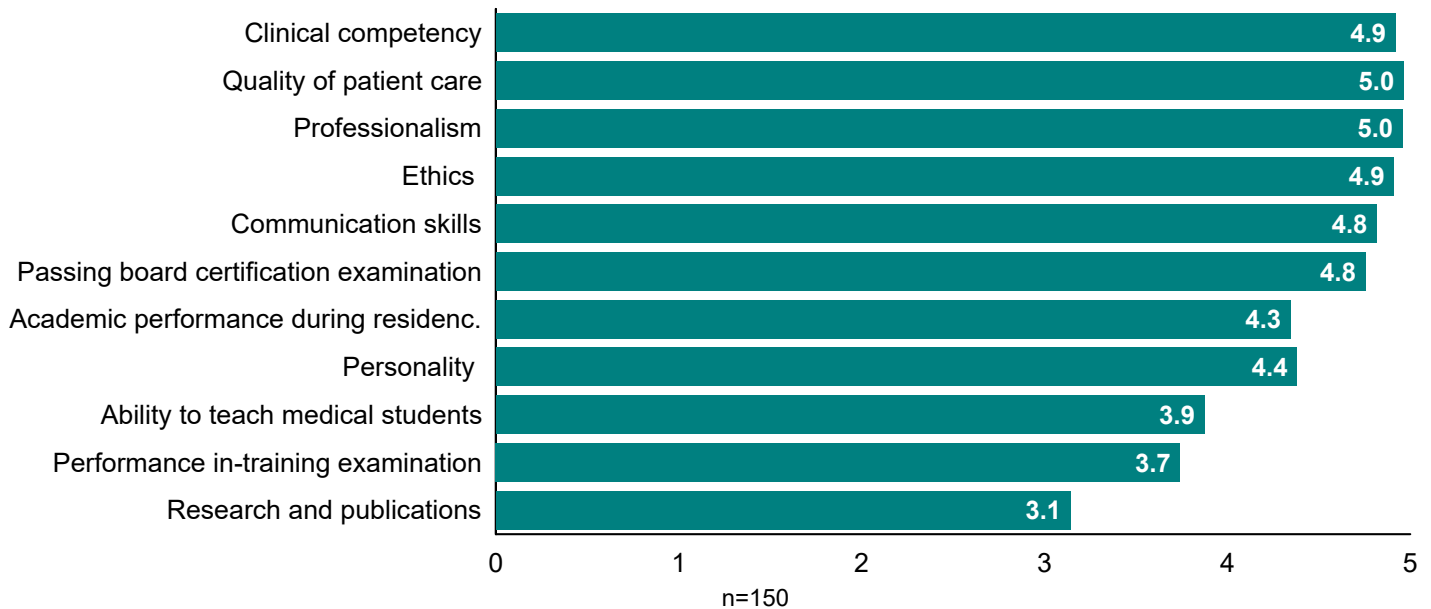


**Frequency of Programs Interviewing and Ranking Candidates**



**Figure IM-6****Internal Medicine****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)



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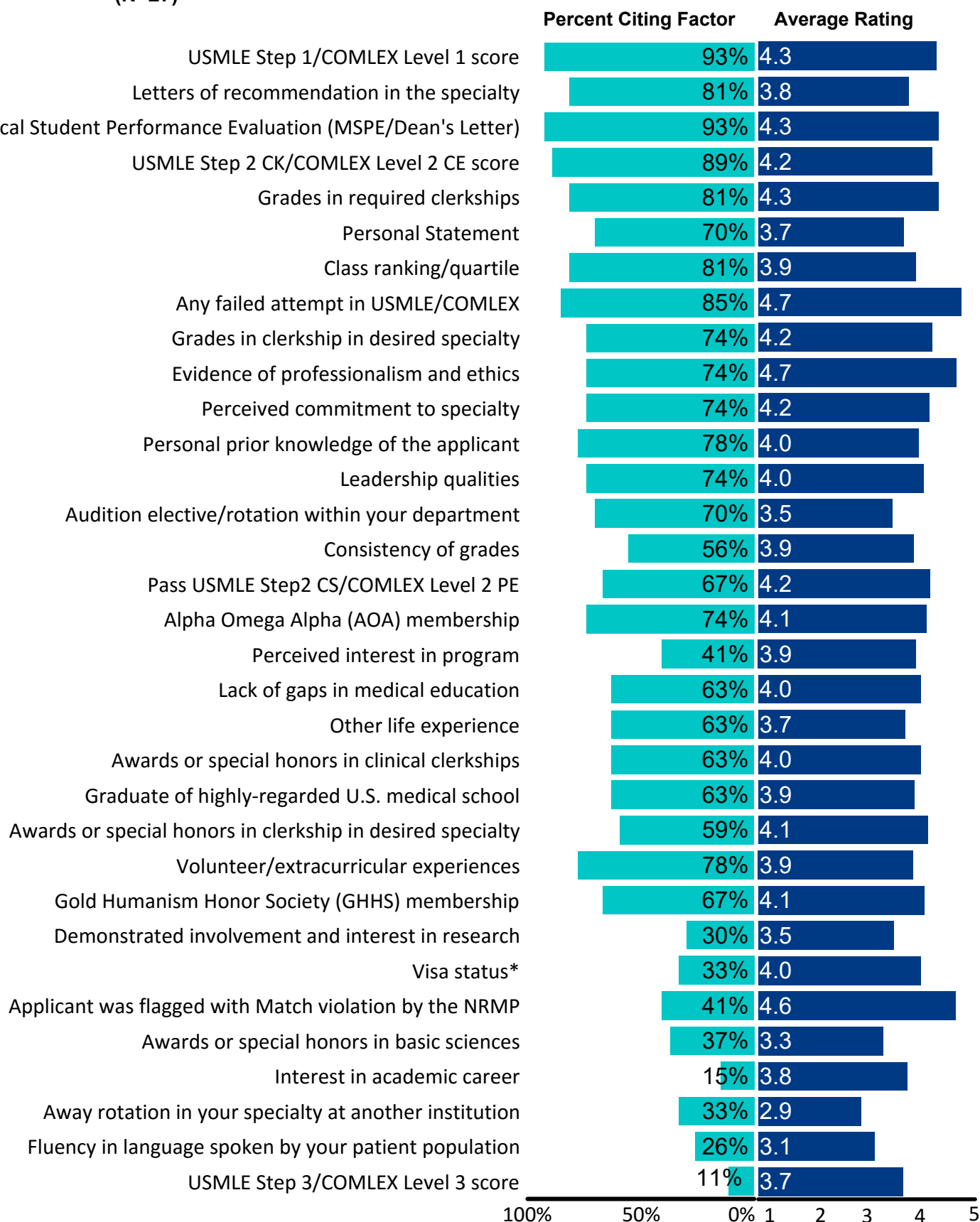


## Internal Medicine/Pediatrics

(N=28)

**Figure IMP-1****Internal Medicine/Pediatrics**

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



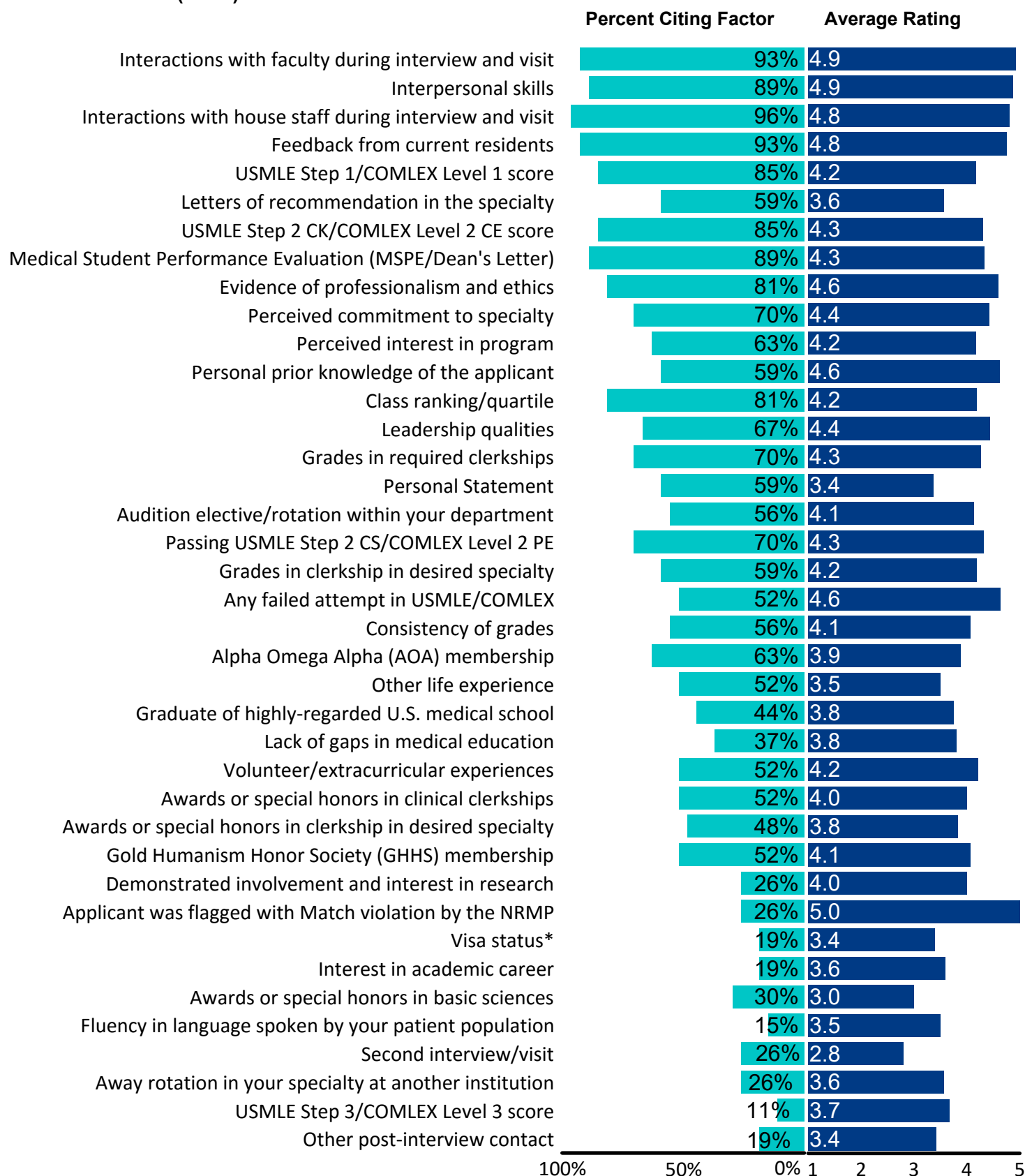
<sup>1</sup> Ratings on a scale from 1 (not at all important) to 5 (very important).

\* International Medical Graduates only

**Figure IMP-2**

**Internal Medicine/Pediatrics**

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



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

\* International Medical Graduates only

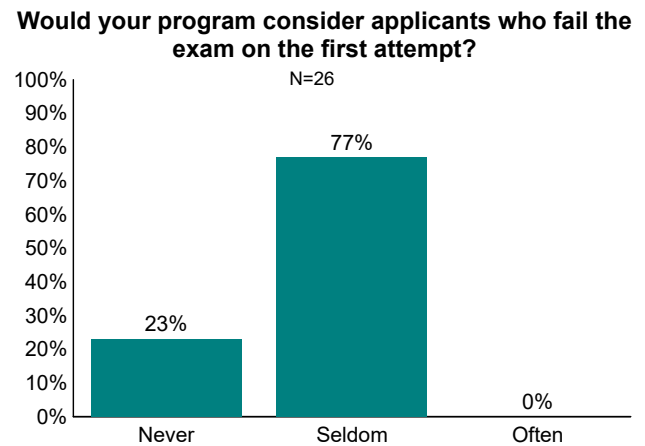


**Figure IMP-3**

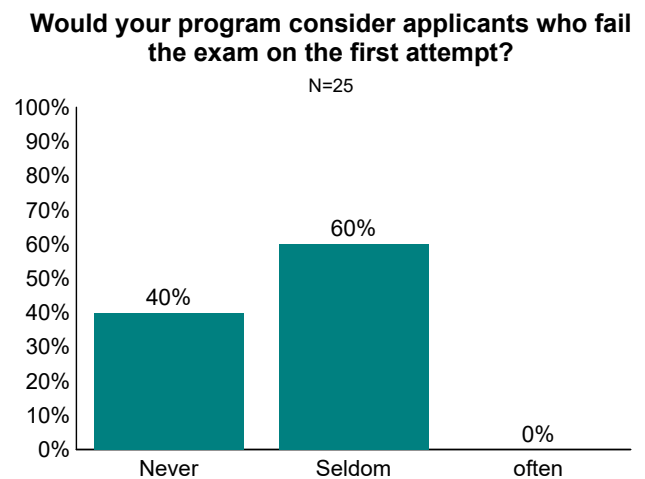
**Internal Medicine/Pediatrics**

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

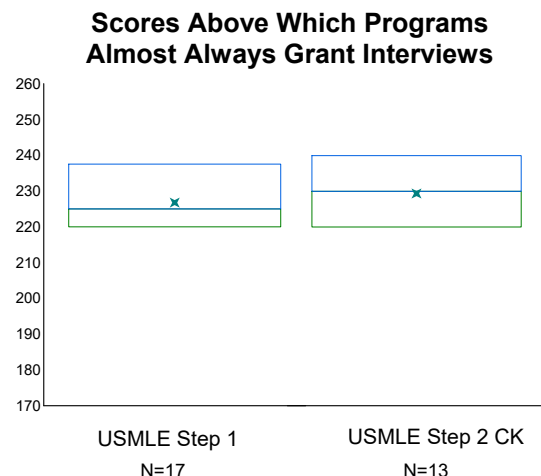
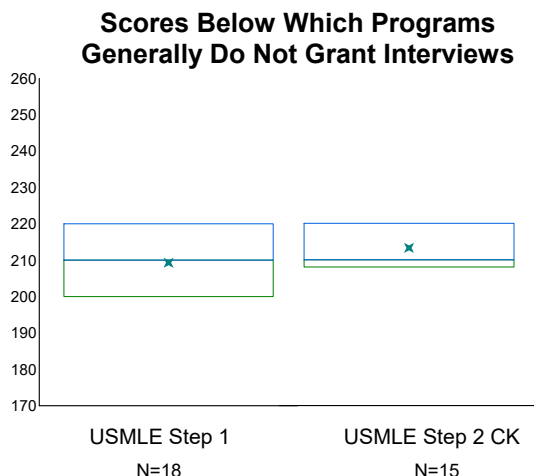
**Percentage of Programs That Use USMLE Step 1 Score**



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



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



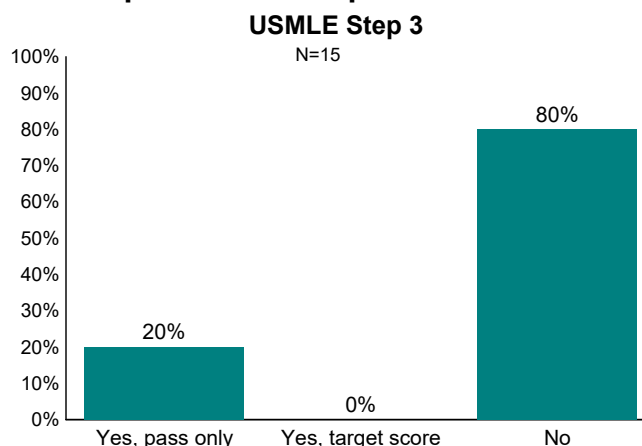
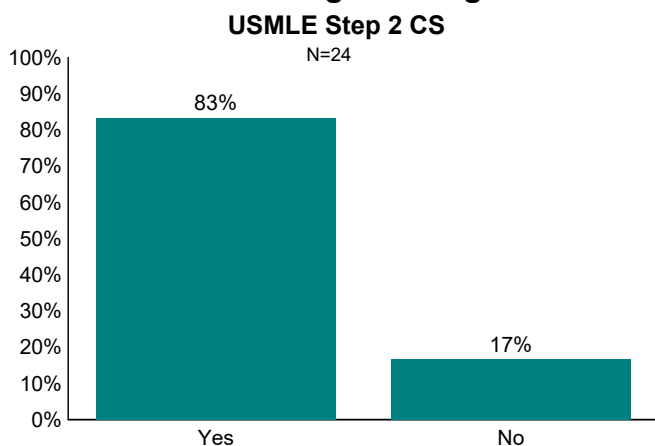
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

## Figure IMP-4

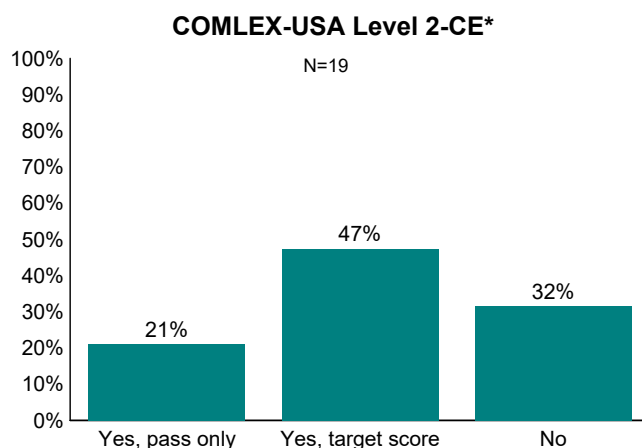
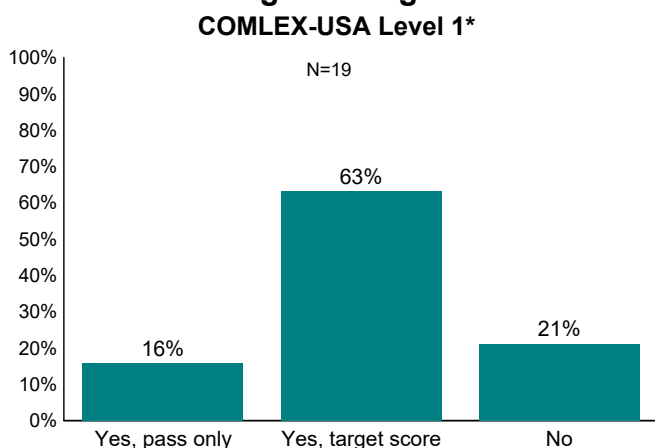
### Internal Medicine/Pediatrics

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

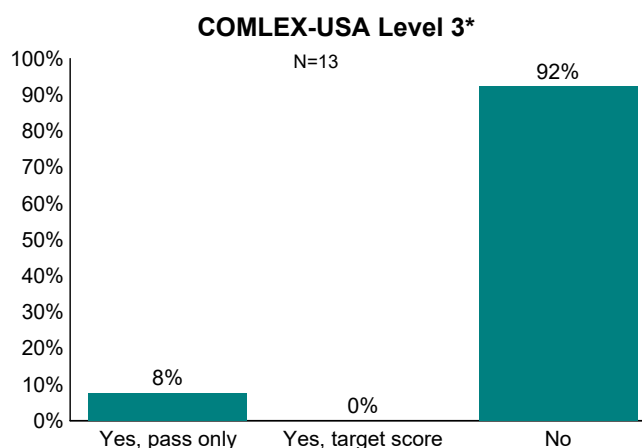
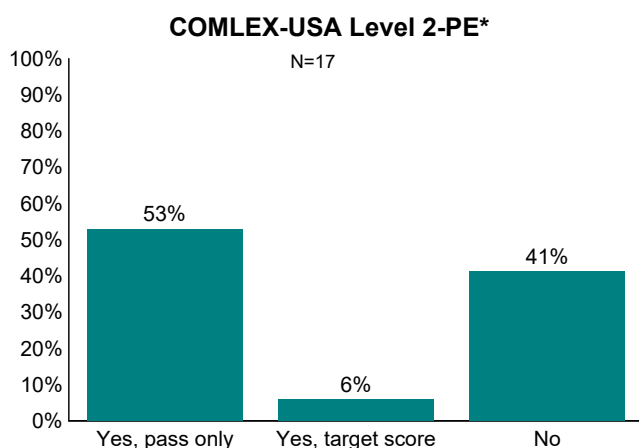
#### Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



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



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

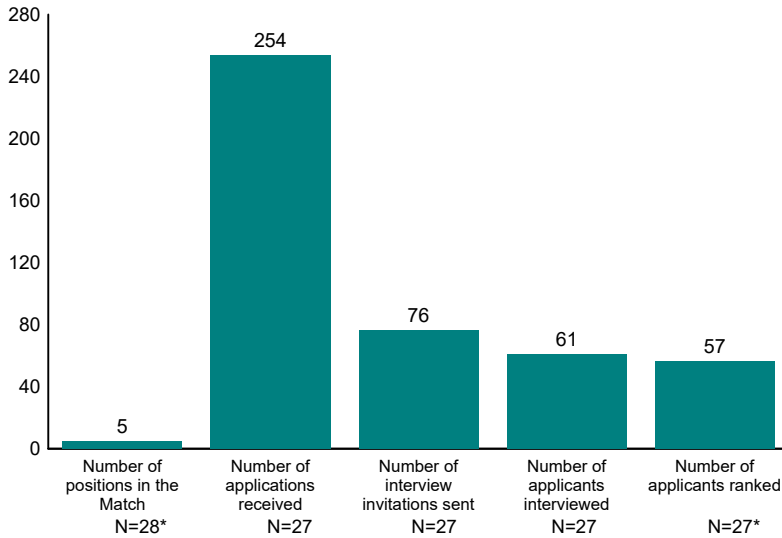


\* Osteopathic applicants only

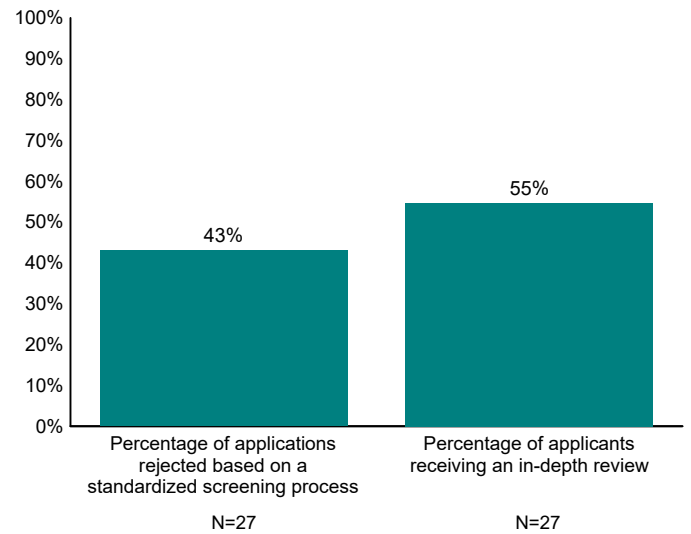
**Figure IMP-5**

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

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



**Average Percentage of Applicants Rejected and Reviewed**

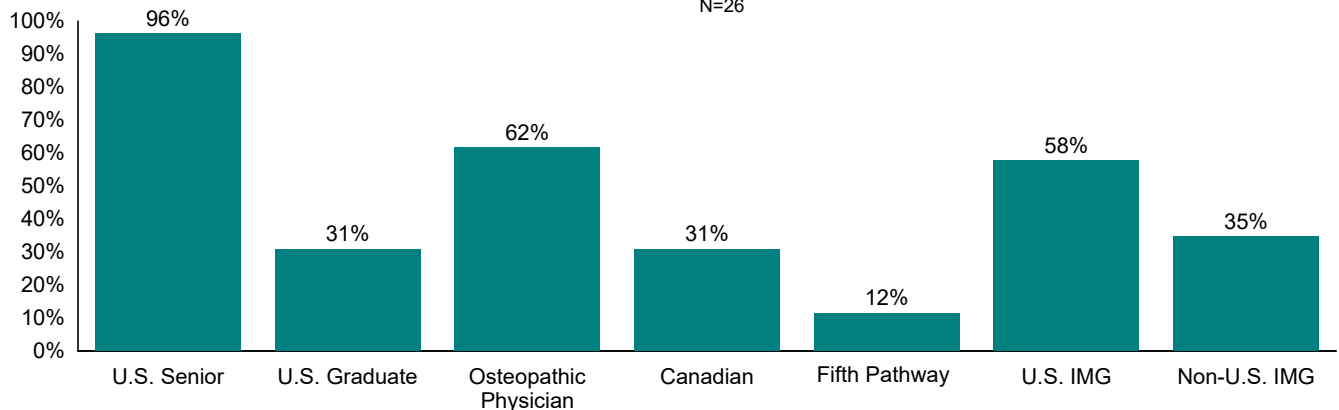


\* Data from the NRMP database. All Responding programs included

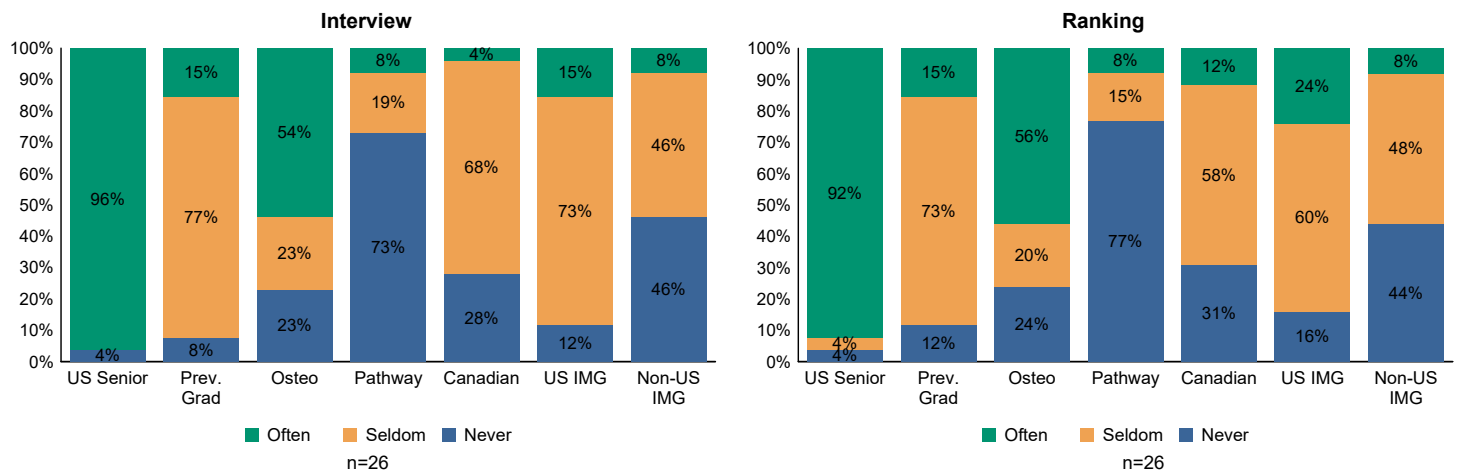
**Percentage of Programs that Typically Interview and Rank Each Applicant Type**

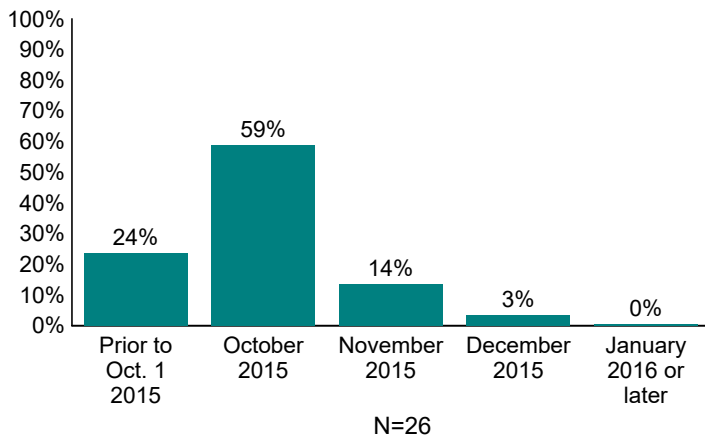
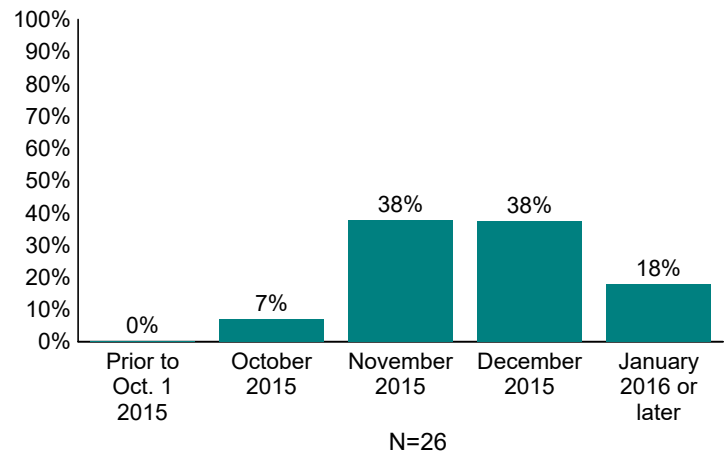
12% of Internal Medicine/Pediatrics programs consider all applicant groups

N=26

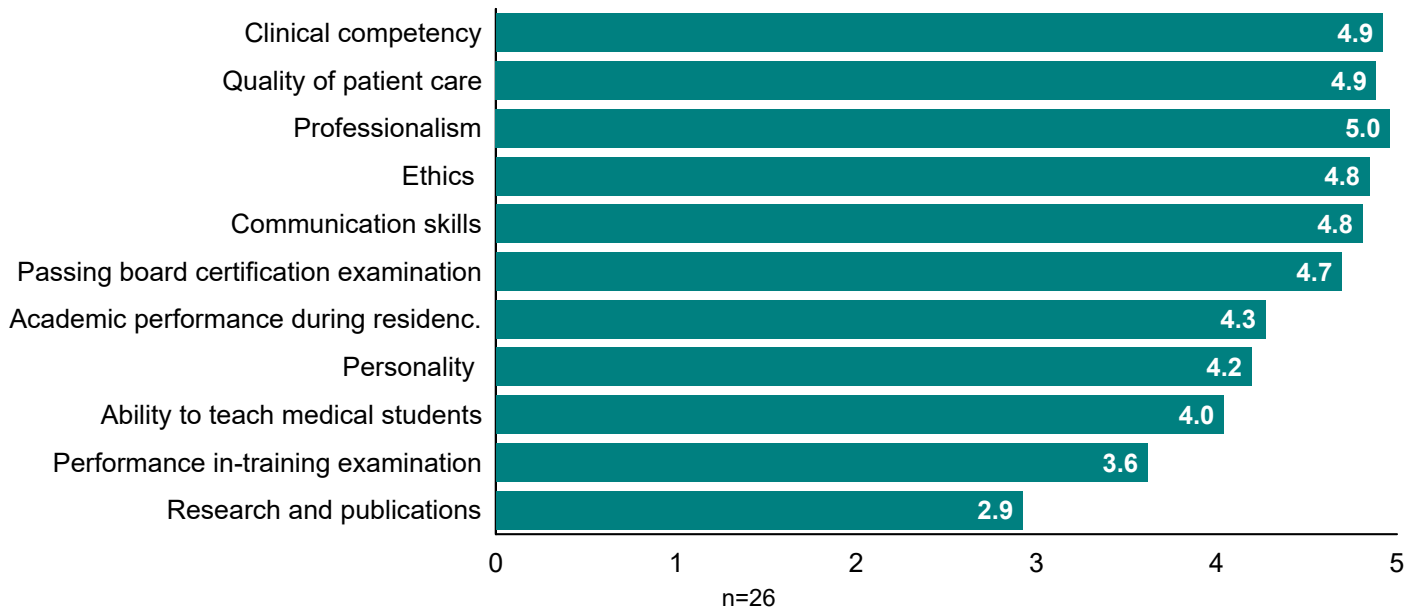


**Frequency of Programs Interviewing and Ranking Candidates**



**Figure IMP-6****Internal Medicine/Pediatrics  
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)



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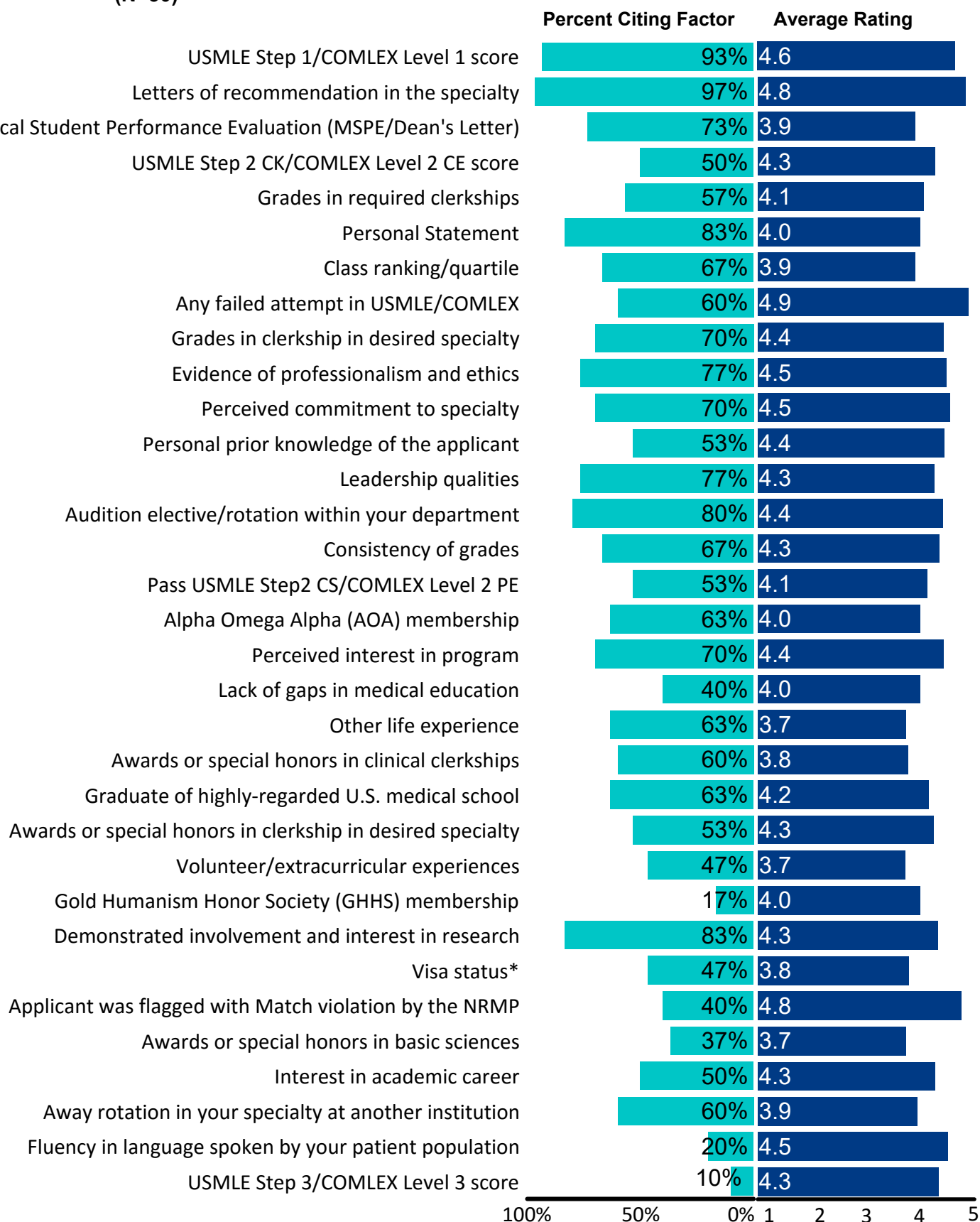


## Neurological Surgery

(N=32)

**Figure NS-1**

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

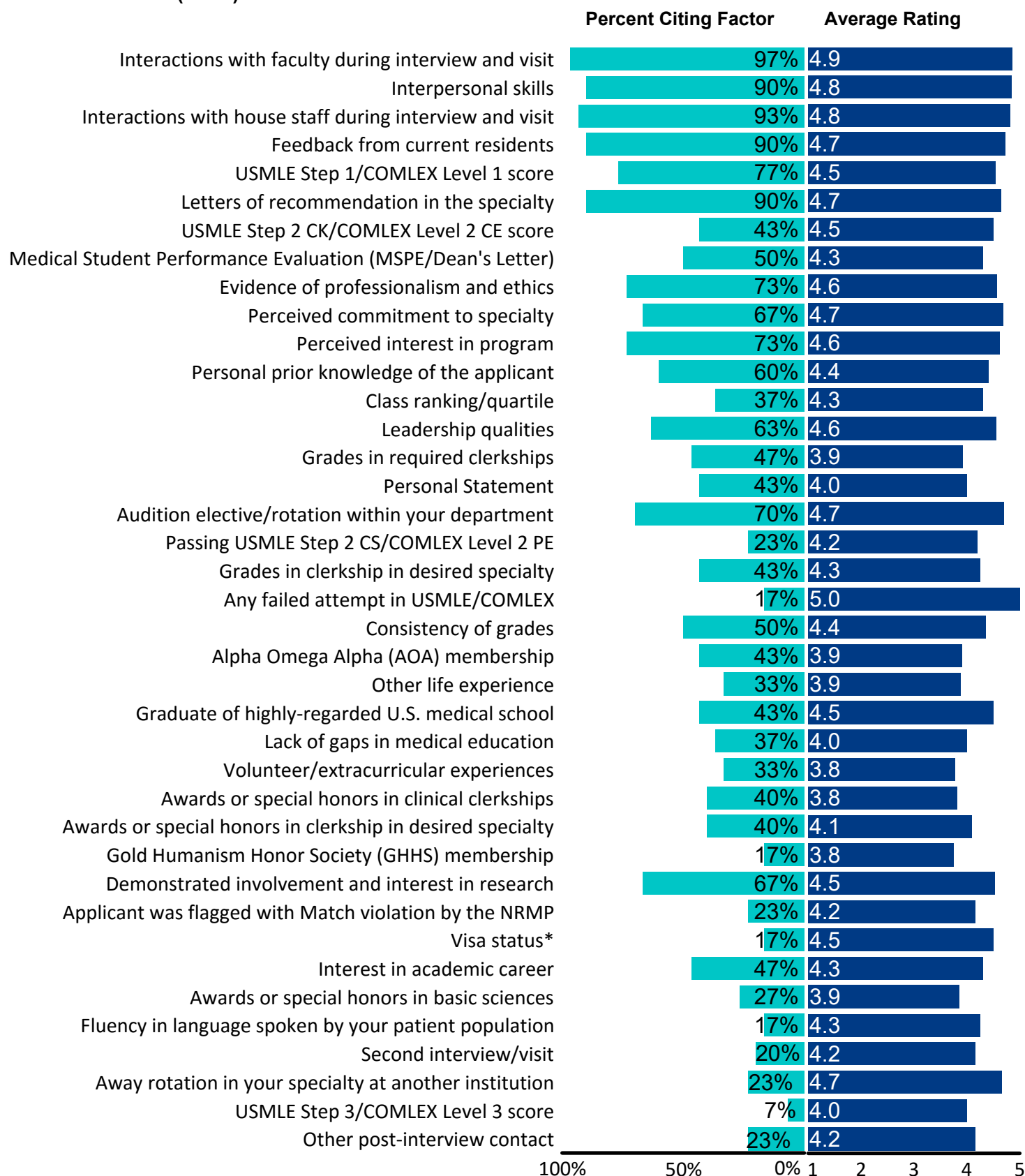


<sup>1</sup> Ratings on a scale from 1 (not at all important) to 5 (very important).

\* International Medical Graduates only

**Figure NS-2**

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



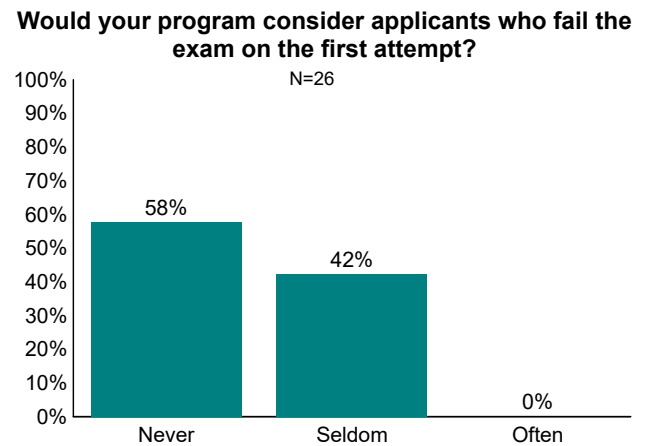
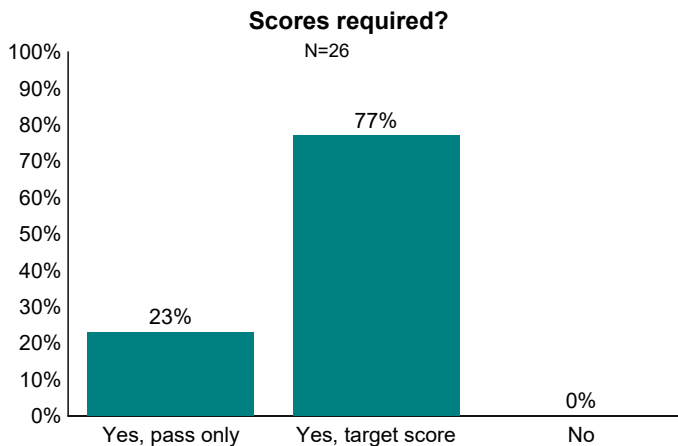
<sup>1</sup> Ratings on a scale from 1 (not at all important) to 5 (very important).

\* International Medical Graduates only

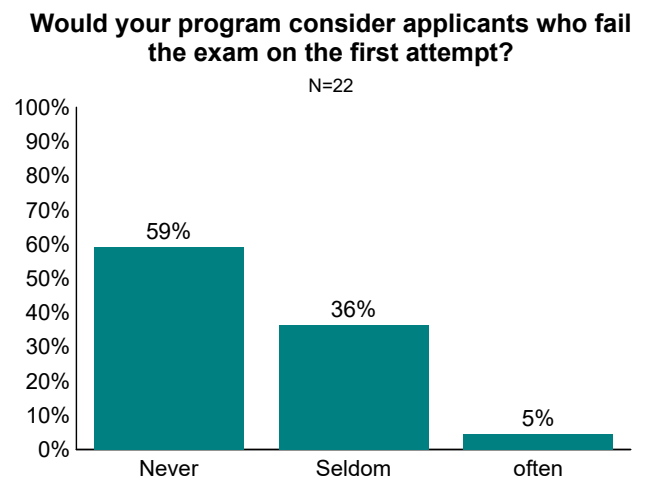
**Figure NS-3**

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

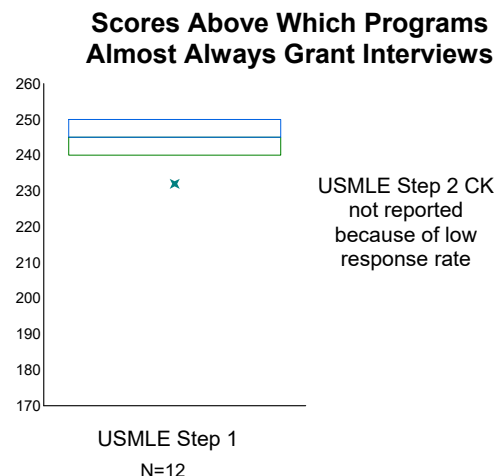
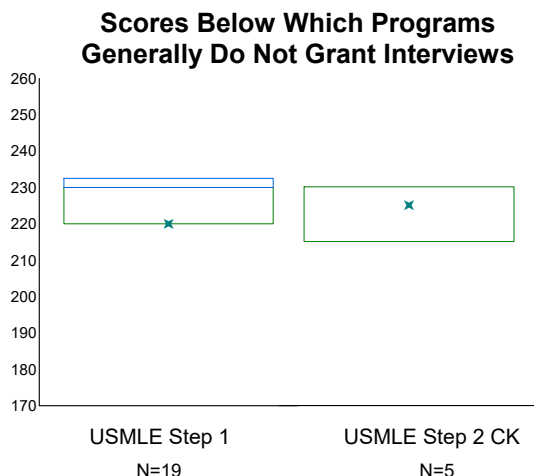
**Percentage of Programs That Use USMLE Step 1 Score**



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



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



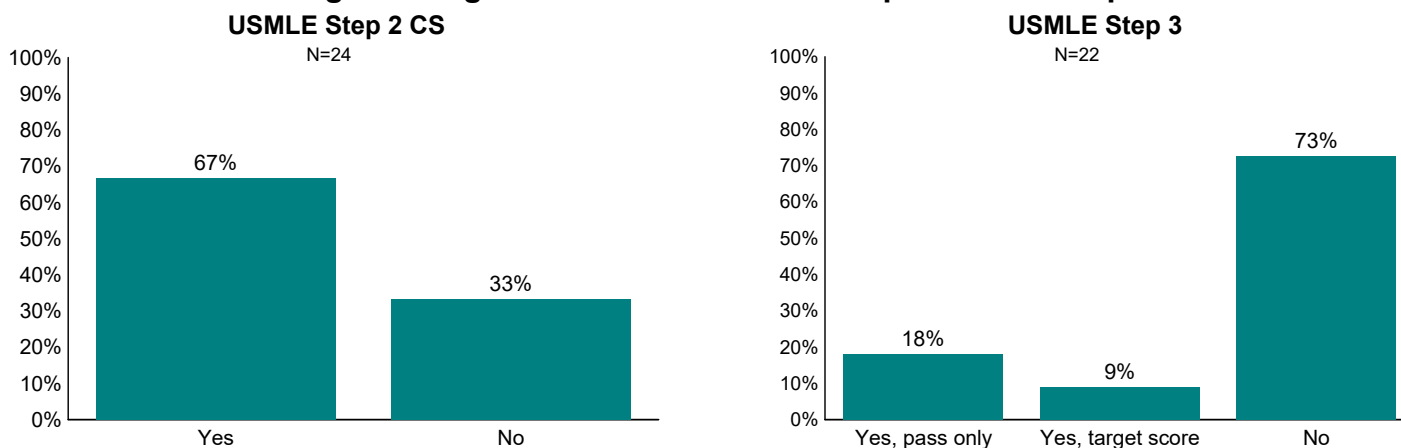
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.



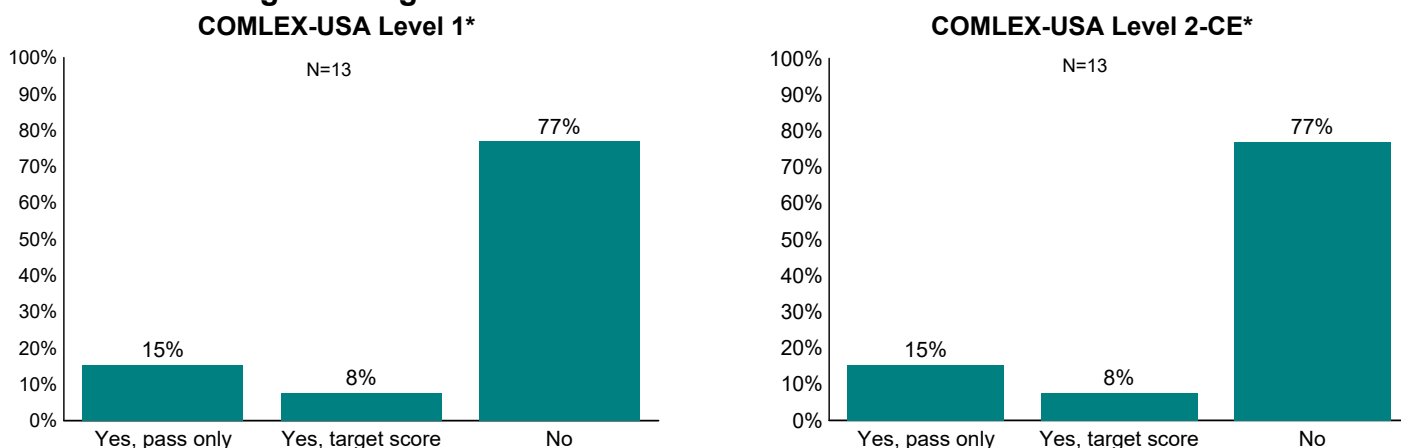
**Figure NS-4**

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

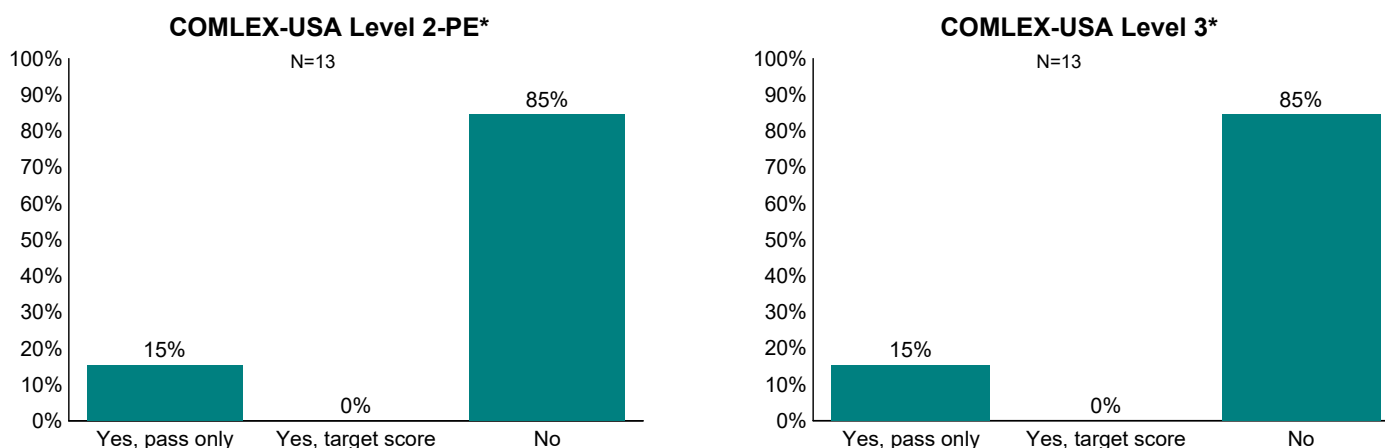
**Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores**



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



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

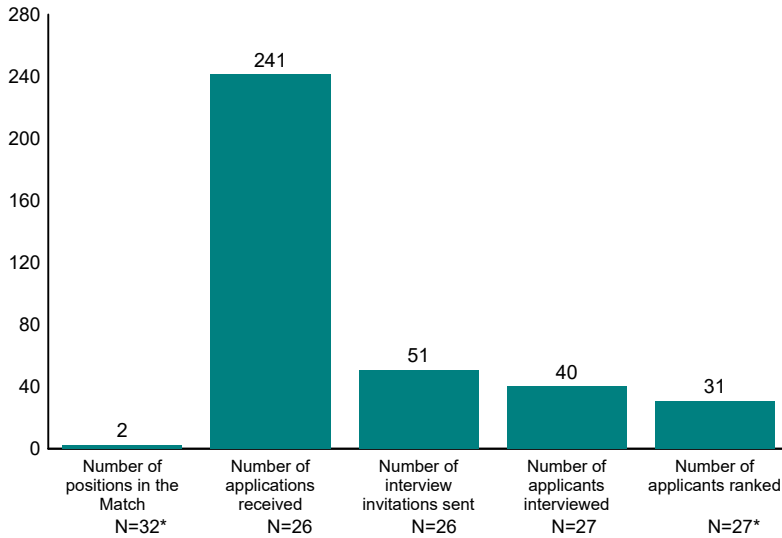


\* Osteopathic applicants only

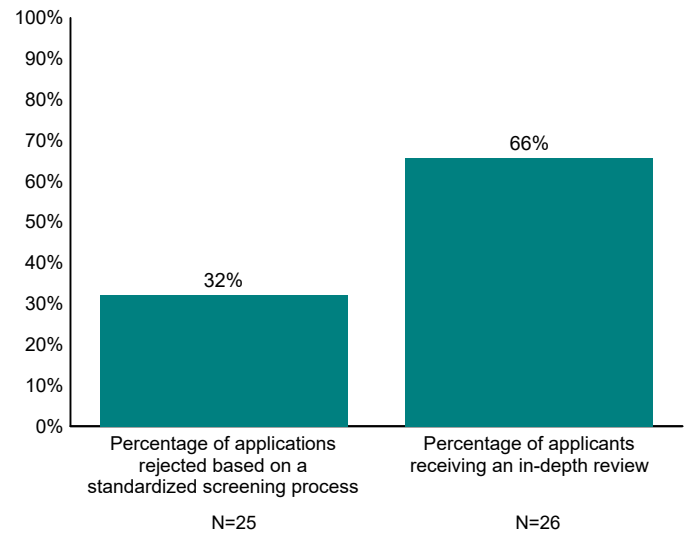
**Figure NS-5**

## Neurological Surgery Program's Interview Activities

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



**Average Percentage of Applicants Rejected and Reviewed**

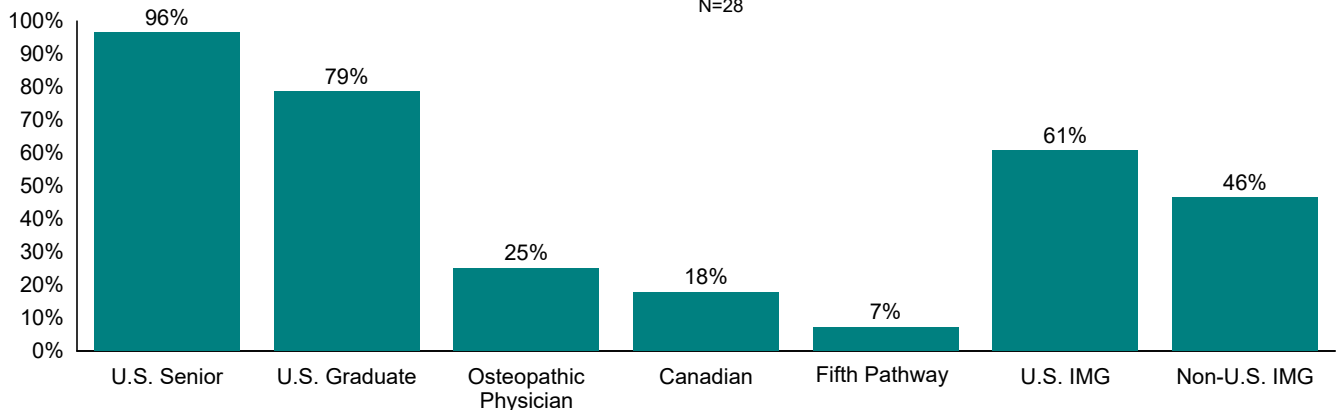


\* Data from the NRMP database. All Responding programs included

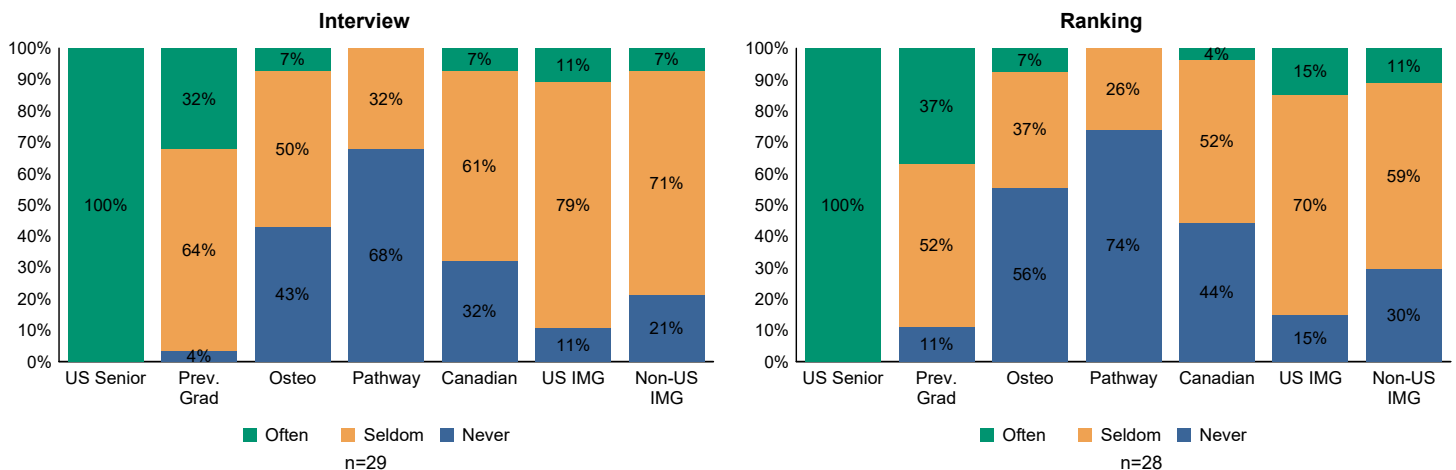
**Percentage of Programs that Typically Interview and Rank Each Applicant Type**

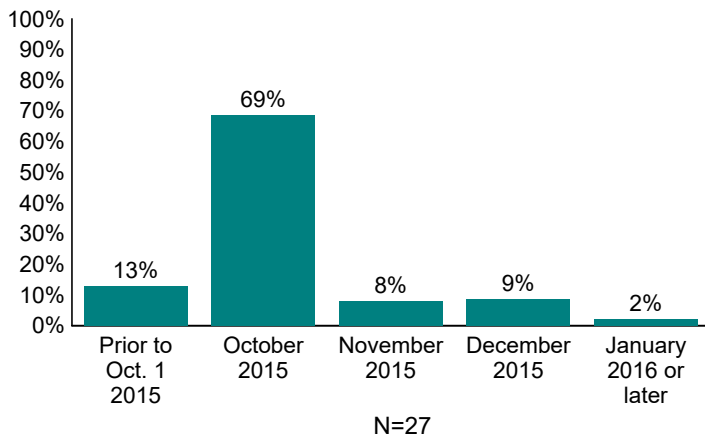
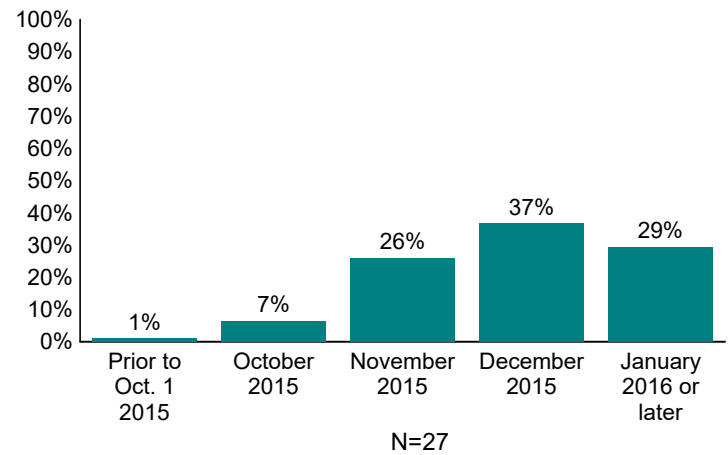
7% of Neurological Surgery programs consider all applicant groups

N=28

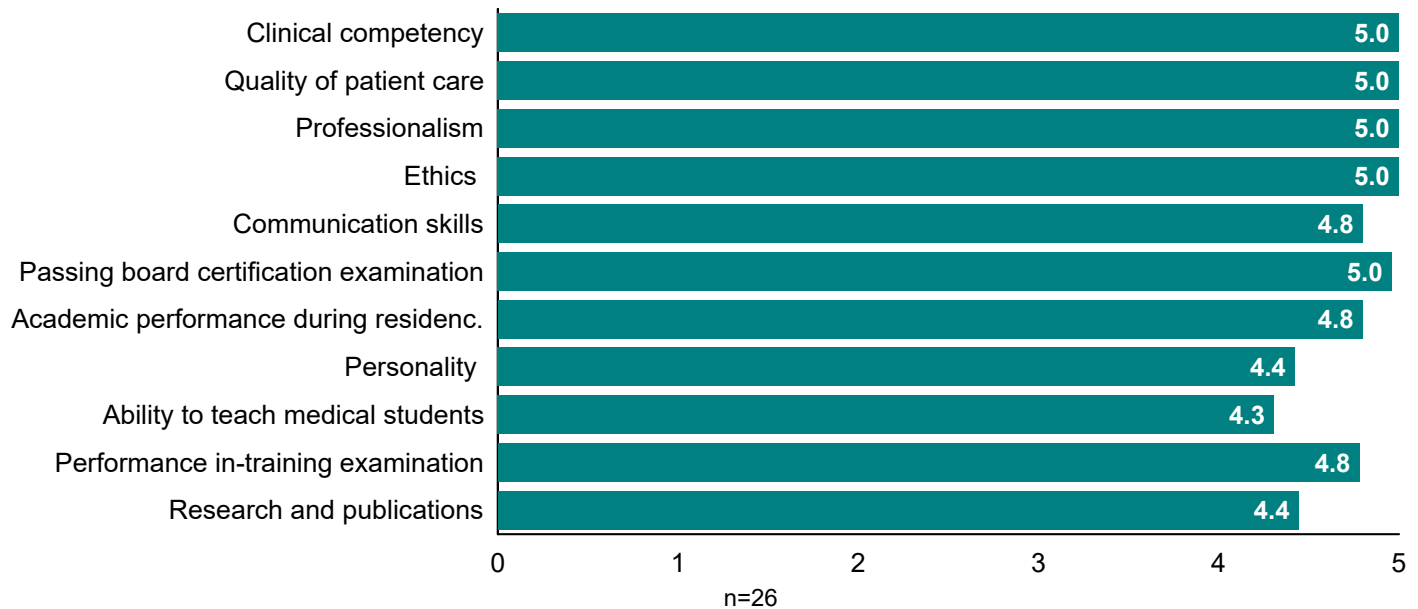


**Frequency of Programs Interviewing and Ranking Candidates**




**Figure NS-6****Neurological Surgery  
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)



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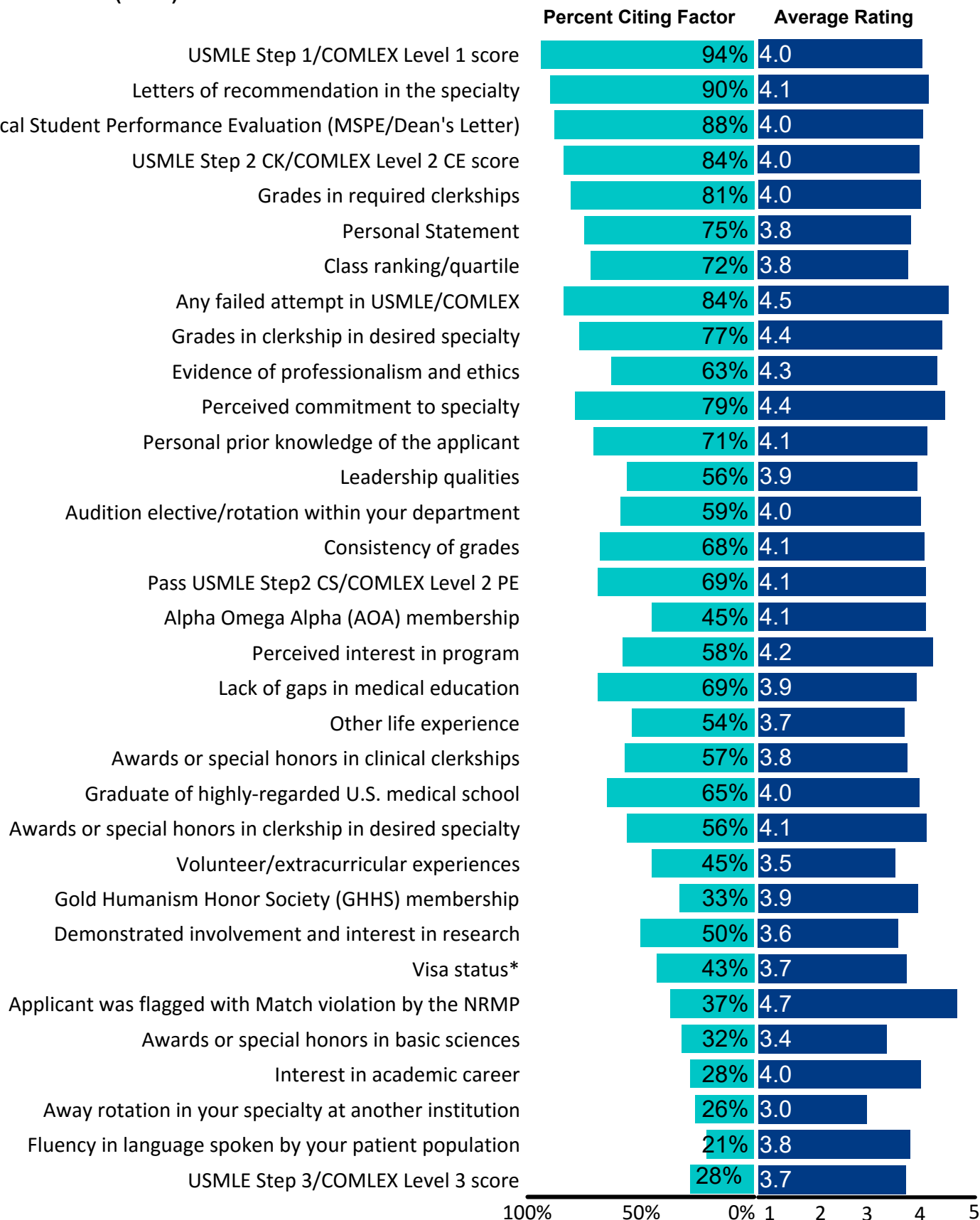
## Neurology

(N=55)

**Figure N-1**

**Neurology**

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



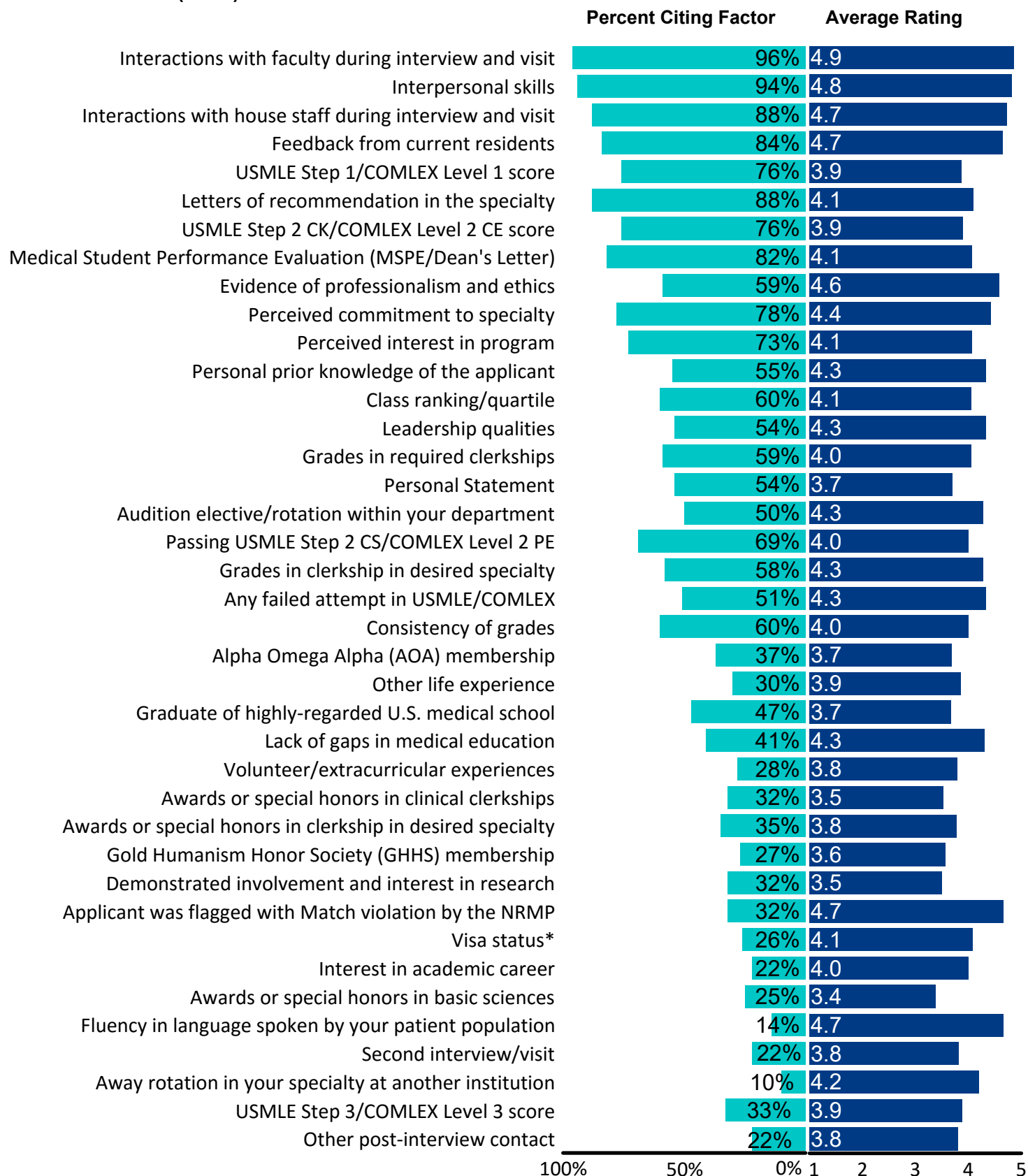
<sup>1</sup> Ratings on a scale from 1 (not at all important) to 5 (very important).

\* International Medical Graduates only

**Figure N-2**

**Neurology**

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



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

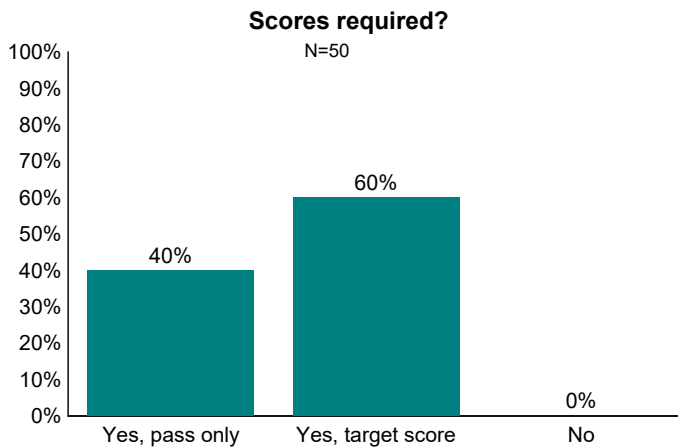
\* International Medical Graduates only

**Figure N-3**

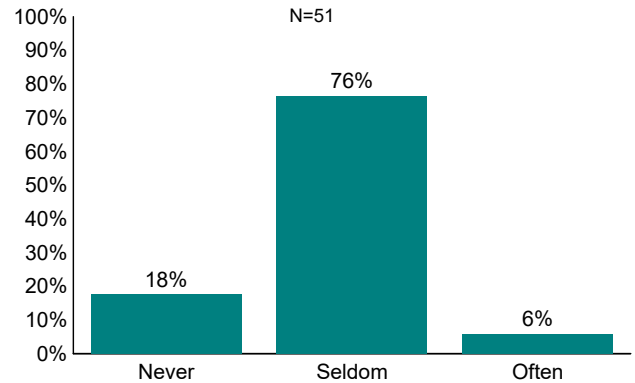
## Neurology

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

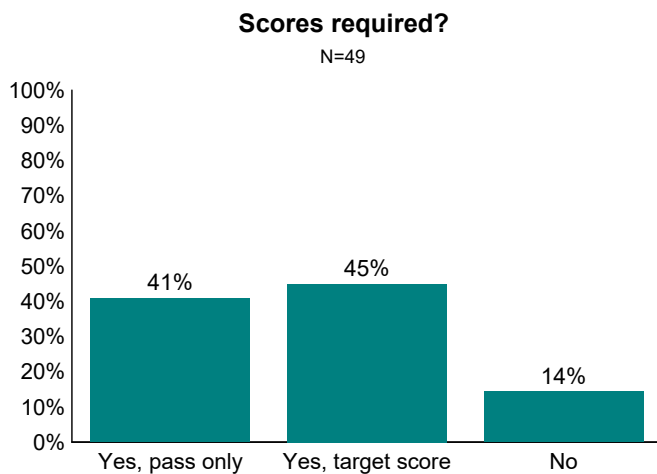
#### Percentage of Programs That Use USMLE Step 1 Score



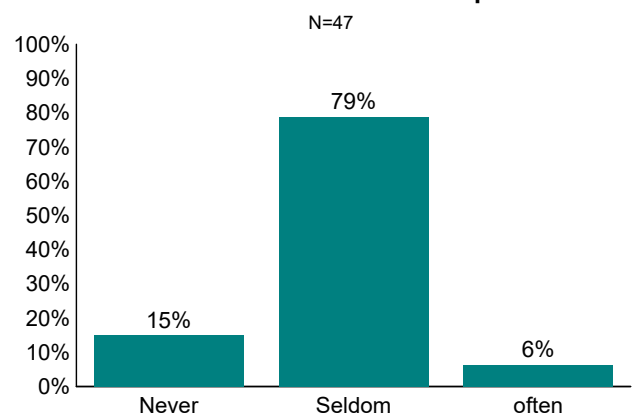
#### Would your program consider applicants who fail the exam on the first attempt?



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

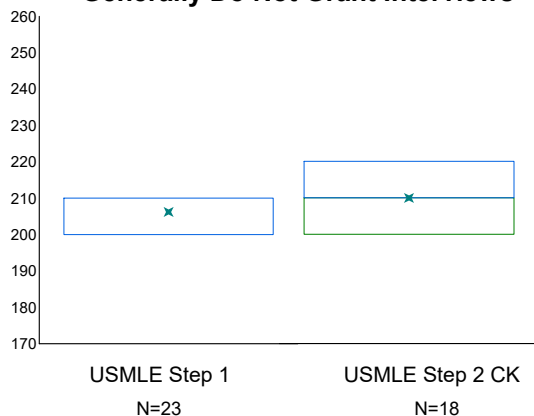


#### Would your program consider applicants who fail the exam on the first attempt?

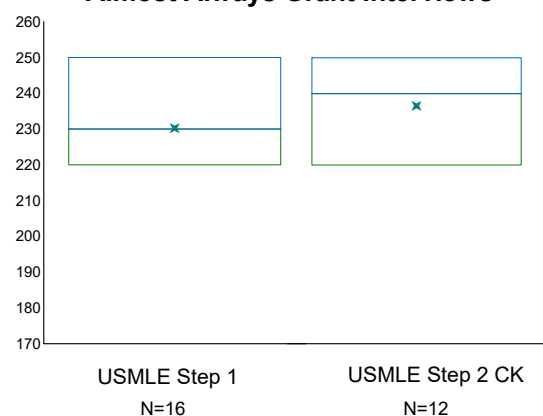


#### Average USMLE Step 1 and Step 2 CK Scores Programs Consider When Granting Interviews

##### Scores Below Which Programs Generally Do Not Grant Interviews



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



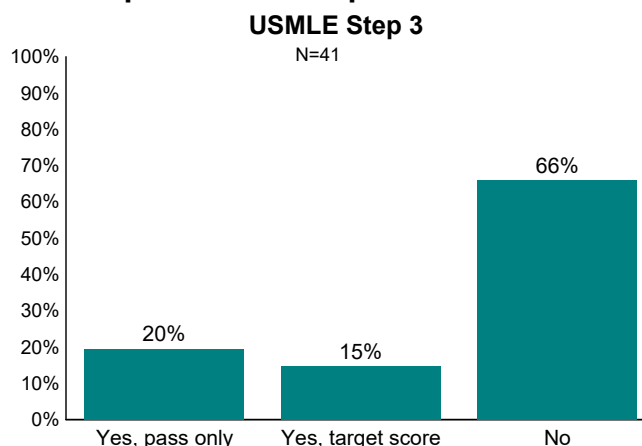
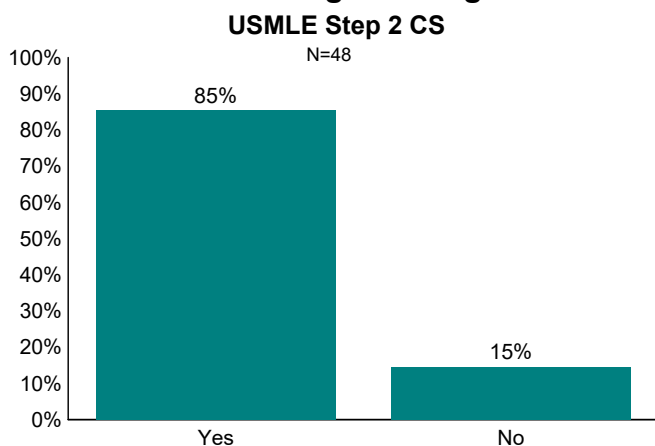
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

**Figure N-4**

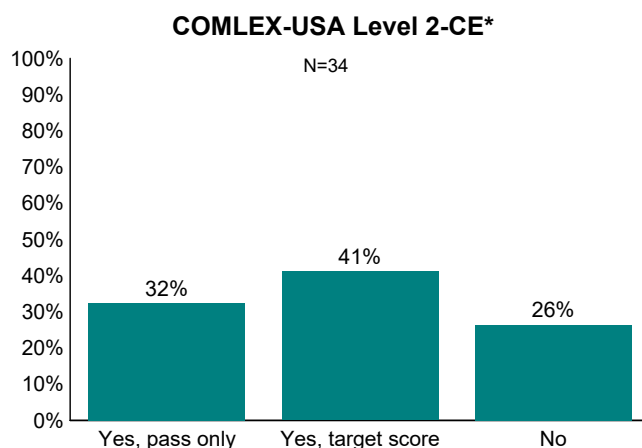
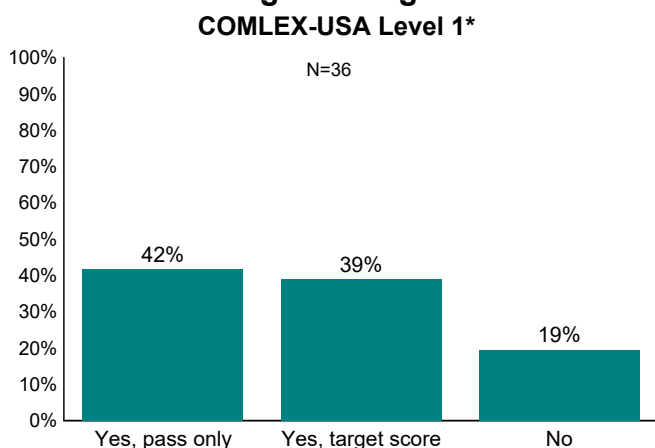
**Neurology**

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

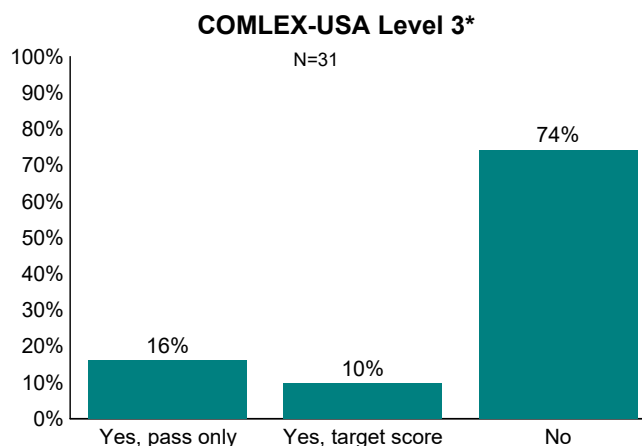
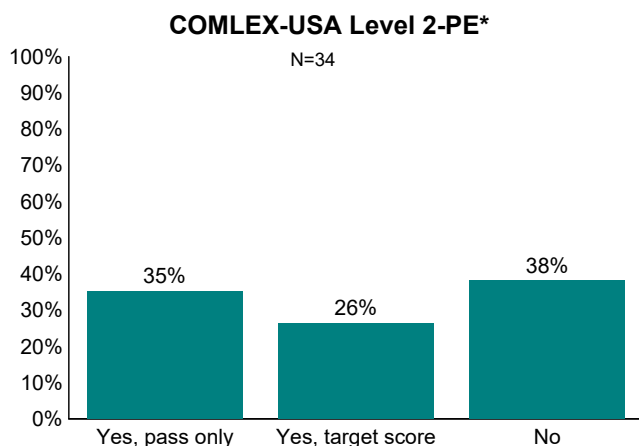
**Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores**



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



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



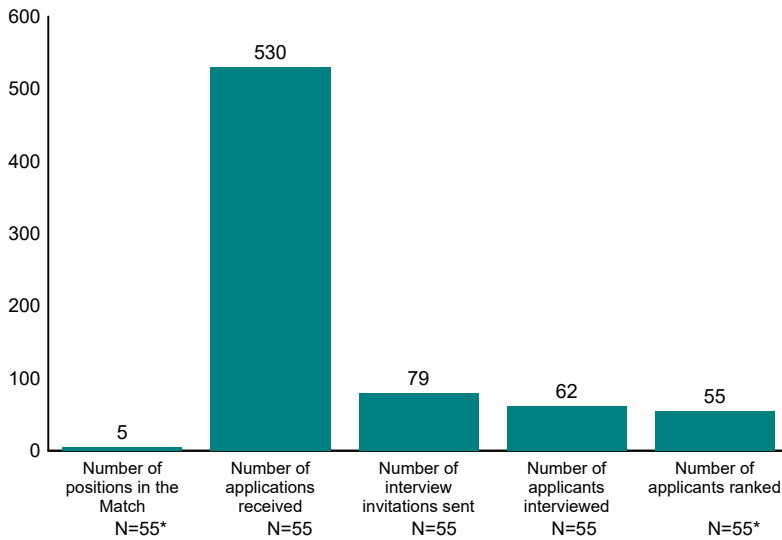
\* Osteopathic applicants only



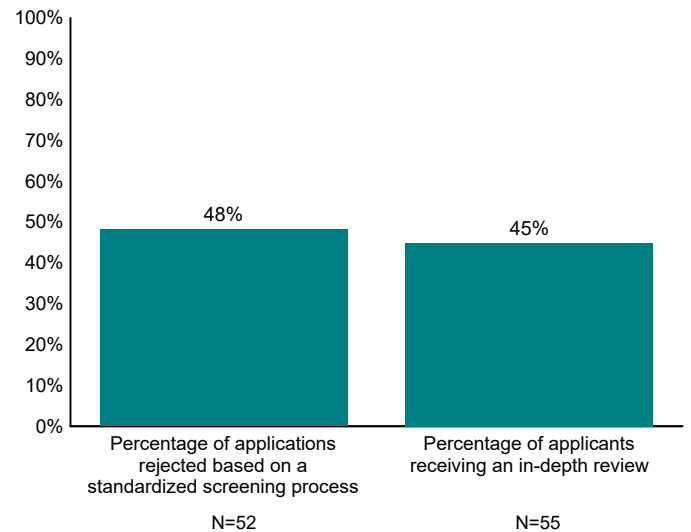
**Figure N-5**

**Neurology  
Program's Interview Activities**

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



**Average Percentage of Applicants Rejected and Reviewed**

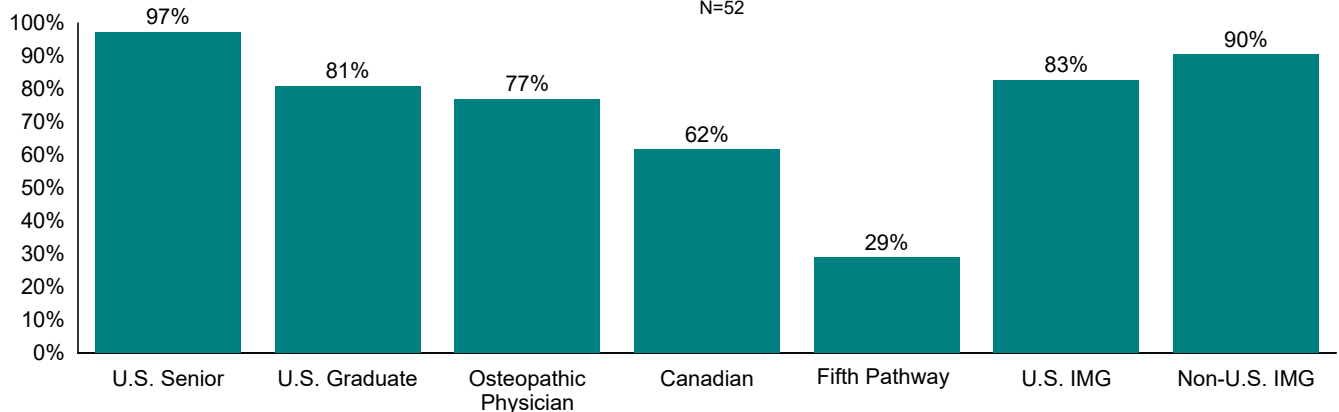


\* Data from the NRMP database. All Responding programs included

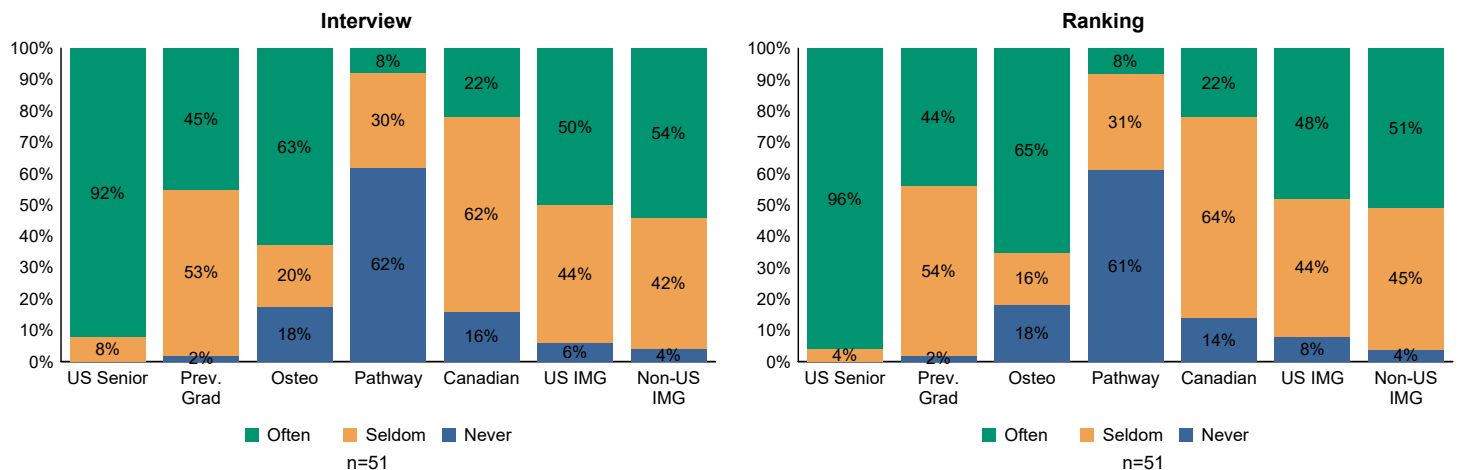
**Percentage of Programs that Typically Interview and Rank Each Applicant Type**

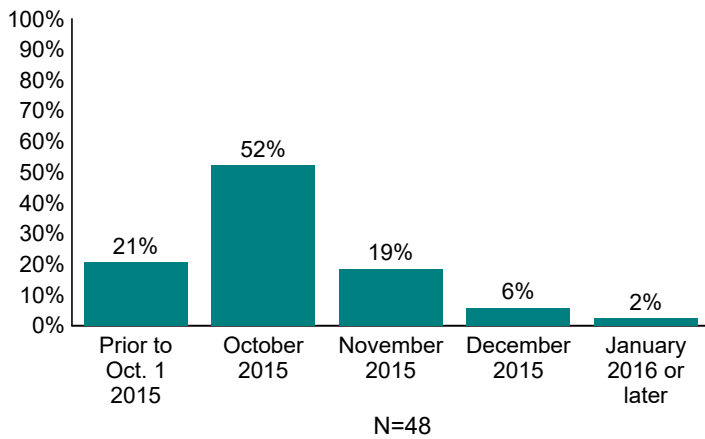
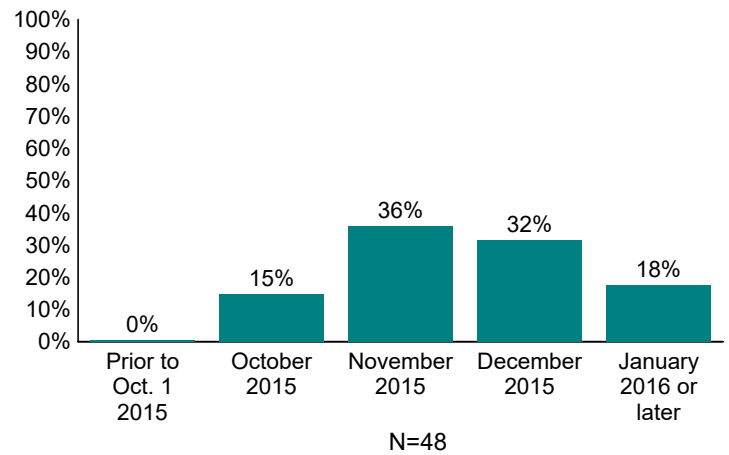
24% of Neurology programs consider all applicant groups

N=52

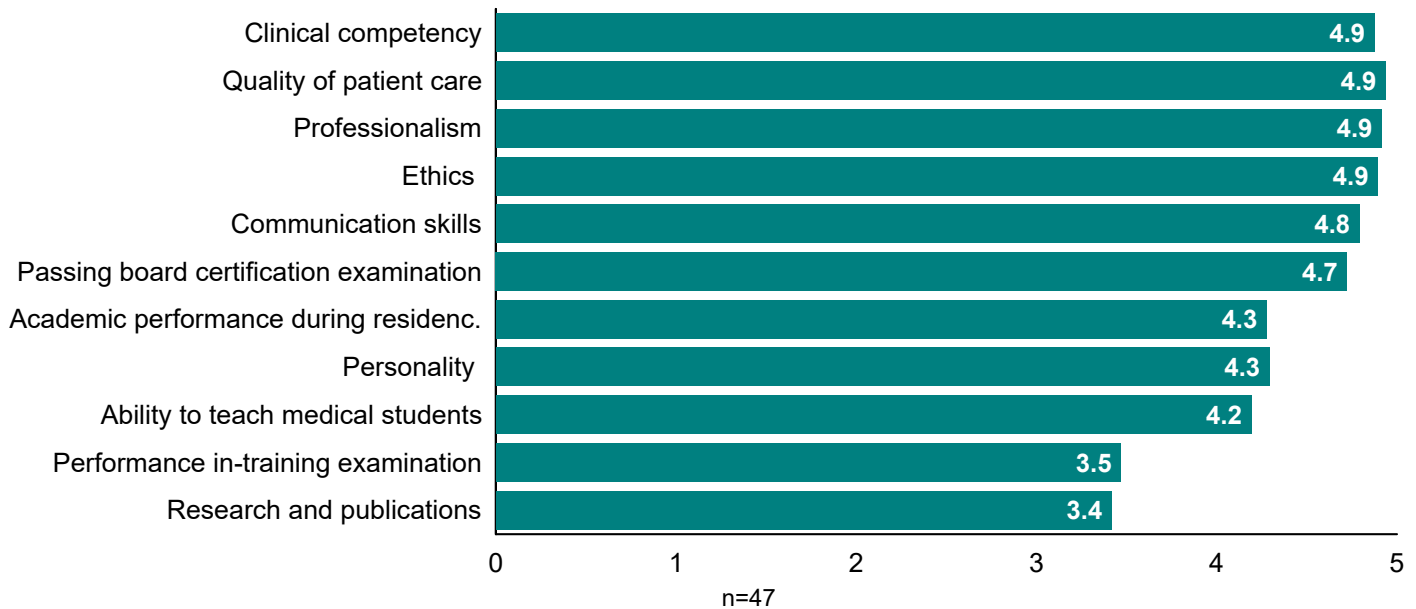


**Frequency of Programs Interviewing and Ranking Candidates**



**Figure N-6****Neurology****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)



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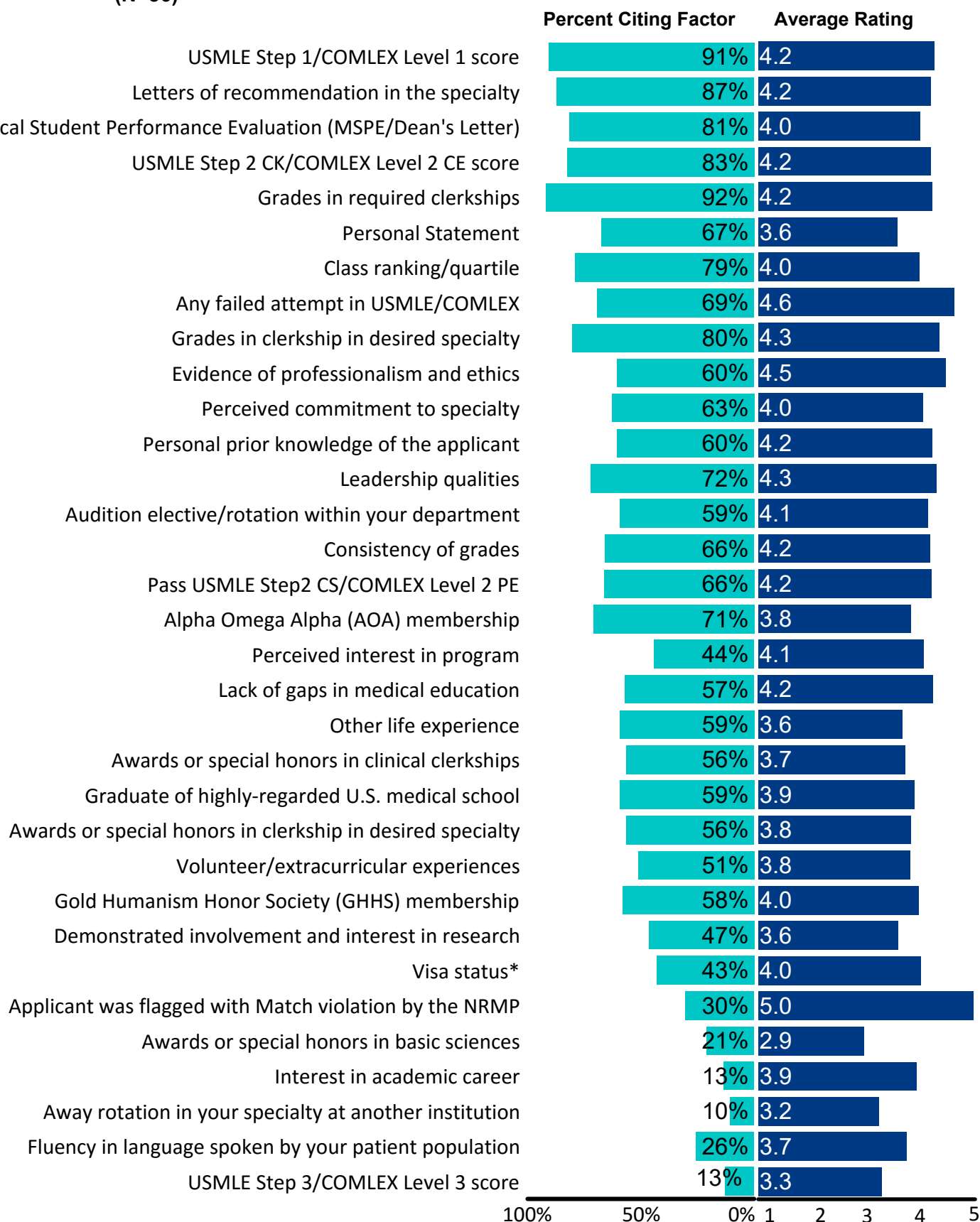
## Obstetrics and Gynecology

(N=95)

**Figure OG-1**

**Obstetrics and Gynecology**

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



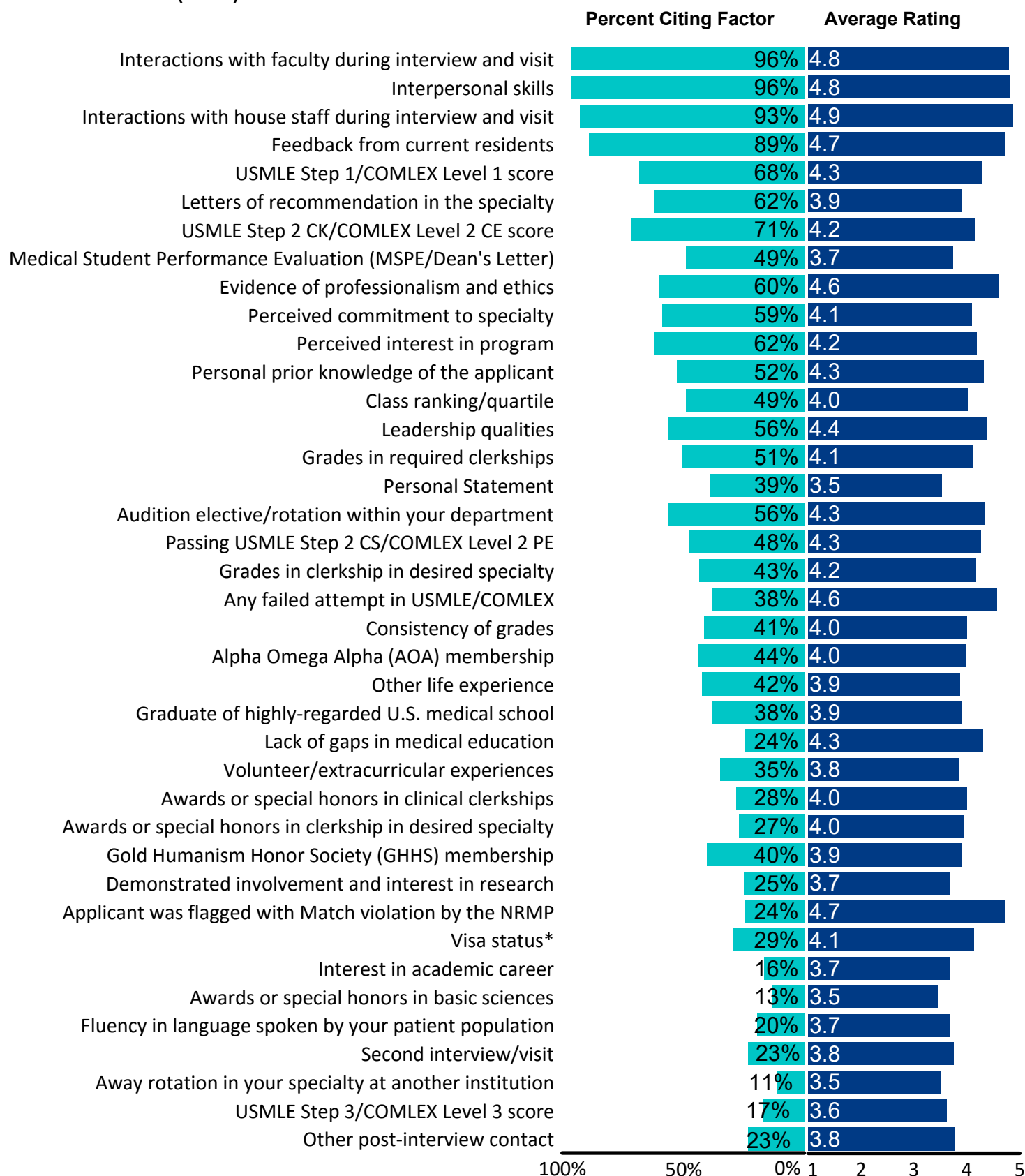
<sup>1</sup> Ratings on a scale from 1 (not at all important) to 5 (very important).

\* International Medical Graduates only

**Figure OG-2**

**Obstetrics and Gynecology**

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



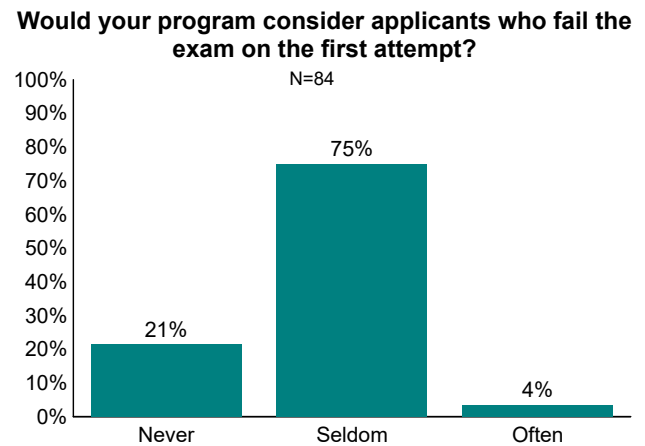
<sup>1</sup> Ratings on a scale from 1 (not at all important) to 5 (very important).

\* International Medical Graduates only

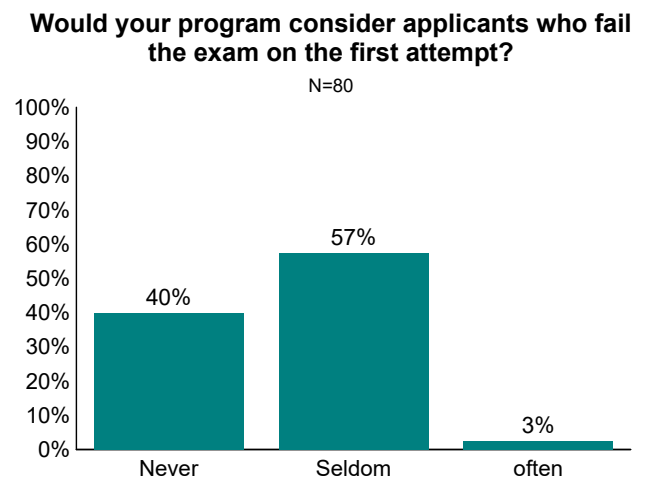
**Figure OG-3**

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

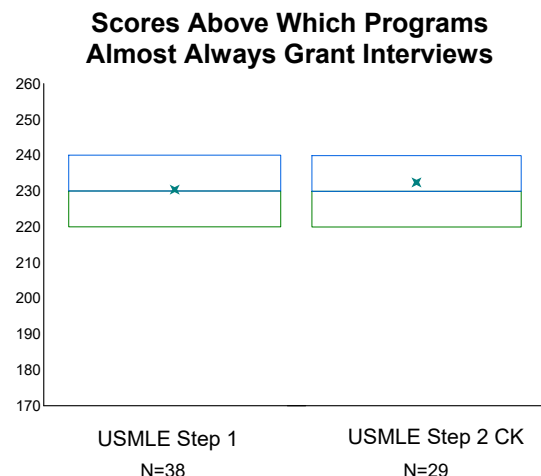
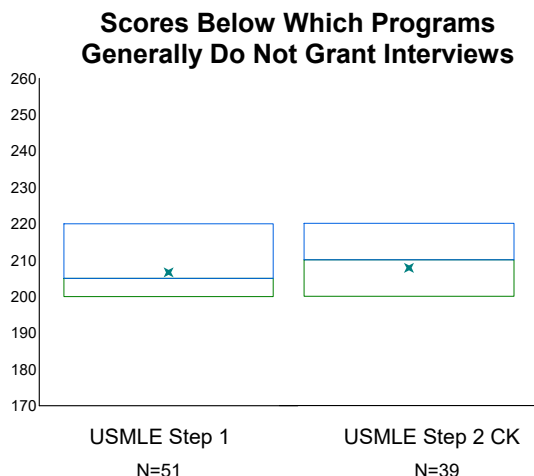
**Percentage of Programs That Use USMLE Step 1 Score**



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



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



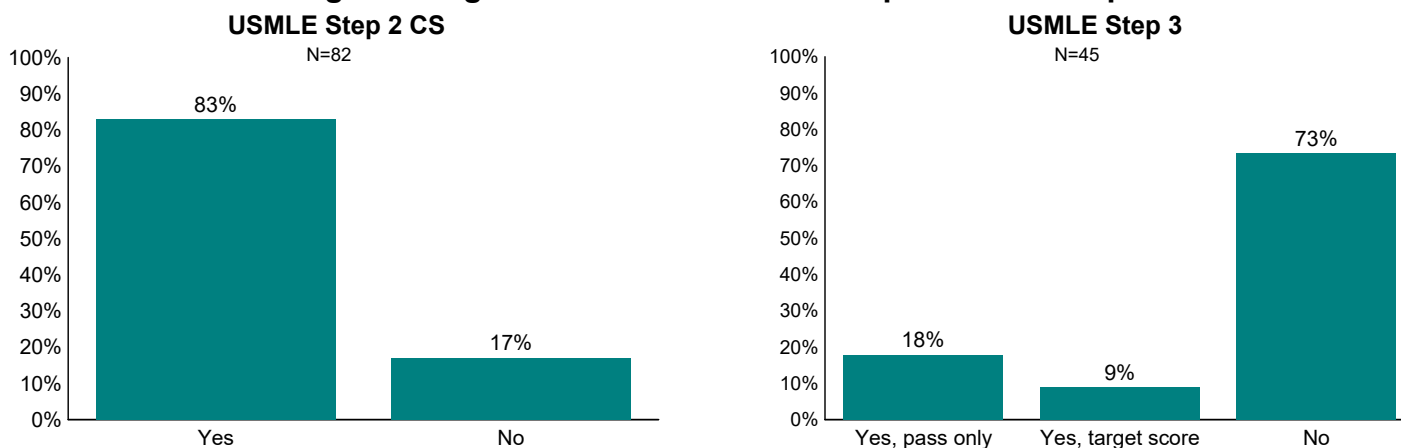
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

**Figure OG-4**

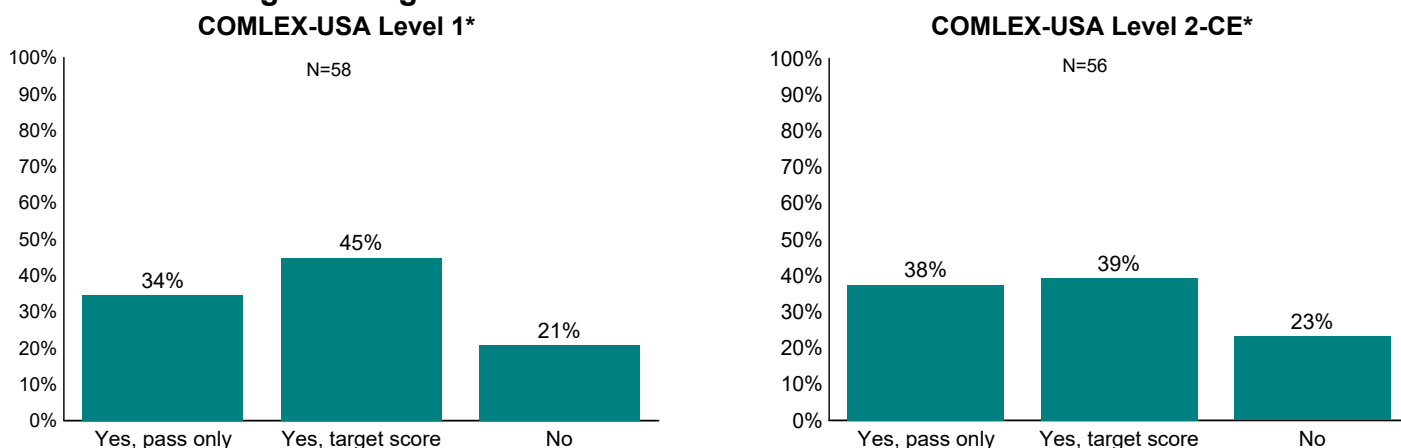
**Obstetrics and Gynecology**

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

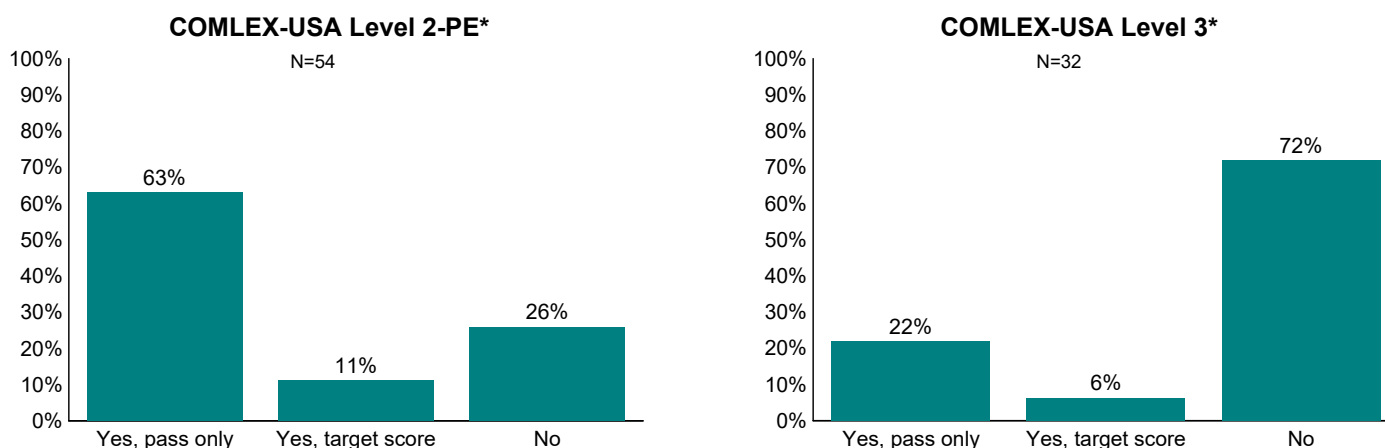
**Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores**



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



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

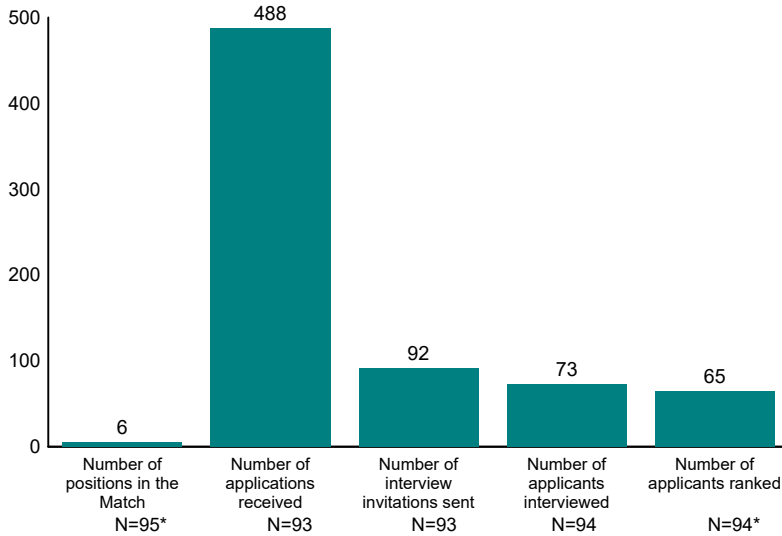


\* Osteopathic applicants only

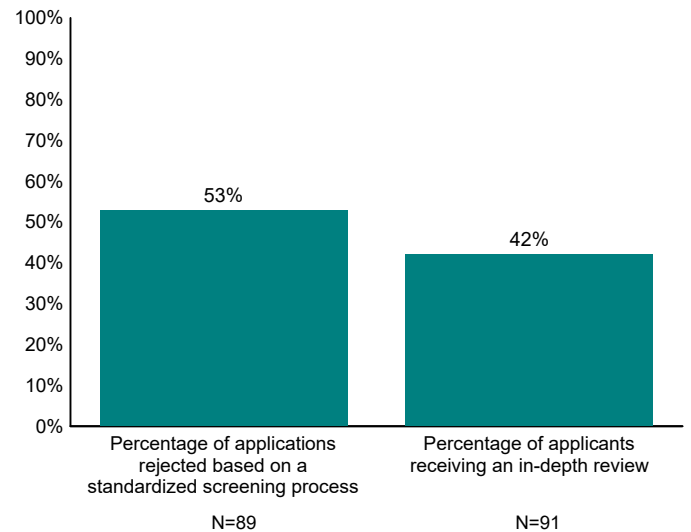
**Figure OG-5**

**Obstetrics and Gynecology  
Program's Interview Activities**

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



**Average Percentage of Applicants Rejected and Reviewed**

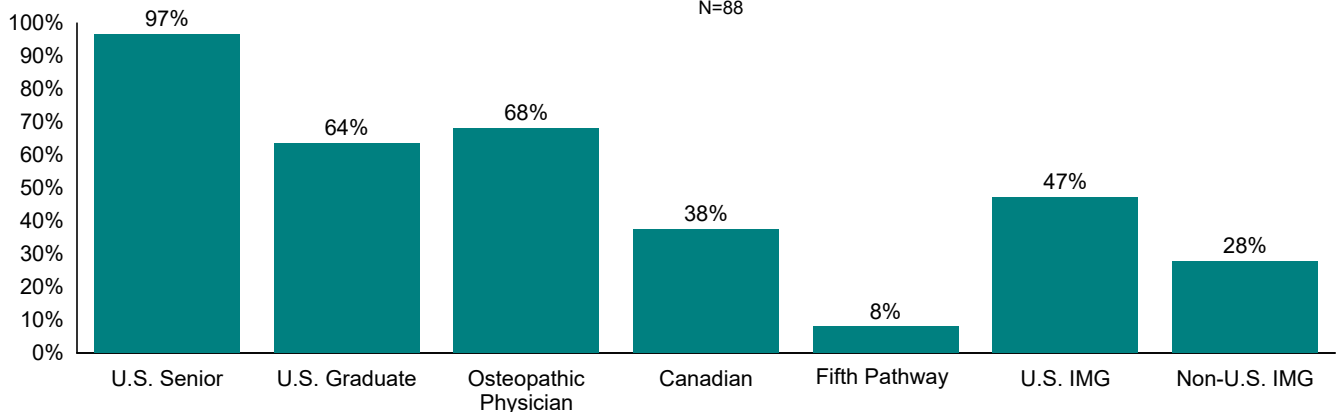


\* Data from the NRMP database. All Responding programs included

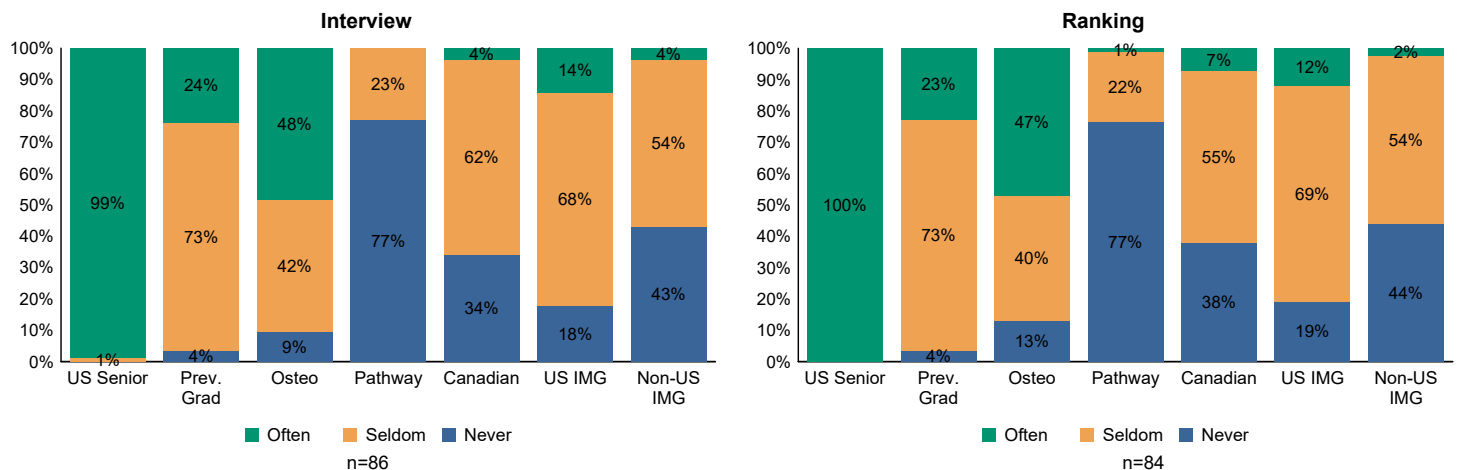
**Percentage of Programs that Typically Interview and Rank Each Applicant Type**

7% of Obstetrics and Gynecology programs consider all applicant groups

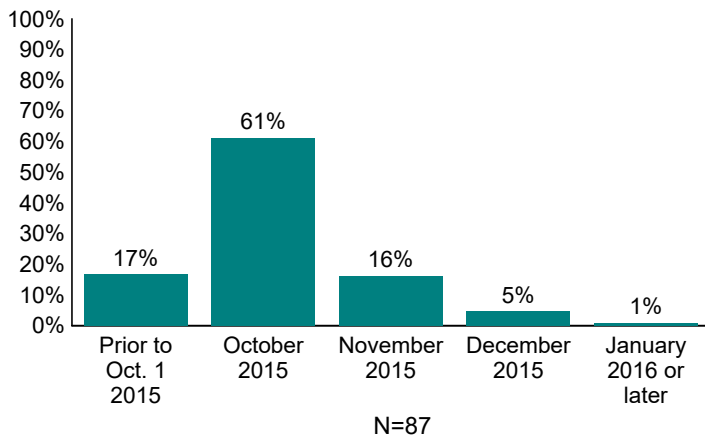
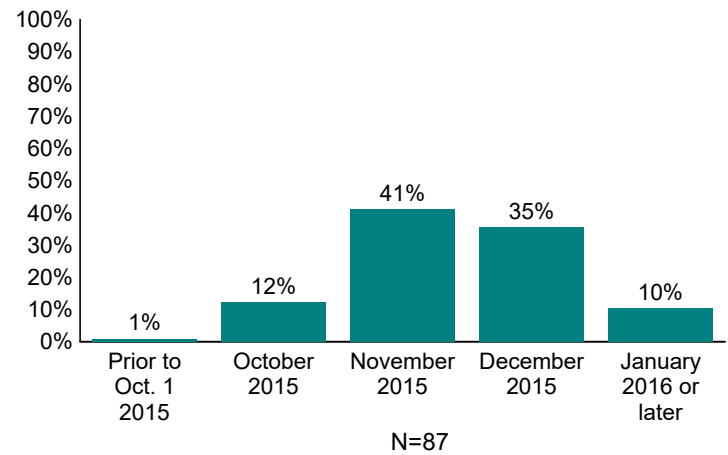
N=88



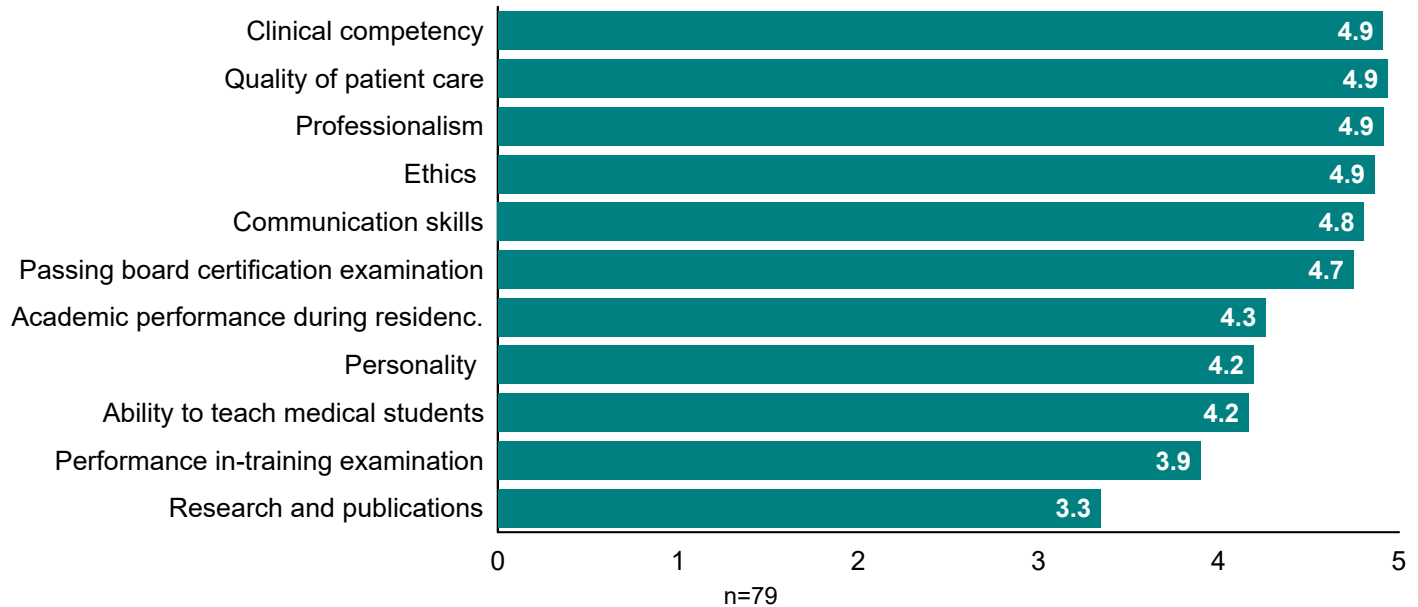
**Frequency of Programs Interviewing and Ranking Candidates**





**Figure OG-6****Obstetrics and Gynecology  
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)



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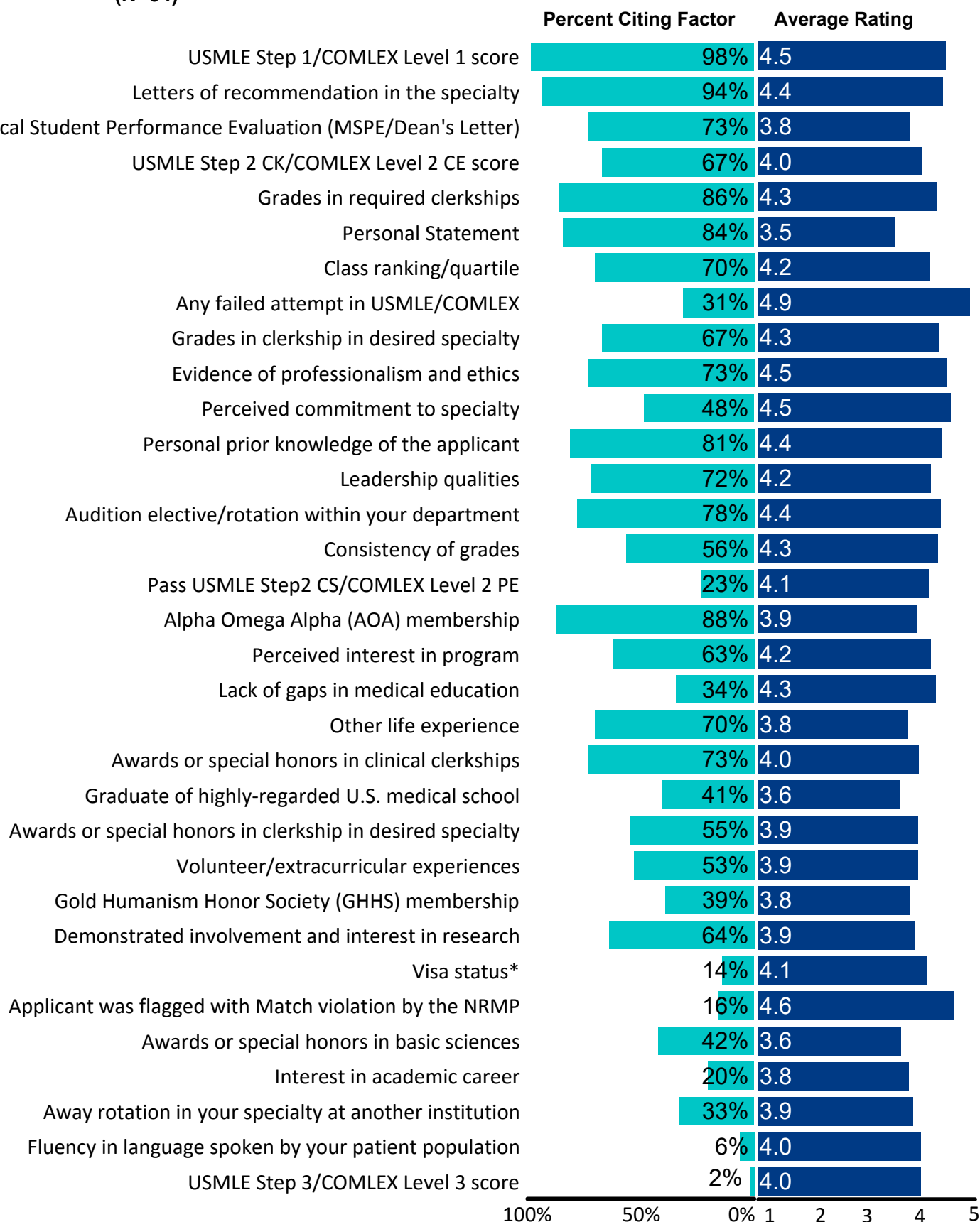
## Orthopaedic Surgery

(N=66)

**Figure OS-1**

**Orthopaedic Surgery**

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



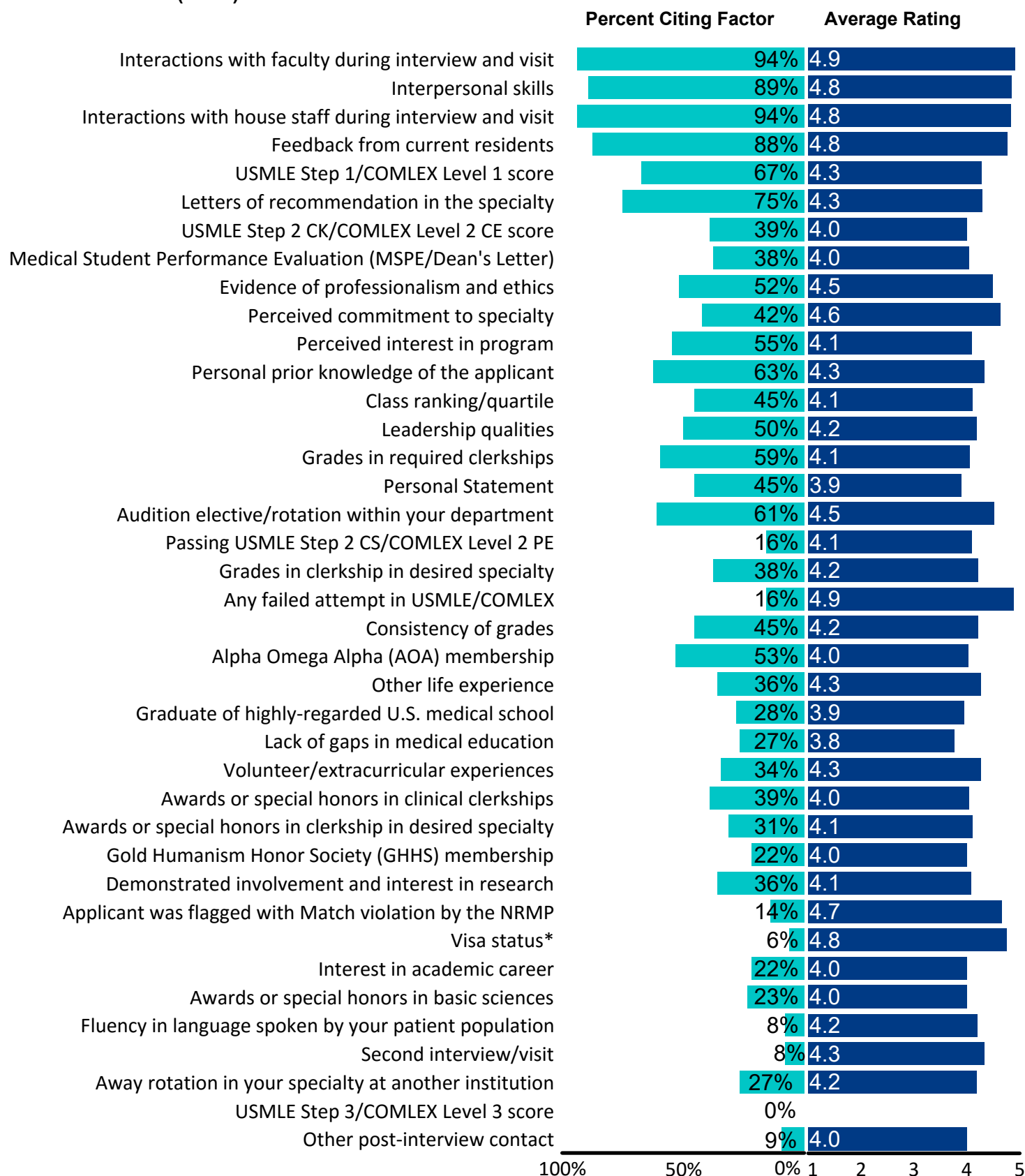
<sup>1</sup> Ratings on a scale from 1 (not at all important) to 5 (very important).

\* International Medical Graduates only

**Figure OS-2**

**Orthopaedic Surgery**

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



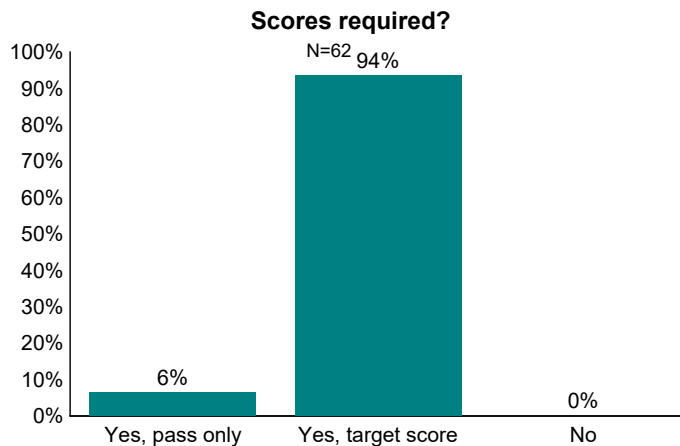
<sup>1</sup> Ratings on a scale from 1 (not at all important) to 5 (very important).

\* International Medical Graduates only

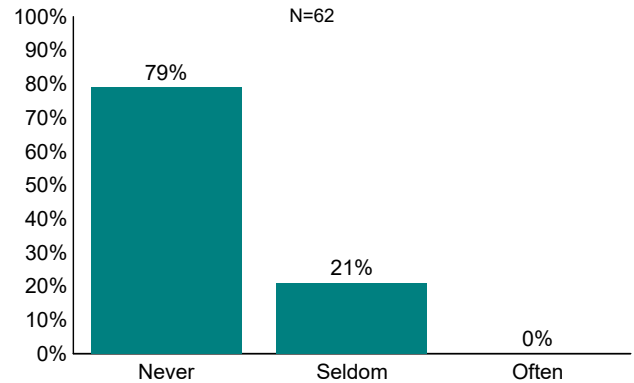
**Figure OS-3**

**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 Score**



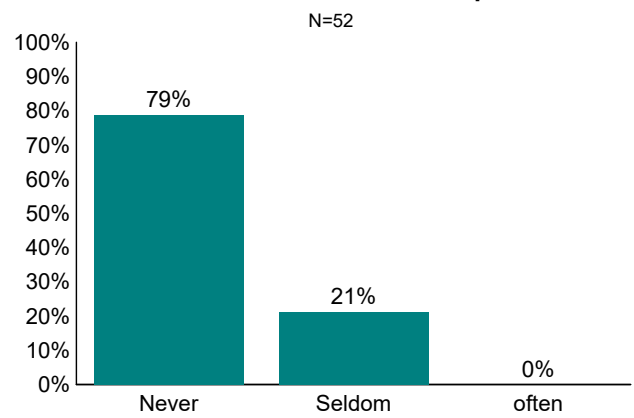
**Would your program consider applicants who fail the exam on the first attempt?**  
N=62



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

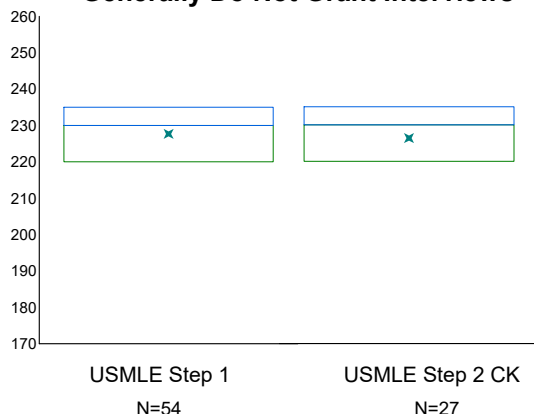


**Would your program consider applicants who fail the exam on the first attempt?**  
N=52

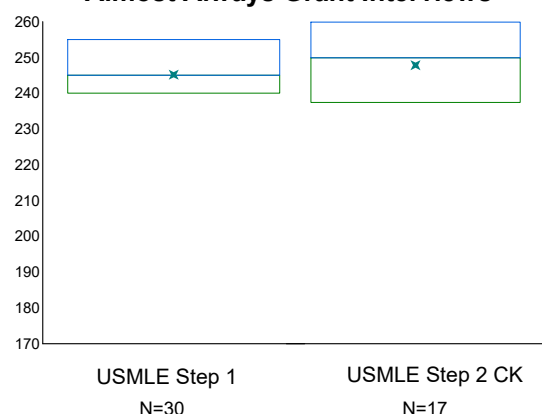


**Average USMLE Step 1 and Step 2 CK Scores Programs  
Consider When Granting Interviews**

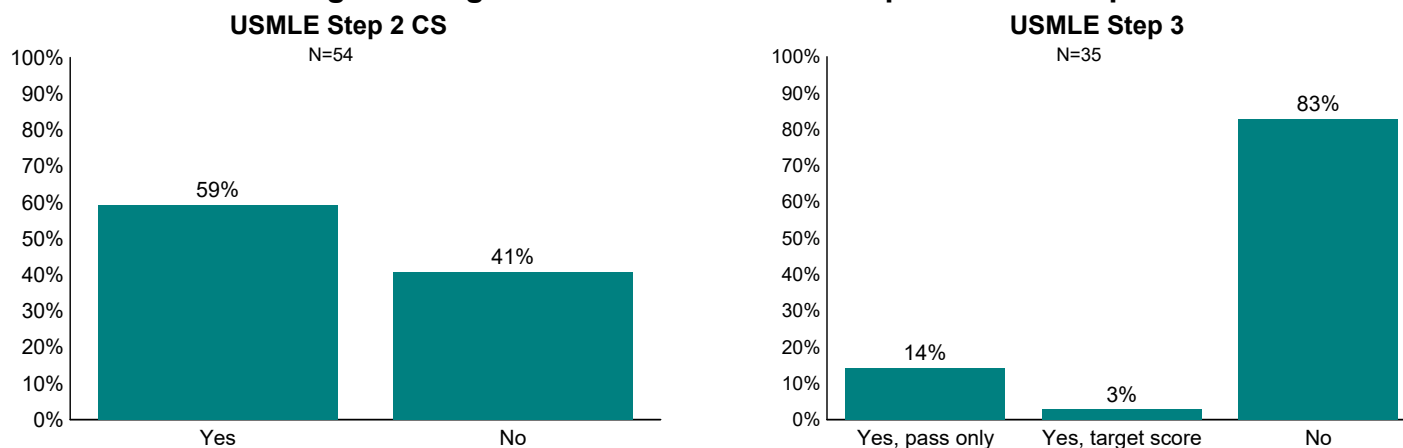
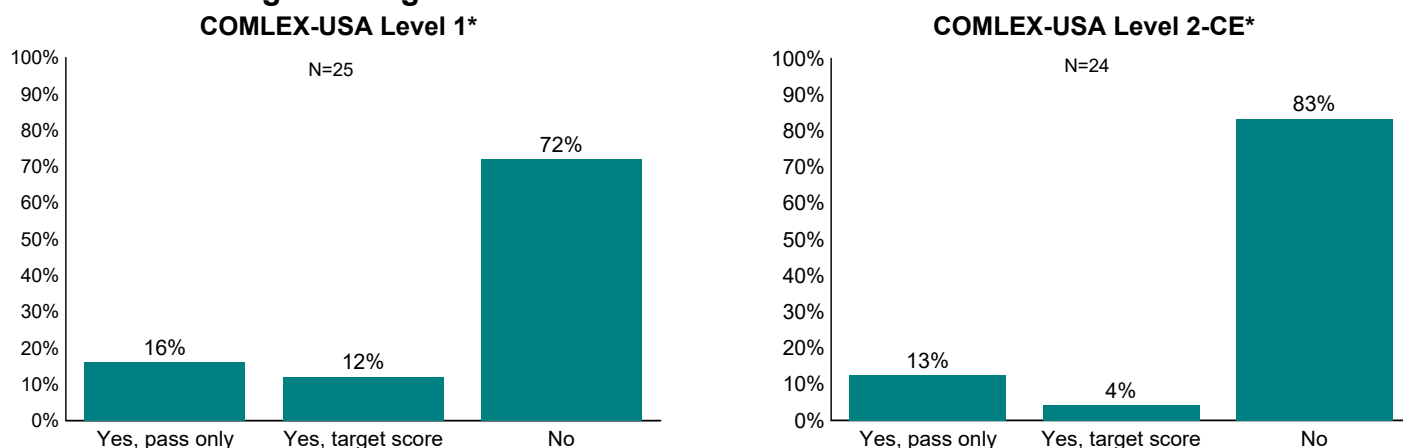
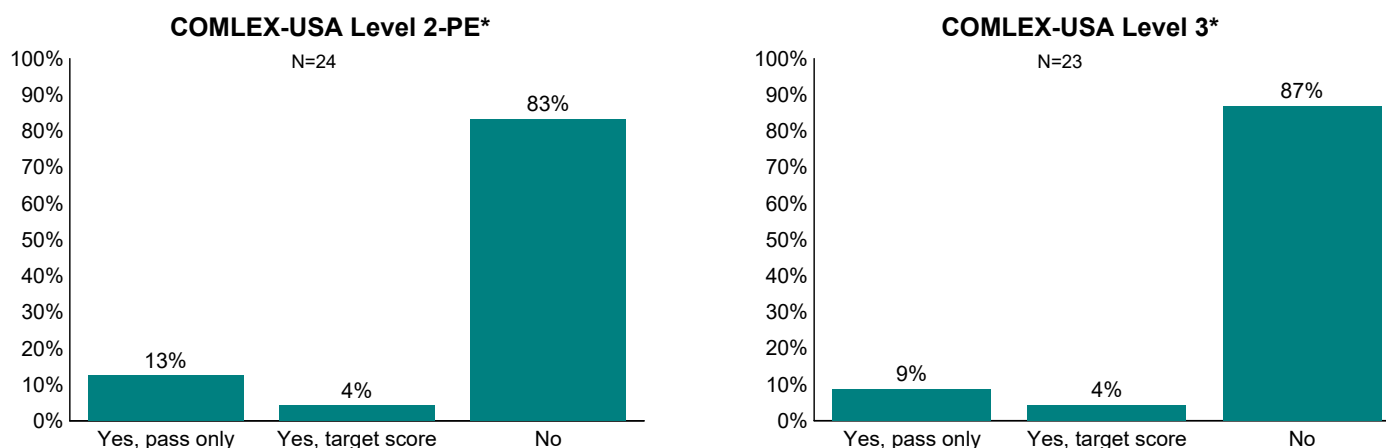
**Scores Below Which Programs  
Generally Do Not Grant Interviews**



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



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

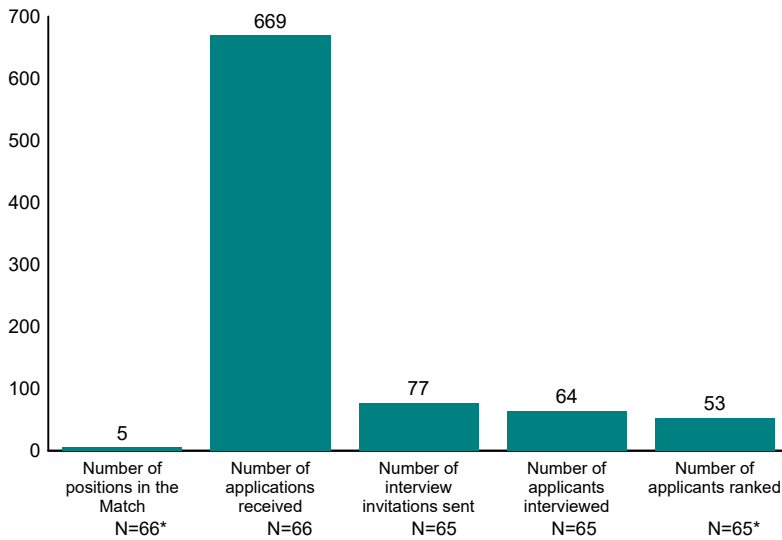
**Figure OS-4****Orthopaedic Surgery****Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores\* When Considering Which Applicants to Interview****Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores****Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores****Percentage of Programs That Use COMLEX-USA Level 2-PE and Level 3 Scores**

\* Osteopathic applicants only

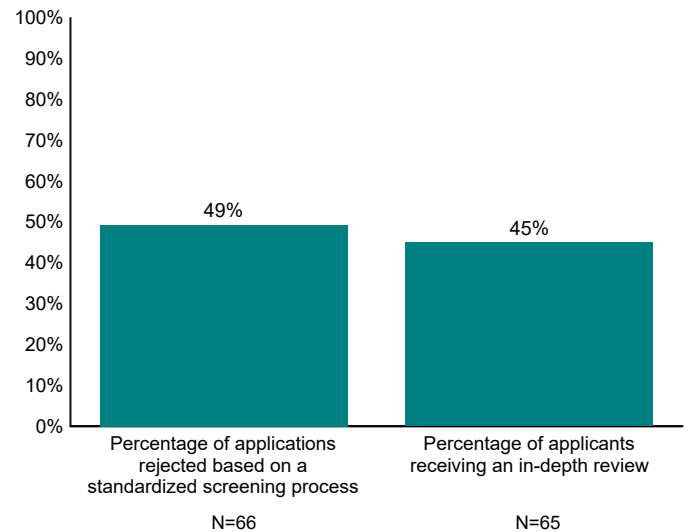
**Figure OS-5**

## Orthopaedic Surgery Program's Interview Activities

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



**Average Percentage of Applicants Rejected and Reviewed**

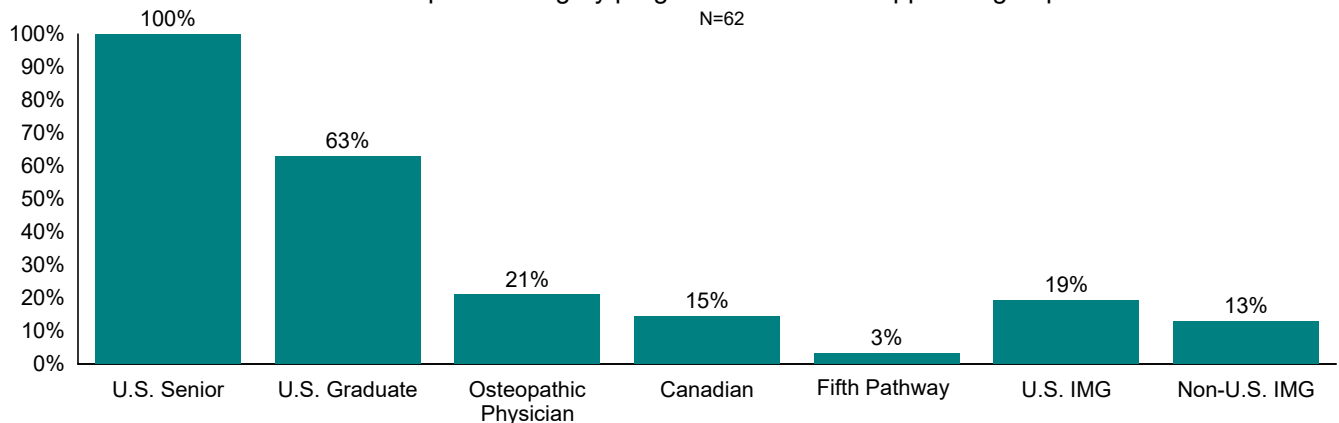


\* Data from the NRMP database. All Responding programs included

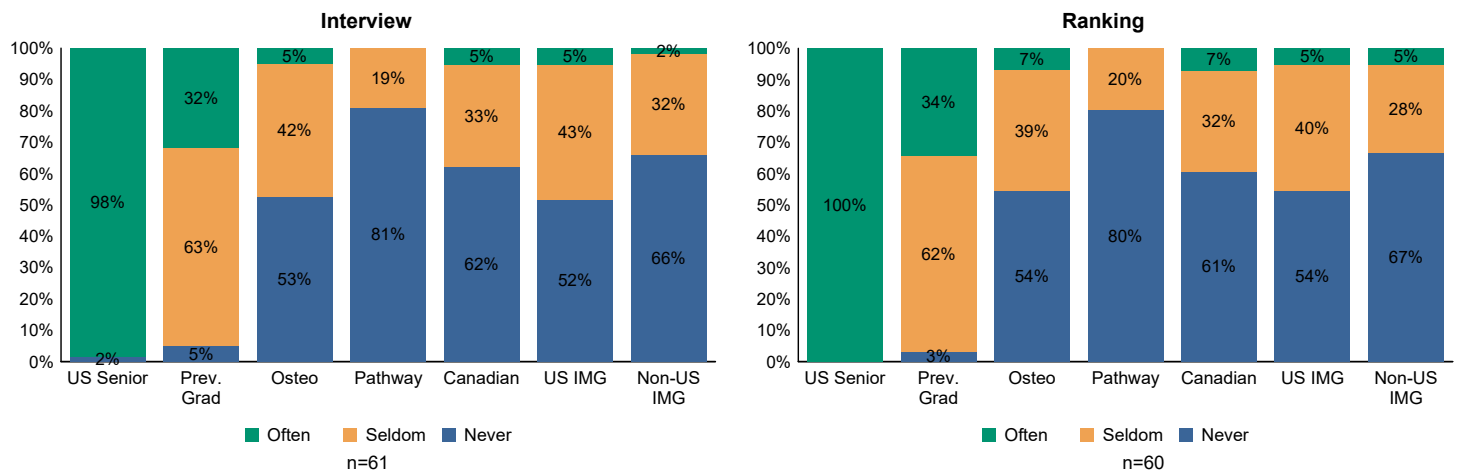
**Percentage of Programs that Typically Interview and Rank Each Applicant Type**

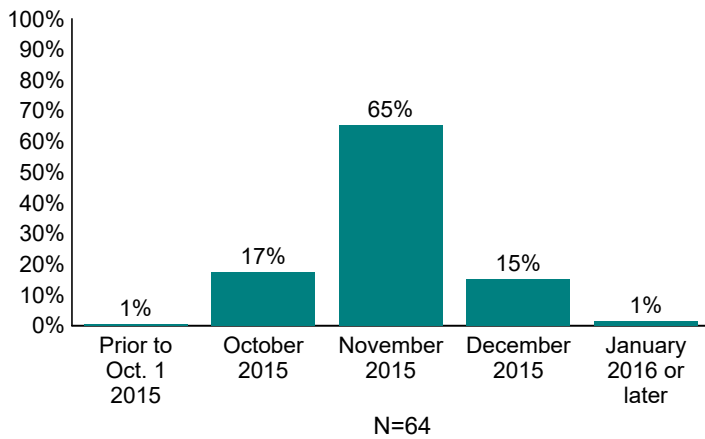
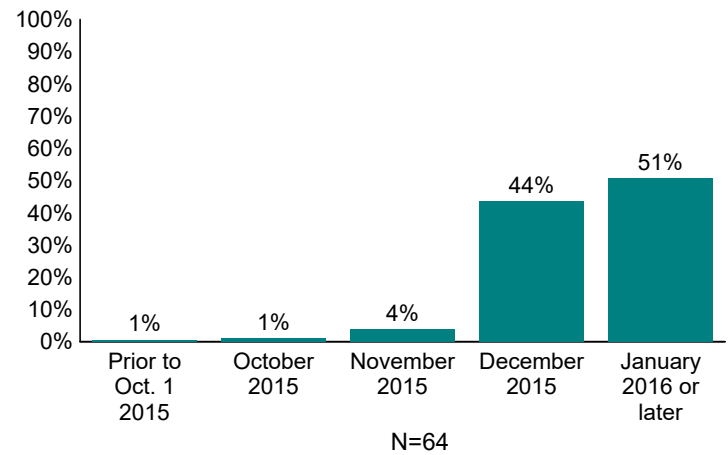
3% of Orthopaedic Surgery programs consider all applicant groups

N=62

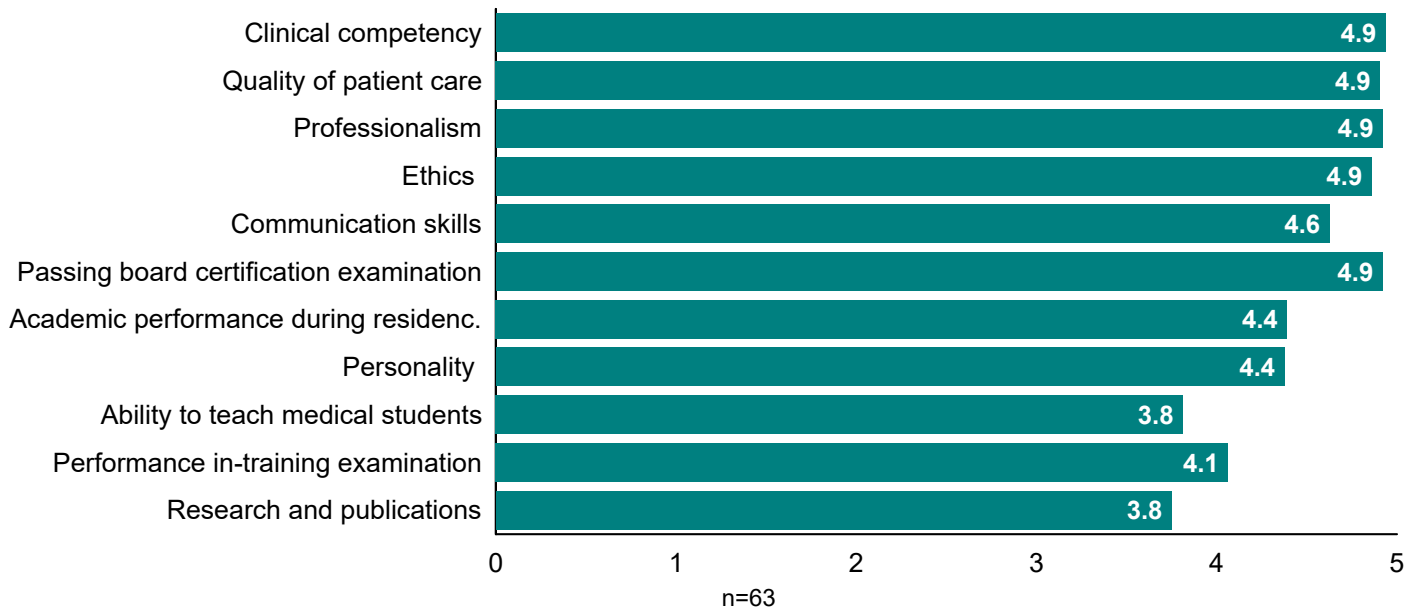


**Frequency of Programs Interviewing and Ranking Candidates**



**Figure OS-6****Orthopaedic Surgery  
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)





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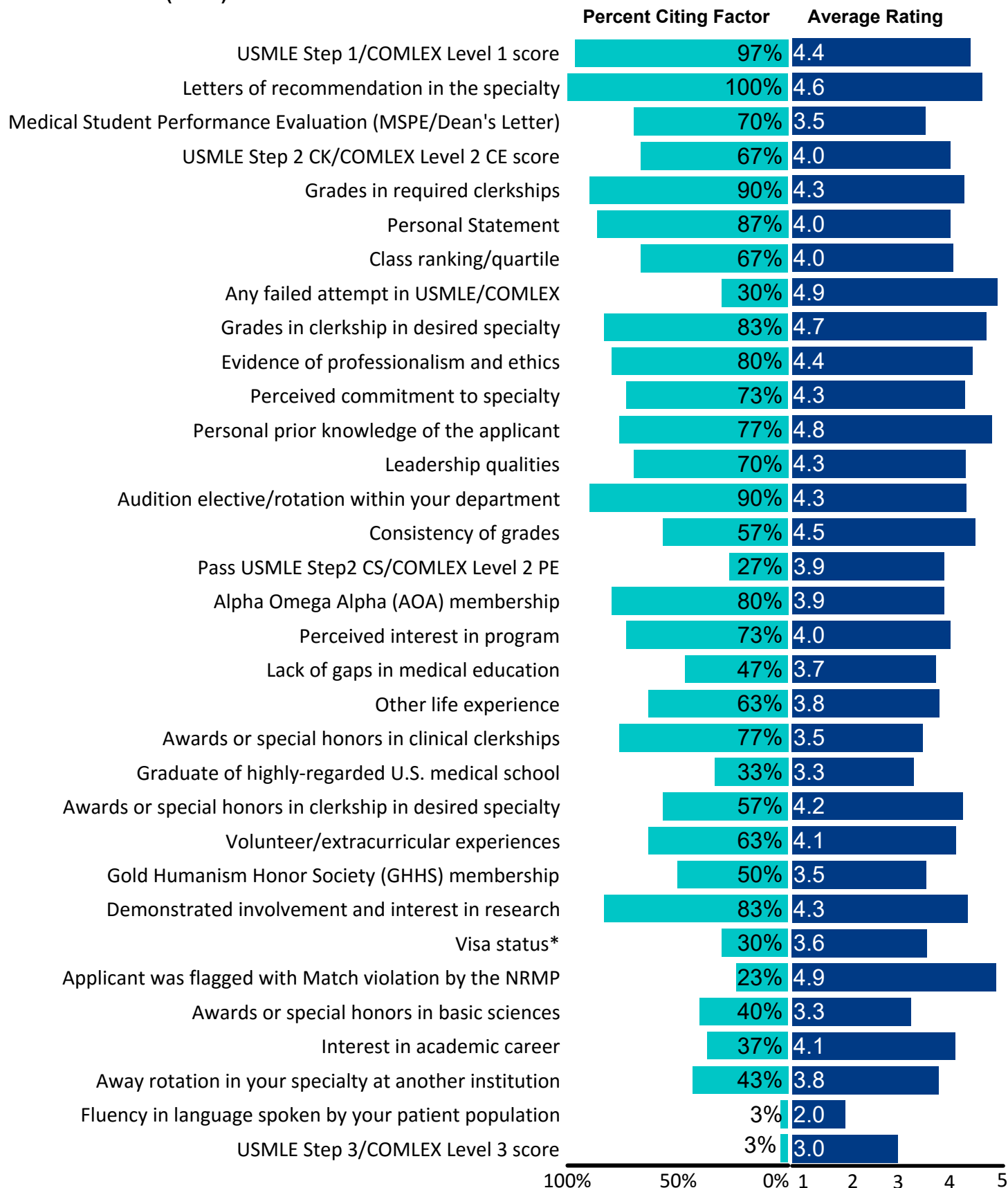
## Otolaryngology

(N=31)

**Figure O-1**

**Otolaryngology**

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

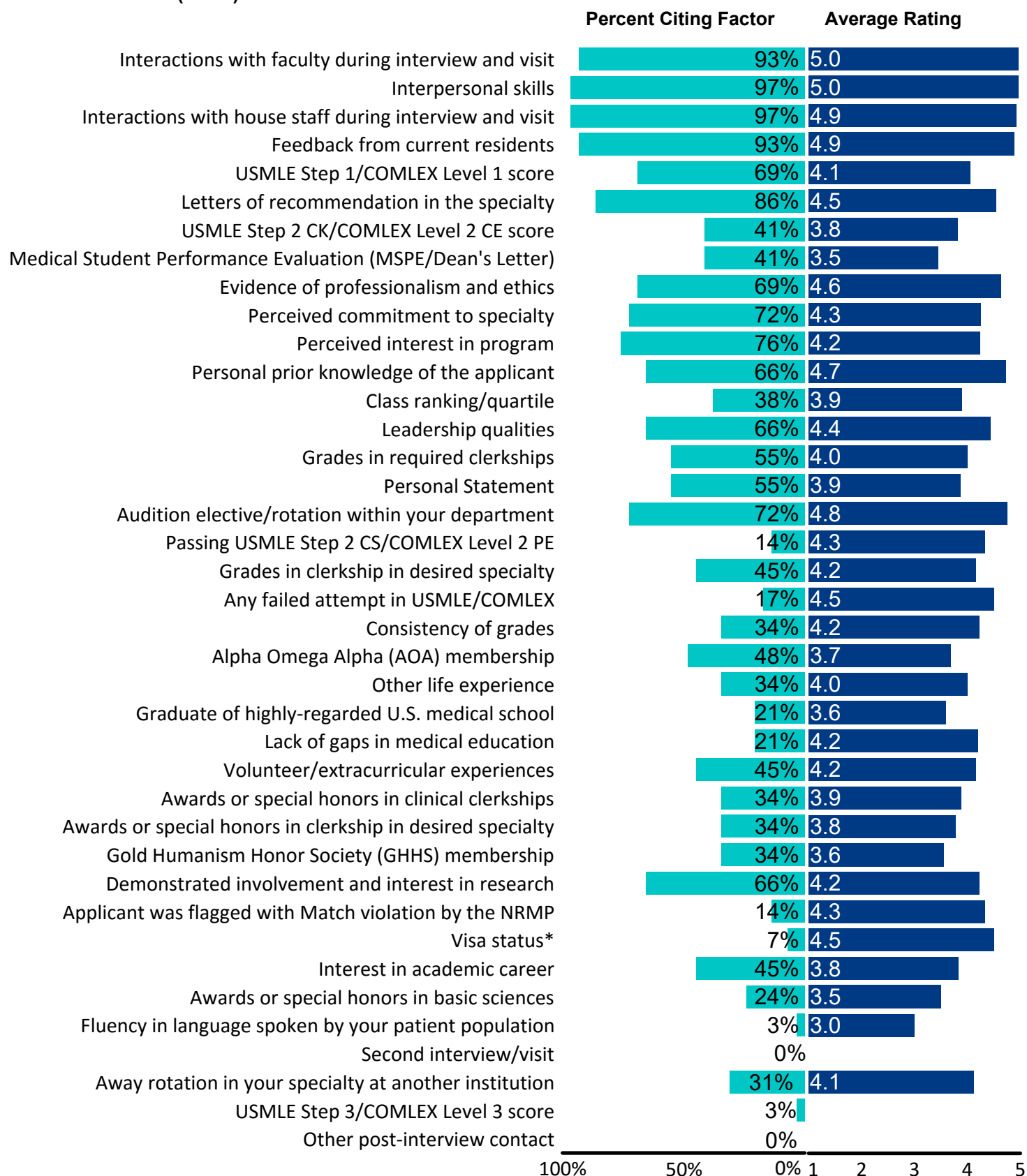


<sup>1</sup> Ratings on a scale from 1 (not at all important) to 5 (very important).

\* International Medical Graduates only

**Figure O-2**

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



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

\* International Medical Graduates only

**Figure O-3**

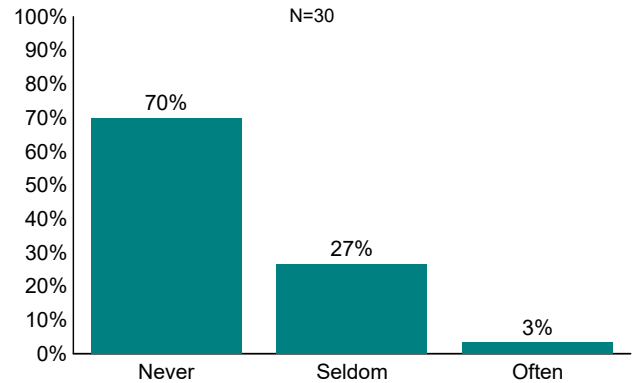
**Otolaryngology**

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

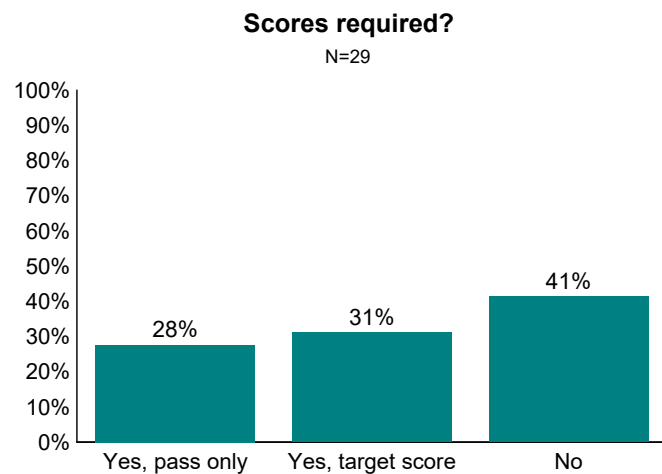
**Percentage of Programs That Use USMLE Step 1 Score**



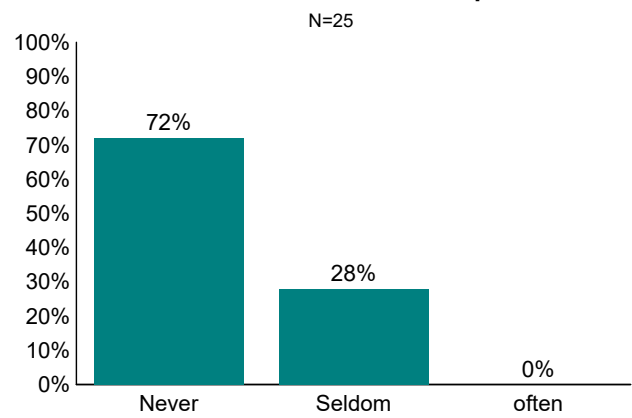
**Would your program consider applicants who fail the exam on the first attempt?**  
N=30



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

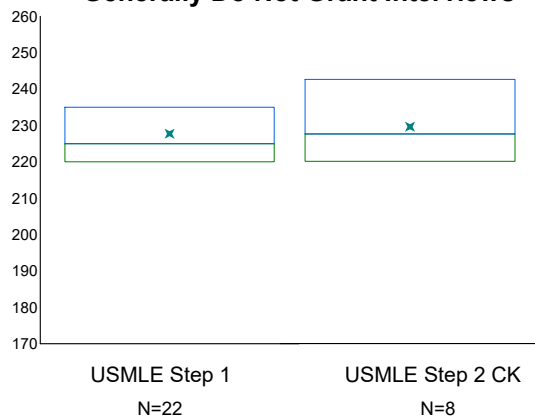


**Would your program consider applicants who fail the exam on the first attempt?**  
N=25

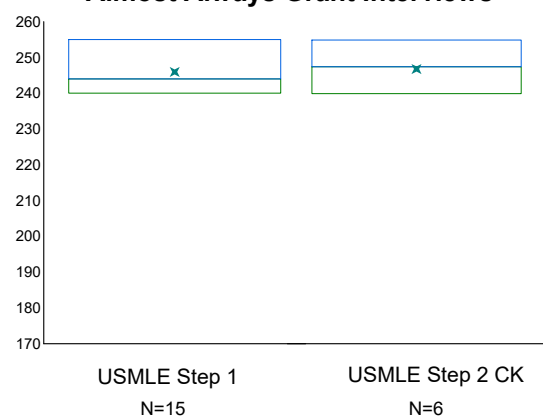


**Average USMLE Step 1 and Step 2 CK Scores Programs Consider When Granting Interviews**

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



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



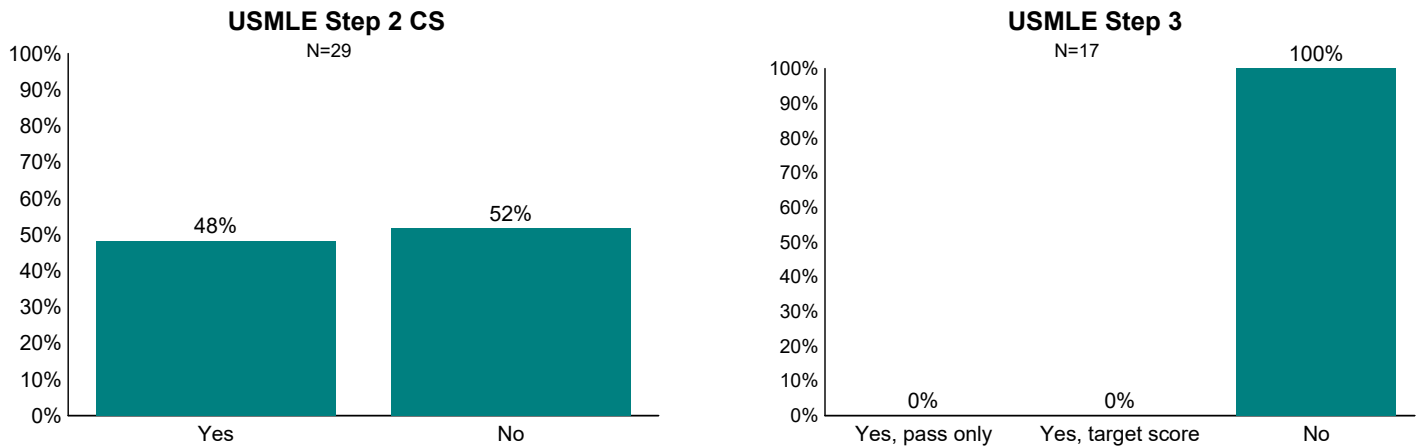
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

**Figure O-4**

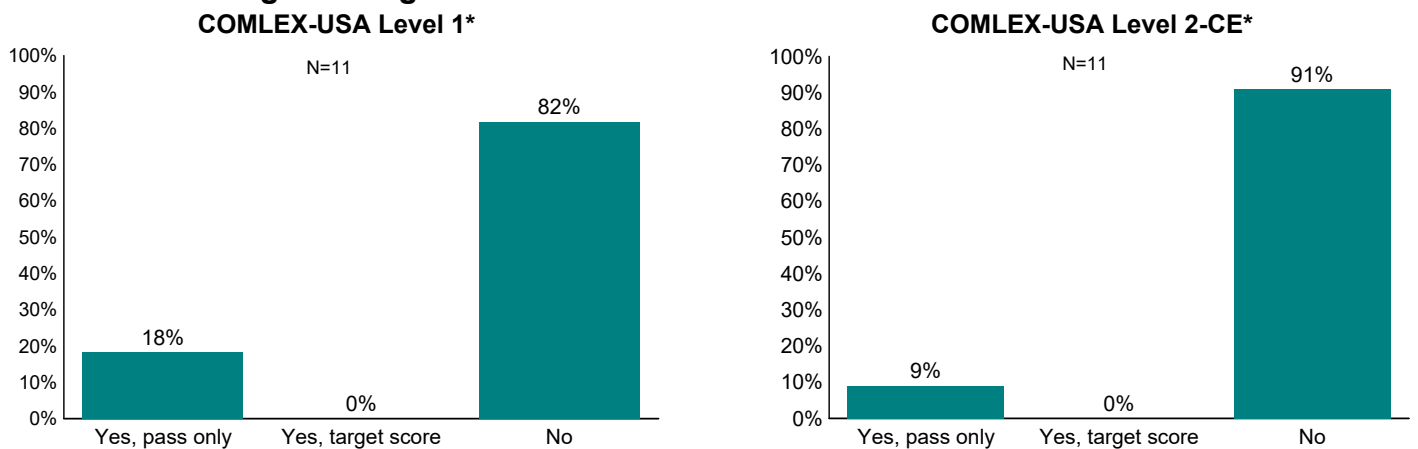
**Otolaryngology**

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

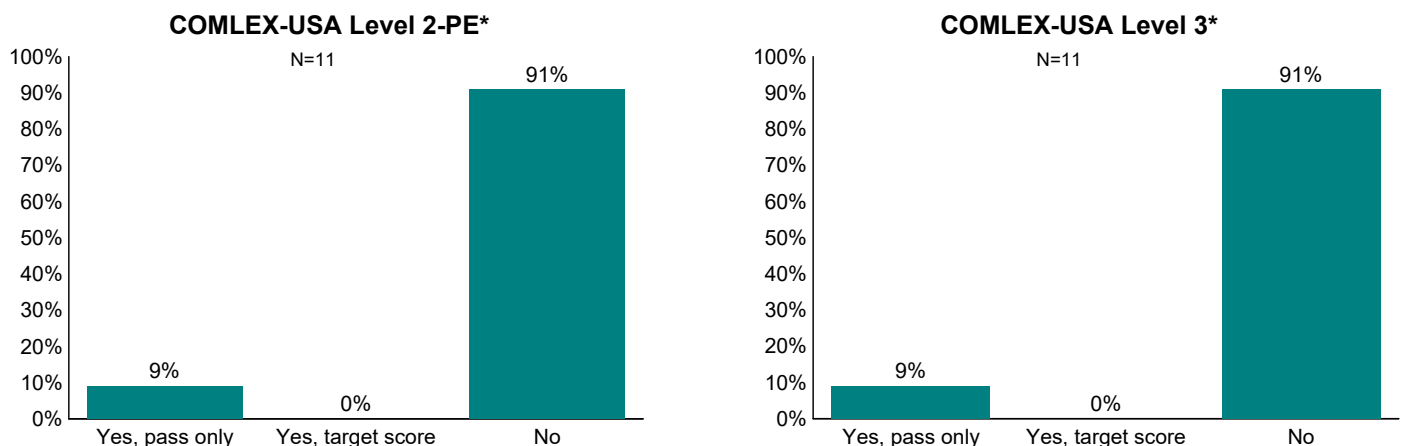
**Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores**



**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**

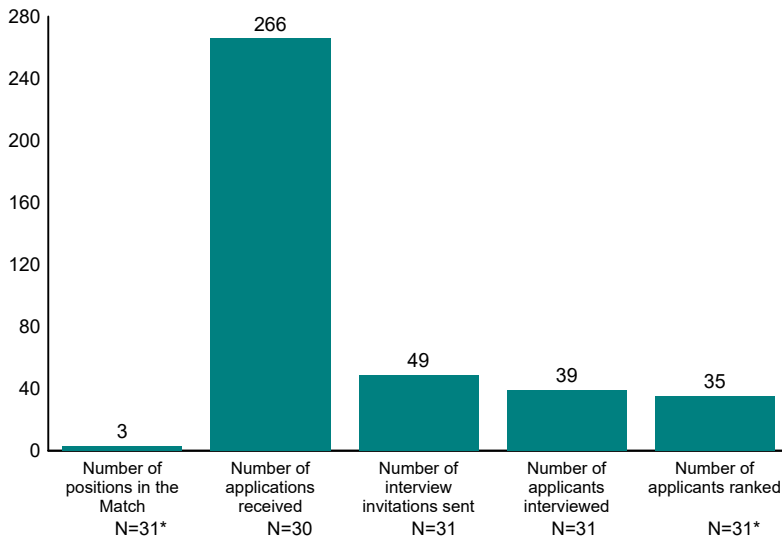


\* Osteopathic applicants only

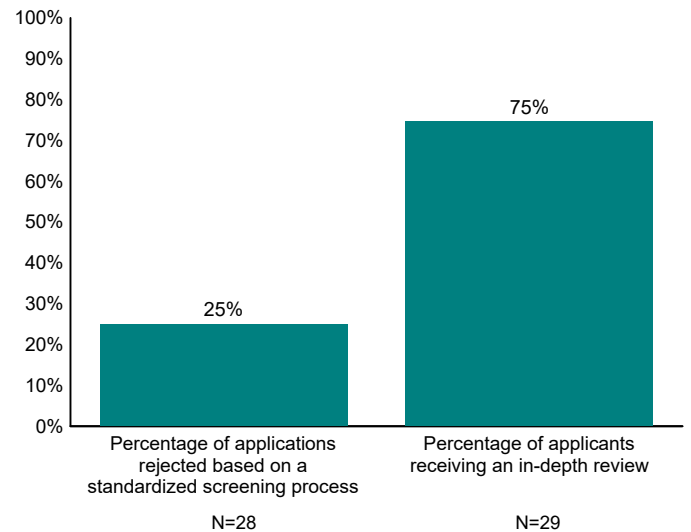
**Figure O-5**

## Otolaryngology Program's Interview Activities

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



**Average Percentage of Applicants Rejected and Reviewed**

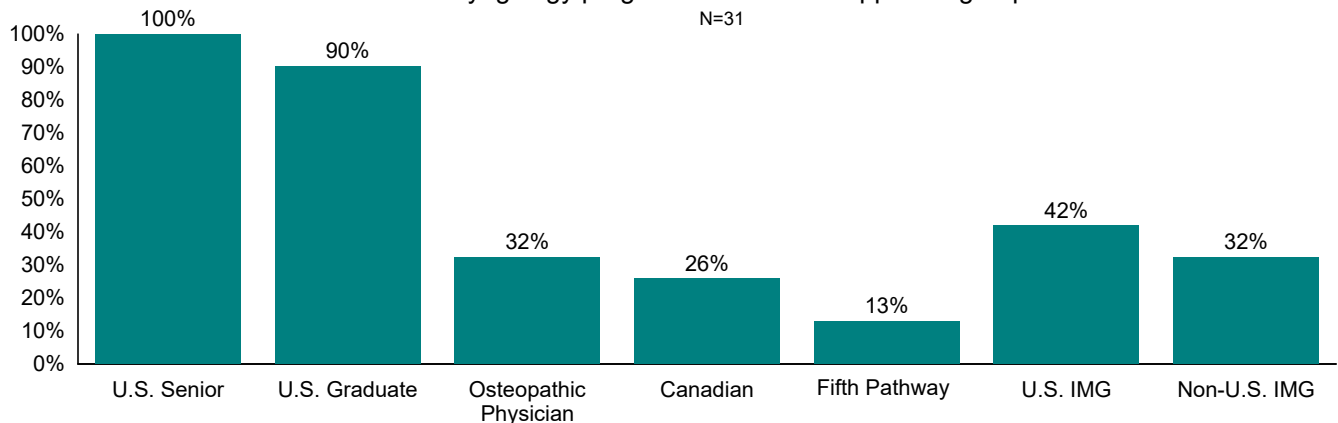


\* Data from the NRMP database. All Responding programs included

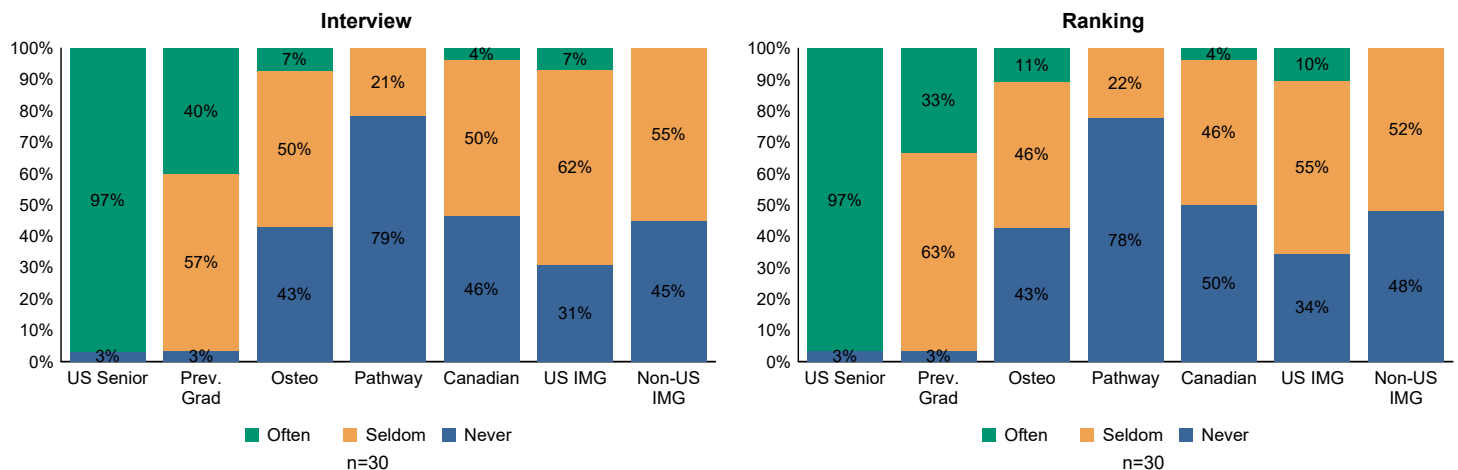
**Percentage of Programs that Typically Interview and Rank Each Applicant Type**

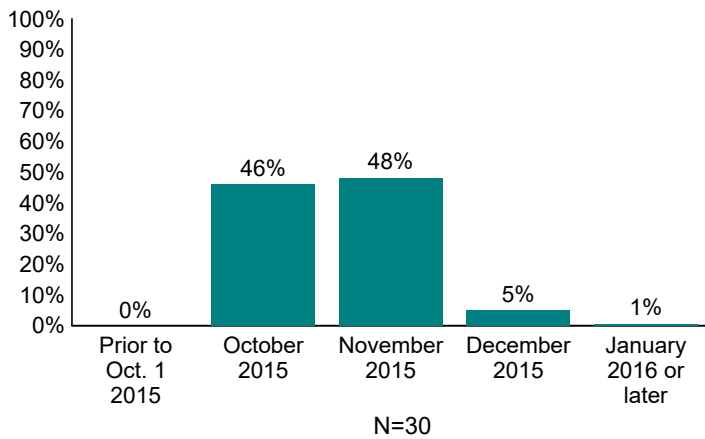
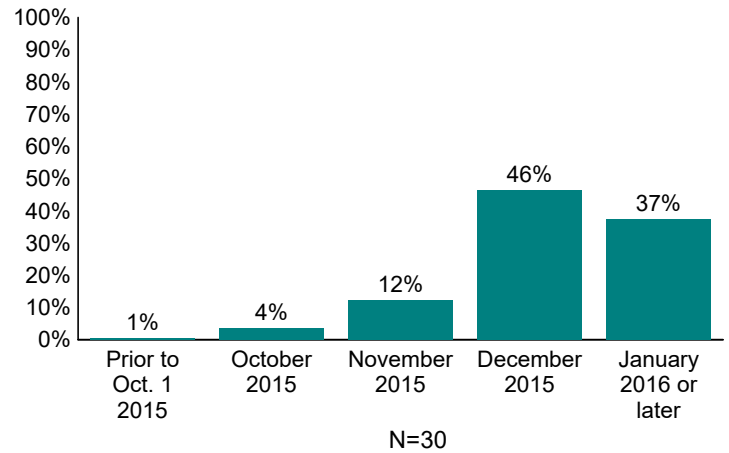
6% of Otolaryngology programs consider all applicant groups

N=31

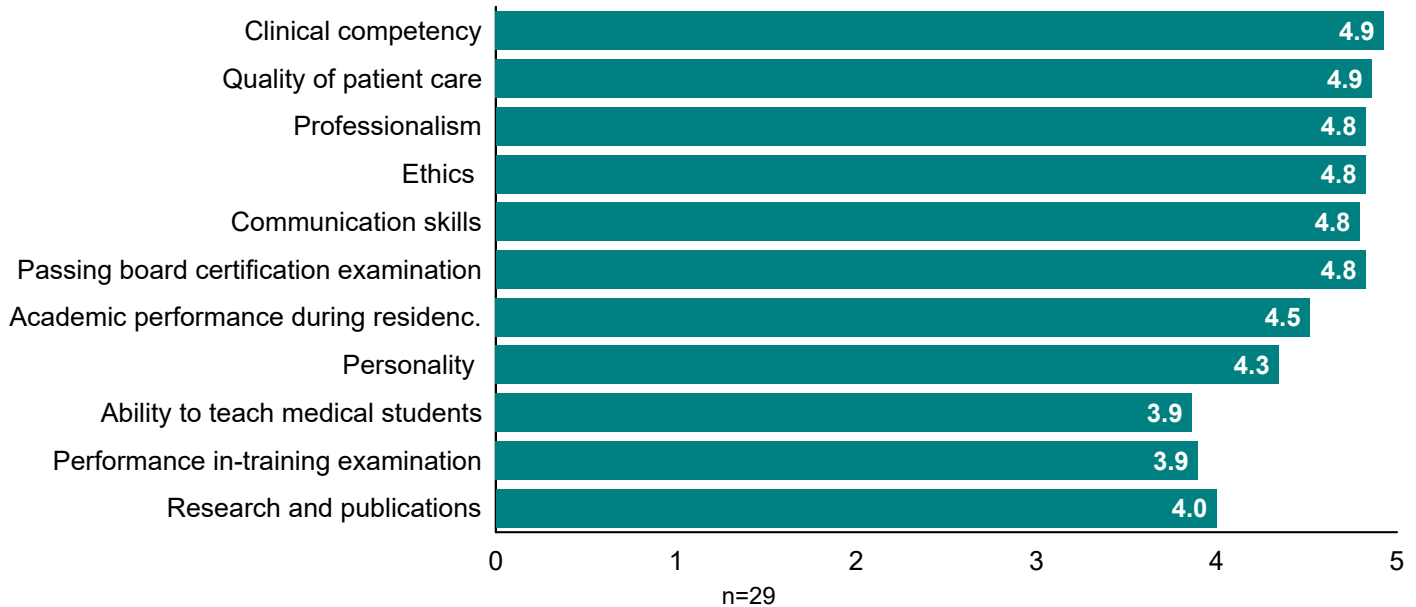


**Frequency of Programs Interviewing and Ranking Candidates**




**Figure O-6****Otolaryngology  
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)



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## Pathology

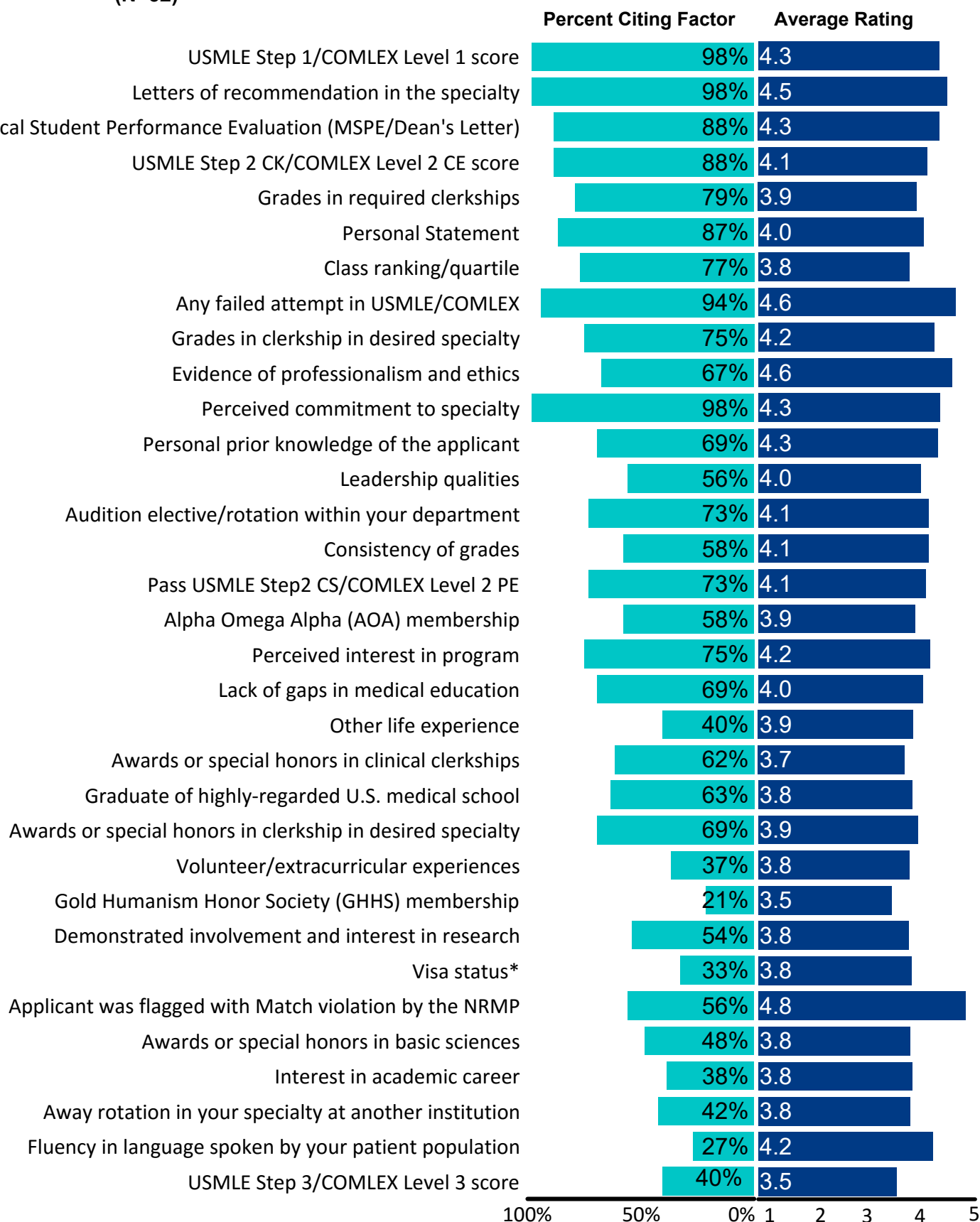
(N=58)



**Figure PA-1**

**Pathology**

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



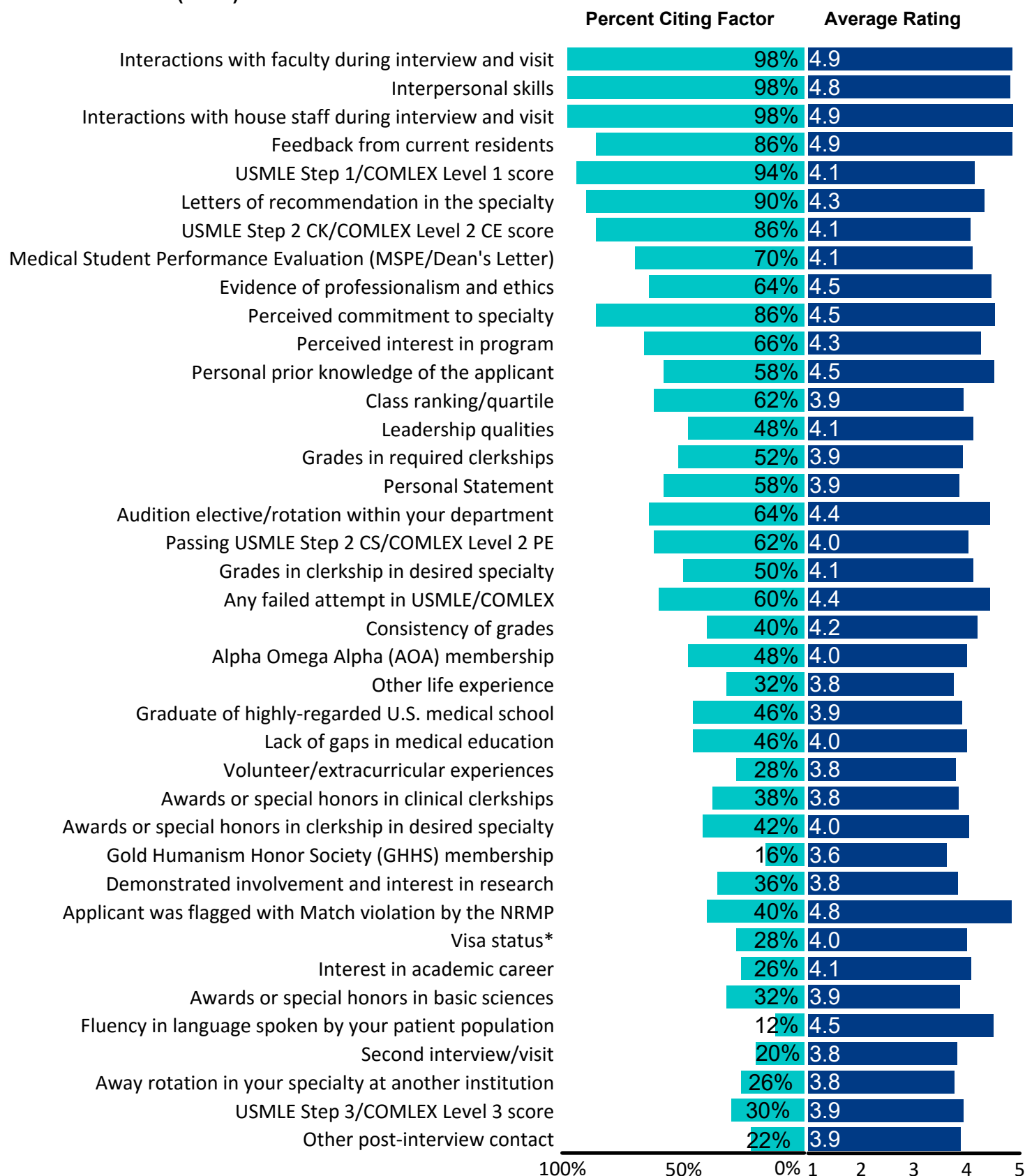
<sup>1</sup> Ratings on a scale from 1 (not at all important) to 5 (very important).

\* International Medical Graduates only

**Figure PA-2**

**Pathology**

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



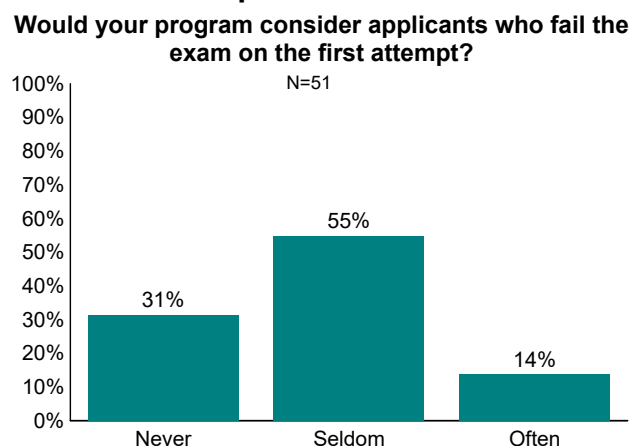
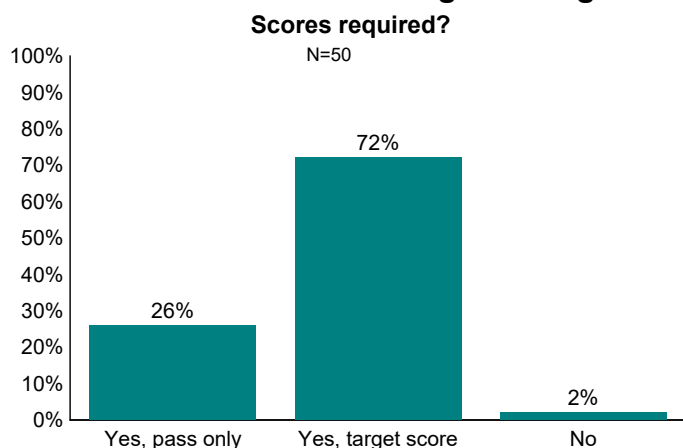
<sup>1</sup> Ratings on a scale from 1 (not at all important) to 5 (very important).

\* International Medical Graduates only

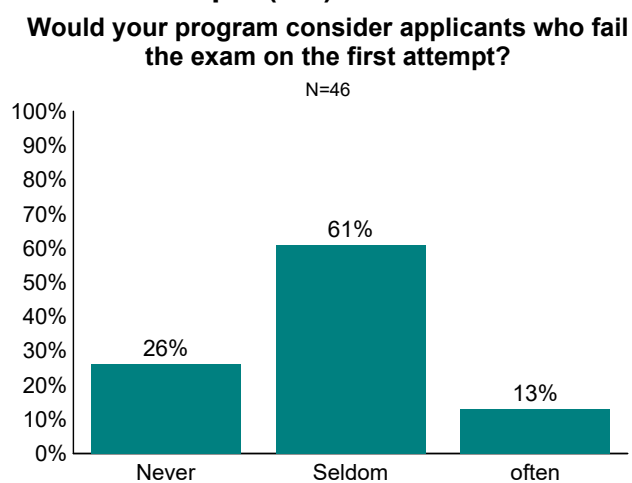
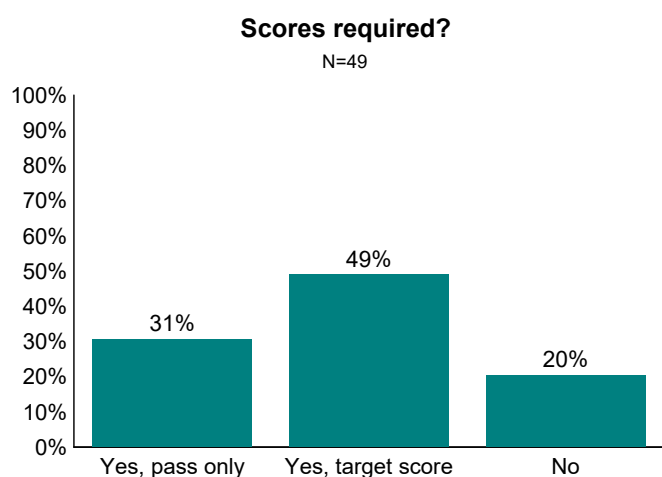
**Figure PA-3**

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

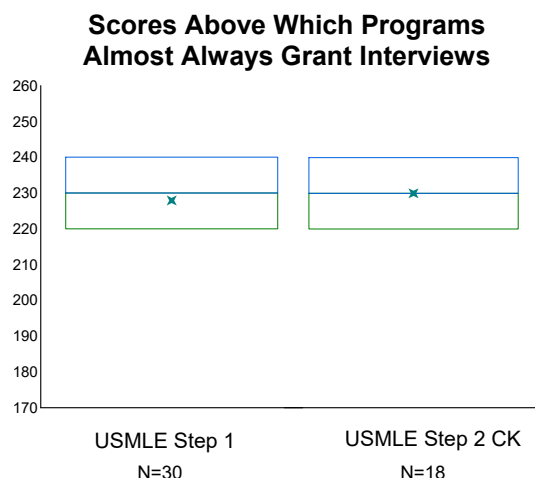
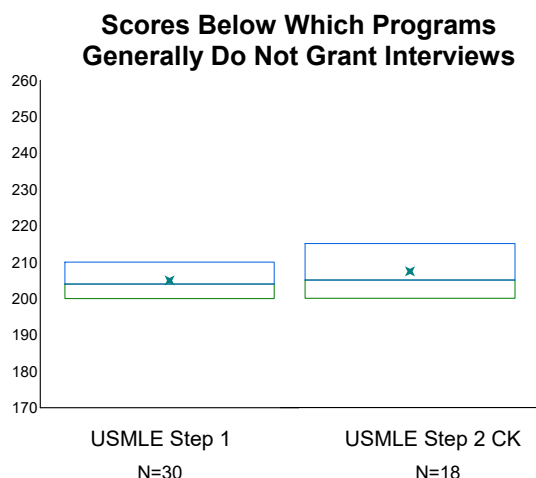
**Percentage of Programs That Use USMLE Step 1 Score**



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



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



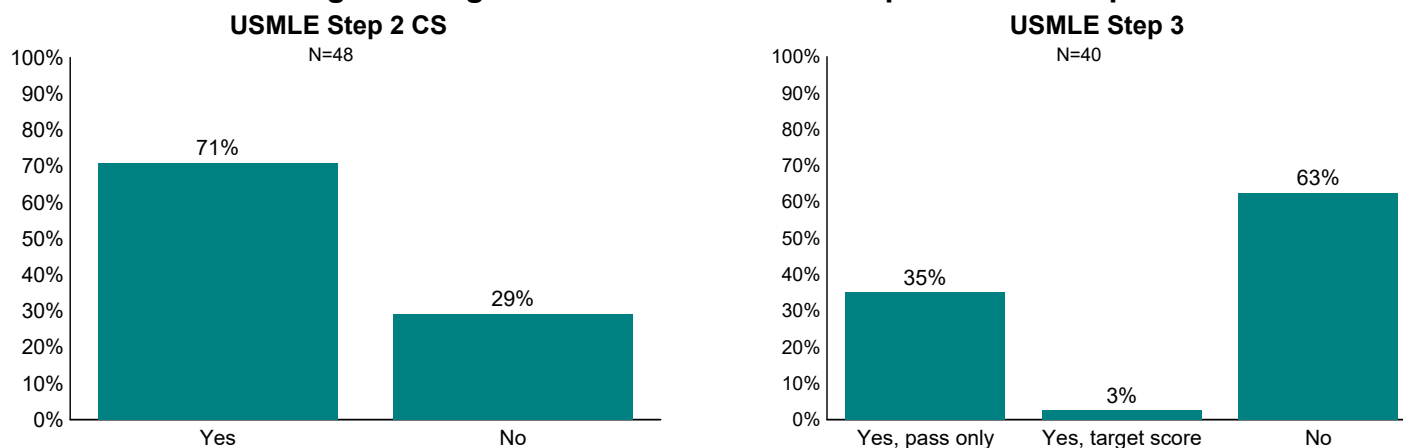
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

**Figure PA-4**

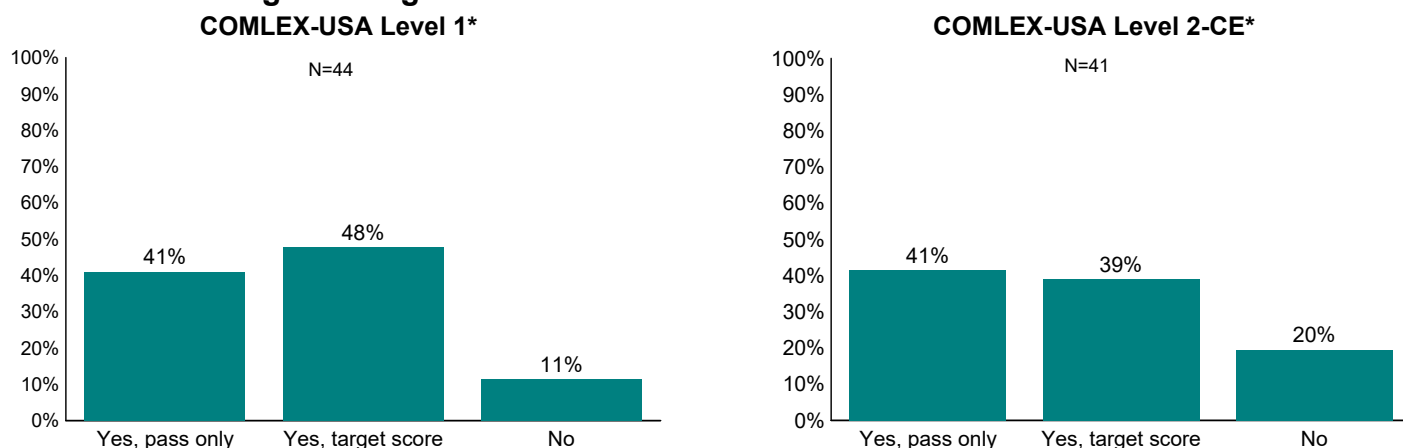
**Pathology**

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

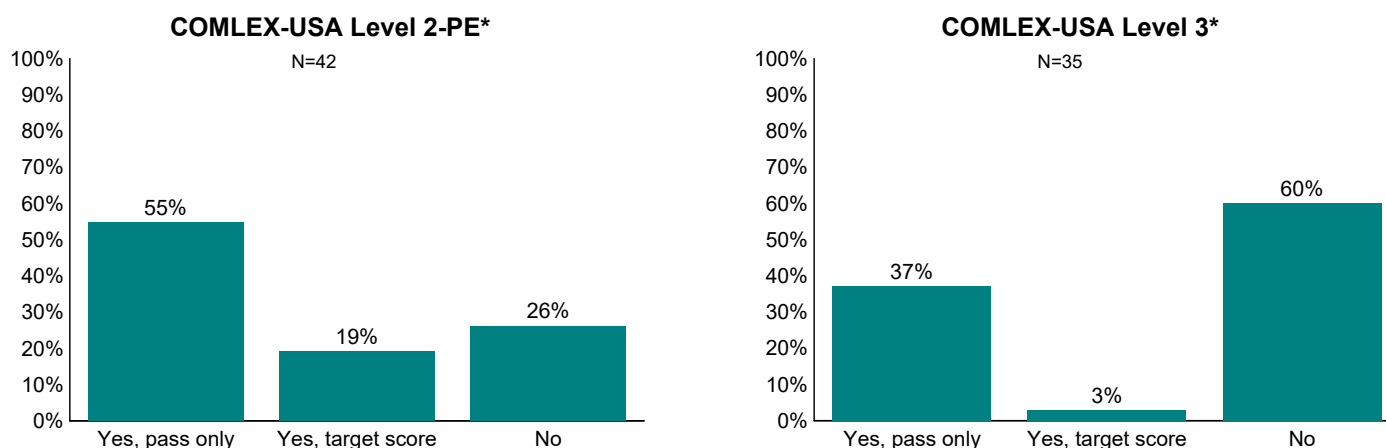
**Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores**



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



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

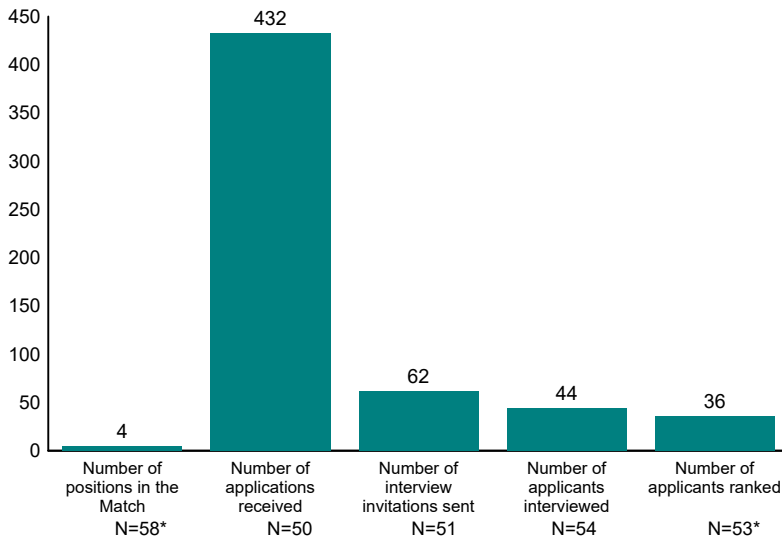


\* Osteopathic applicants only

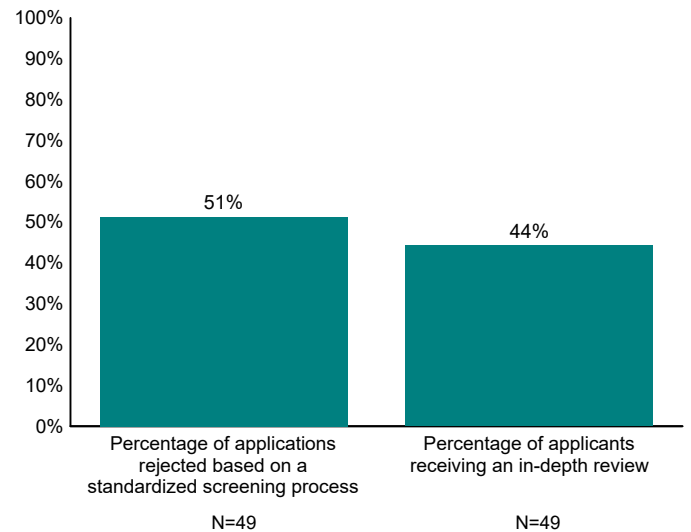
**Figure PA-5**

**Pathology  
Program's Interview Activities**

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



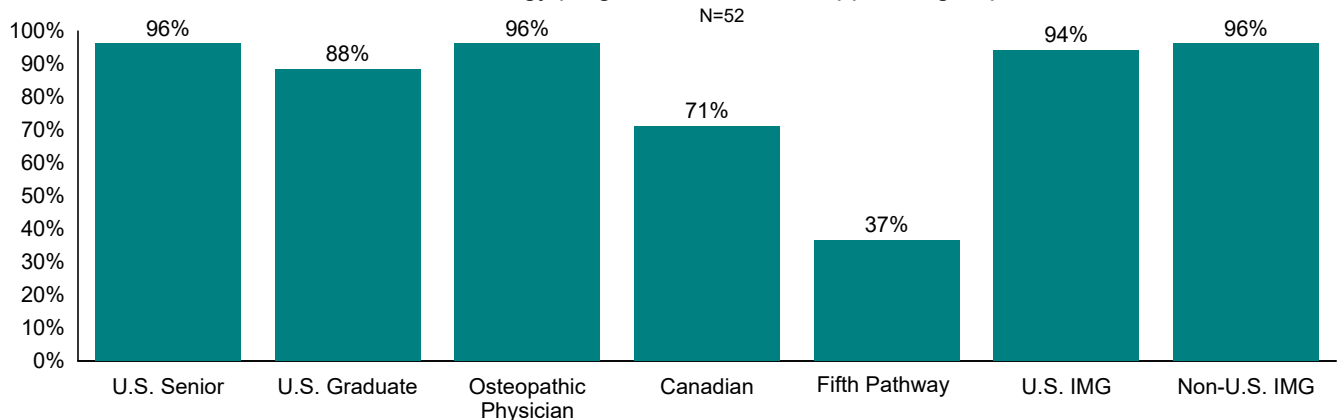
**Average Percentage of Applicants Rejected and Reviewed**



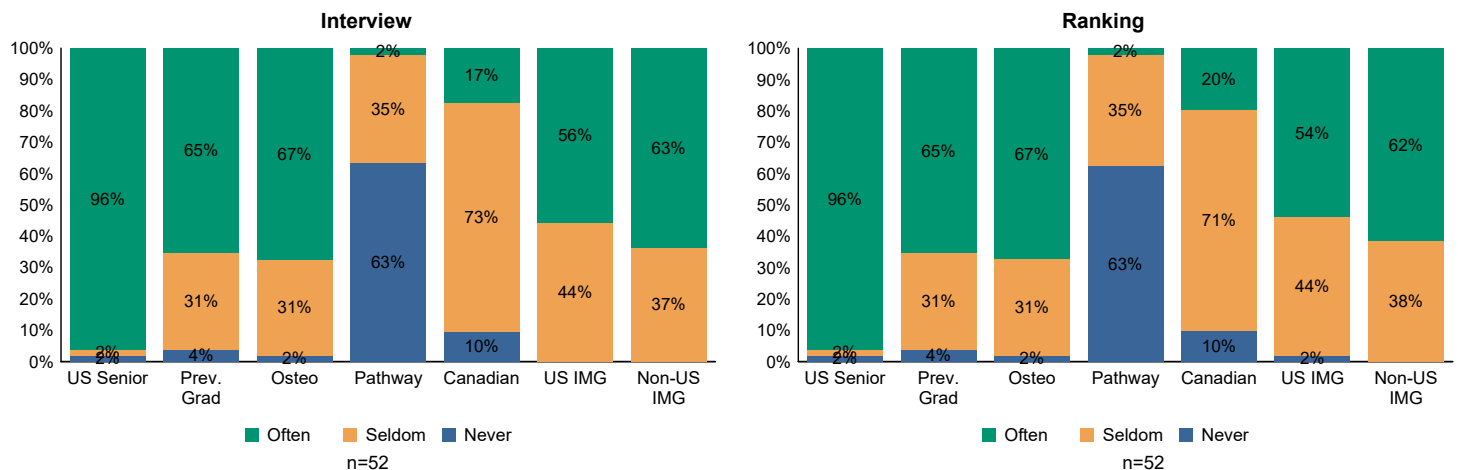
\* Data from the NRMP database. All Responding programs included

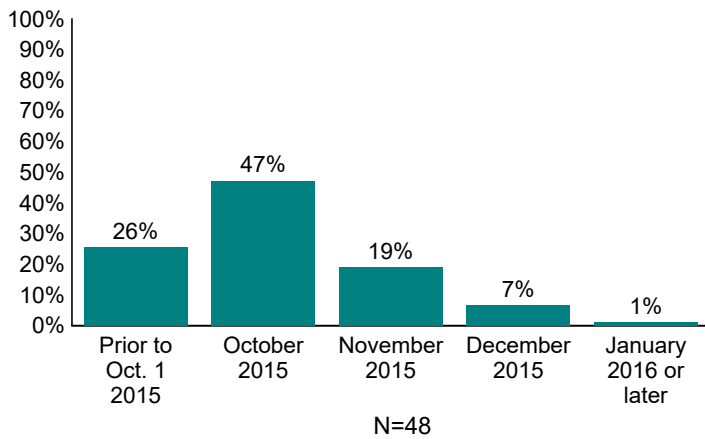
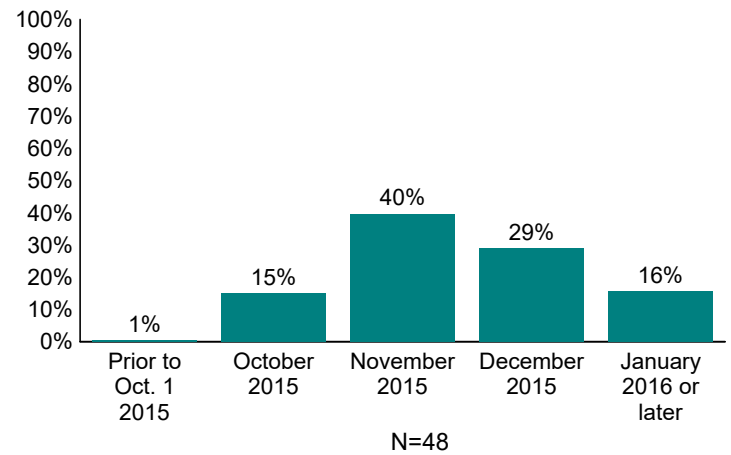
**Percentage of Programs that Typically Interview and Rank Each Applicant Type**

37% of Pathology programs consider all applicant groups

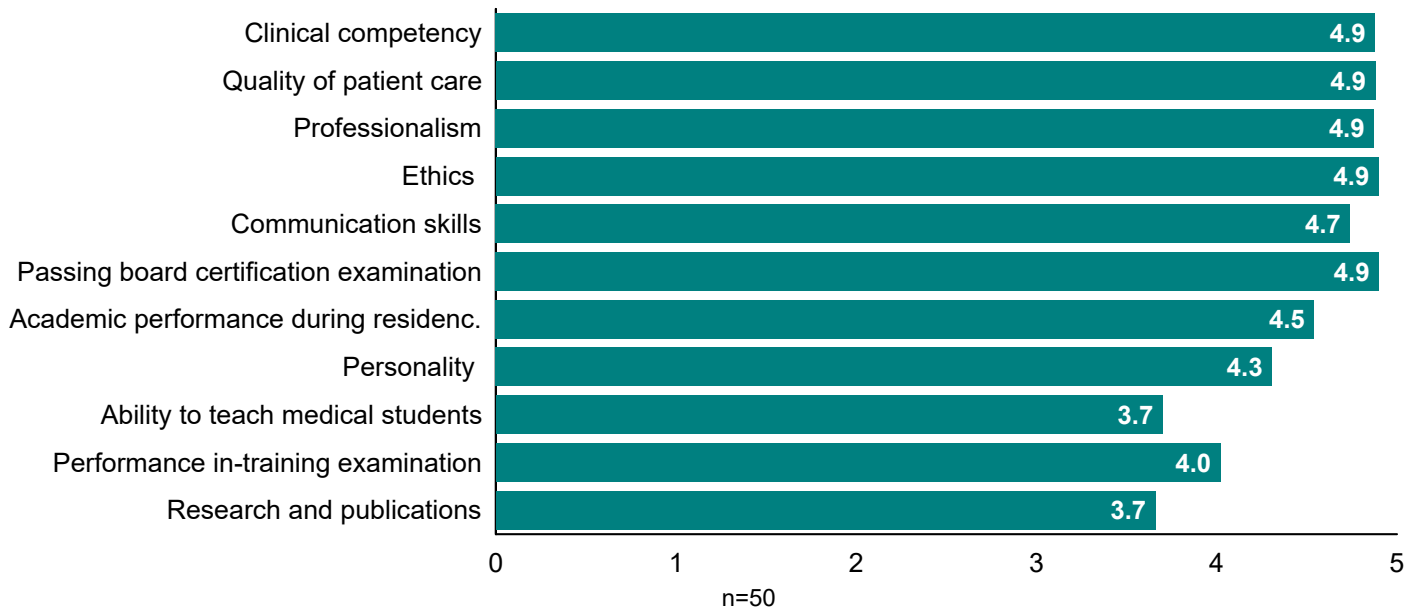


**Frequency of Programs Interviewing and Ranking Candidates**




**Figure PA-6****Pathology  
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)



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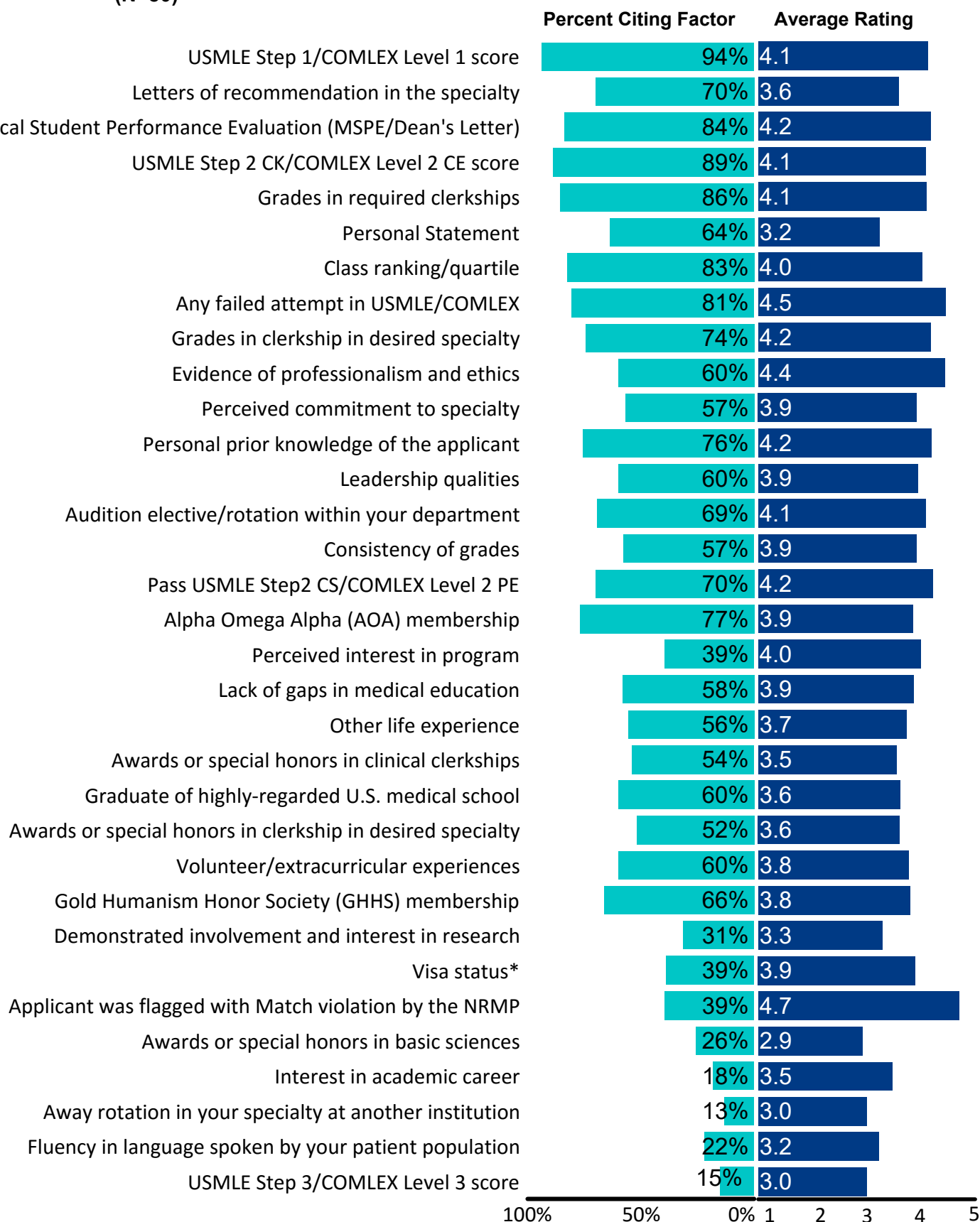
## Pediatrics

(N=92)

**Figure P-1**

**Pediatrics**

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



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

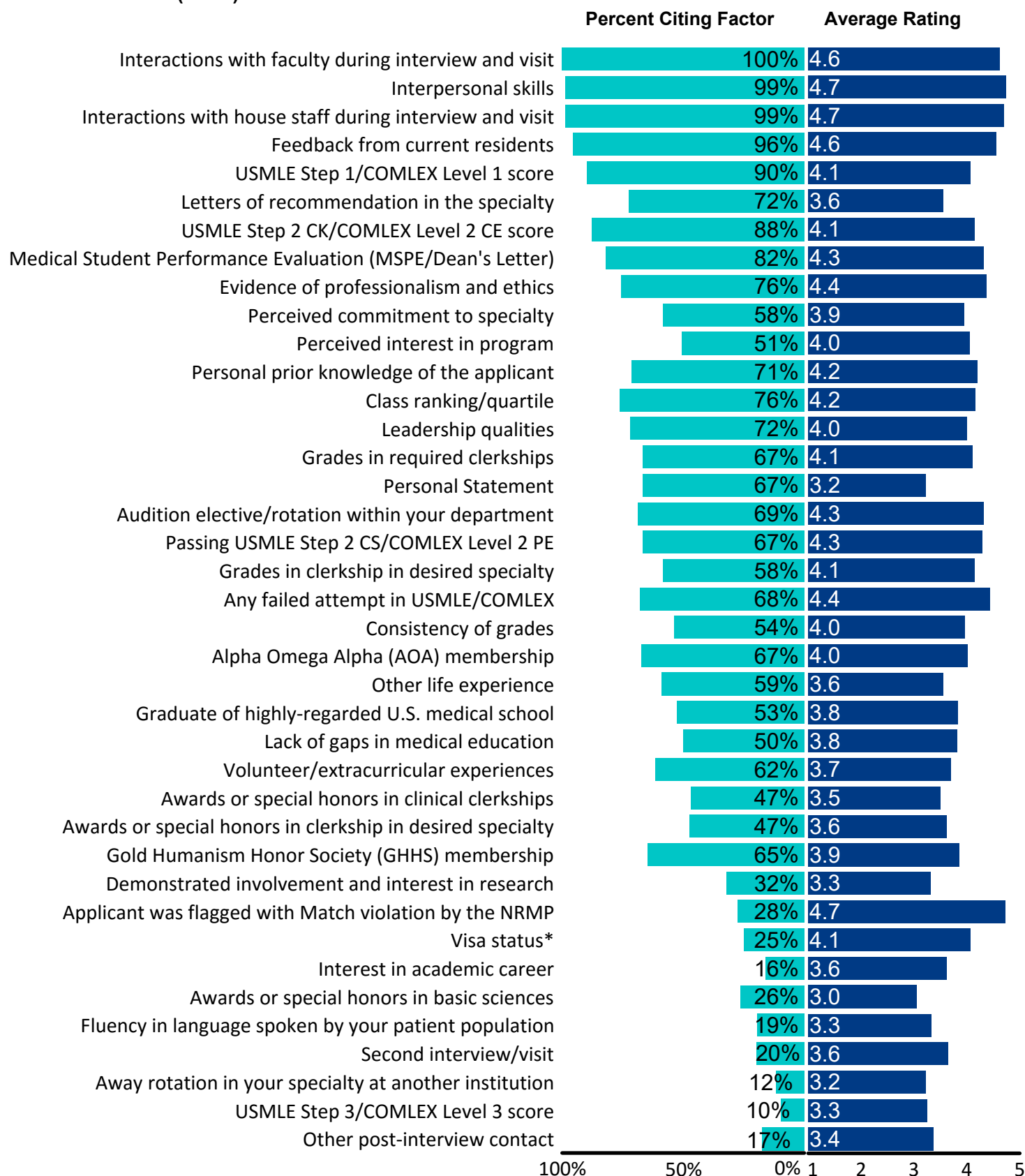
\* International Medical Graduates only



**Figure P-2**

**Pediatrics**

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



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

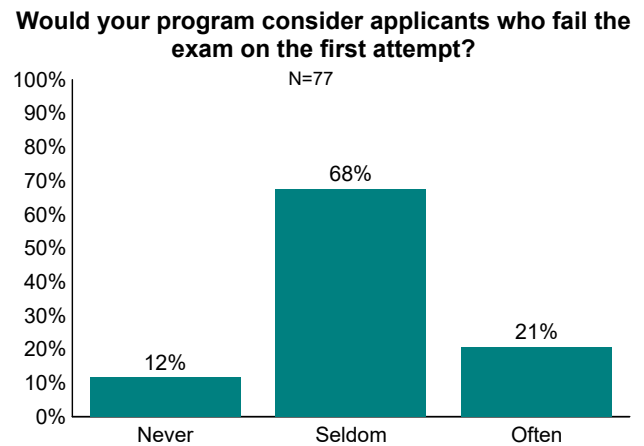
\* International Medical Graduates only

**Figure P-3**

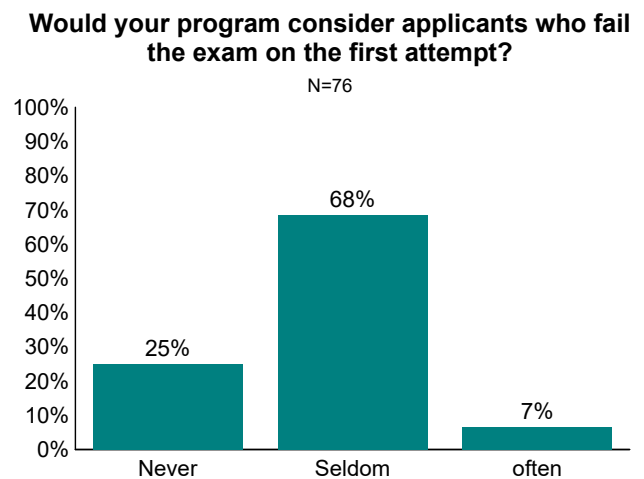
**Pediatrics**

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

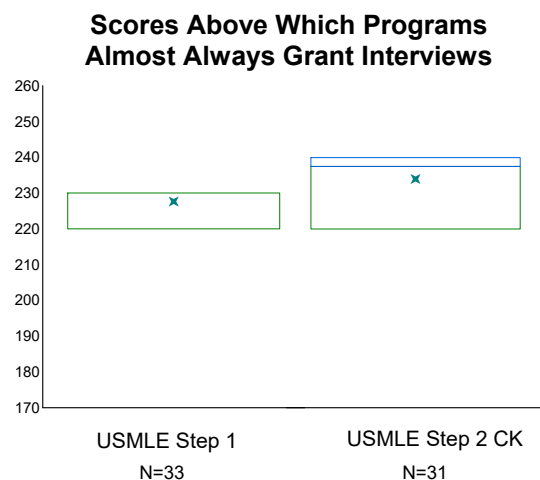
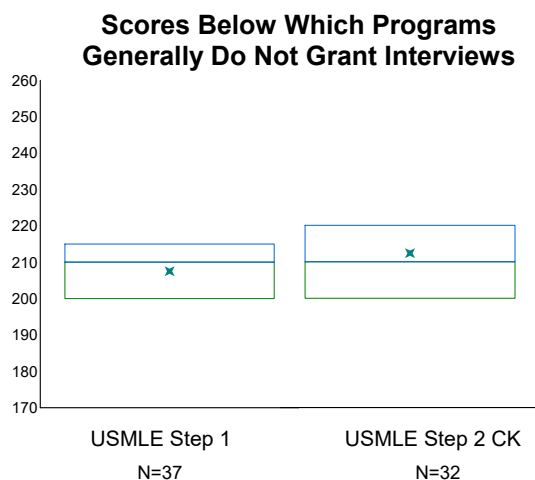
**Percentage of Programs That Use USMLE Step 1 Score**



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



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



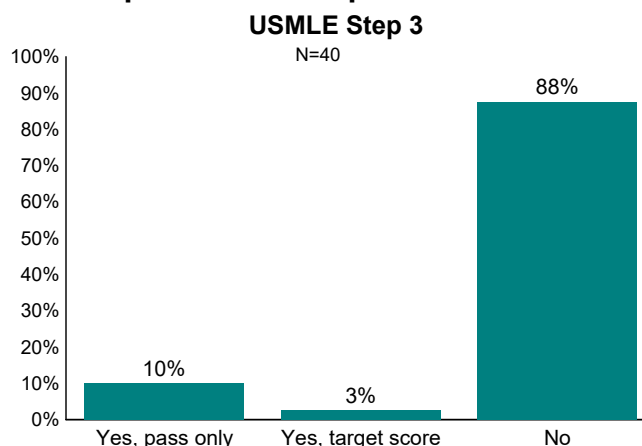
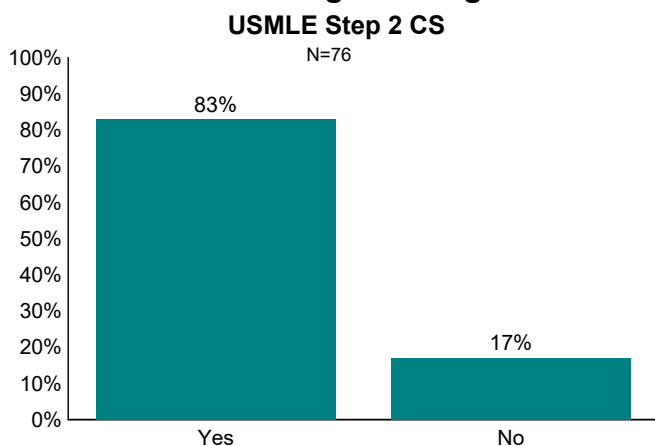
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

**Figure P-4**

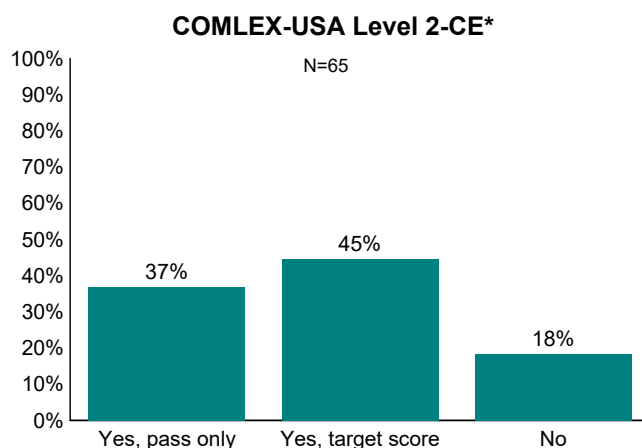
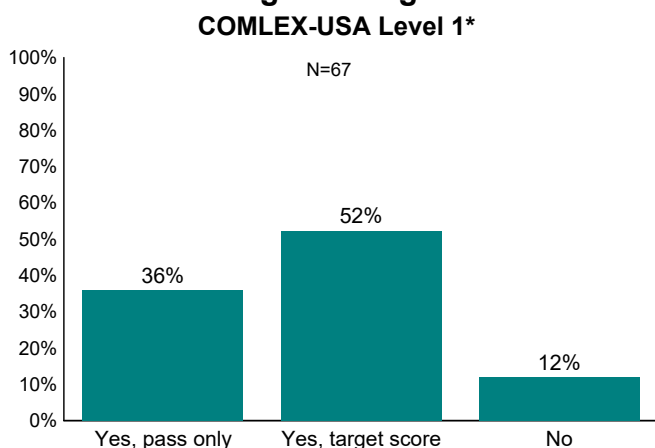
**Pediatrics**

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

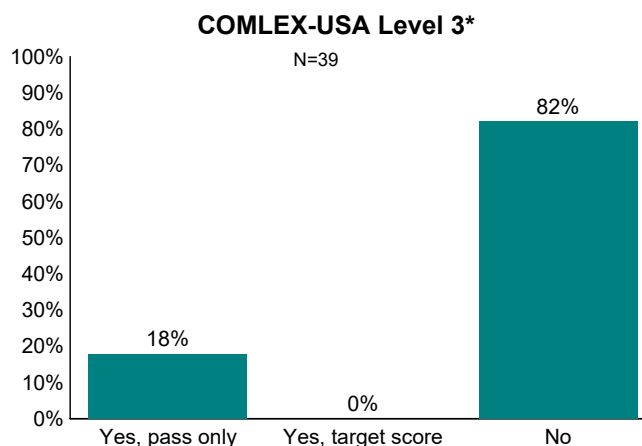
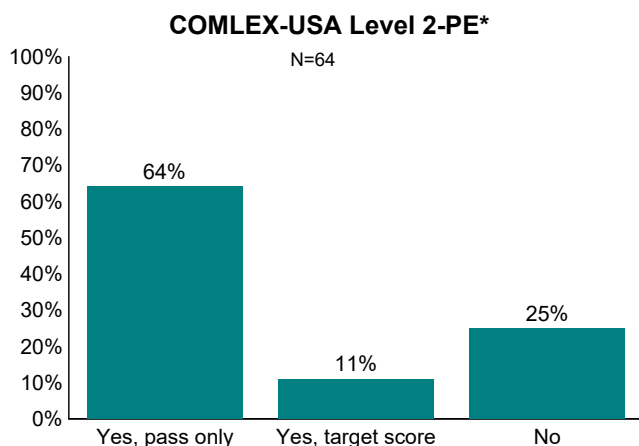
**Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores**



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



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

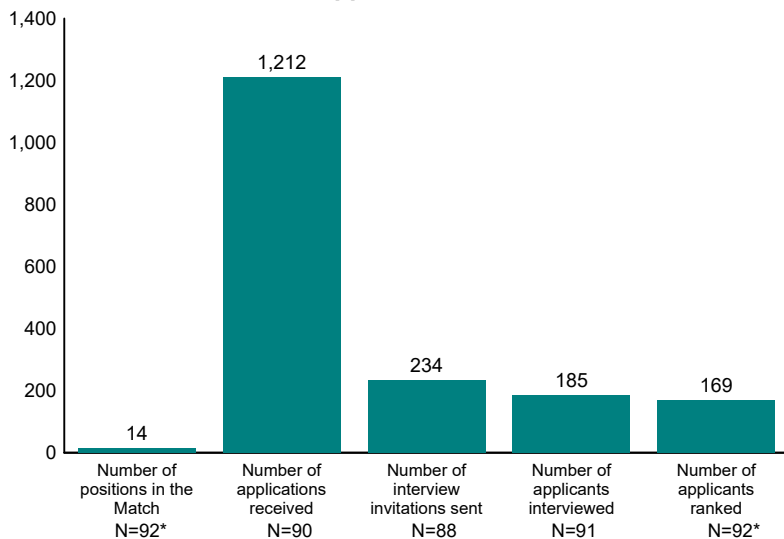


\* Osteopathic applicants only

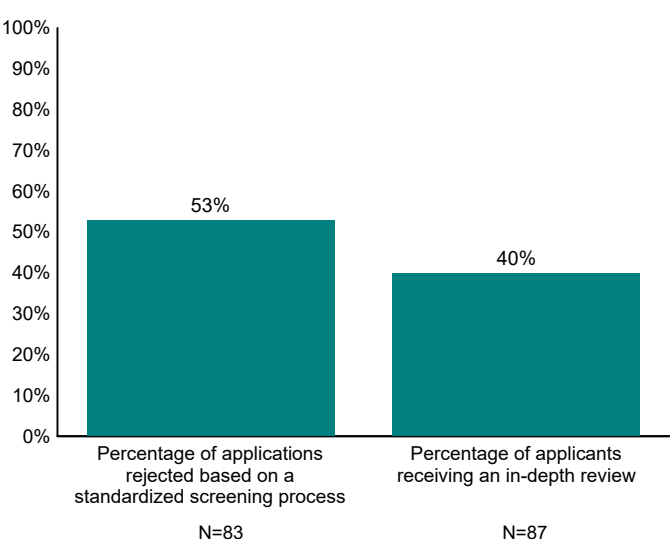
Figure P-5

Pediatrics  
Program's Interview Activities

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

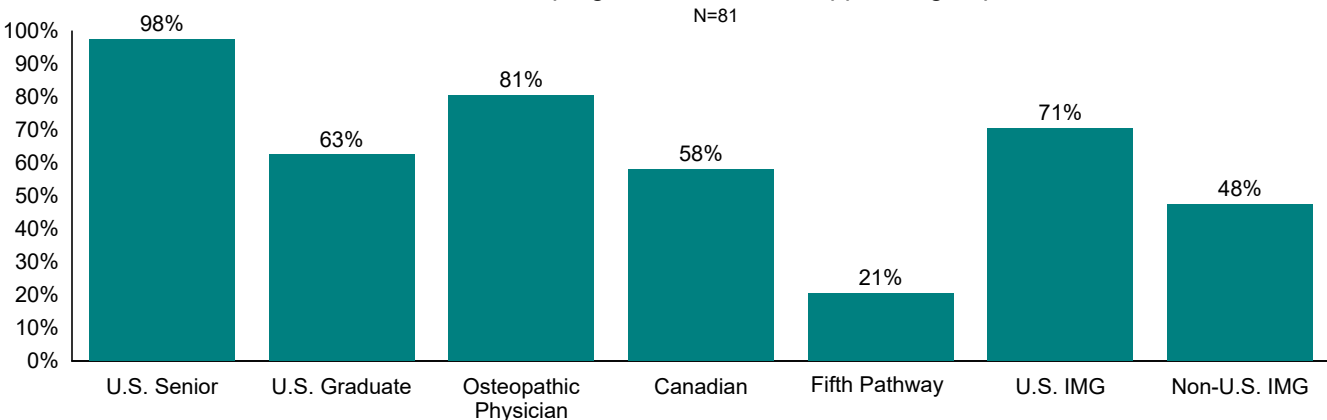


Average Percentage of Applicants Rejected and Reviewed

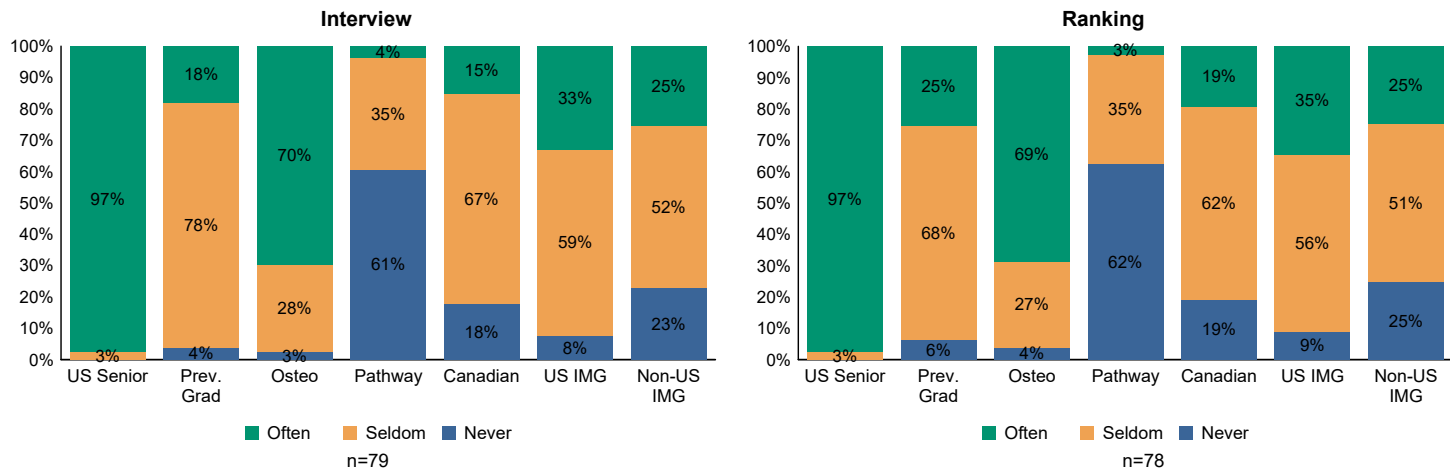


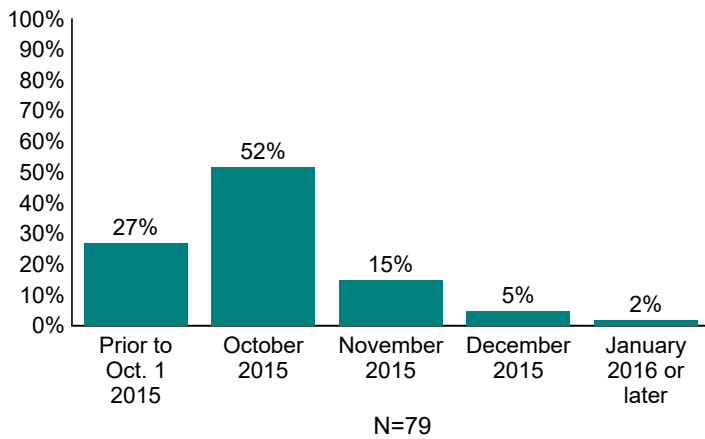
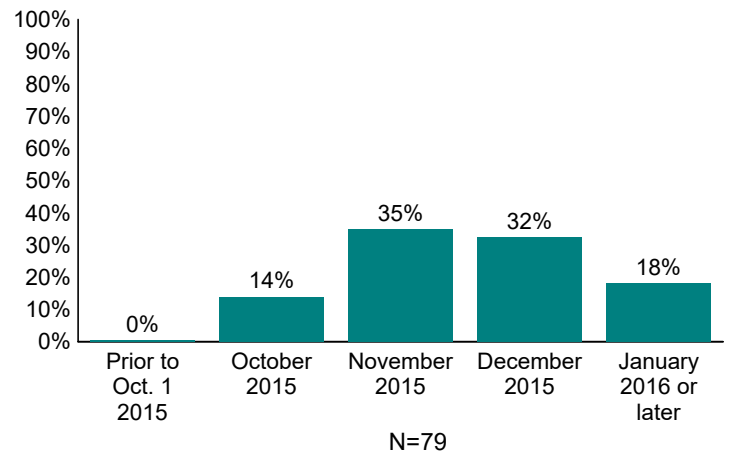
\* Data from the NRMP database. All Responding programs included

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

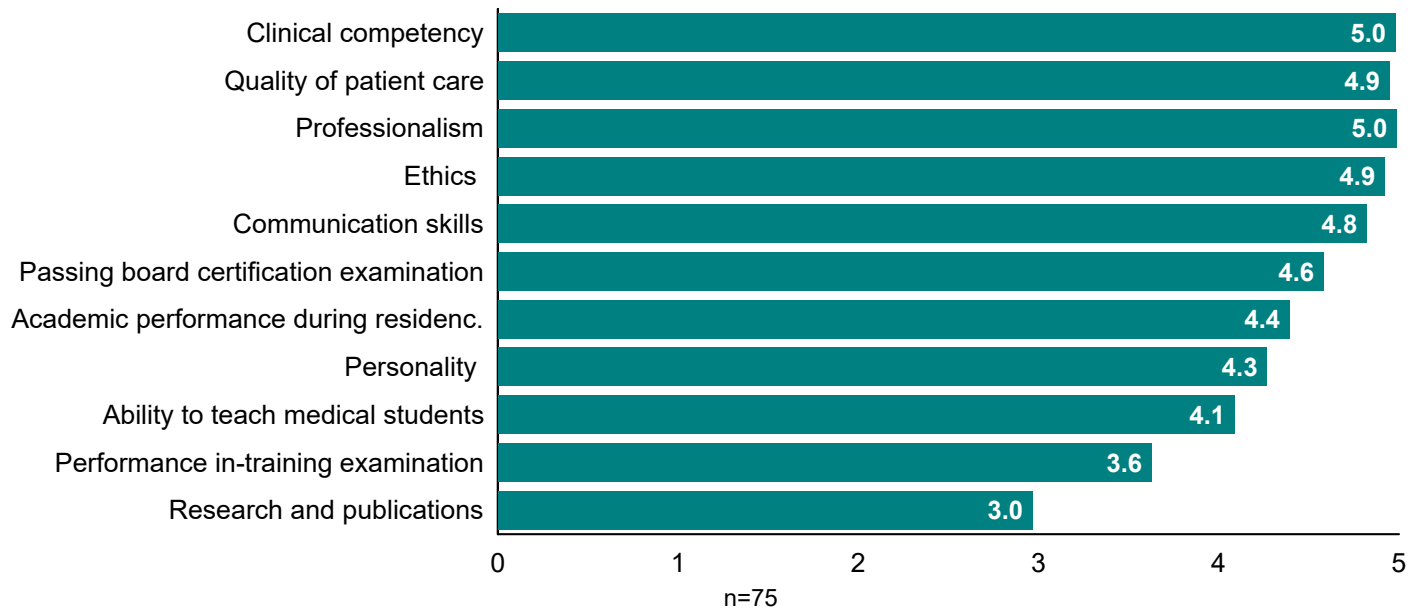


Frequency of Programs Interviewing and Ranking Candidates




**Figure P-6****Pediatrics****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)



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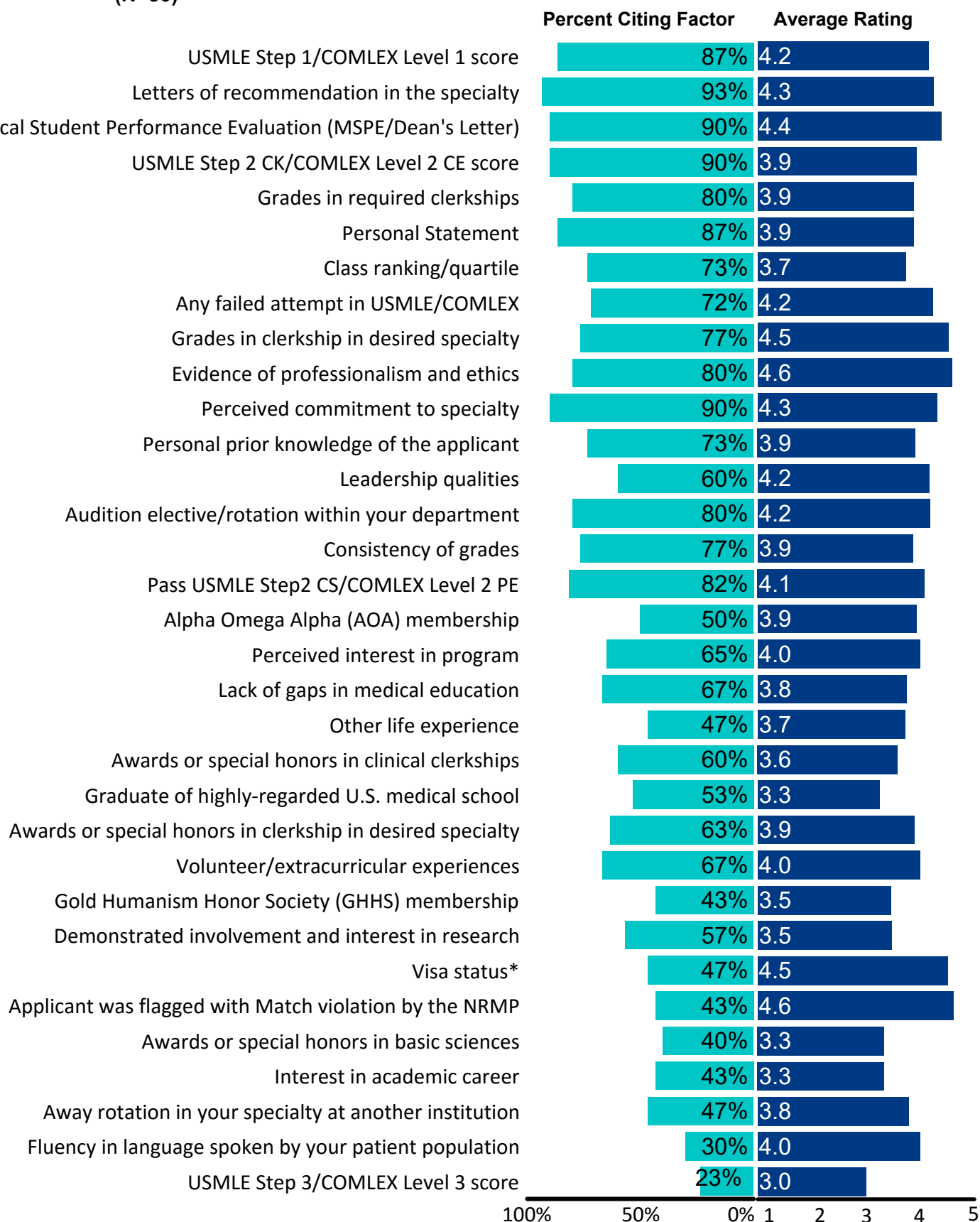
## Physical Medicine and Rehabilitation

(N=34)

**Figure PMR-1**

**Physical Medicine and Rehabilitation**

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



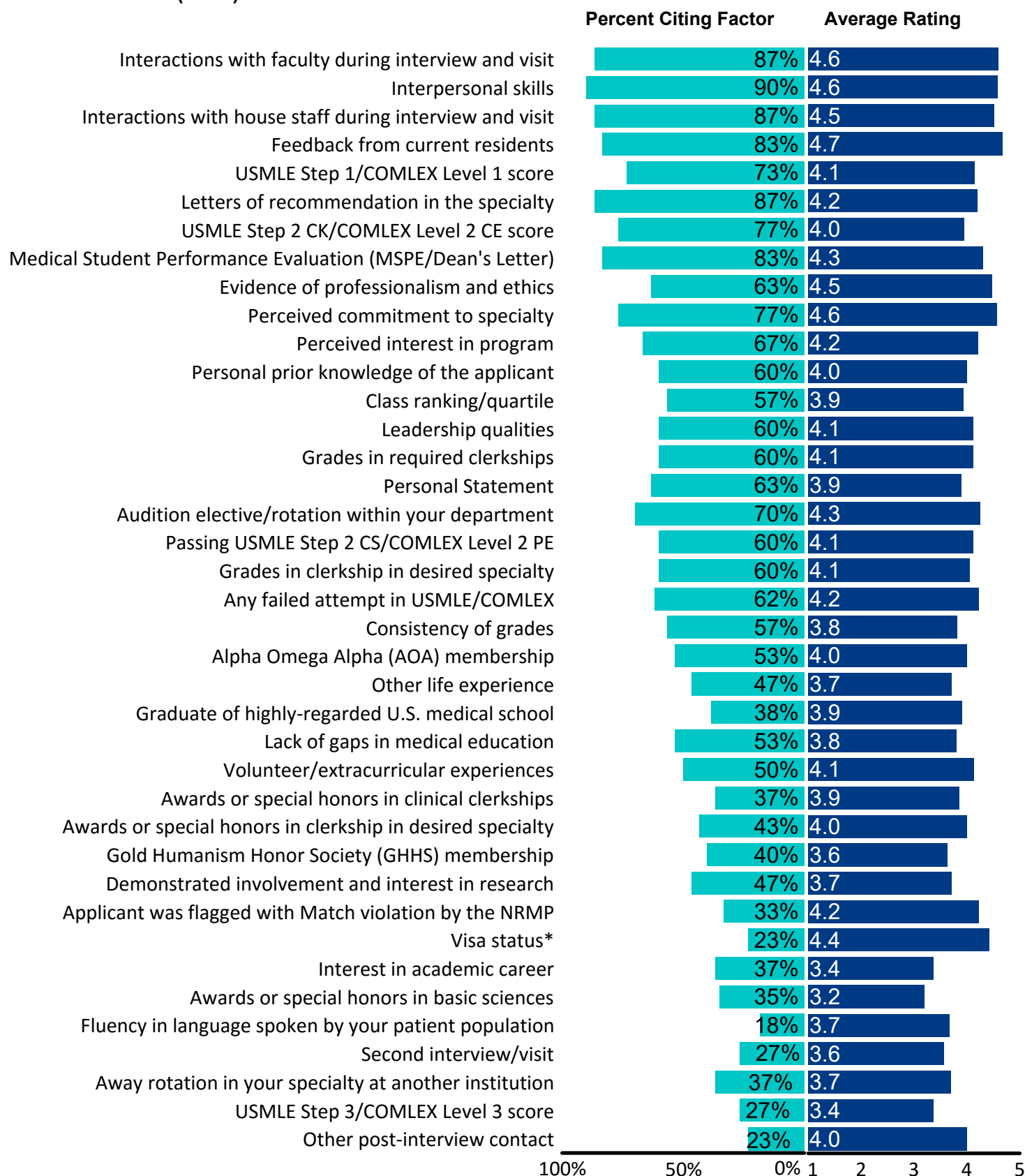
<sup>1</sup> Ratings on a scale from 1 (not at all important) to 5 (very important).

\* International Medical Graduates only

## Figure PMR-2

### Physical Medicine and Rehabilitation

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



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

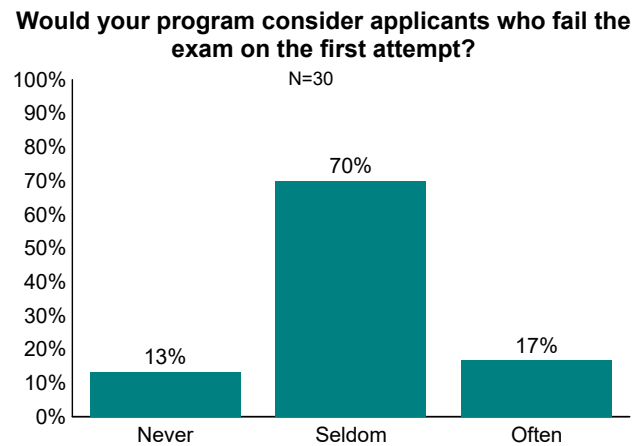
\* International Medical Graduates only



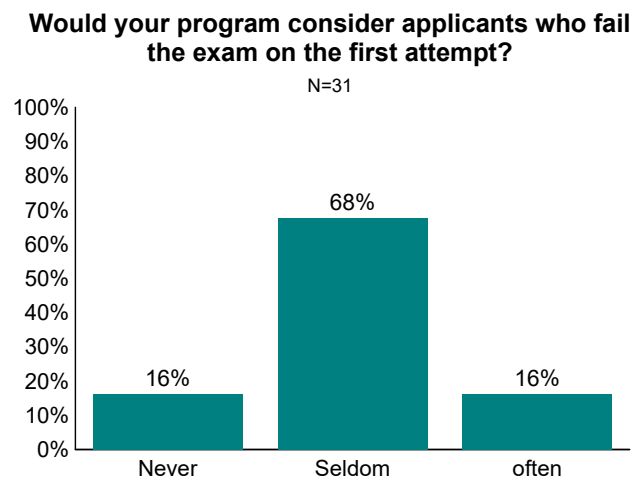
## Figure PMR-3

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

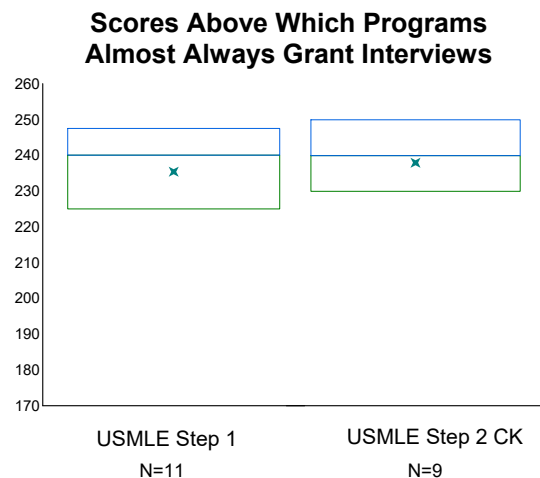
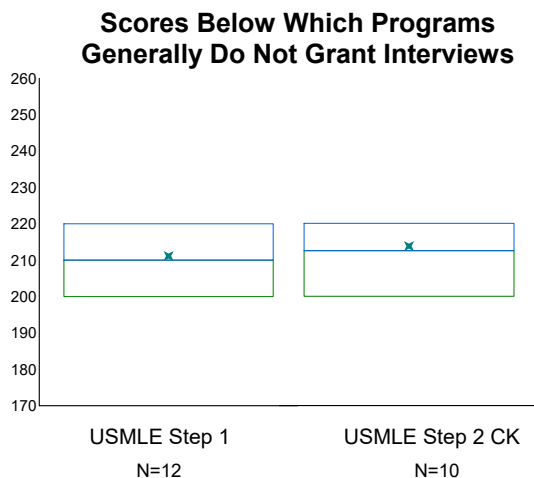
#### Percentage of Programs That Use USMLE Step 1 Score



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



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



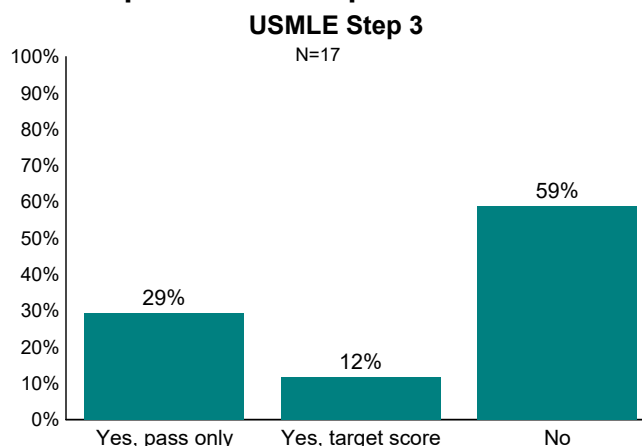
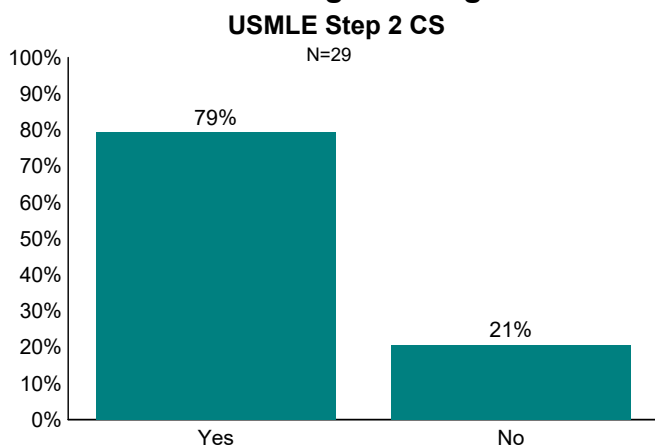
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

## Figure PMR-4

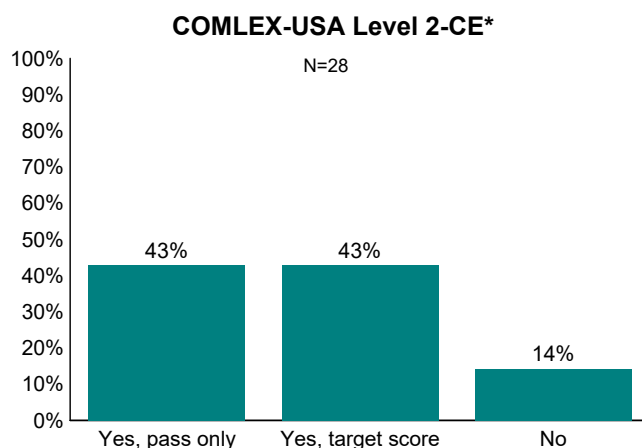
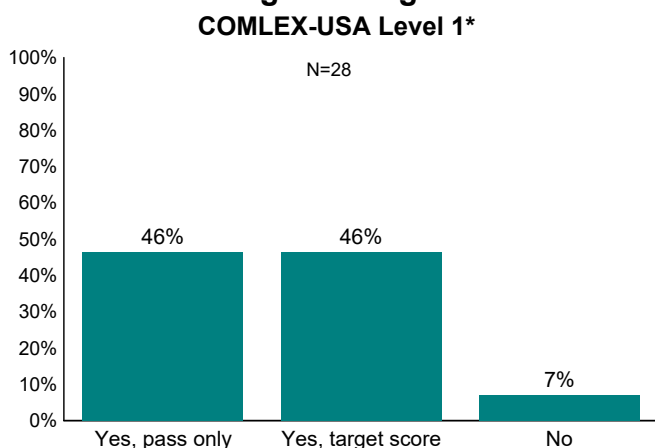
### Physical Medicine and Rehabilitation

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

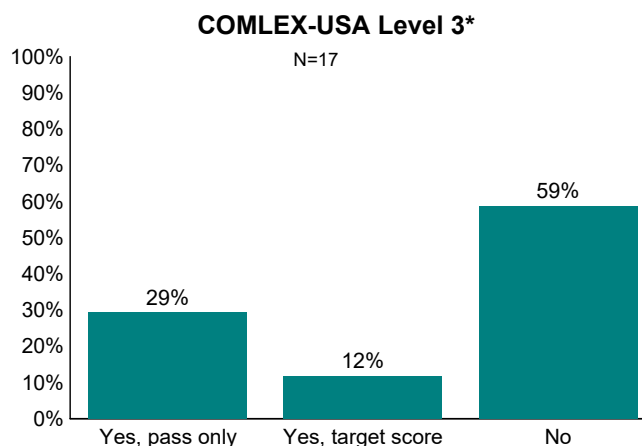
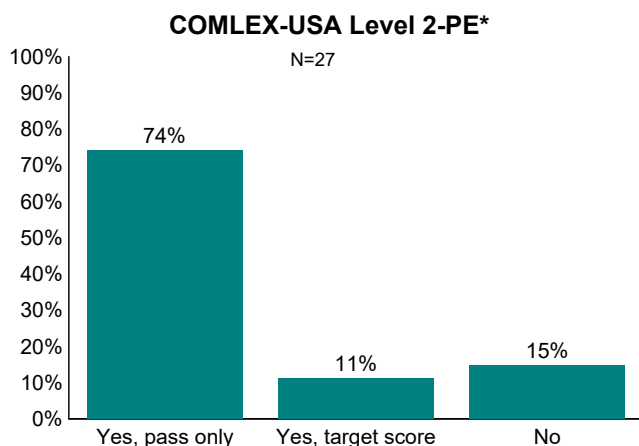
#### Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



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



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

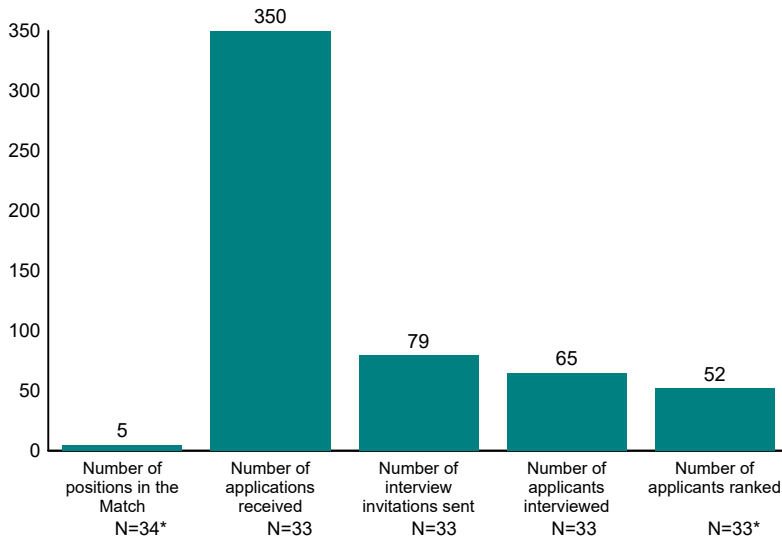


\* Osteopathic applicants only

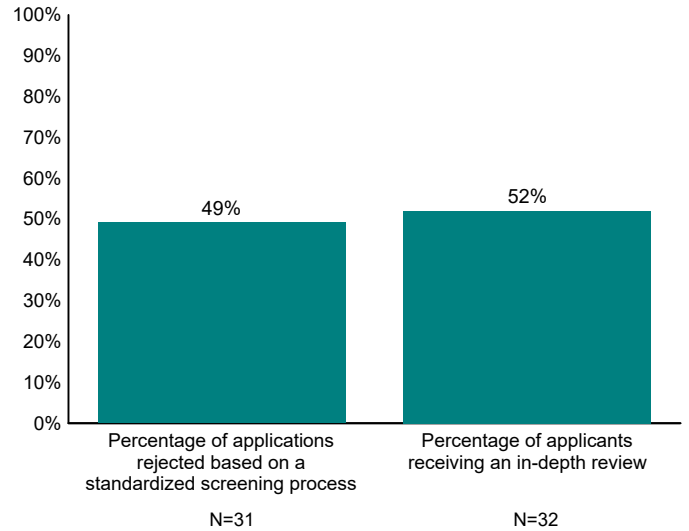
**Figure PMR-5**

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

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



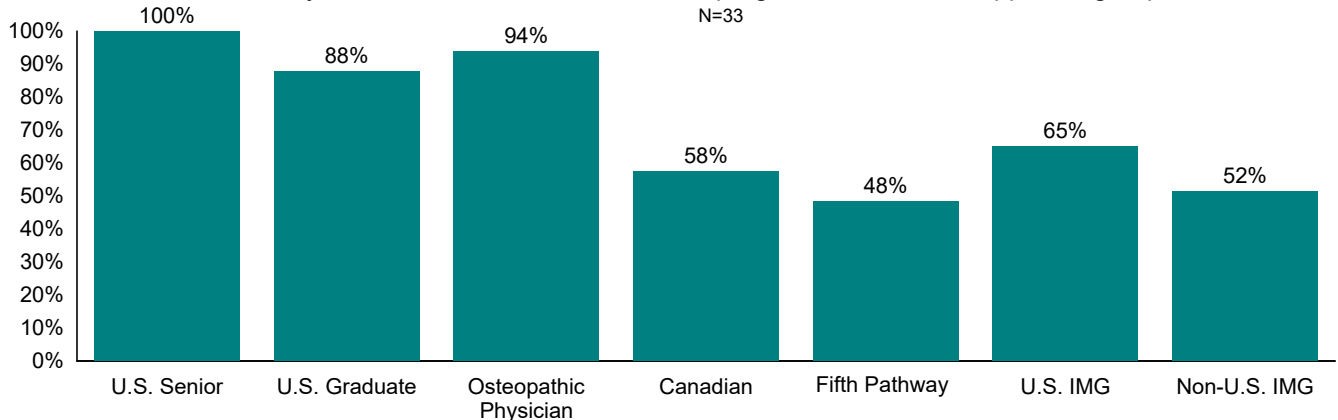
**Average Percentage of Applicants Rejected and Reviewed**



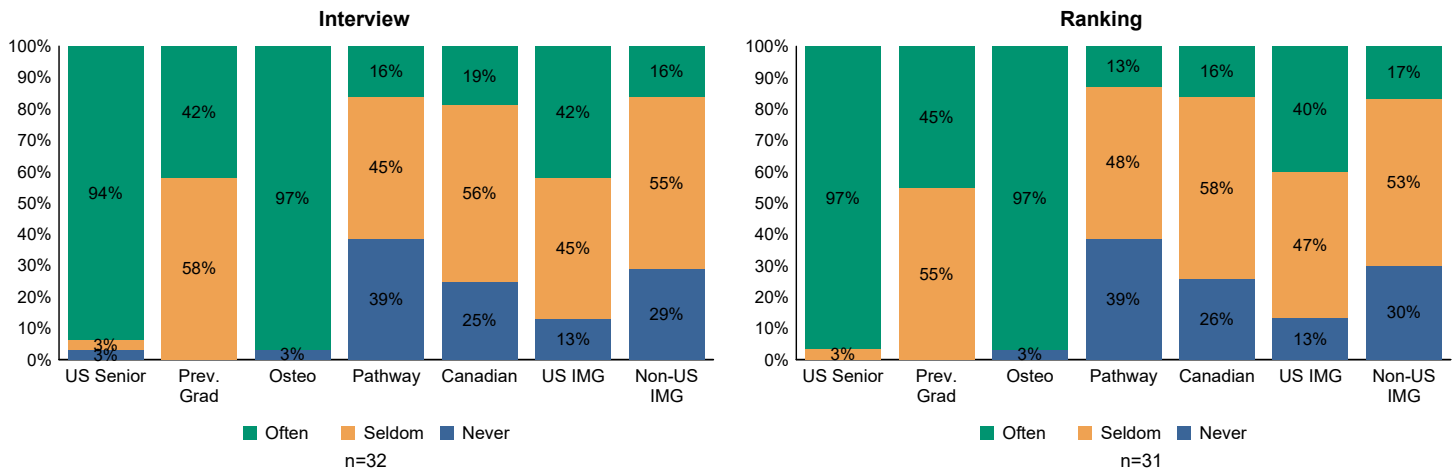
\* Data from the NRMP database. All Responding programs included

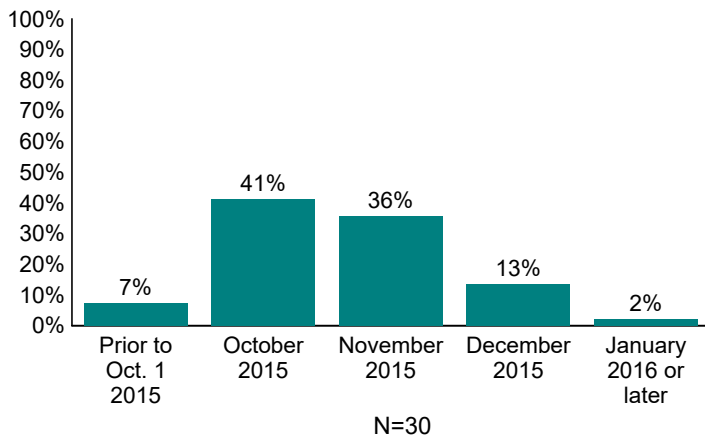
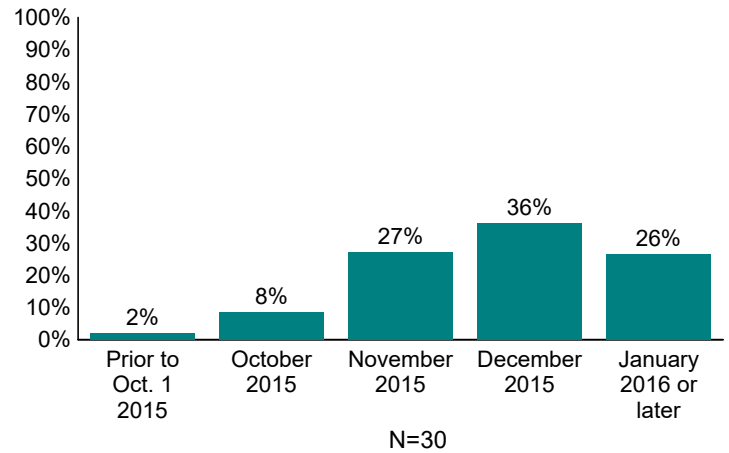
**Percentage of Programs that Typically Interview and Rank Each Applicant Type**

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

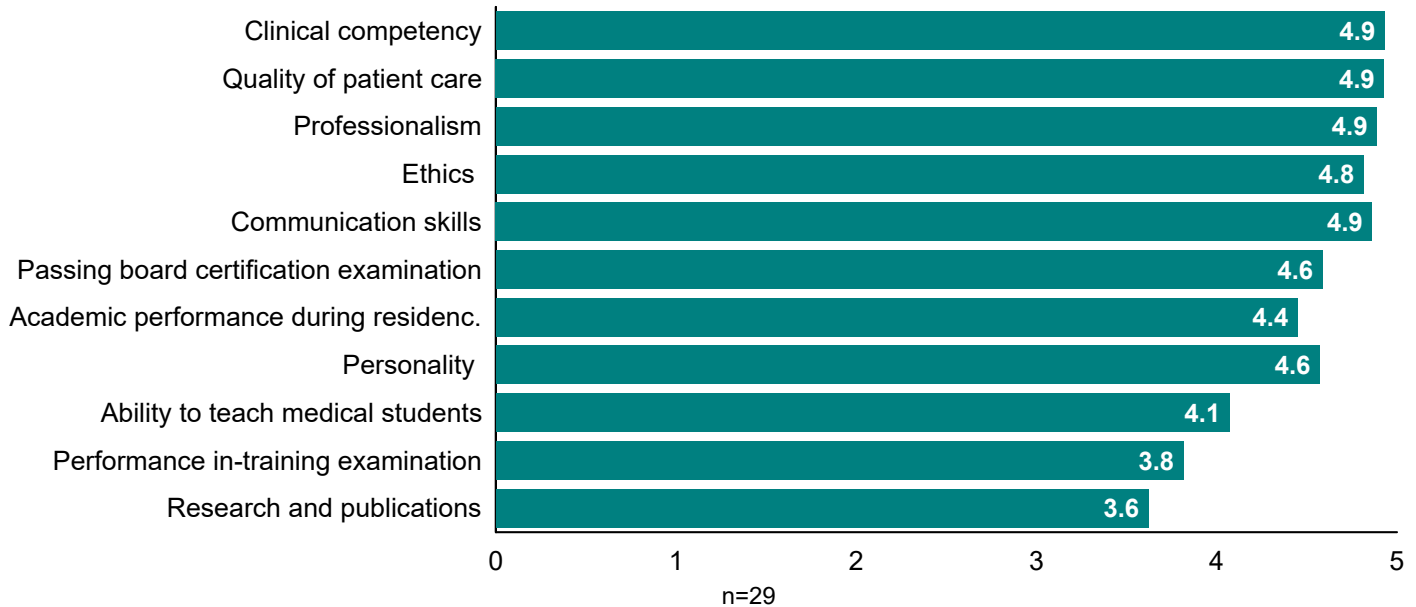


**Frequency of Programs Interviewing and Ranking Candidates**



**Figure PMR-6****Physical Medicine and Rehabilitation  
Program's Interview Activities (Continued) and Program Assessment of Residents' Success****Percentage of Program's Interviews Extended During Each Time Period****Percentage of Program's Interviews Conducted During Each Time Period****Importance of Factors in Assessing Residents' Success**

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



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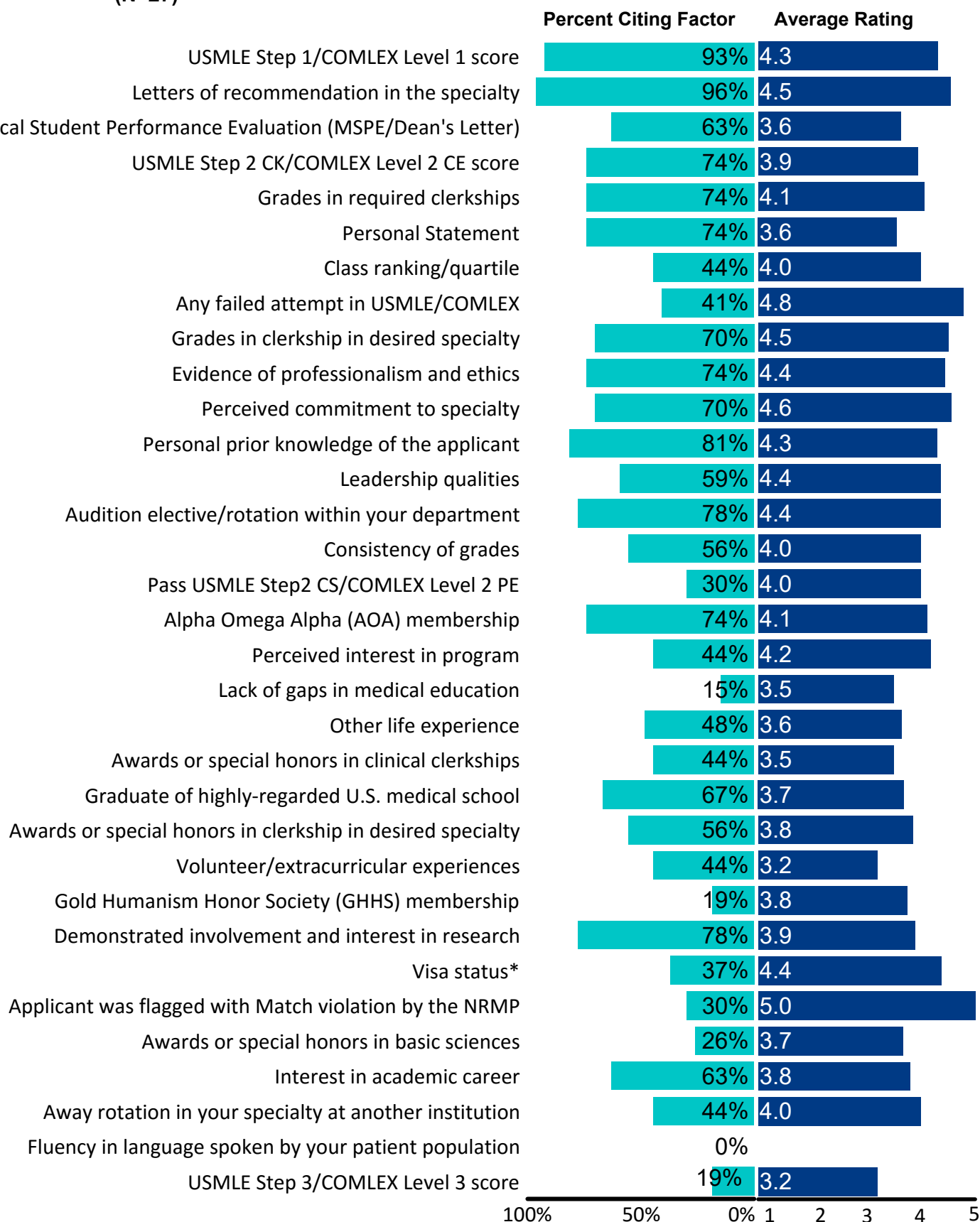
## Plastic Surgery

(N=28)

**Figure PS-1**

**Plastic Surgery**

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



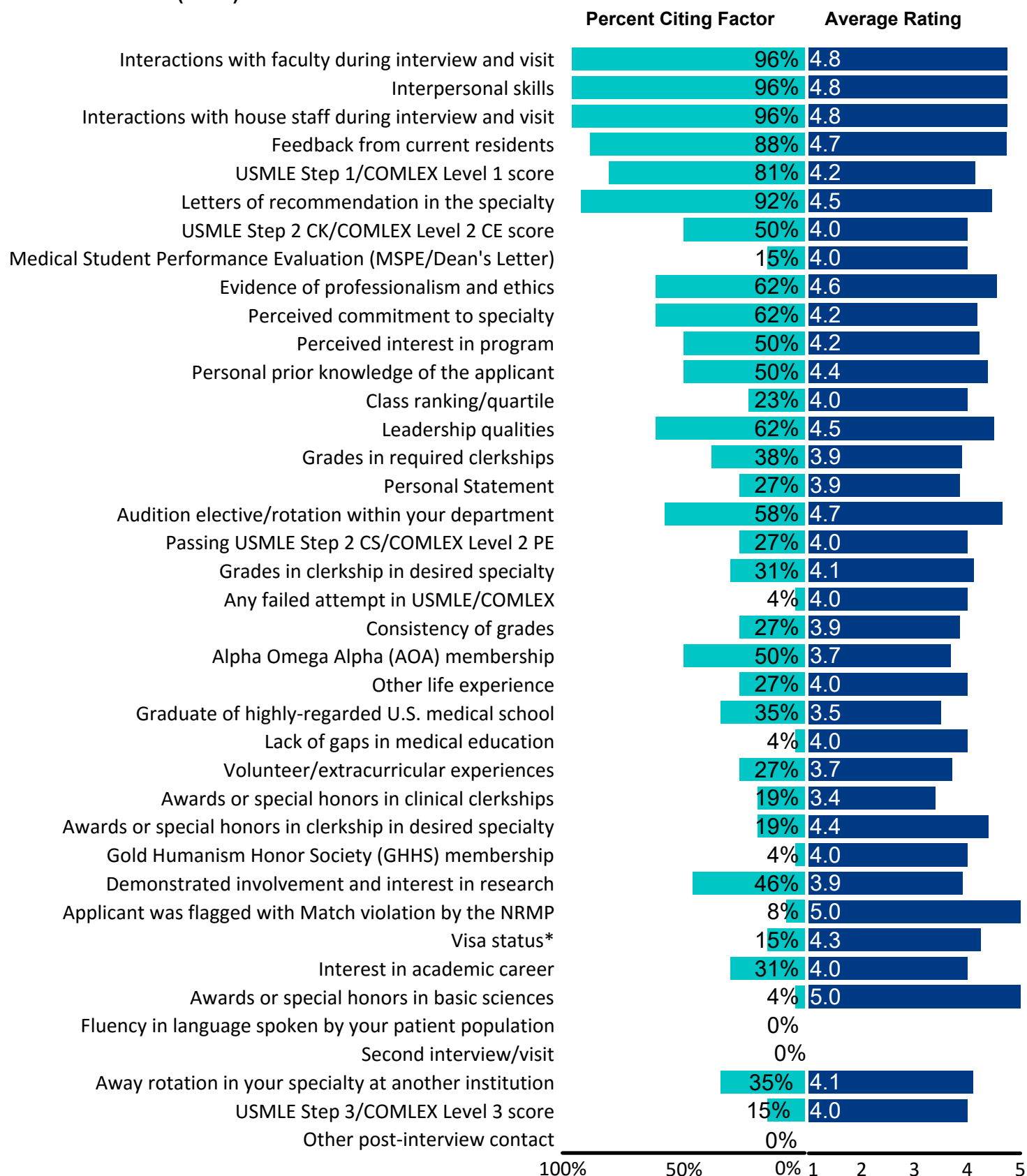
<sup>1</sup> Ratings on a scale from 1 (not at all important) to 5 (very important).

\* International Medical Graduates only

**Figure PS-2**

**Plastic Surgery**

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



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

\* International Medical Graduates only

## Figure PS-3

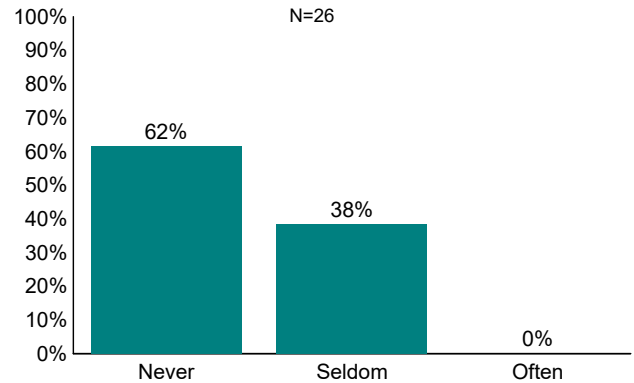
### Plastic Surgery

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

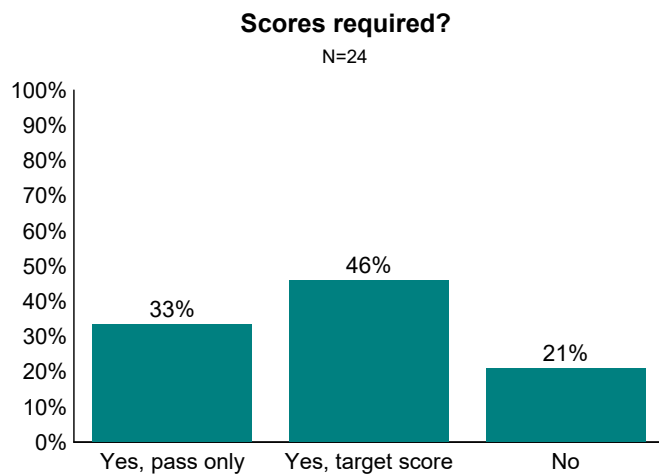
##### Percentage of Programs That Use USMLE Step 1 Score



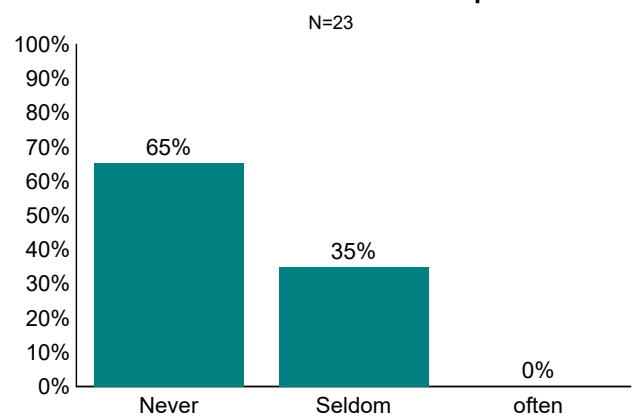
##### Would your program consider applicants who fail the exam on the first attempt?



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

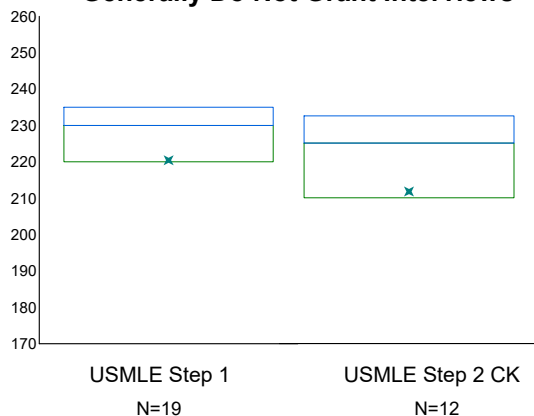


##### Would your program consider applicants who fail the exam on the first attempt?

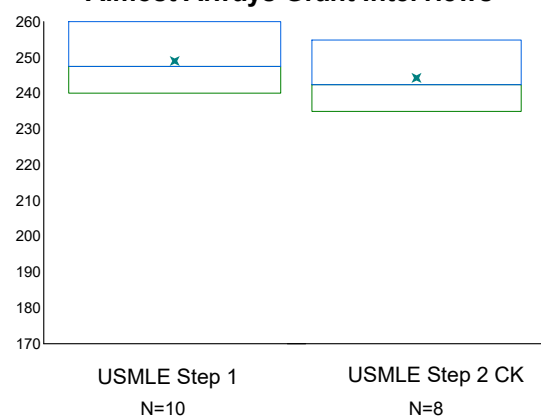


##### Average USMLE Step 1 and Step 2 CK Scores Programs Consider When Granting Interviews

###### Scores Below Which Programs Generally Do Not Grant Interviews



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



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

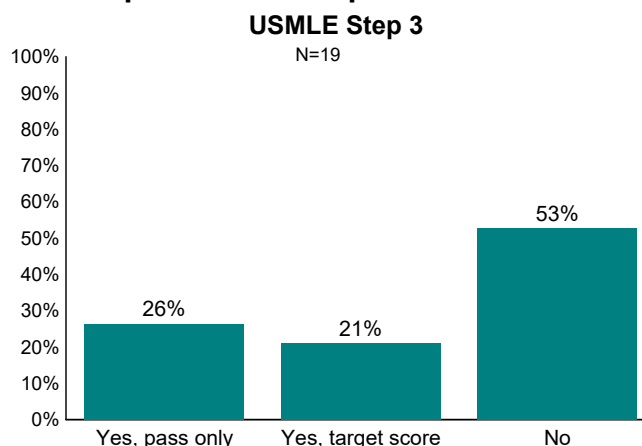
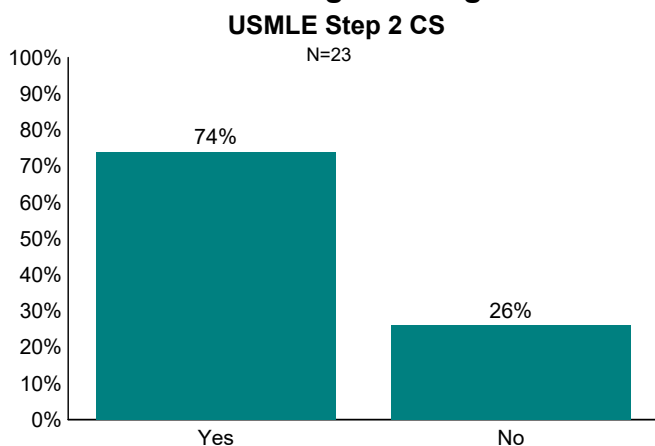


**Figure PS-4**

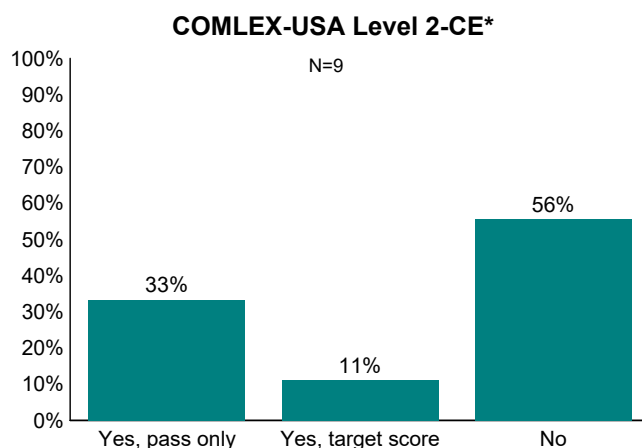
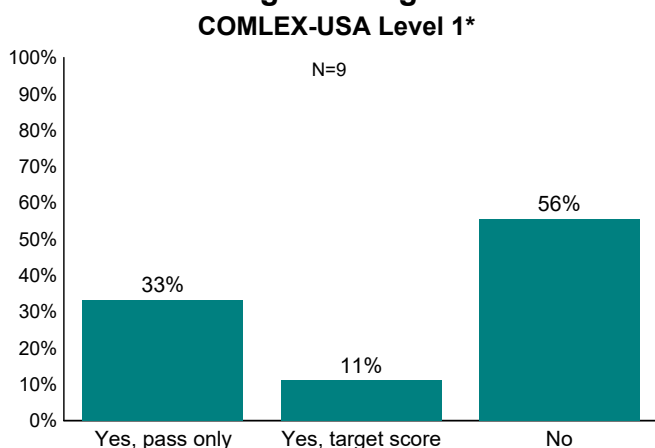
**Plastic Surgery**

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

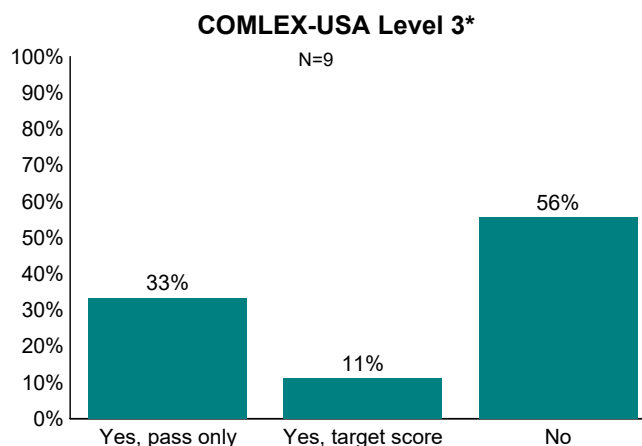
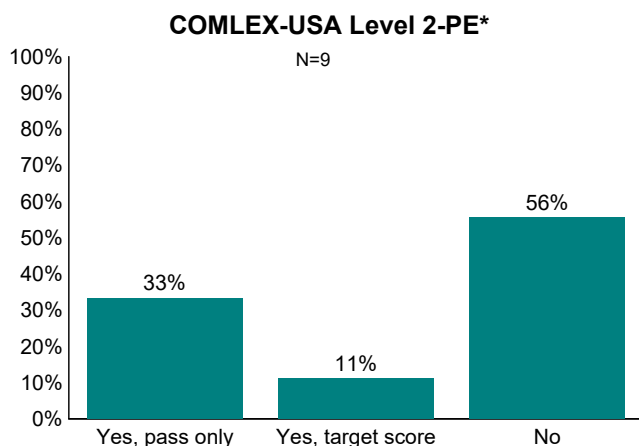
**Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores**



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



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

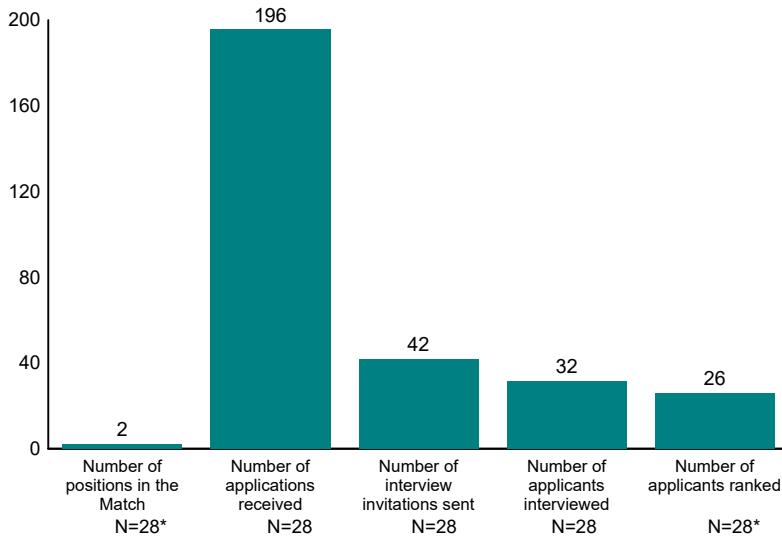


\* Osteopathic applicants only

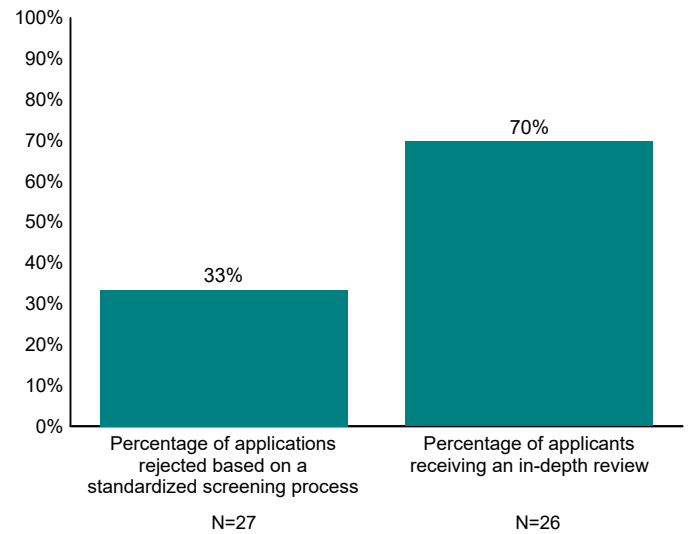
**Figure PS-5**

**Plastic Surgery  
Program's Interview Activities**

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



**Average Percentage of Applicants Rejected and Reviewed**

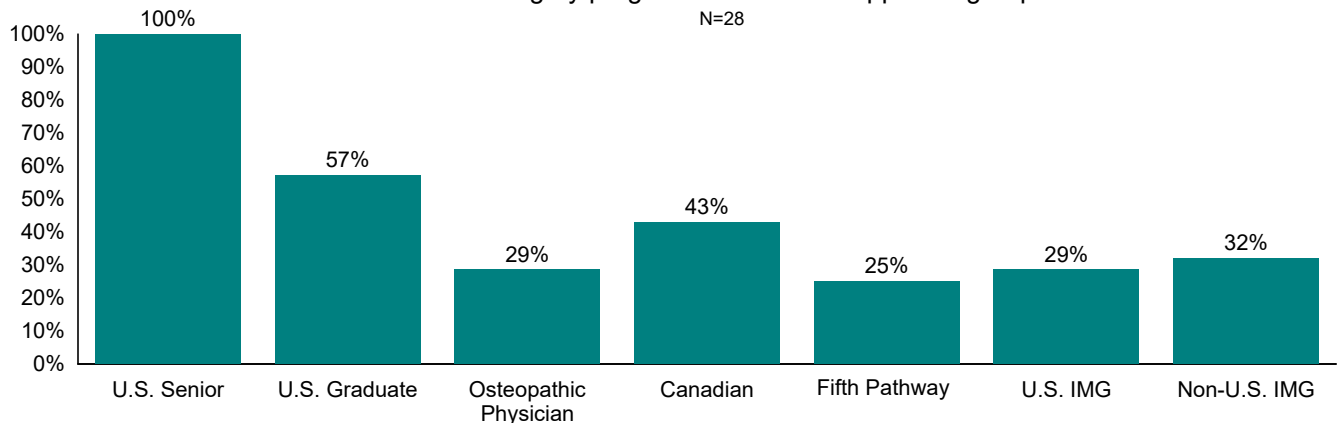


\* Data from the NRMP database. All Responding programs included

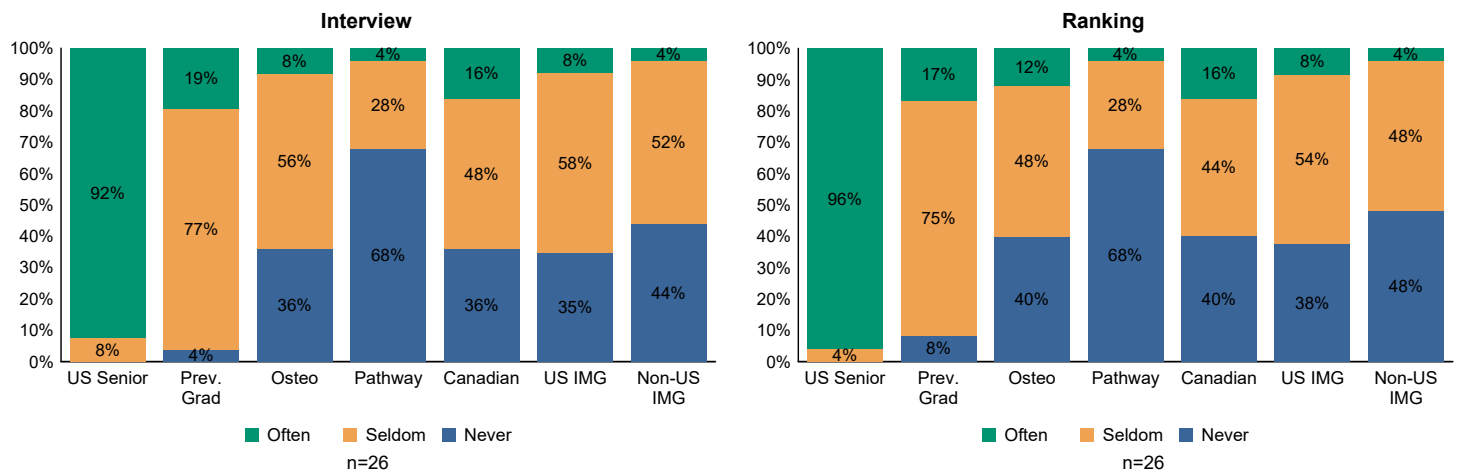
**Percentage of Programs that Typically Interview and Rank Each Applicant Type**

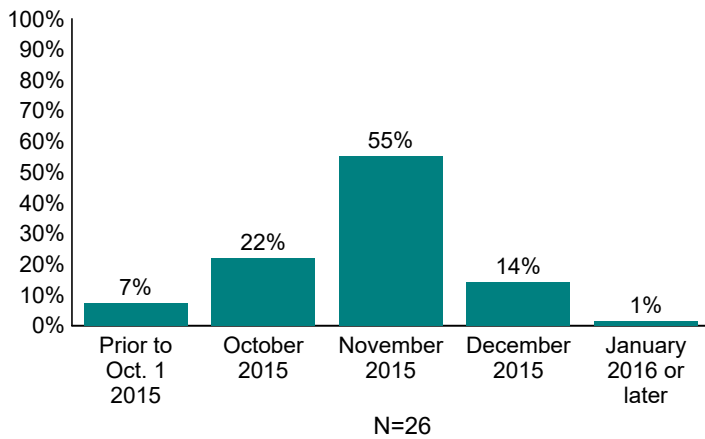
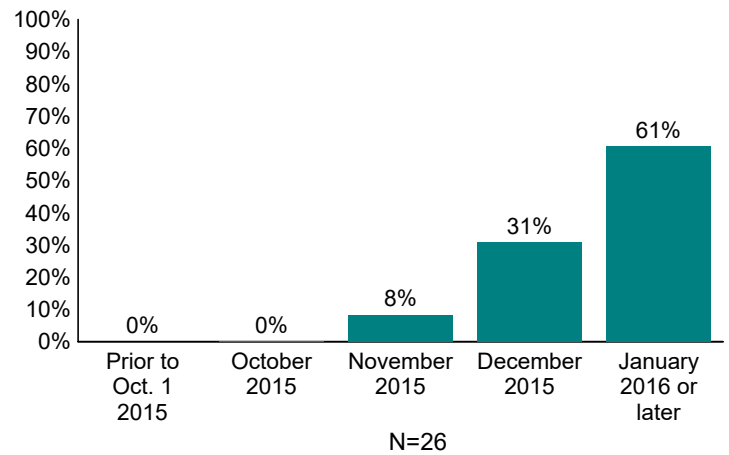
25% of Plastic Surgery programs consider all applicant groups

N=28

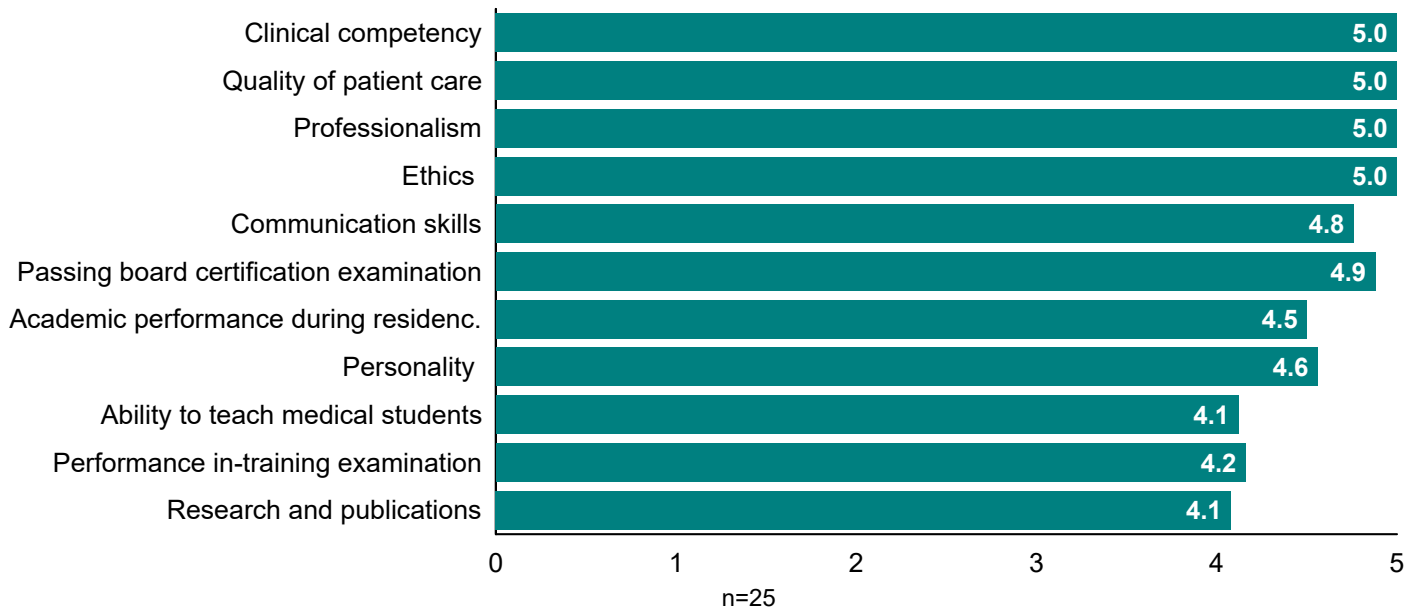


**Frequency of Programs Interviewing and Ranking Candidates**




**Figure PS-6****Plastic Surgery****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)



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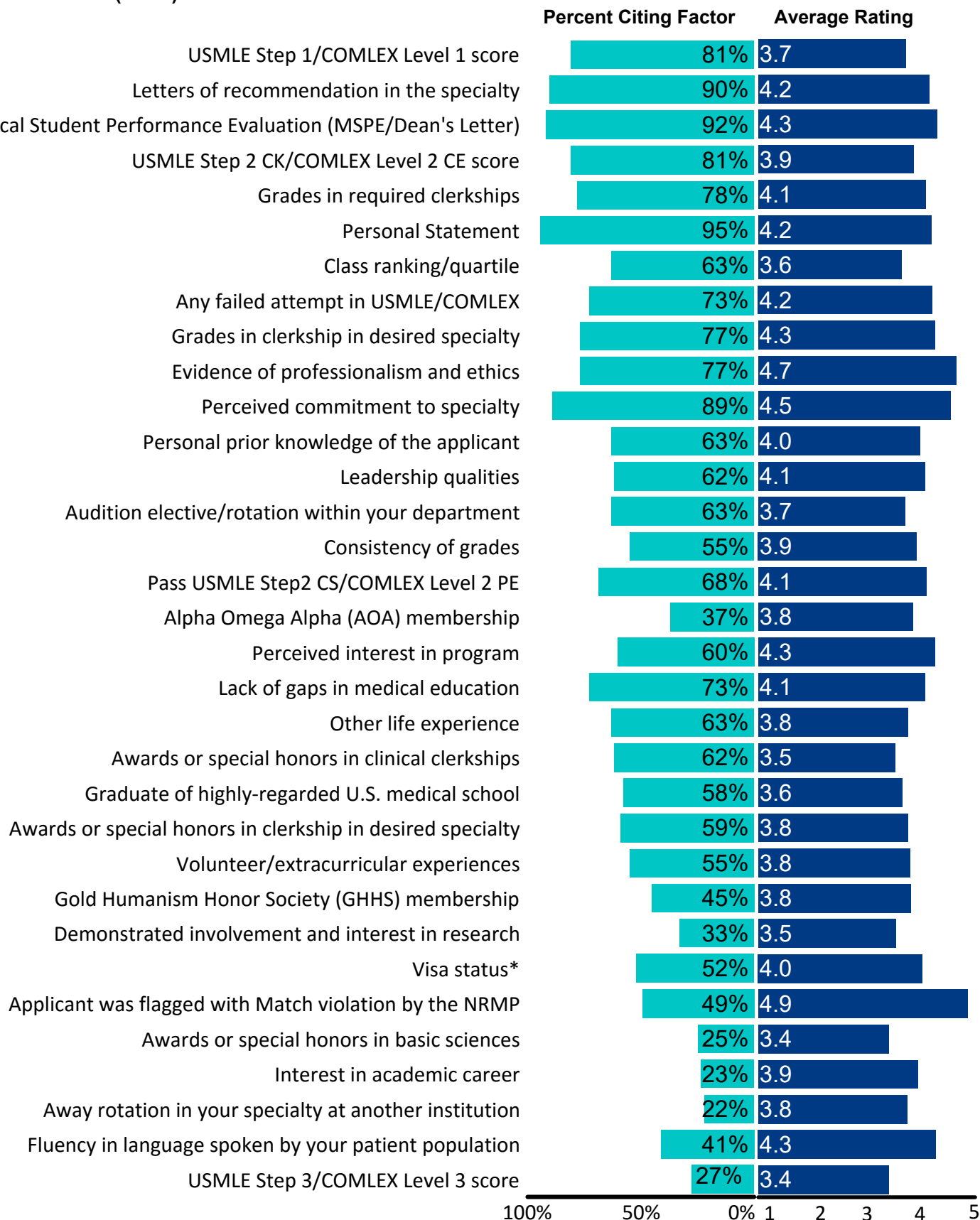
## Psychiatry

(N=80)

**Figure PSY-1**

**Psychiatry**

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



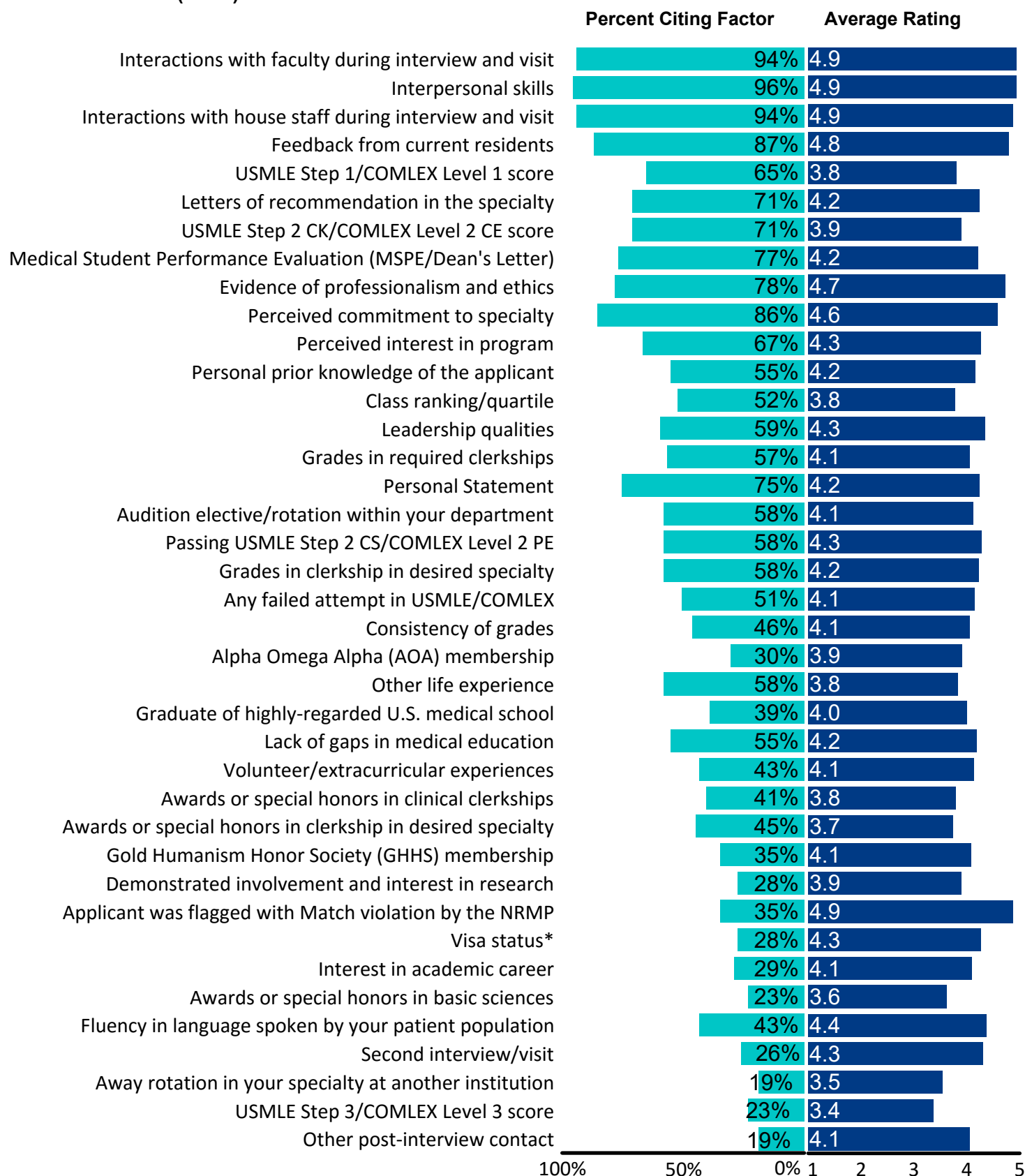
<sup>1</sup> Ratings on a scale from 1 (not at all important) to 5 (very important).

\* International Medical Graduates only

**Figure PSY-2**

**Psychiatry**

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



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

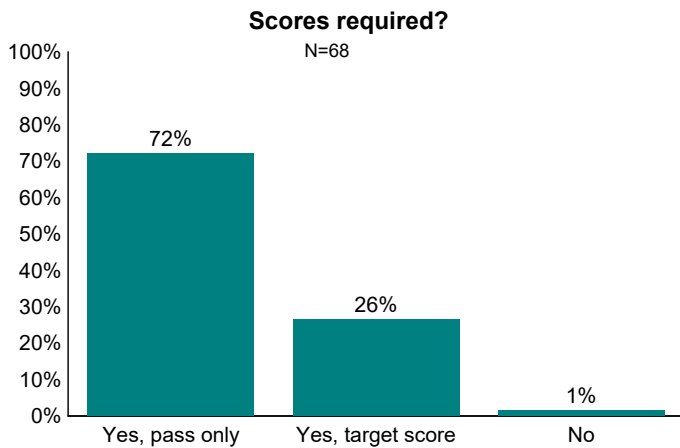
\* International Medical Graduates only

## Figure PSY-3

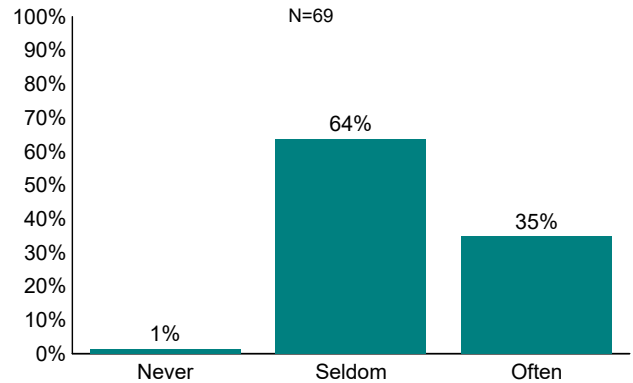
### Psychiatry

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

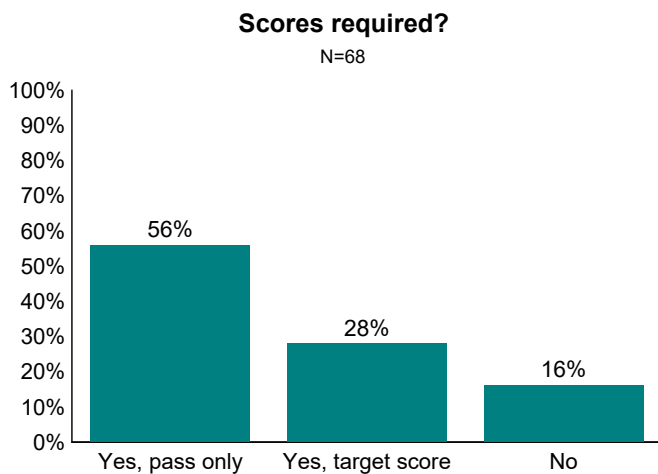
##### Percentage of Programs That Use USMLE Step 1 Score



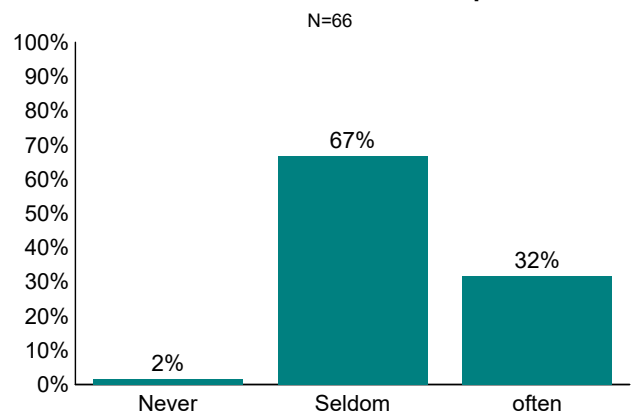
##### Would your program consider applicants who fail the exam on the first attempt?



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

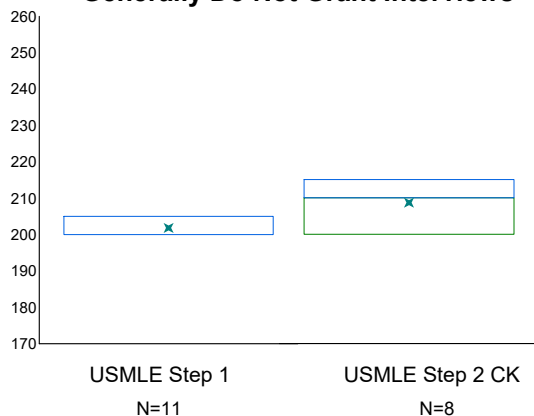


##### Would your program consider applicants who fail the exam on the first attempt?

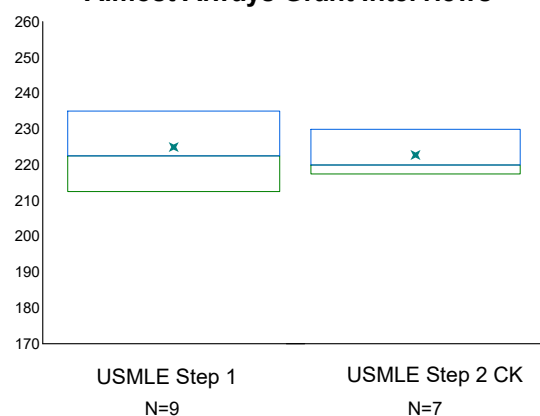


##### Average USMLE Step 1 and Step 2 CK Scores Programs Consider When Granting Interviews

###### Scores Below Which Programs Generally Do Not Grant Interviews



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



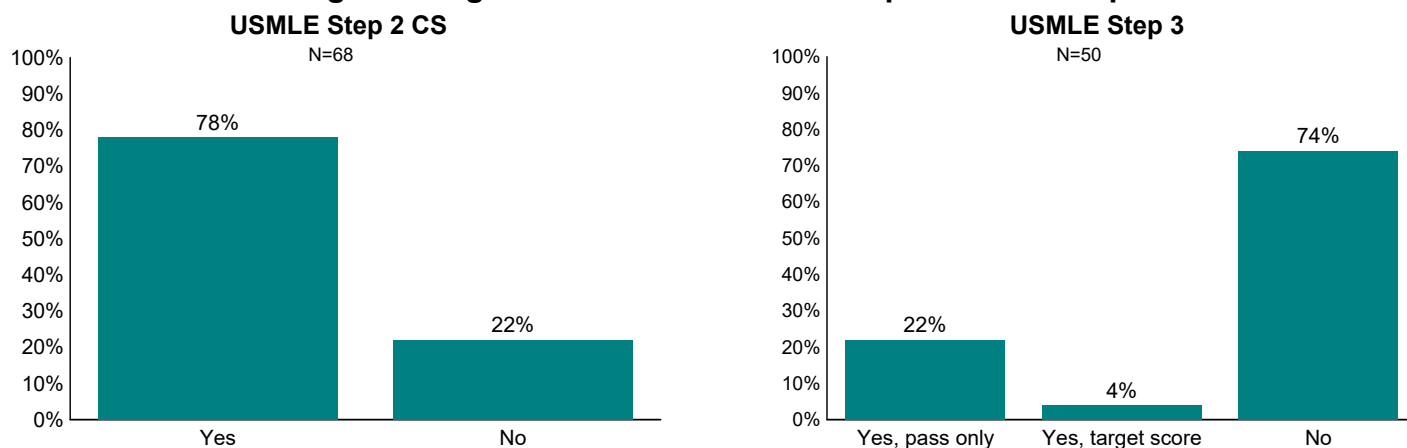
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

## Figure PSY-4

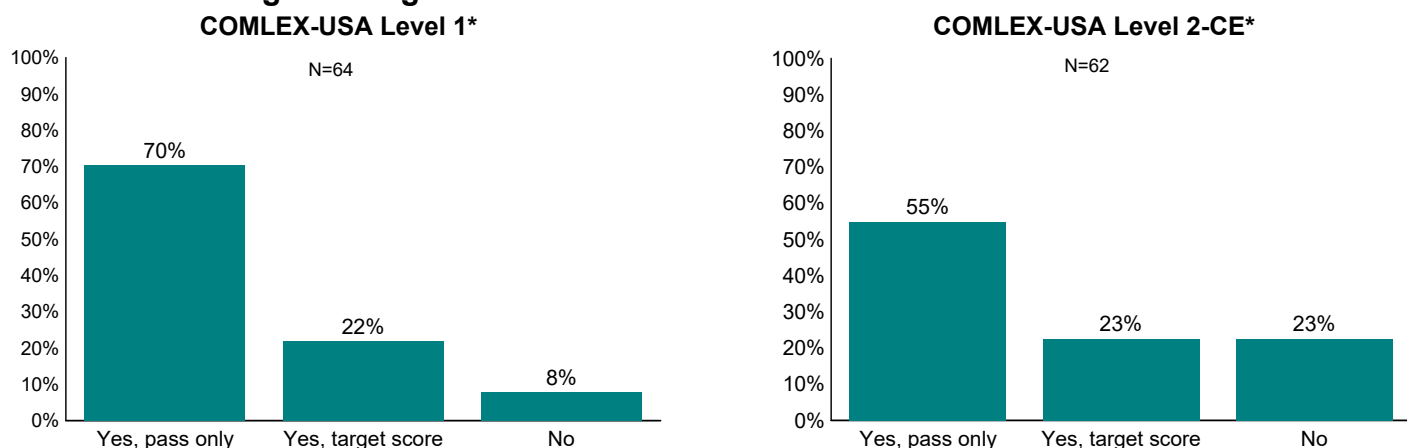
### Psychiatry

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

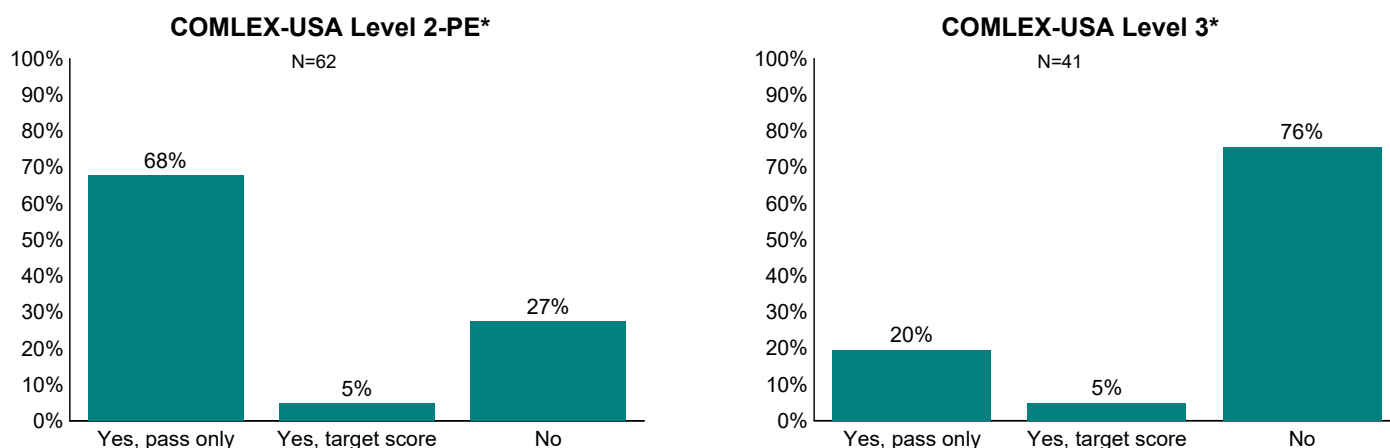
#### Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



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



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



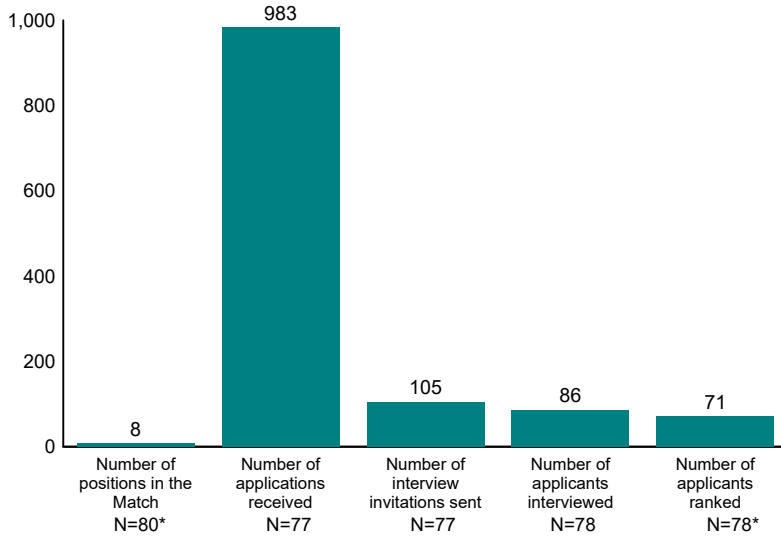
\* Osteopathic applicants only



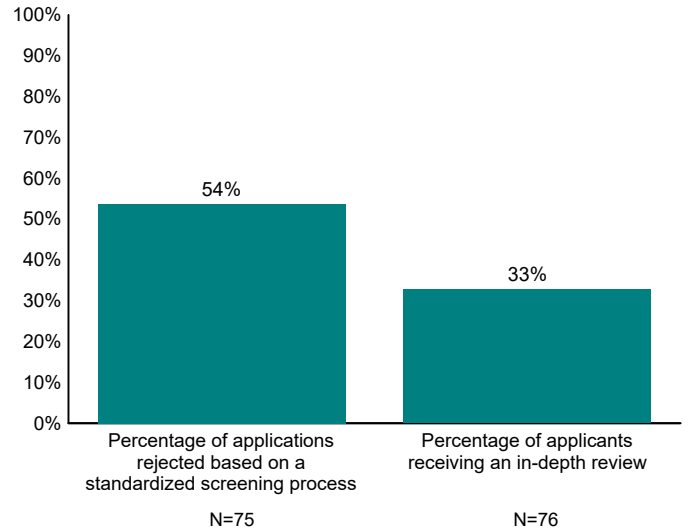
## Figure PSY-5

### Psychiatry Program's Interview Activities

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



**Average Percentage of Applicants Rejected and Reviewed**

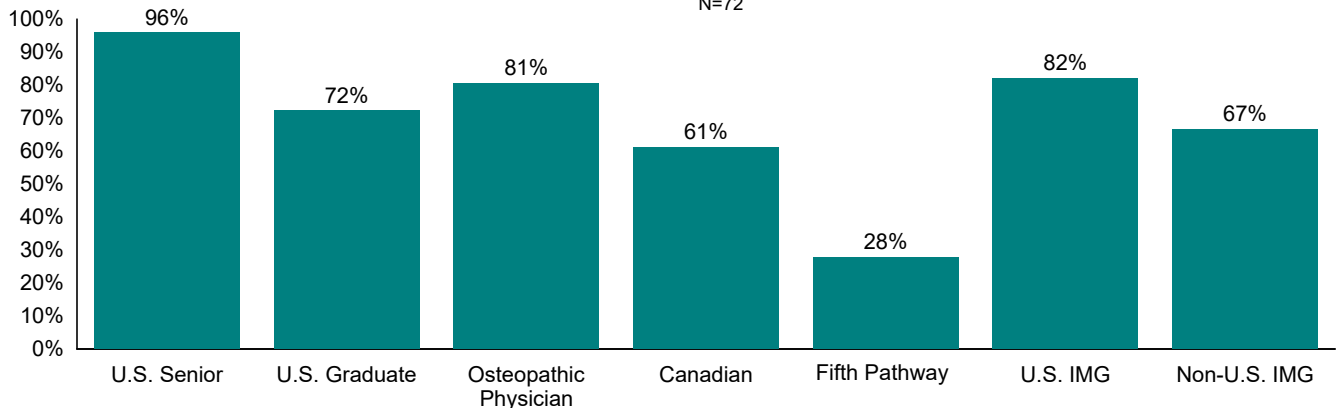


\* Data from the NRMP database. All Responding programs included

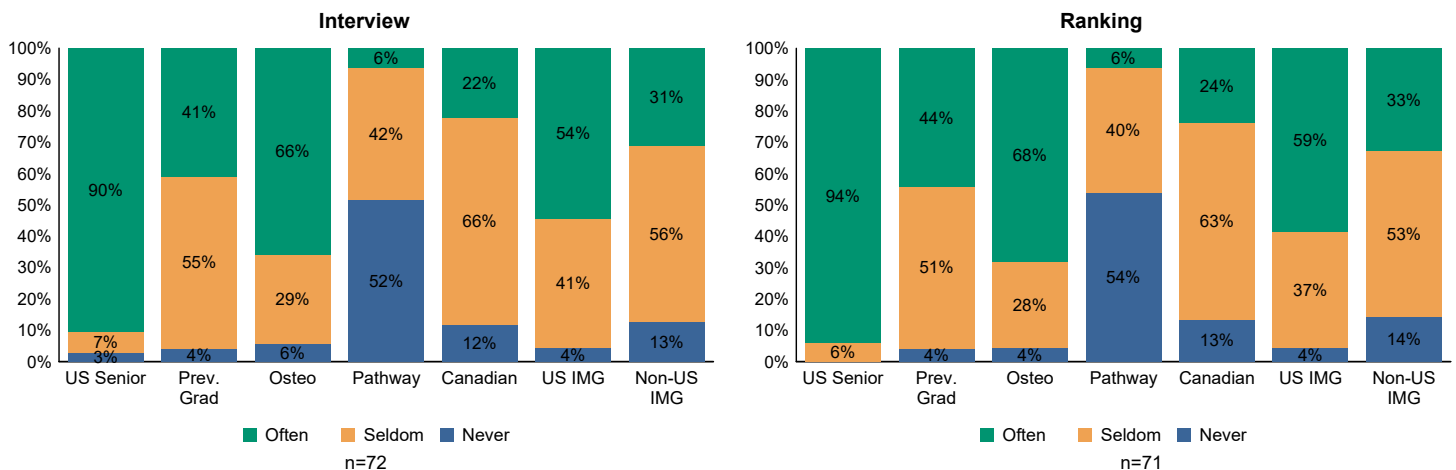
**Percentage of Programs that Typically Interview and Rank Each Applicant Type**

24% of Psychiatry programs consider all applicant groups

N=72



**Frequency of Programs Interviewing and Ranking Candidates**

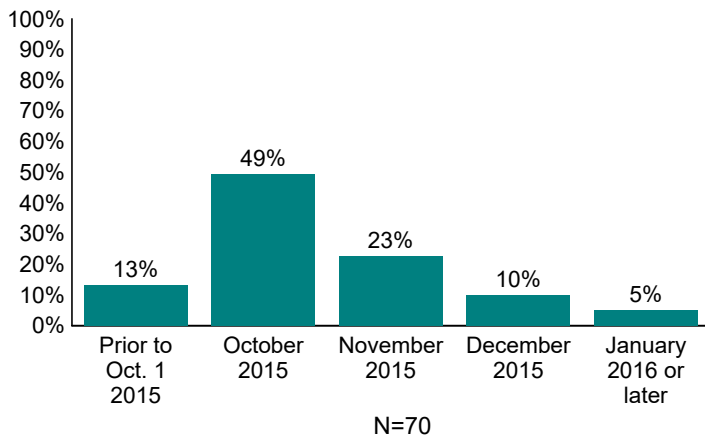


## Figure PSY-6

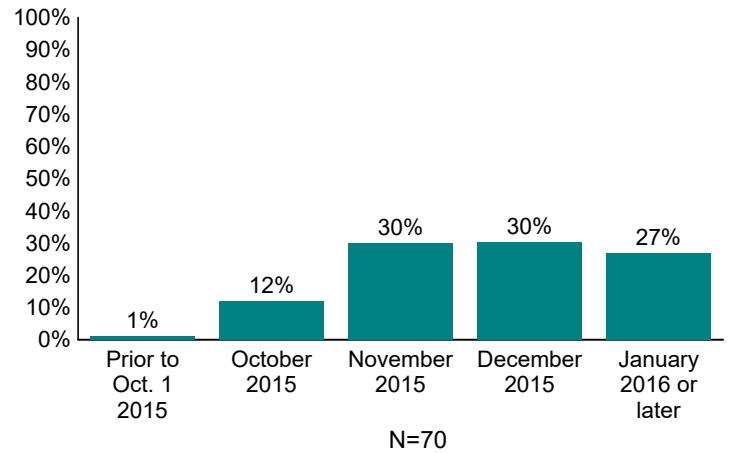
### Psychiatry

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

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

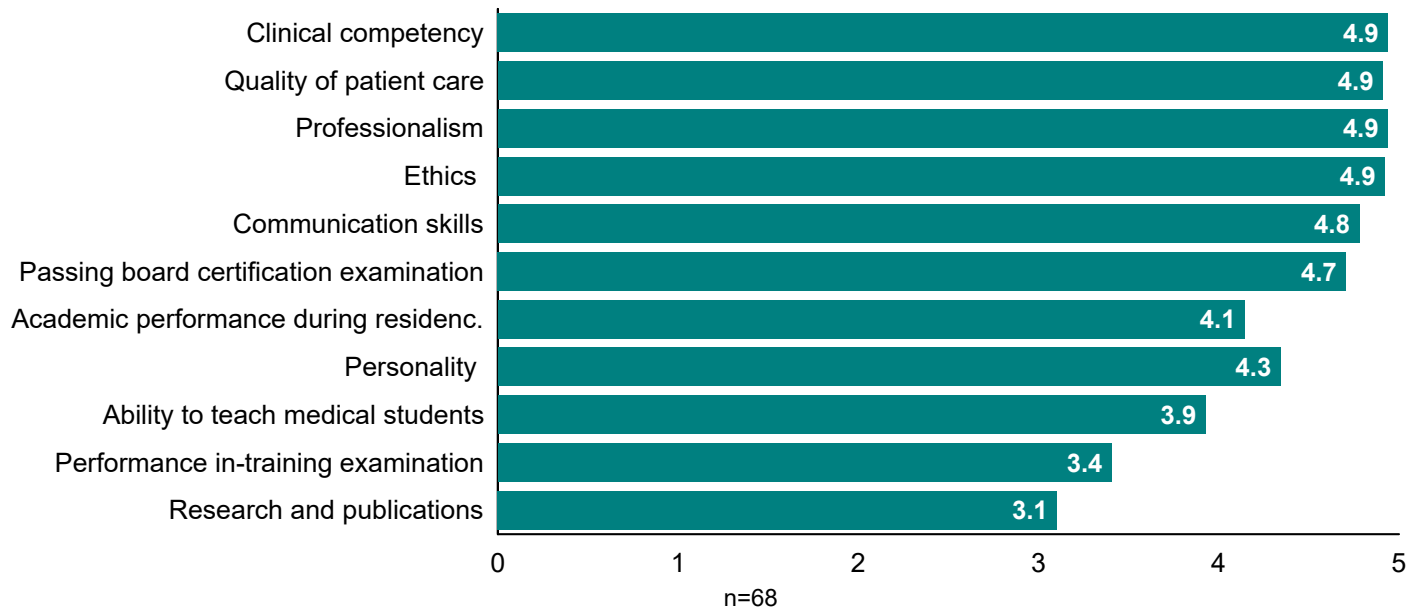


##### Percentage of Program's Interviews Conducted During Each Time Period



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

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



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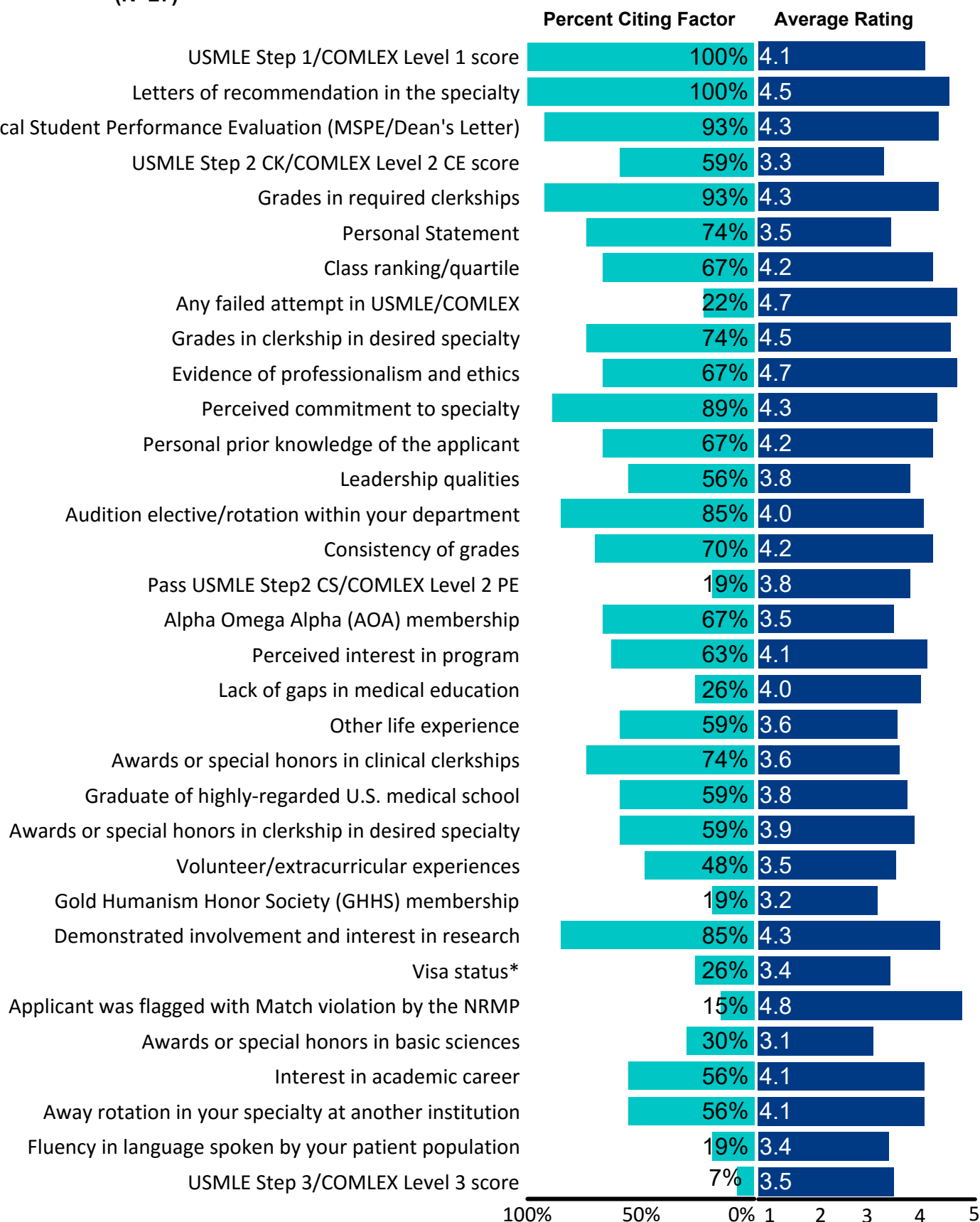
## Radiation Oncology

(N=28)

**Figure RO-1**

**Radiation Oncology**

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



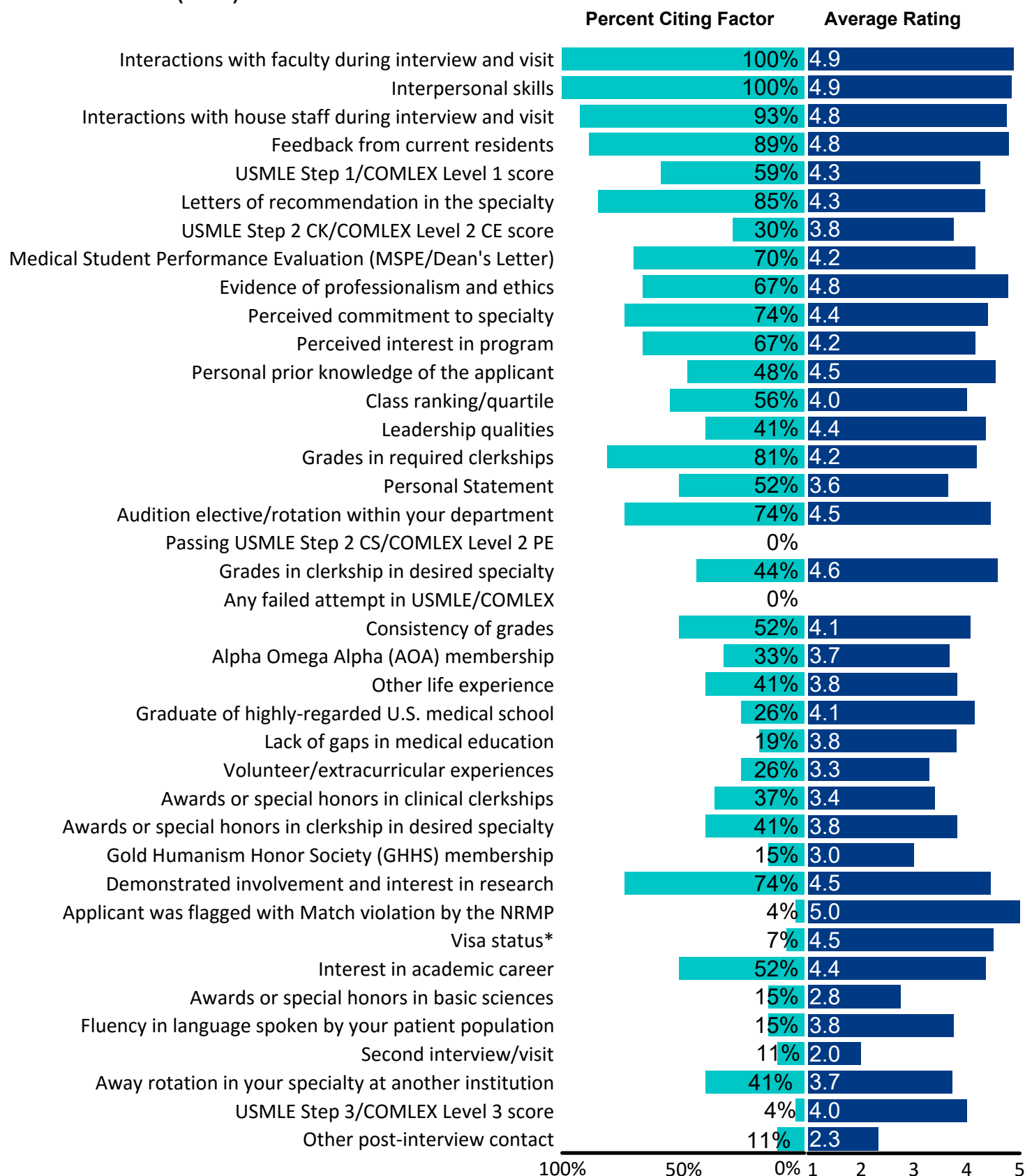
<sup>1</sup> Ratings on a scale from 1 (not at all important) to 5 (very important).

\* International Medical Graduates only

**Figure RO-2**

**Radiation Oncology**

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



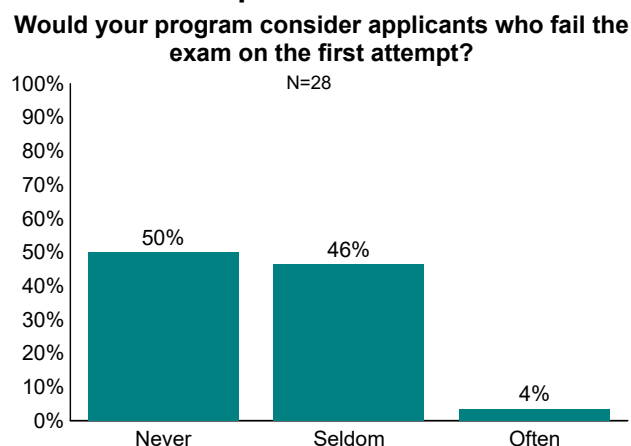
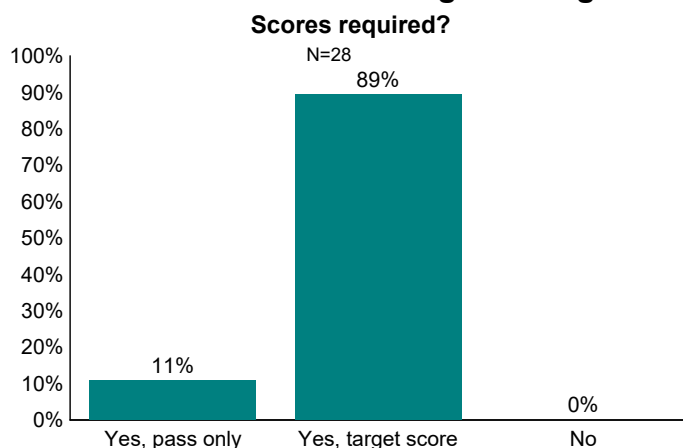
<sup>1</sup> Ratings on a scale from 1 (not at all important) to 5 (very important).

\* International Medical Graduates only

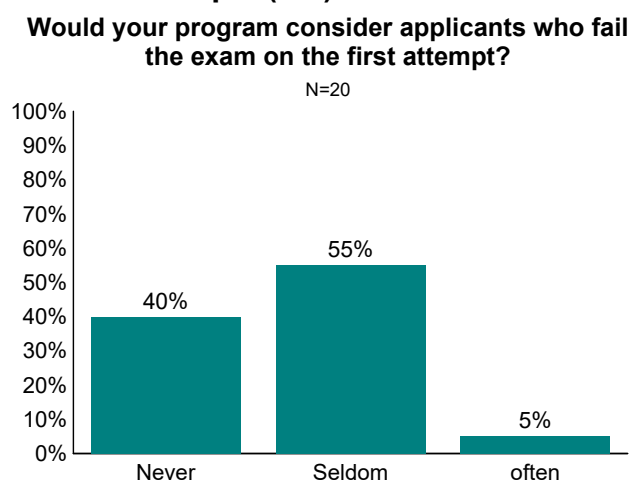
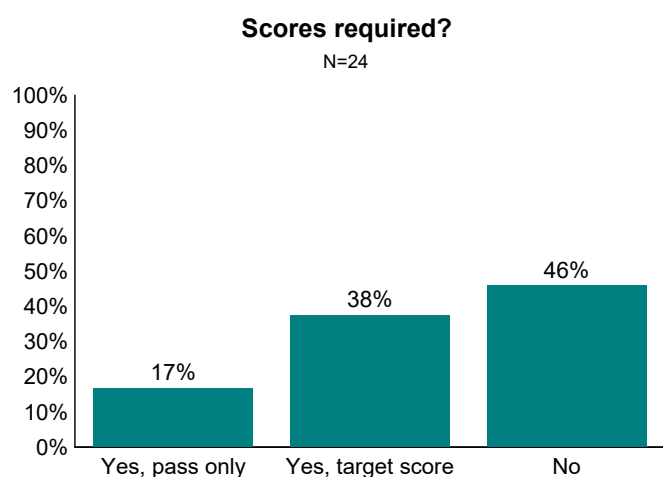
**Figure RO-3**

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

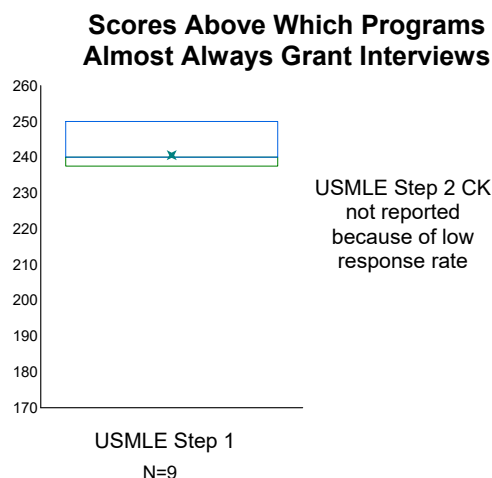
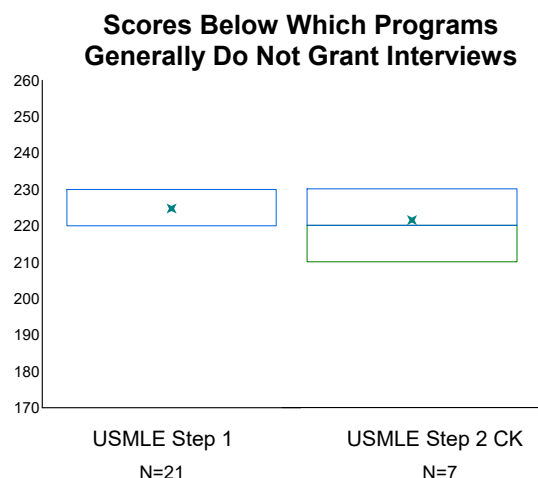
**Percentage of Programs That Use USMLE Step 1 Score**



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



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



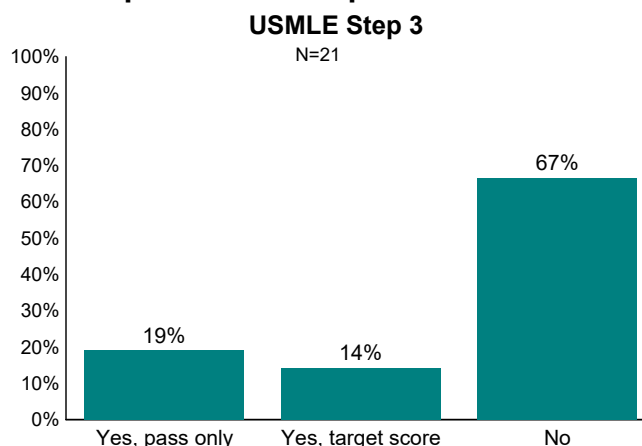
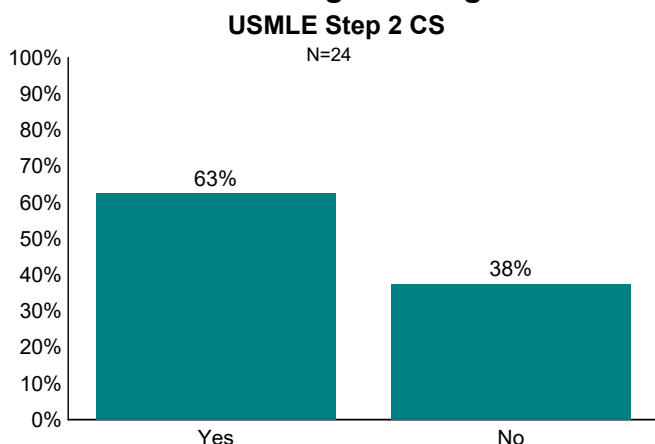
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

## Figure RO-4

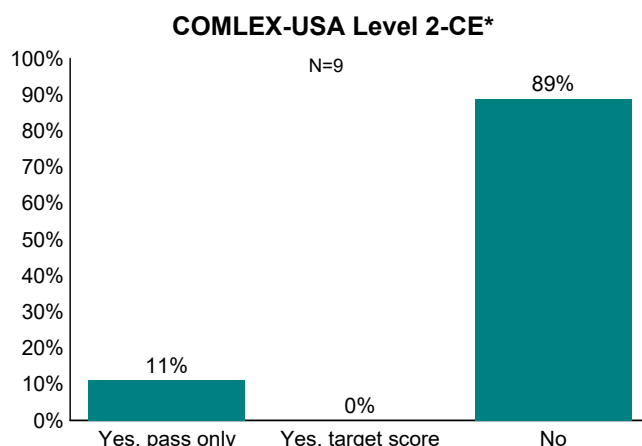
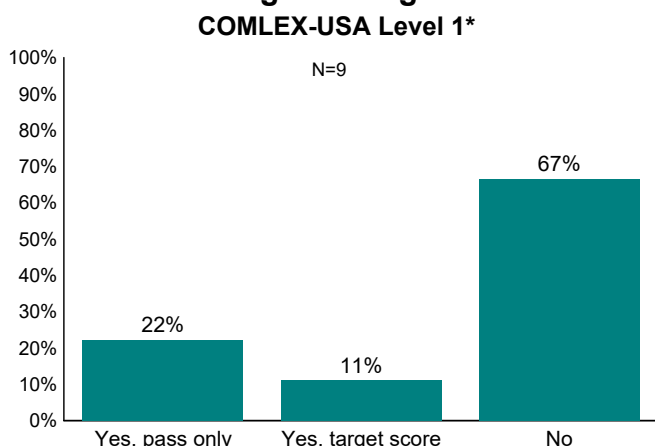
### Radiation Oncology

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

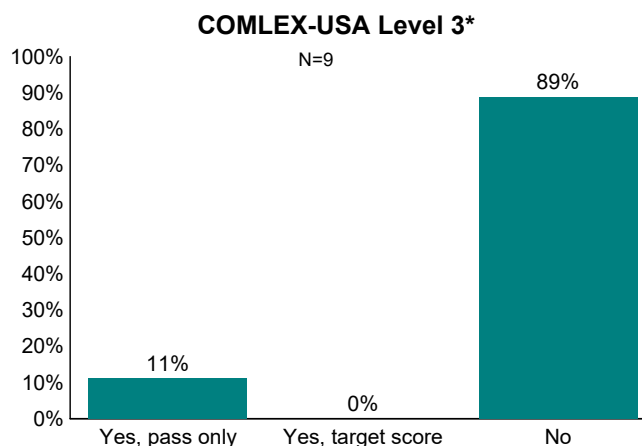
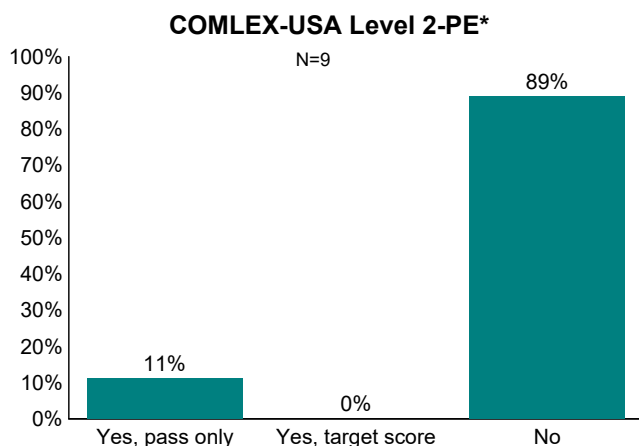
#### Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



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



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

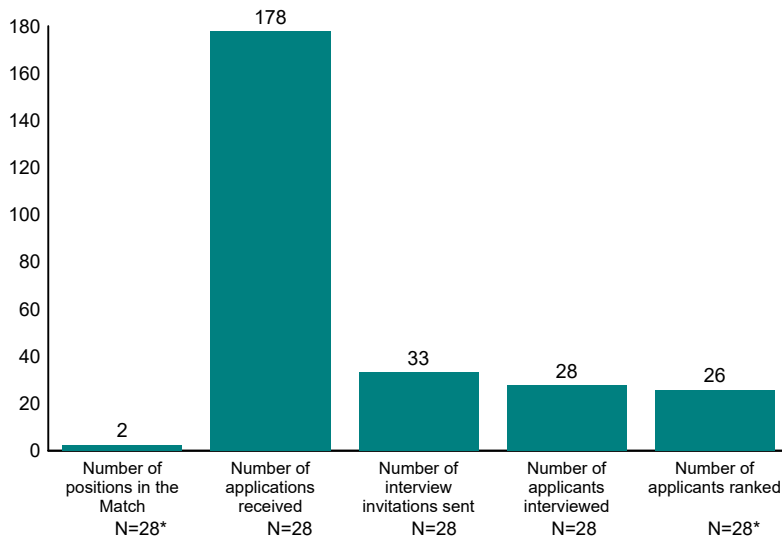


\* Osteopathic applicants only

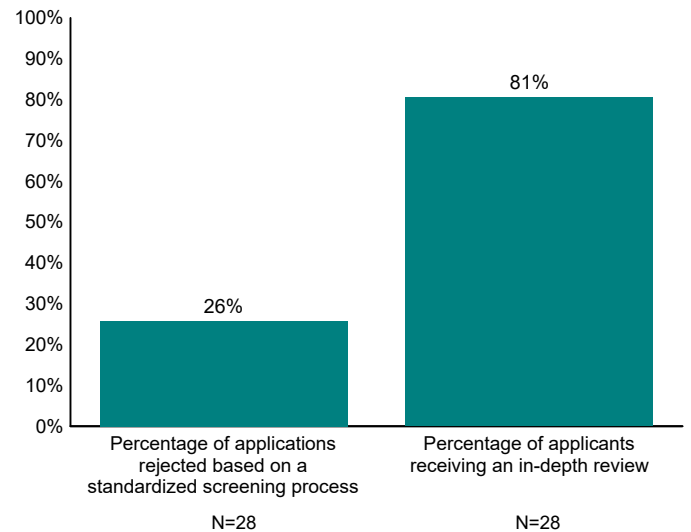
**Figure RO-5**

## Radiation Oncology Program's Interview Activities

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



**Average Percentage of Applicants Rejected and Reviewed**

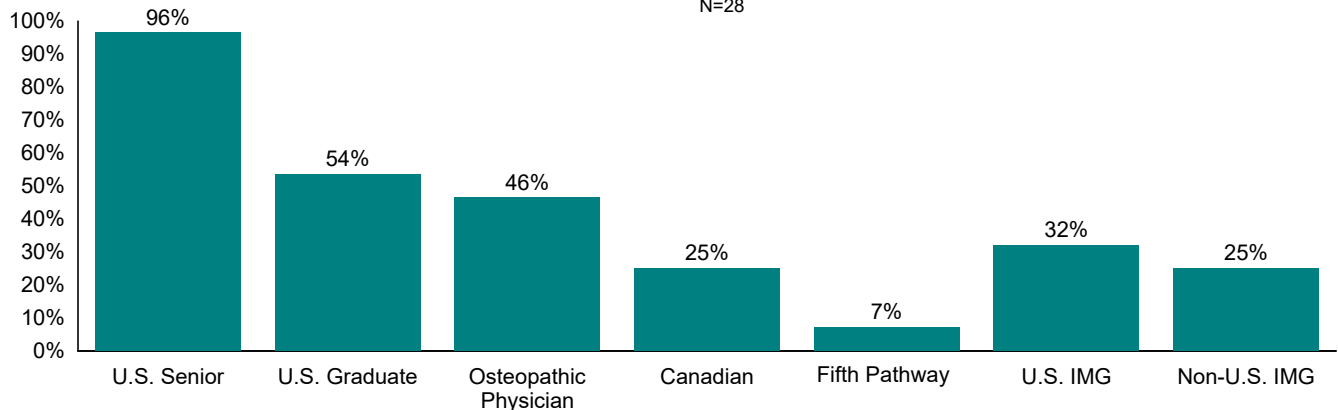


\* Data from the NRMP database. All Responding programs included

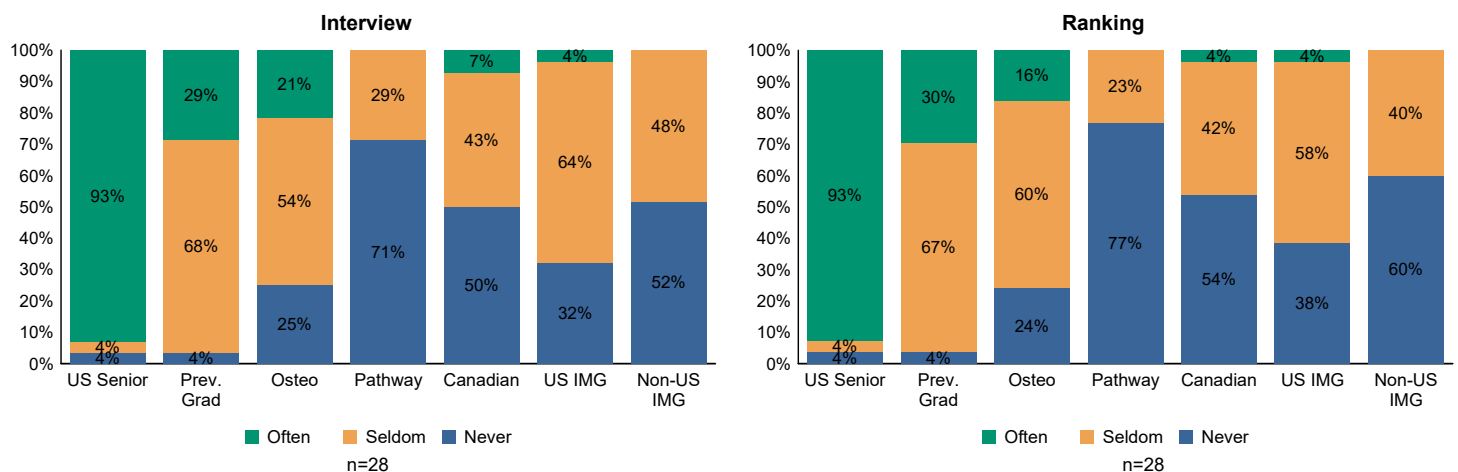
**Percentage of Programs that Typically Interview and Rank Each Applicant Type**

7% of Radiation Oncology programs consider all applicant groups

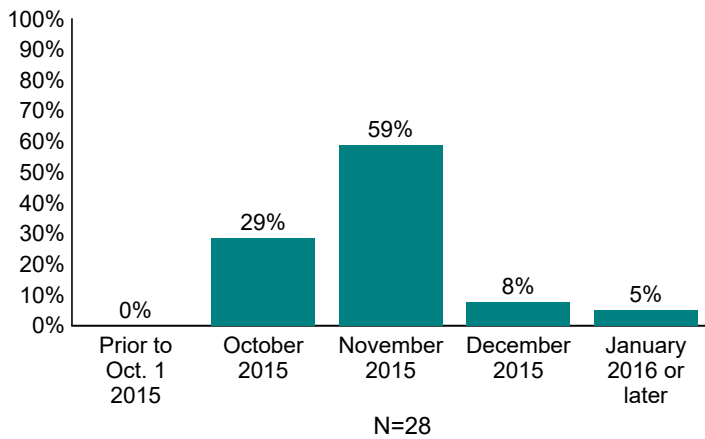
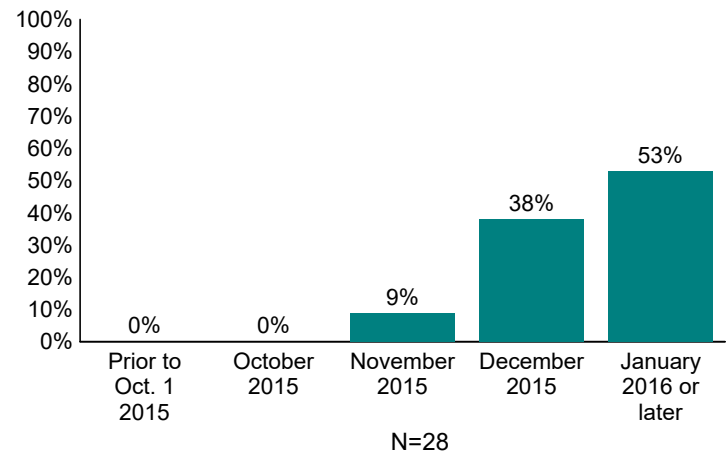
N=28



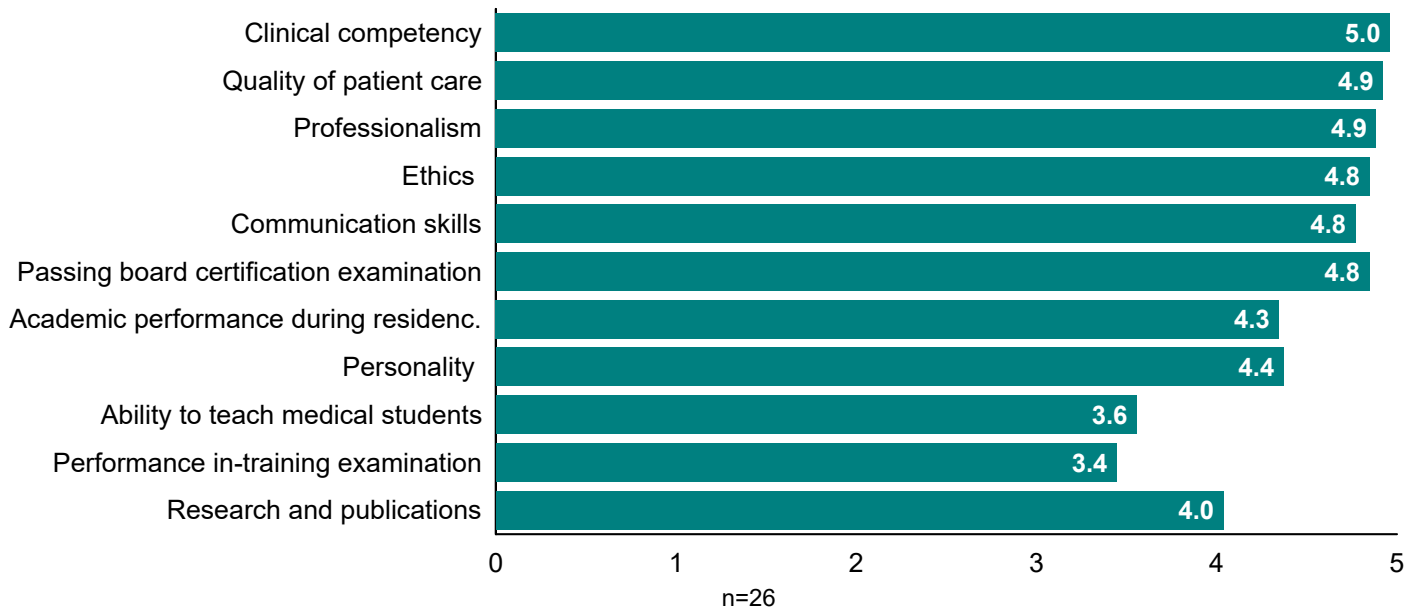
**Frequency of Programs Interviewing and Ranking Candidates**






**Figure RO-6****Radiation Oncology  
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)



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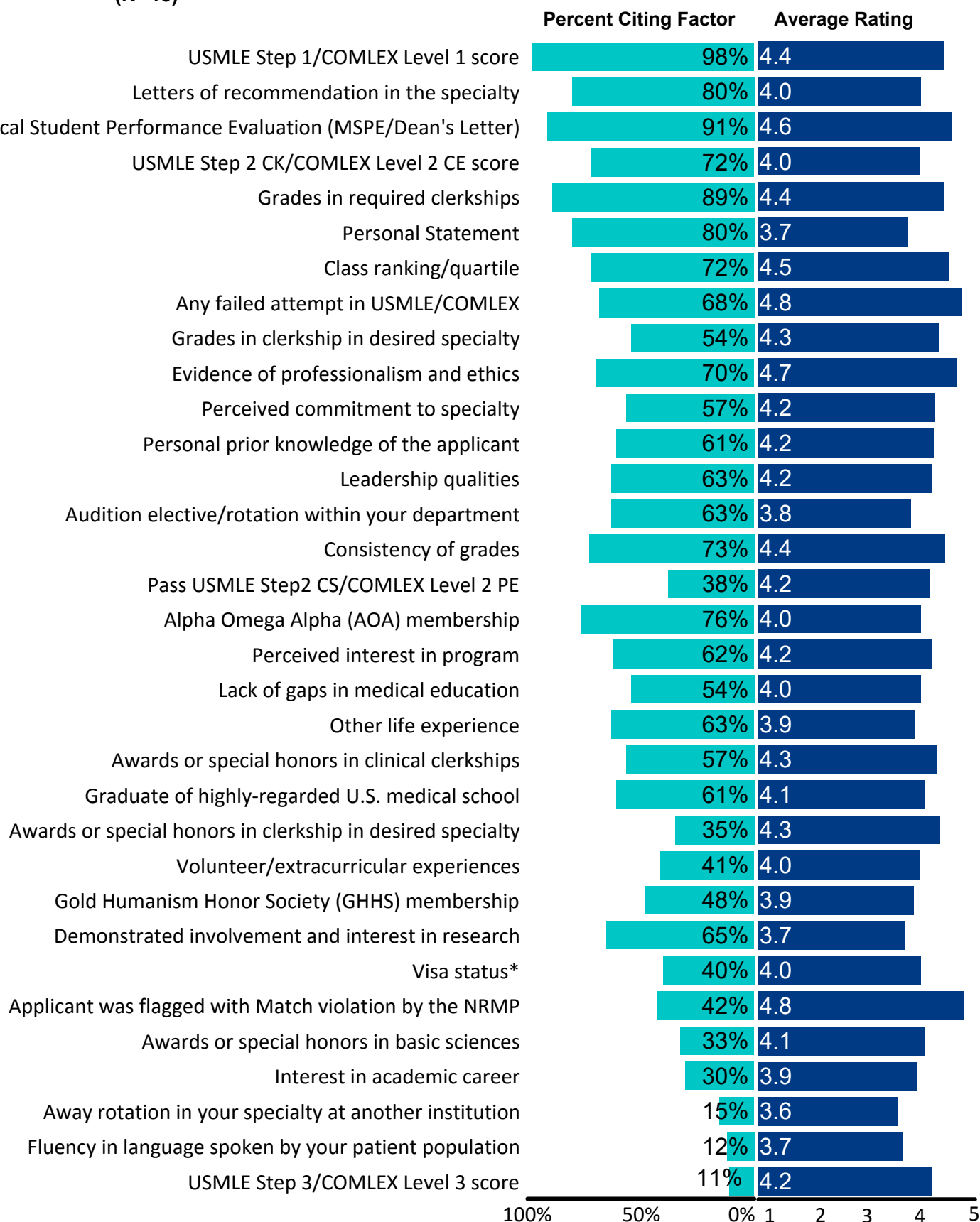
## Radiology

(N=55)

**Figure RD-1**

**Radiology-Diagnostic**

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



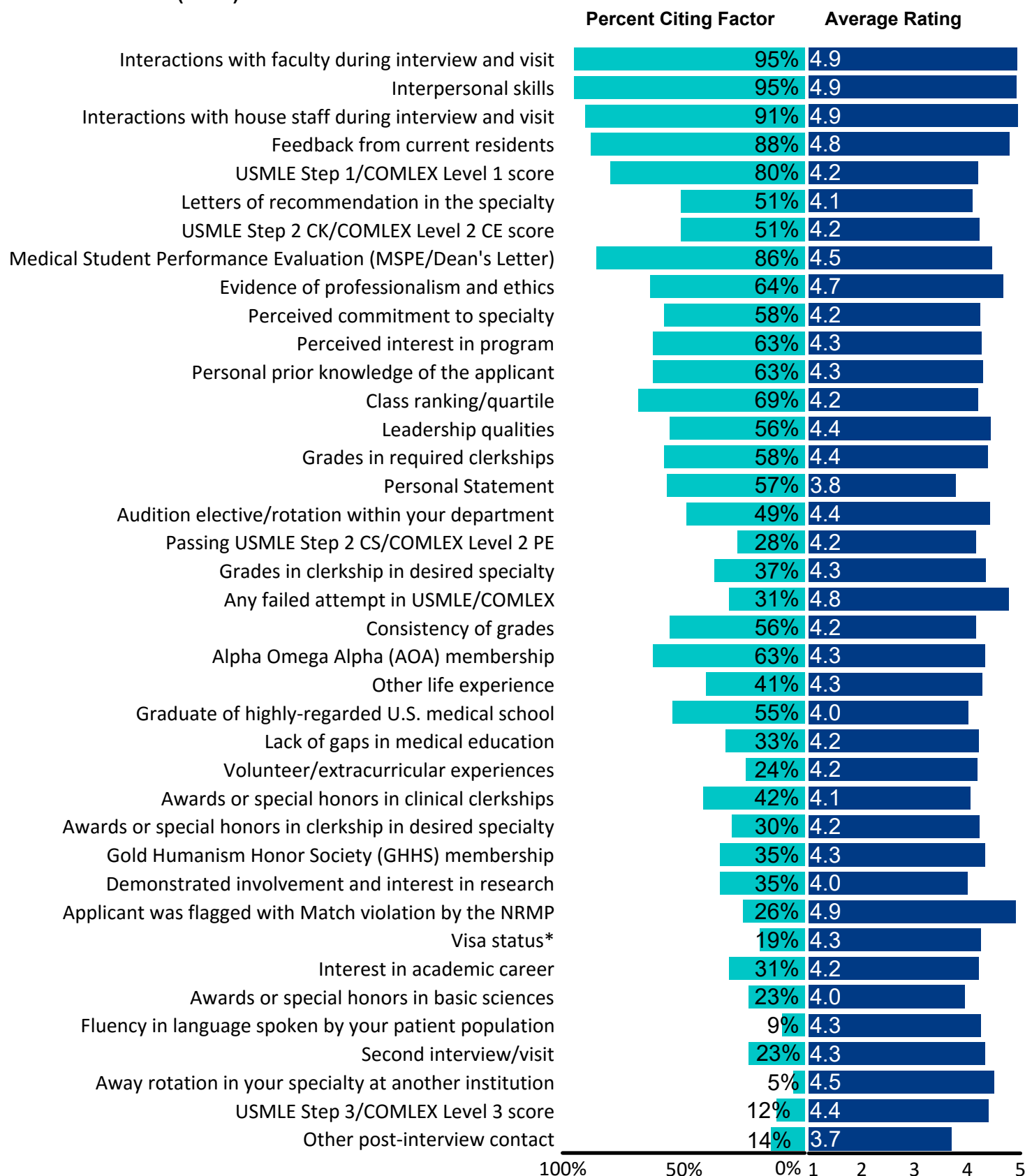
<sup>1</sup> Ratings on a scale from 1 (not at all important) to 5 (very important).

\* International Medical Graduates only

**Figure RD-2**

**Radiology-Diagnostic**

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



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

\* International Medical Graduates only

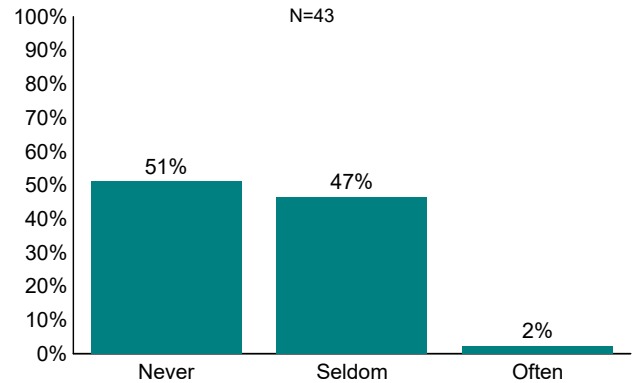
**Figure RD-3**

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

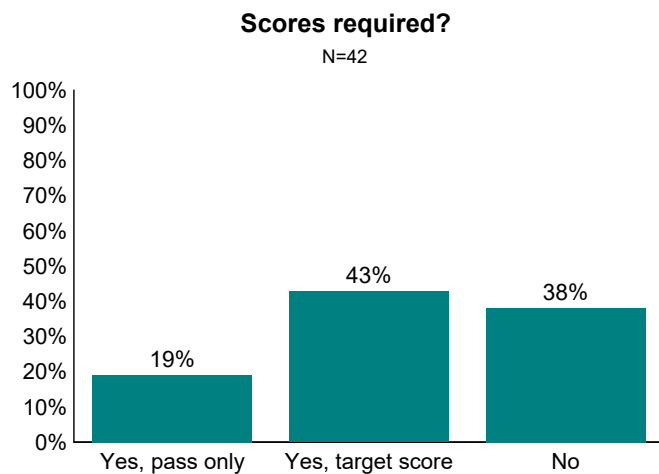
**Percentage of Programs That Use USMLE Step 1 Score**



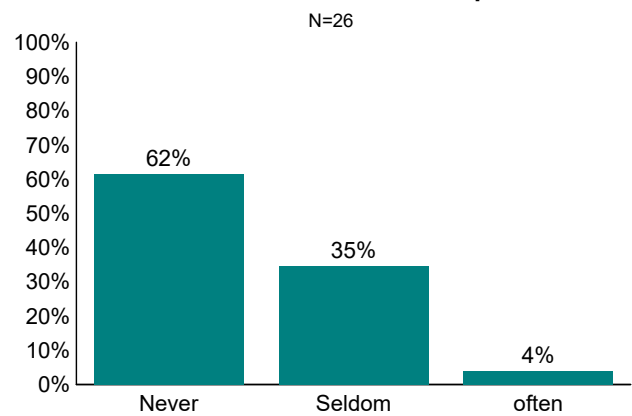
**Would your program consider applicants who fail the exam on the first attempt?**  
N=43



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

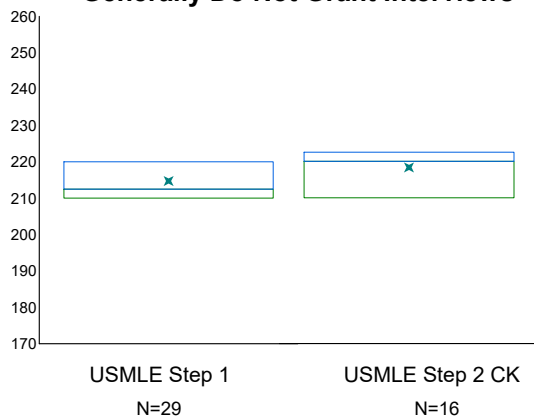


**Would your program consider applicants who fail the exam on the first attempt?**  
N=26

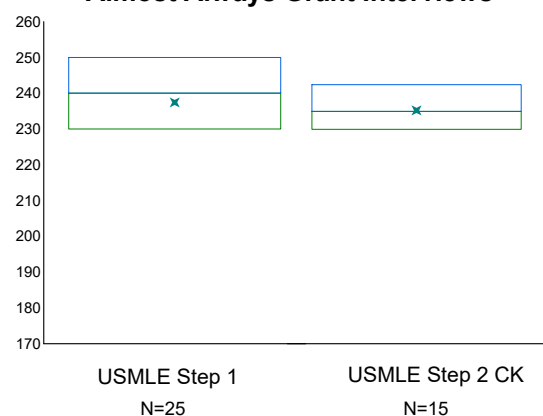


**Average USMLE Step 1 and Step 2 CK Scores Programs  
Consider When Granting Interviews**

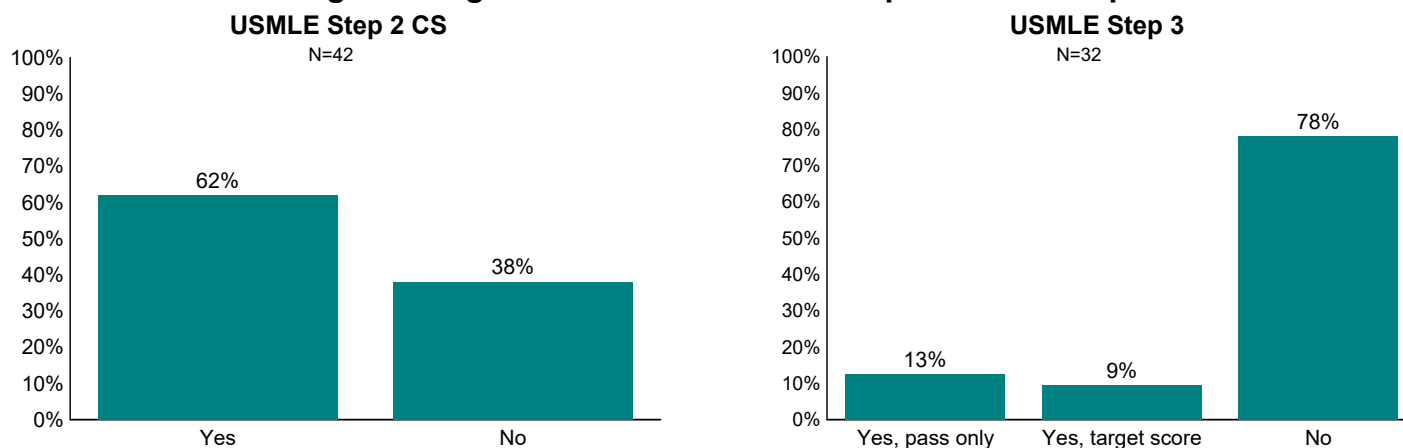
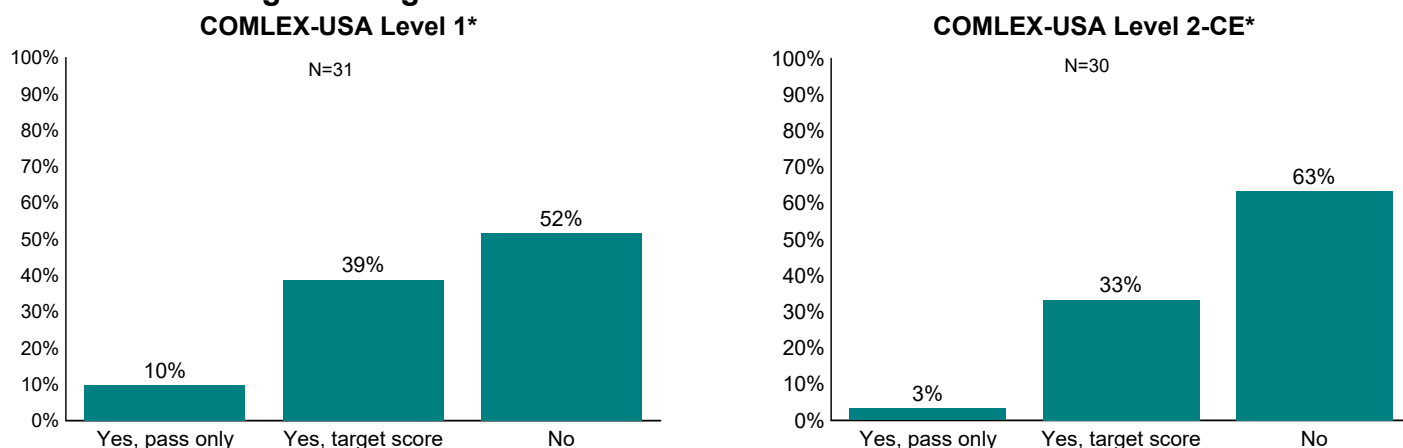
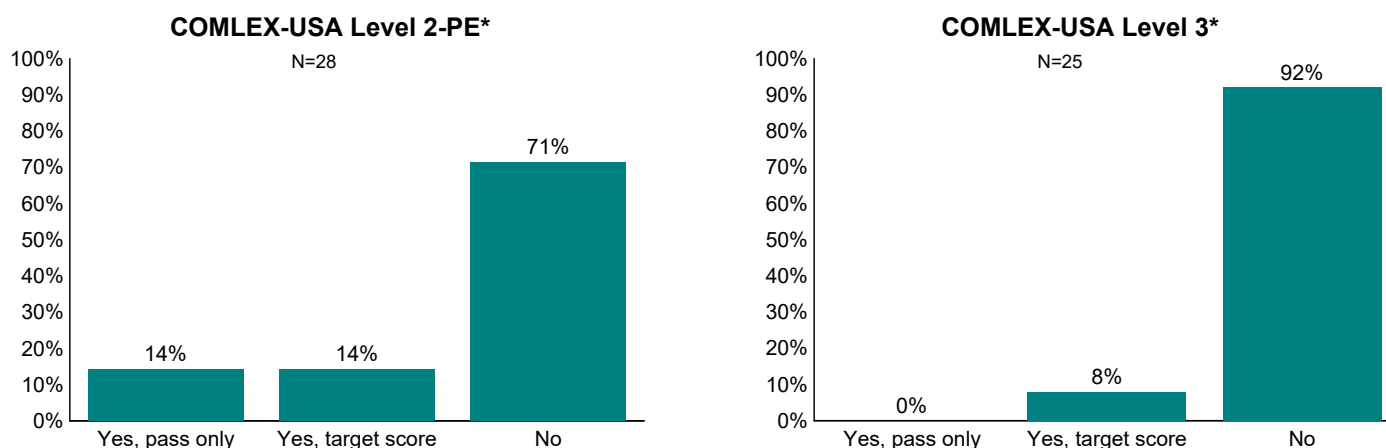
**Scores Below Which Programs  
Generally Do Not Grant Interviews**



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



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

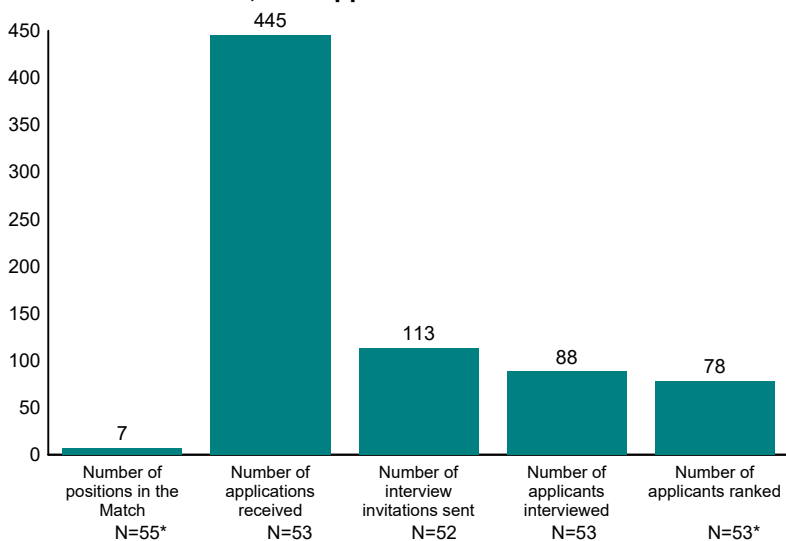
**Figure RD-4****Radiology-Diagnostic****Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores\* When Considering Which Applicants to Interview****Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores****Percentage of Programs That Use COMLEX-USA Level 1 and Level 2-CE Scores****Percentage of Programs That Use COMLEX-USA Level 2-PE and Level 3 Scores**

\* Osteopathic applicants only

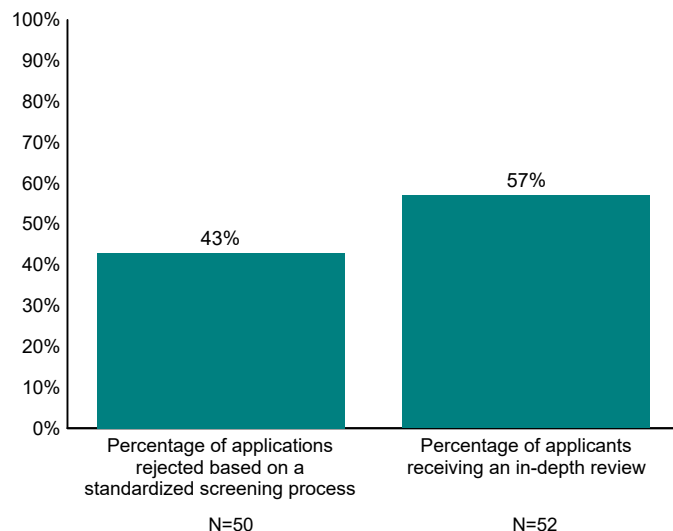
**Figure RD-5**

## Radiology-Diagnostic Program's Interview Activities

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



**Average Percentage of Applicants Rejected and Reviewed**

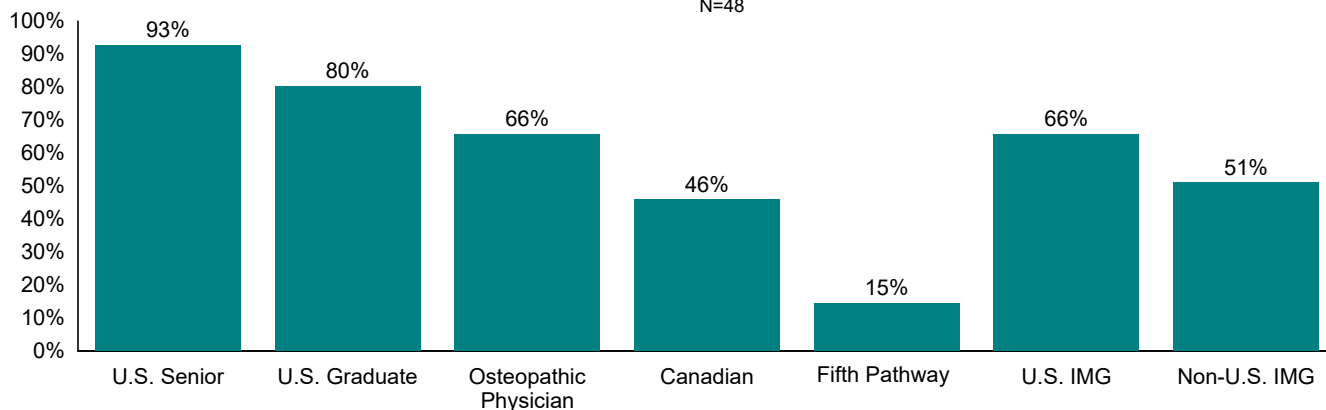


\* Data from the NRMP database. All Responding programs included

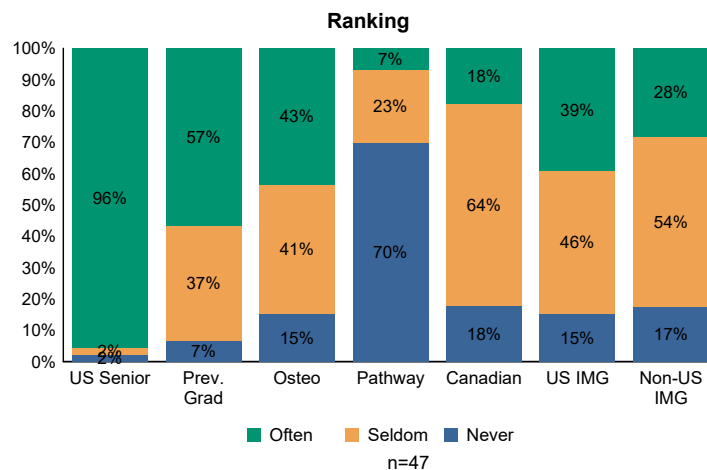
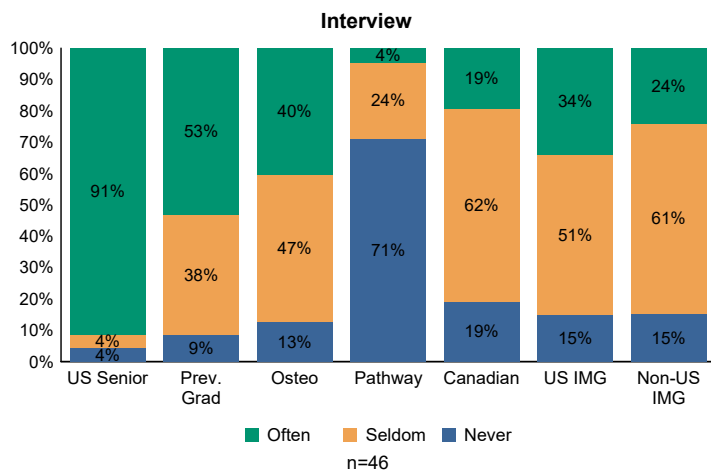
**Percentage of Programs that Typically Interview and Rank Each Applicant Type**

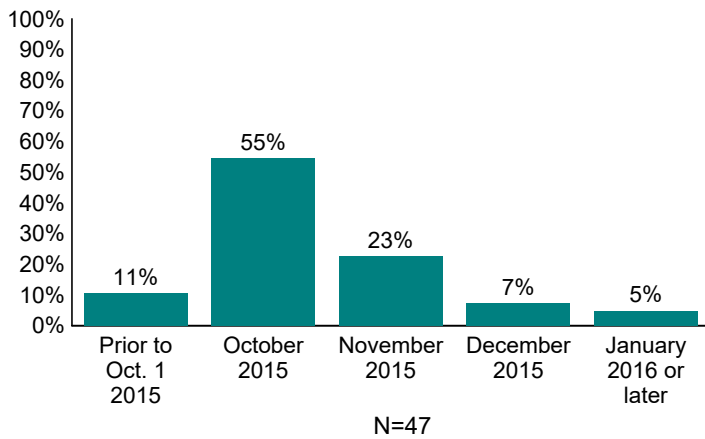
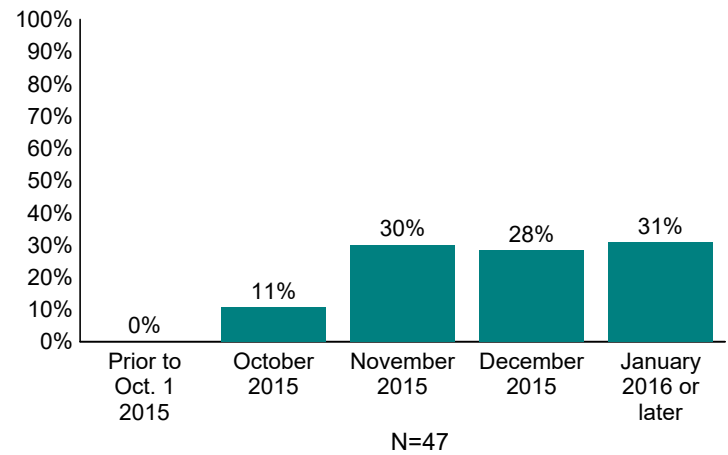
15% of Radiology-Diagnostic programs consider all applicant groups

N=48

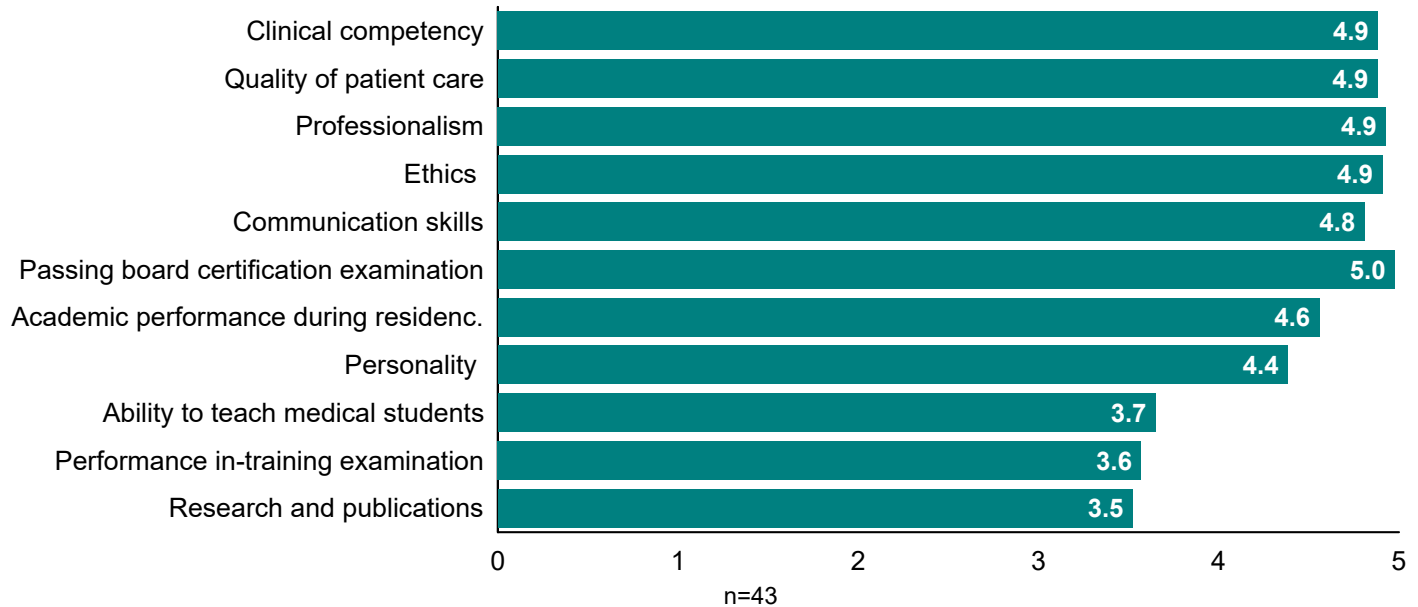


**Frequency of Programs Interviewing and Ranking Candidates**




**Figure RD-6****Radiology-Diagnostic  
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)





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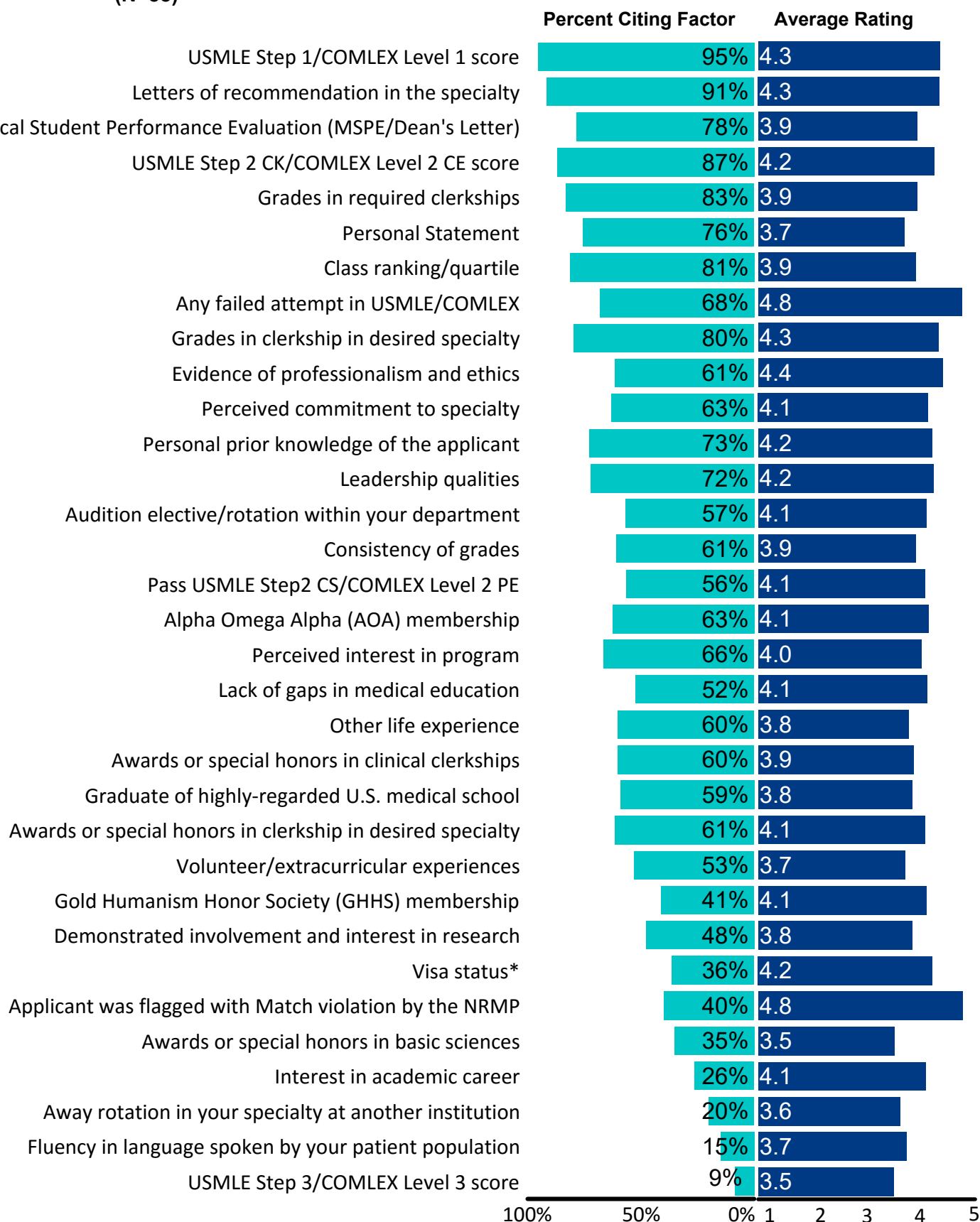


## Surgery

(N=96)

**Figure GS-1**

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



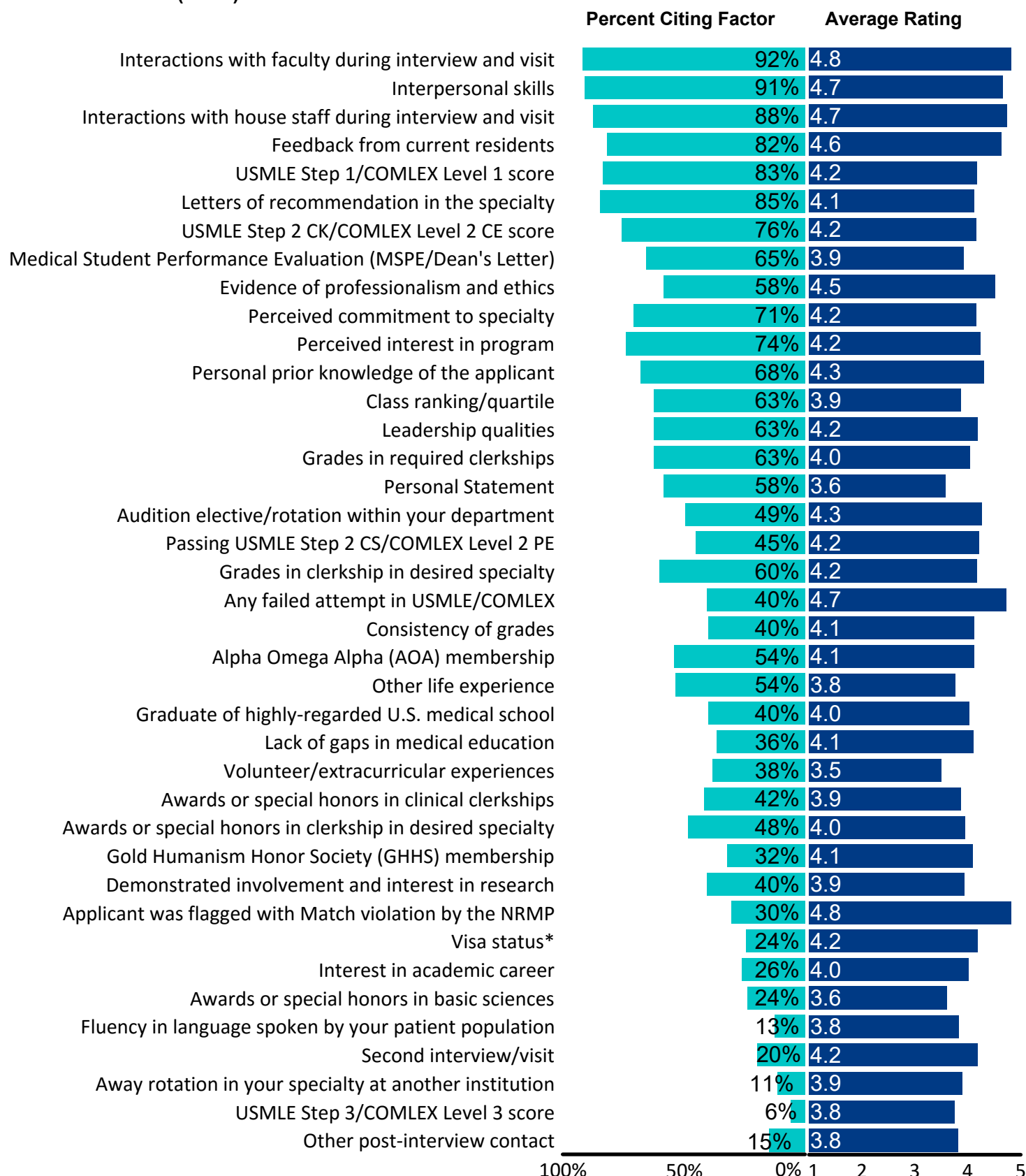
<sup>1</sup> Ratings on a scale from 1 (not at all important) to 5 (very important).

\* International Medical Graduates only

**Figure GS-2**

**Surgery**

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



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

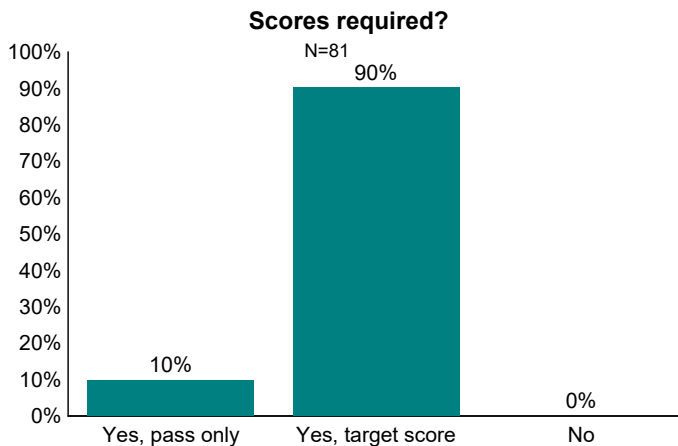
\* International Medical Graduates only

**Figure GS-3**

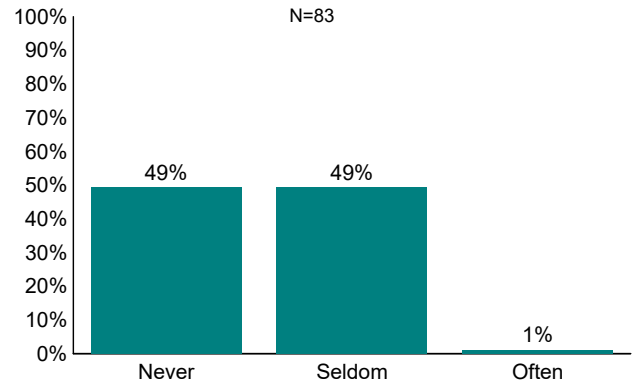
**Surgery**

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

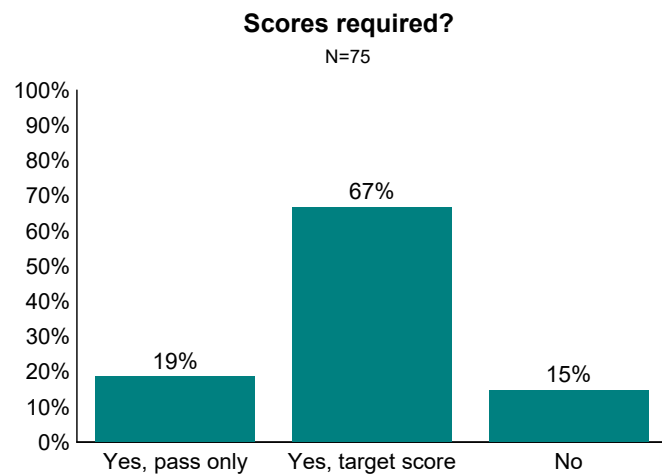
**Percentage of Programs That Use USMLE Step 1 Score**



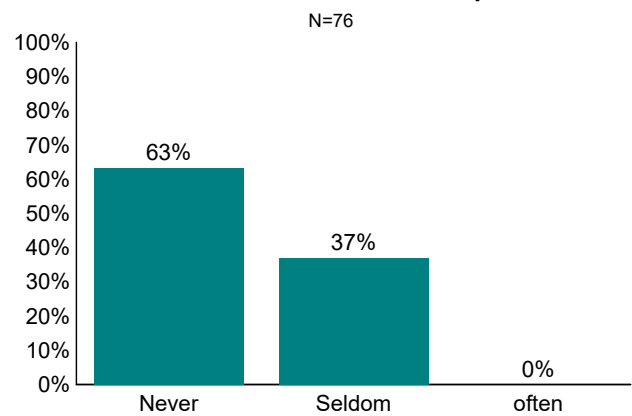
**Would your program consider applicants who fail the exam on the first attempt?**  
N=83



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

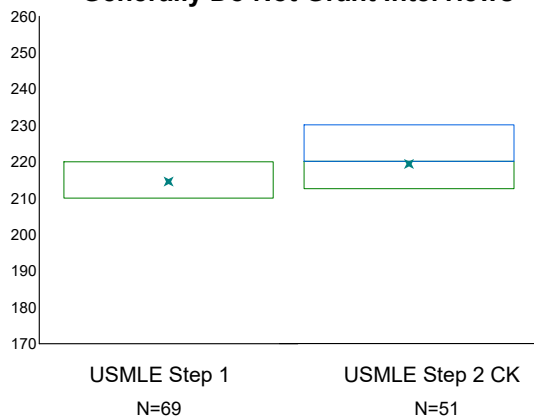


**Would your program consider applicants who fail the exam on the first attempt?**  
N=76

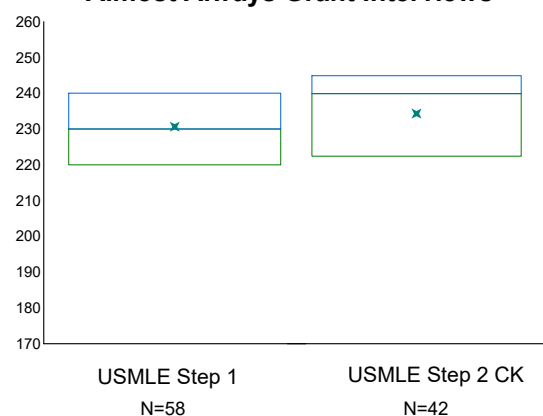


**Average USMLE Step 1 and Step 2 CK Scores Programs Consider When Granting Interviews**

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



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



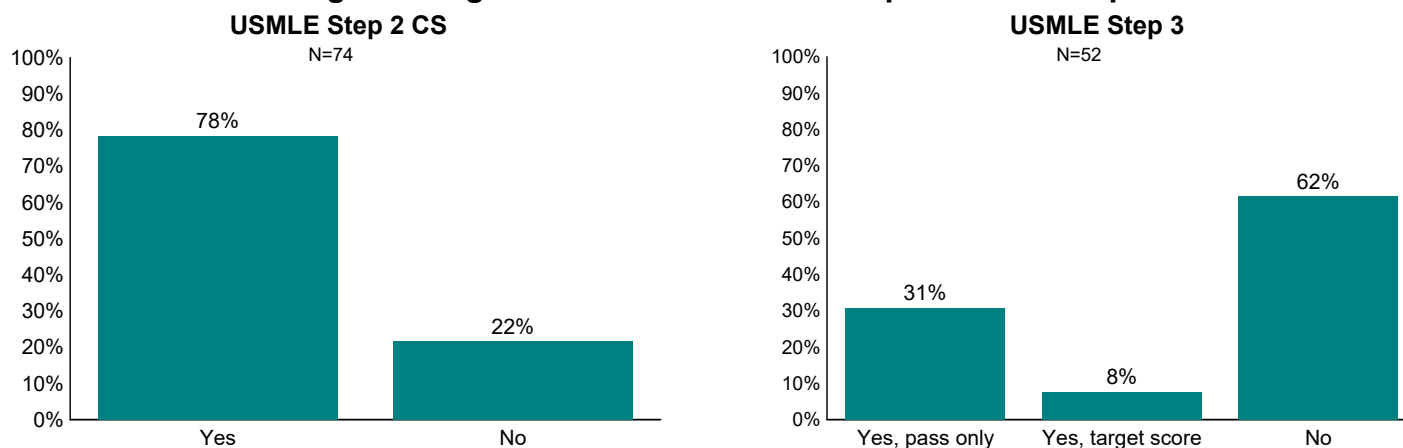
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

**Figure GS-4**

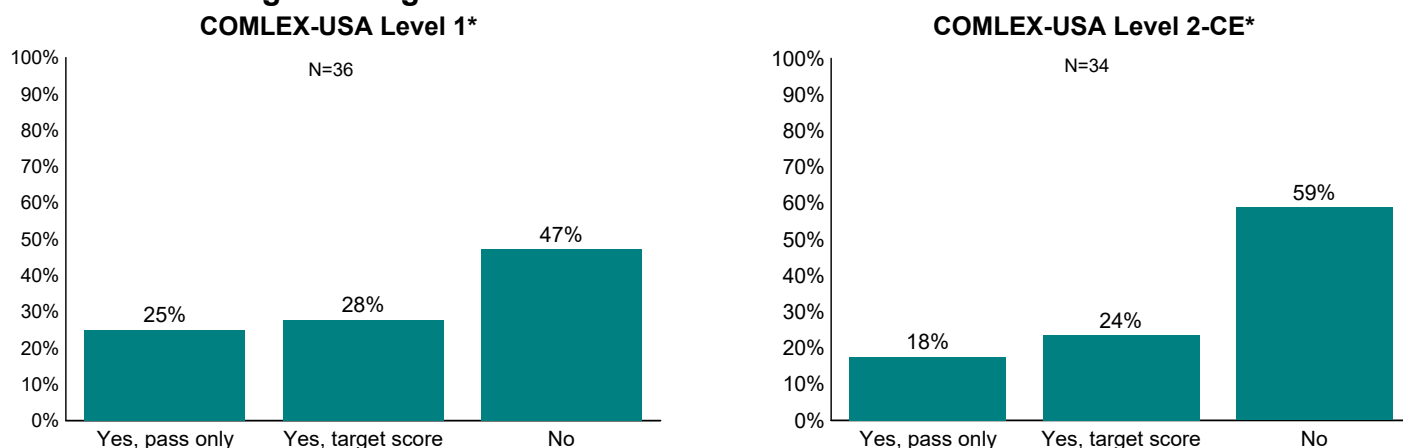
**Surgery**

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

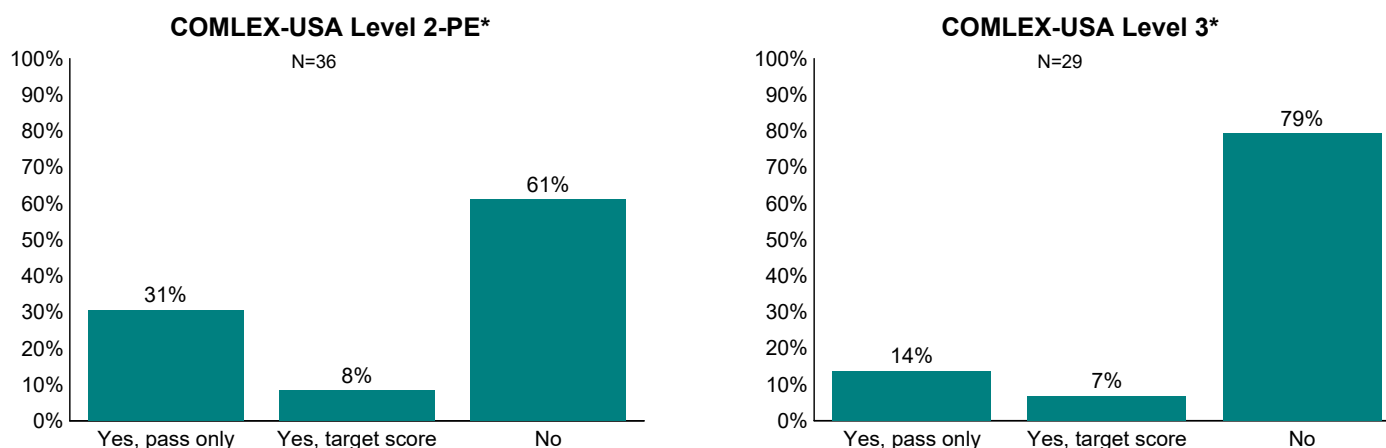
**Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores**



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



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

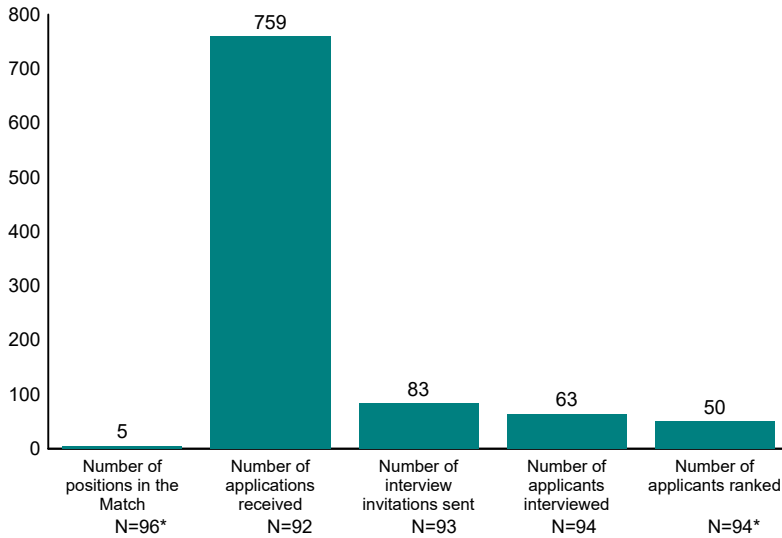


\* Osteopathic applicants only

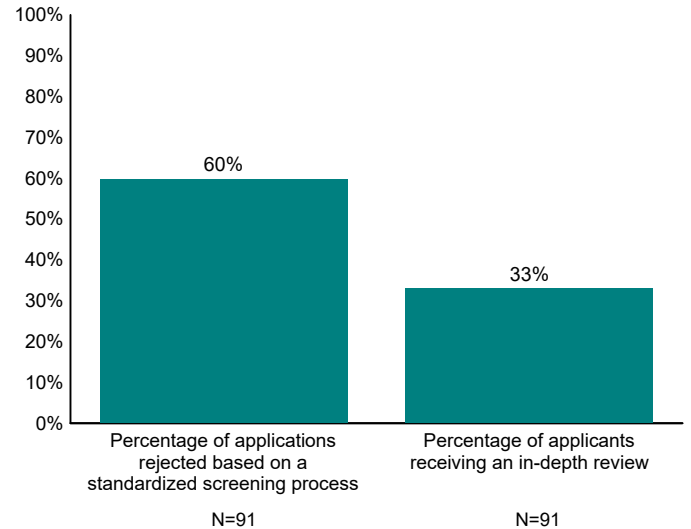
**Figure GS-5**

**Surgery  
Program's Interview Activities**

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



**Average Percentage of Applicants Rejected and Reviewed**

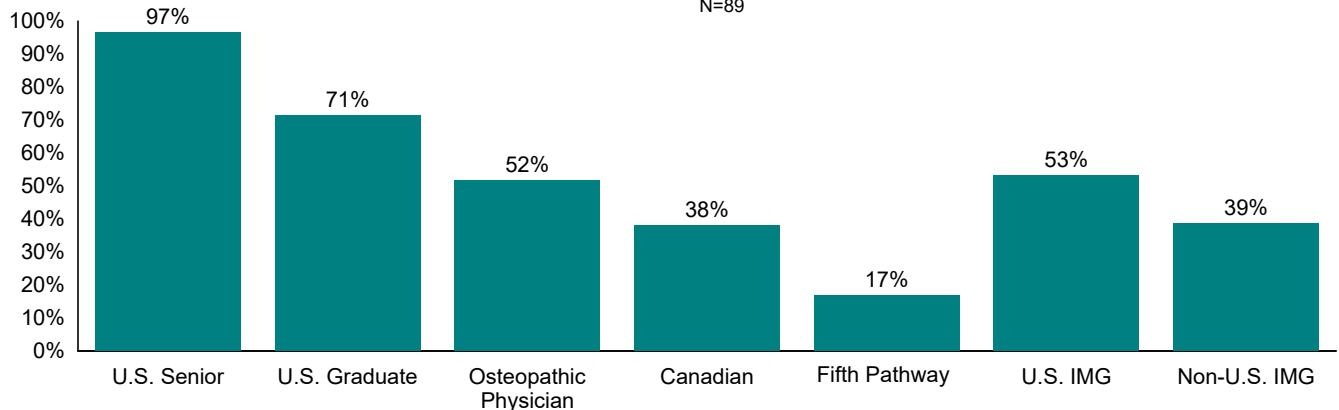


\* Data from the NRMP database. All Responding programs included

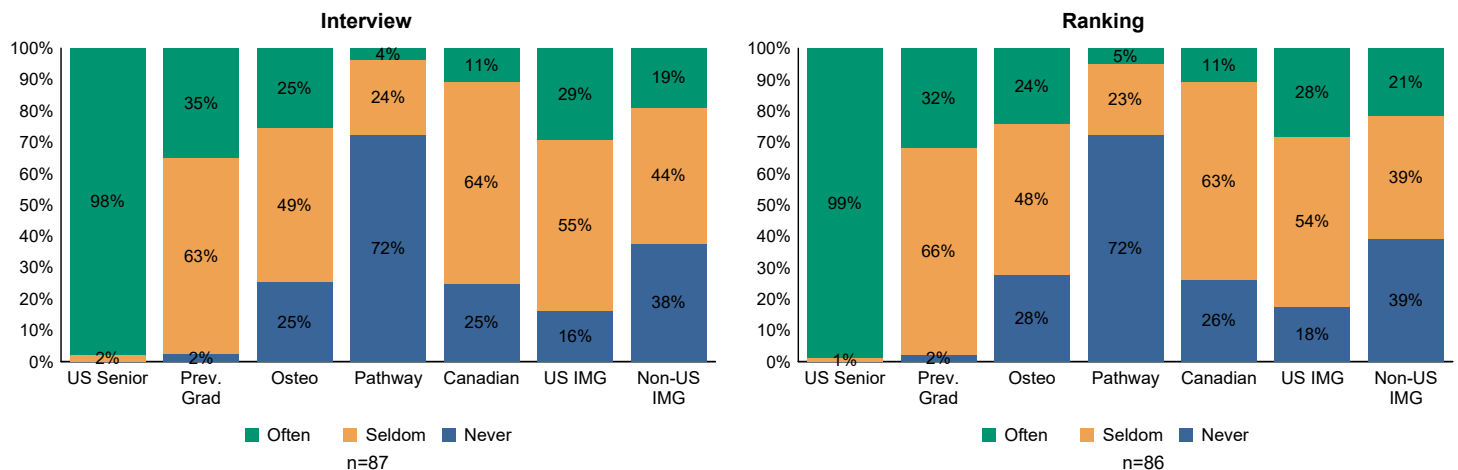
**Percentage of Programs that Typically Interview and Rank Each Applicant Type**

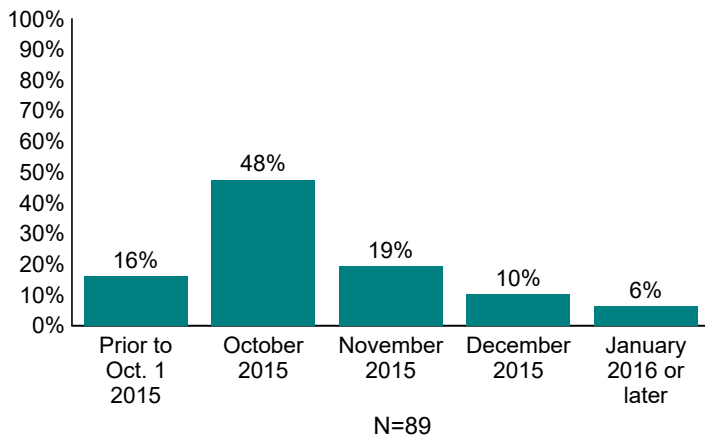
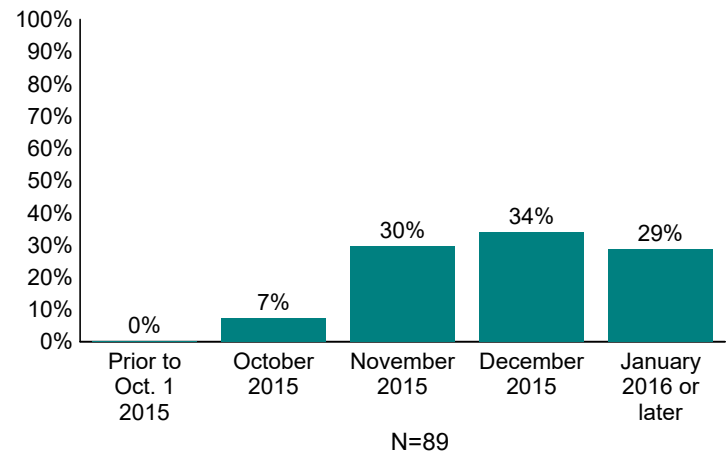
10% of Surgery programs consider all applicant groups

N=89

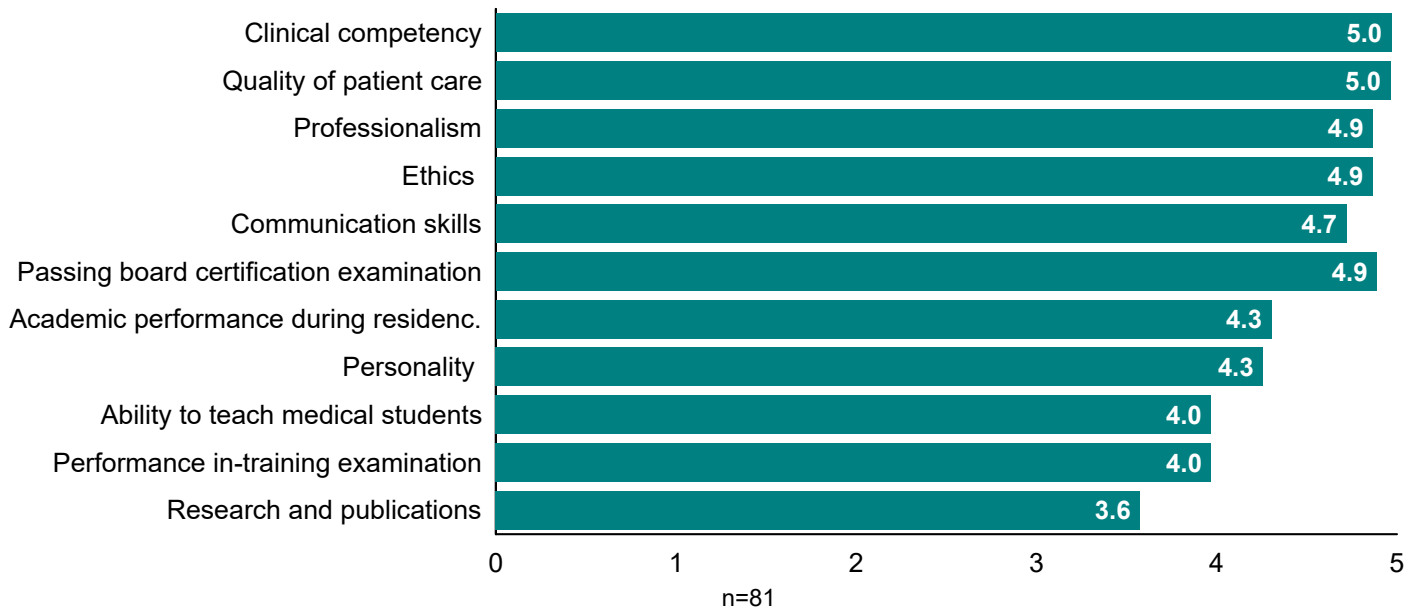


**Frequency of Programs Interviewing and Ranking Candidates**



**Figure GS-6****Surgery  
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)



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## Thoracic Surgery

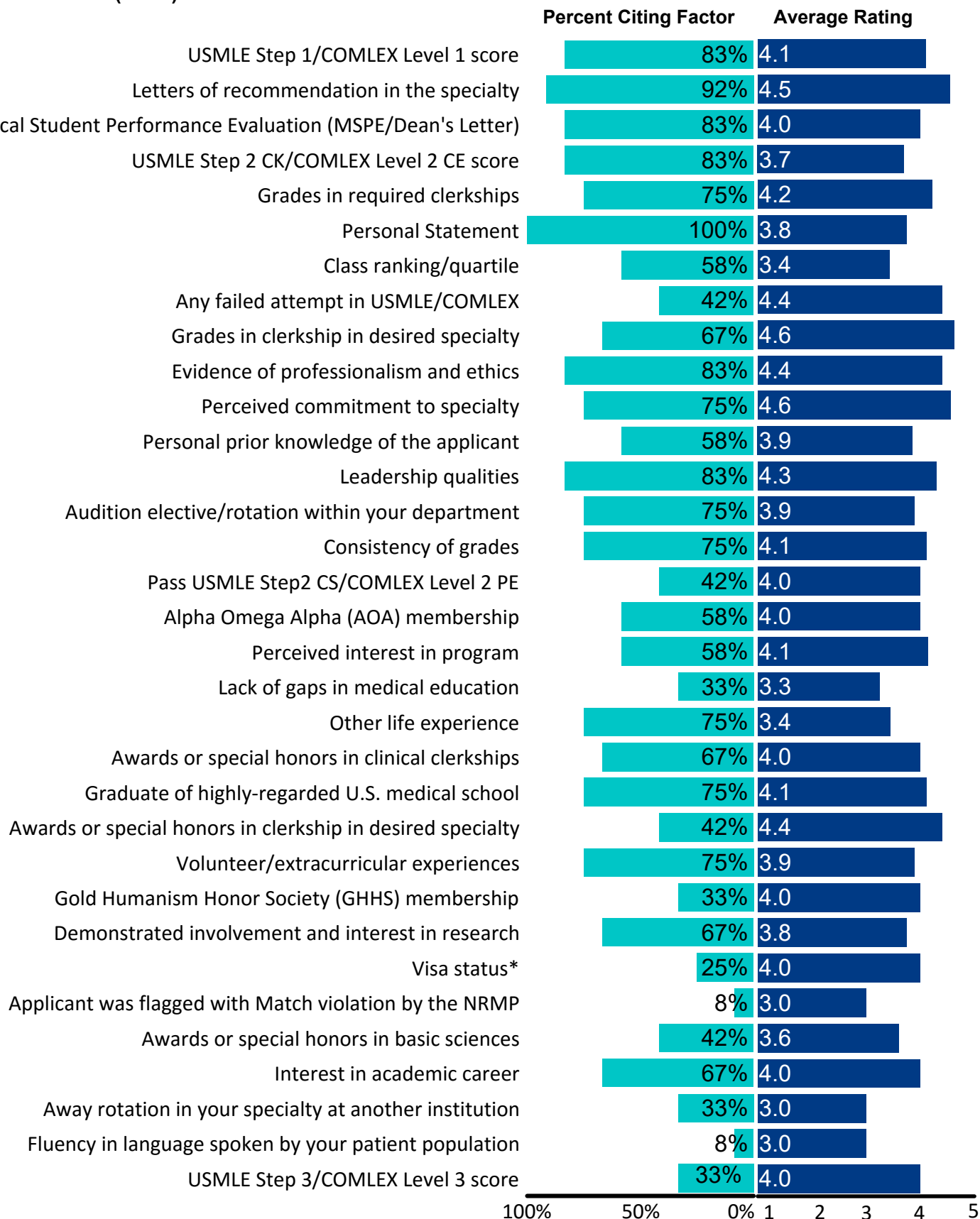
(N=12)



**Figure TS-1**

**Thoracic Surgery**

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



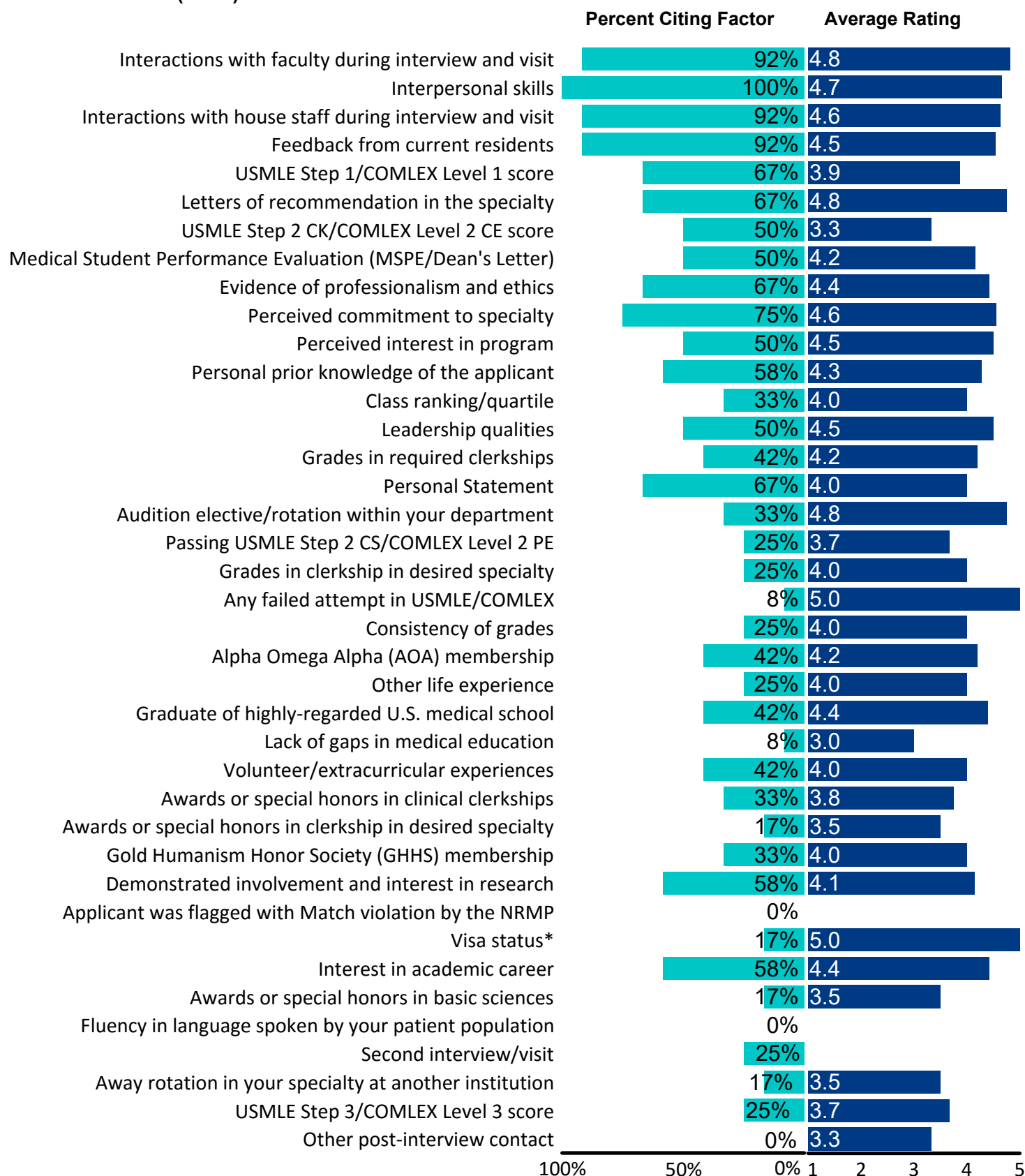
<sup>1</sup> Ratings on a scale from 1 (not at all important) to 5 (very important).

\* International Medical Graduates only

**Figure TS-2**

**Thoracic Surgery**

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



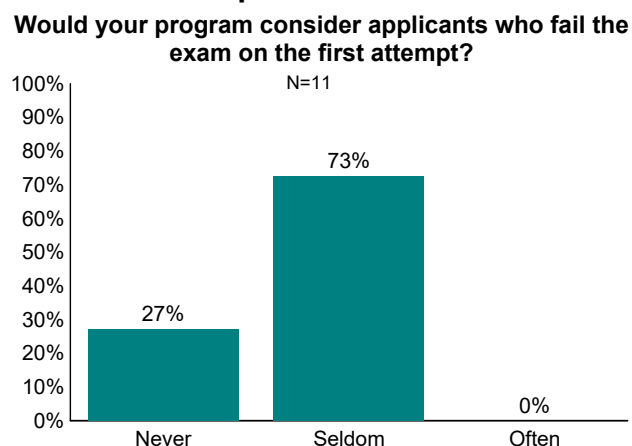
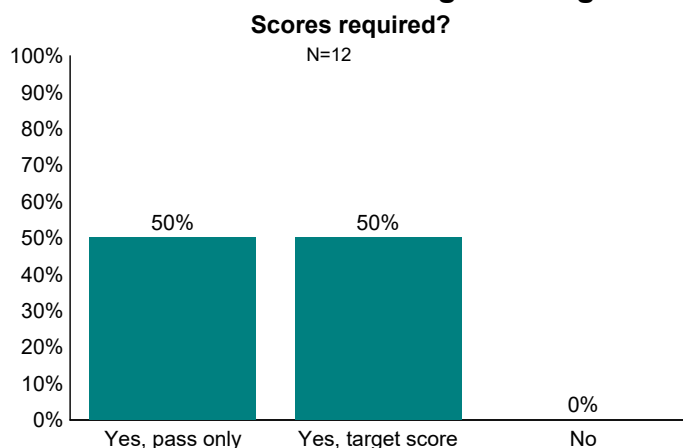
<sup>1</sup> Ratings on a scale from 1 (not at all important) to 5 (very important).

\* International Medical Graduates only

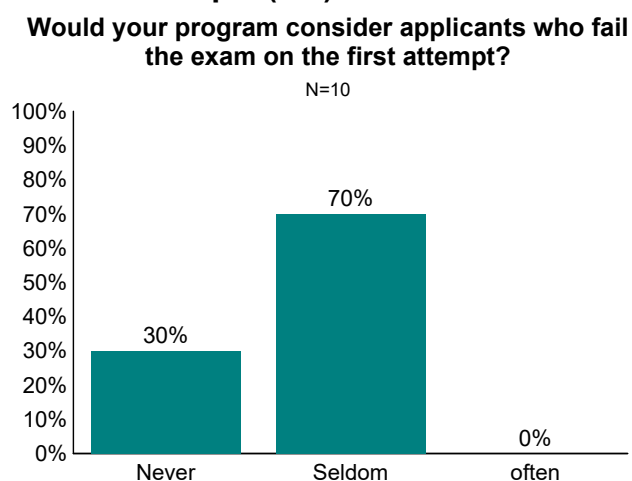
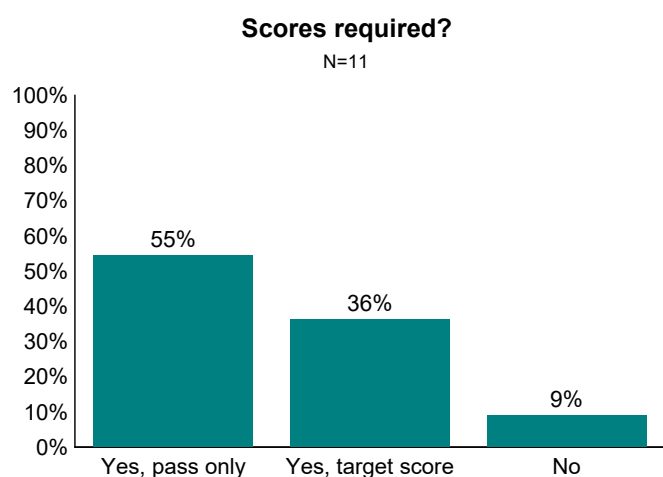
**Figure TS-3**

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

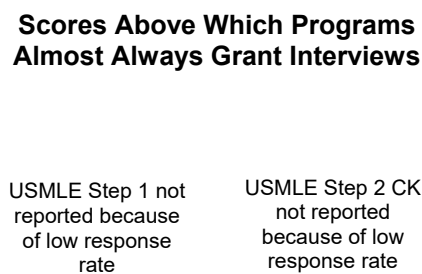
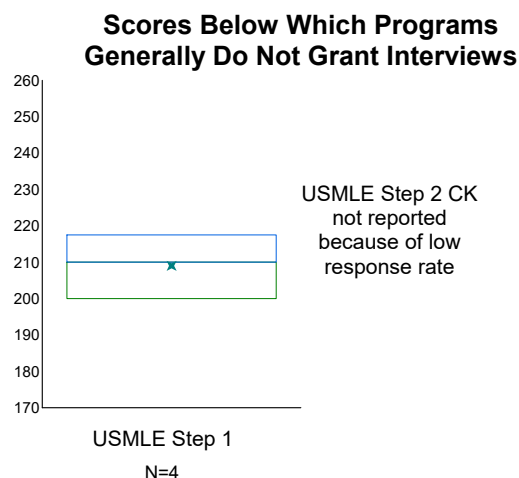
**Percentage of Programs That Use USMLE Step 1 Score**



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



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



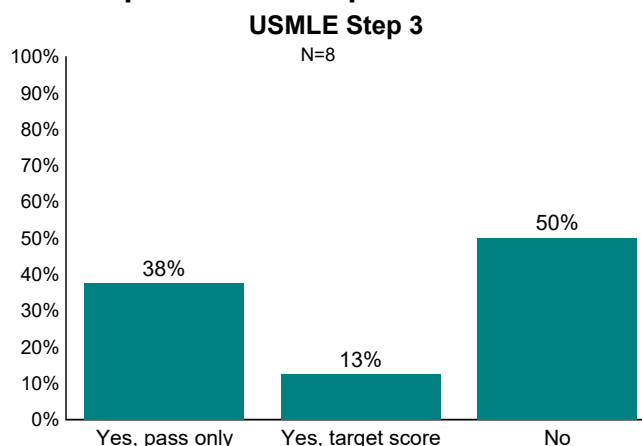
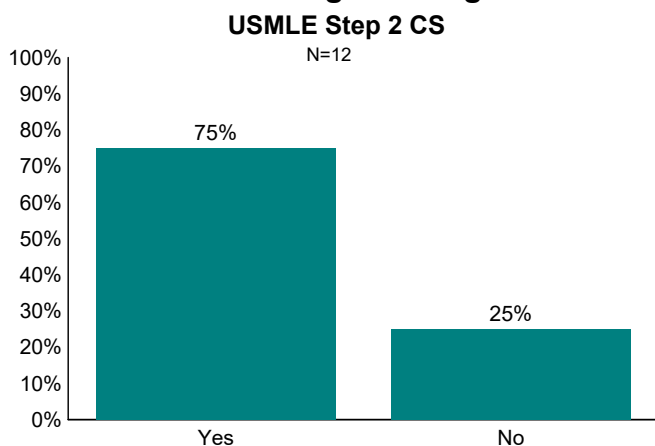
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

**Figure TS-4**

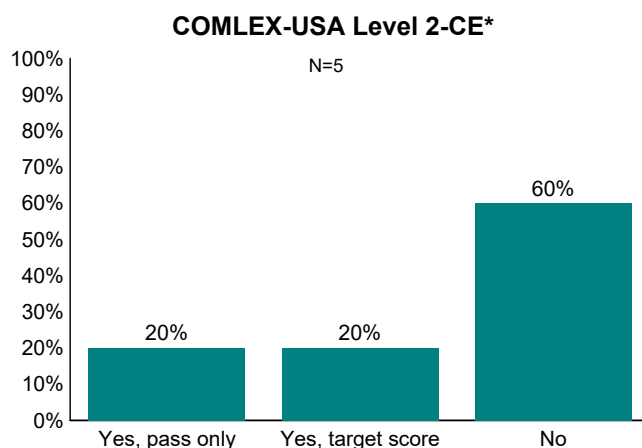
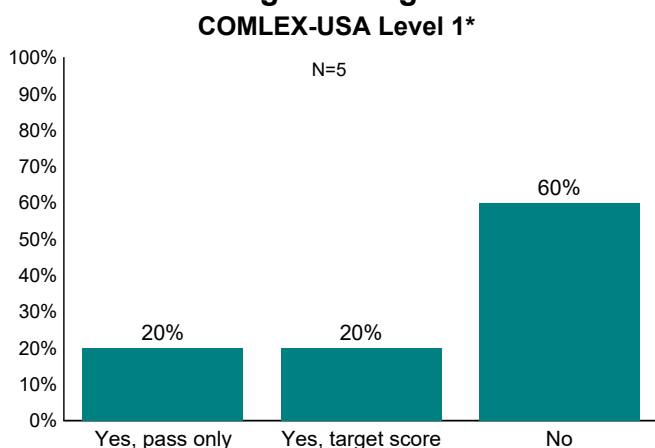
**Thoracic Surgery**

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

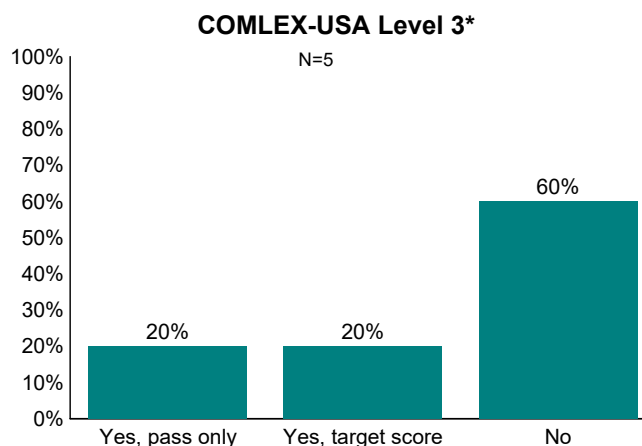
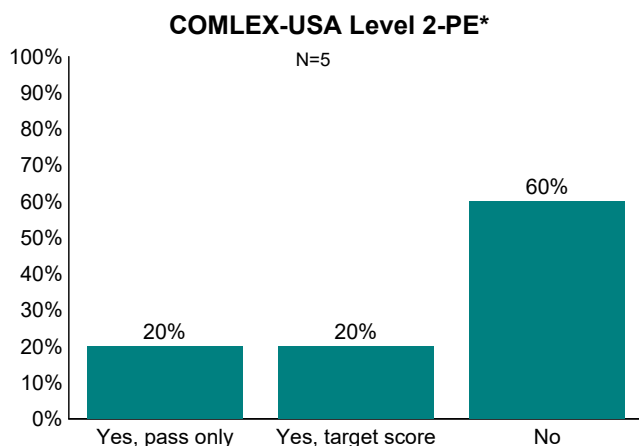
**Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores**



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



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

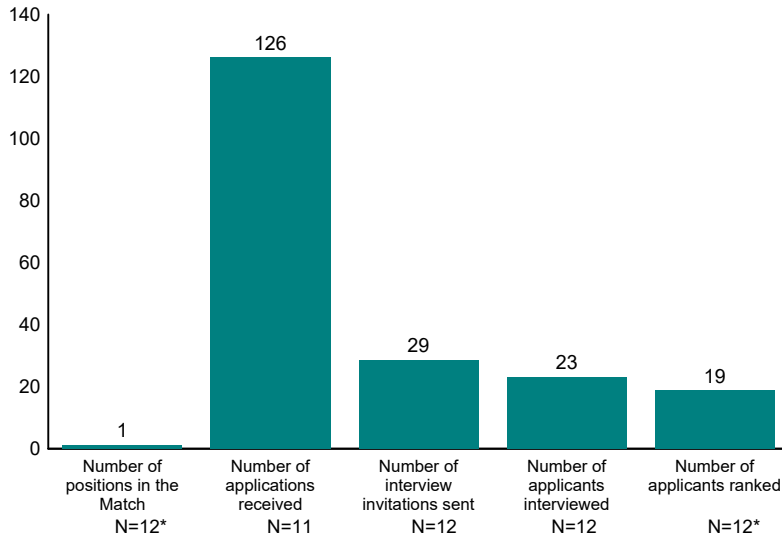


\* Osteopathic applicants only

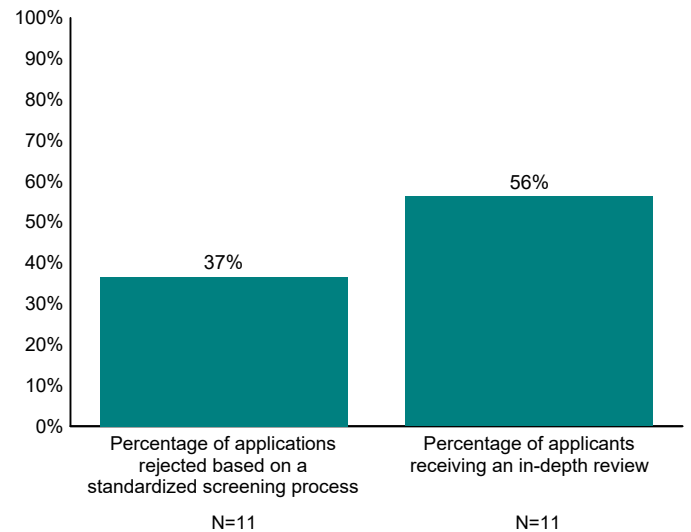
**Figure TS-5**

**Thoracic Surgery  
Program's Interview Activities**

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



**Average Percentage of Applicants Rejected and Reviewed**

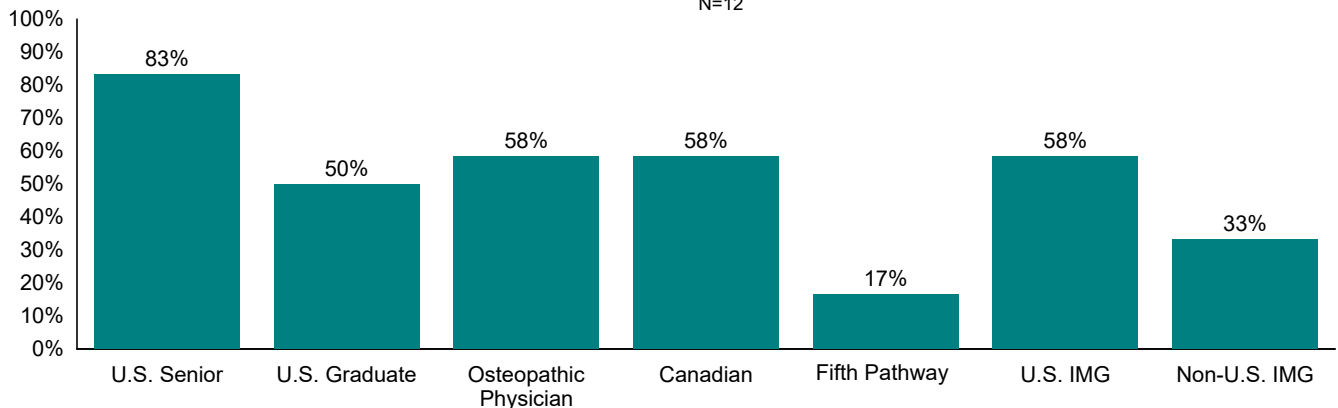


\* Data from the NRMP database. All Responding programs included

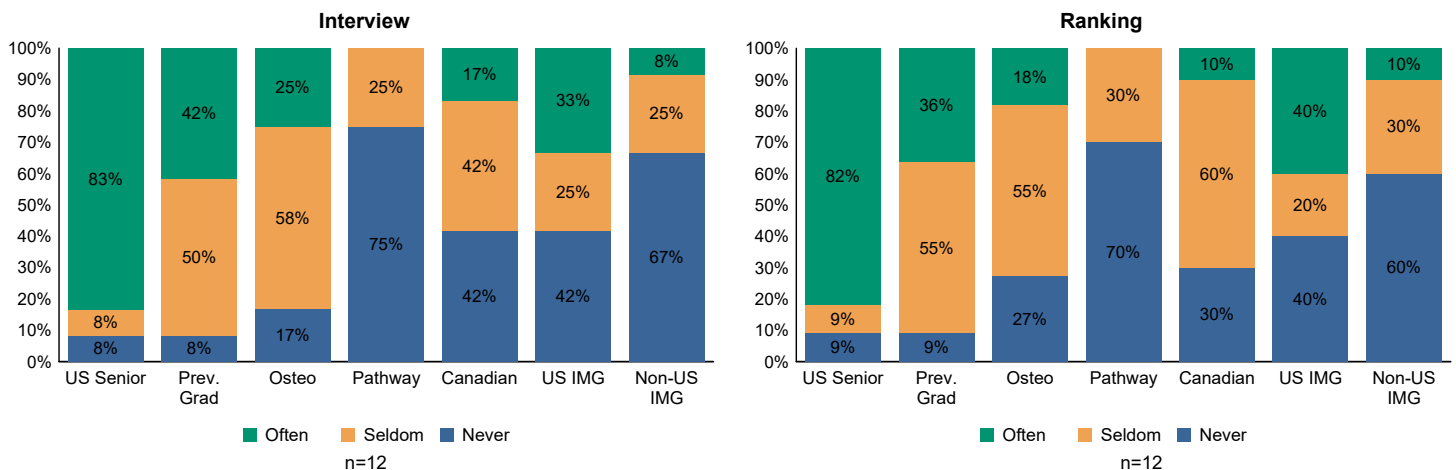
**Percentage of Programs that Typically Interview and Rank Each Applicant Type**

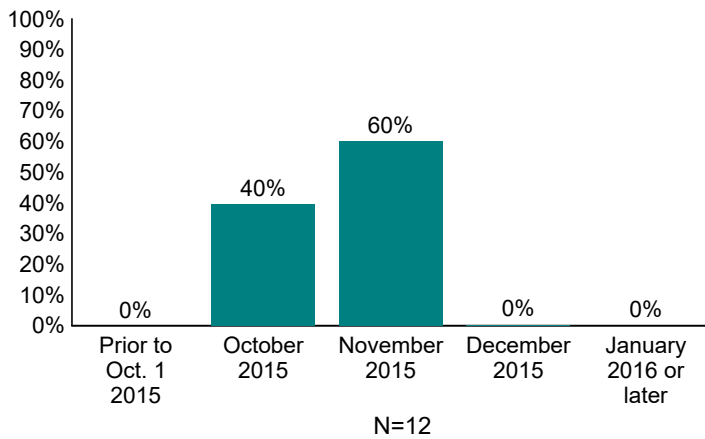
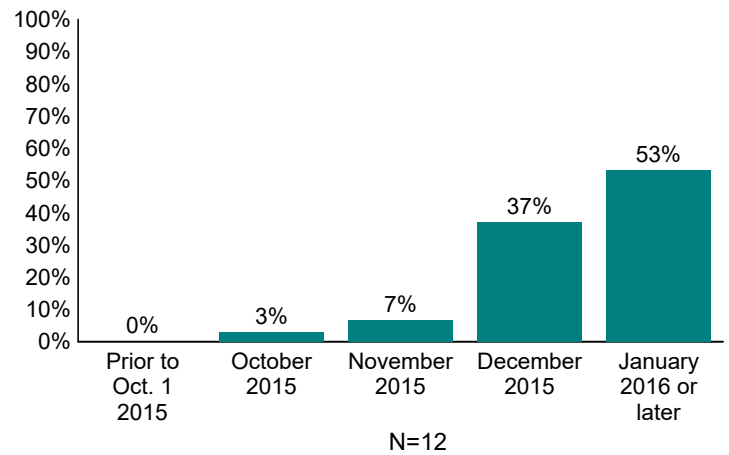
17% of Thoracic Surgery programs consider all applicant groups

N=12

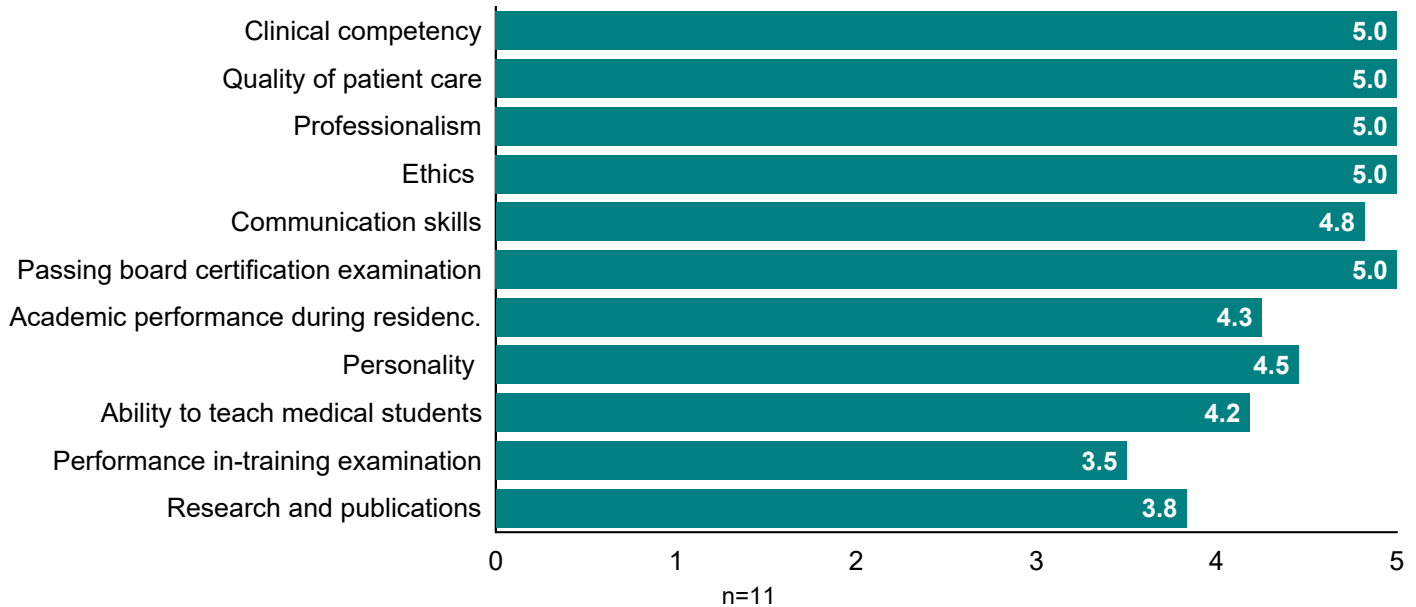


**Frequency of Programs Interviewing and Ranking Candidates**



**Figure TS-6****Thoracic Surgery  
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)



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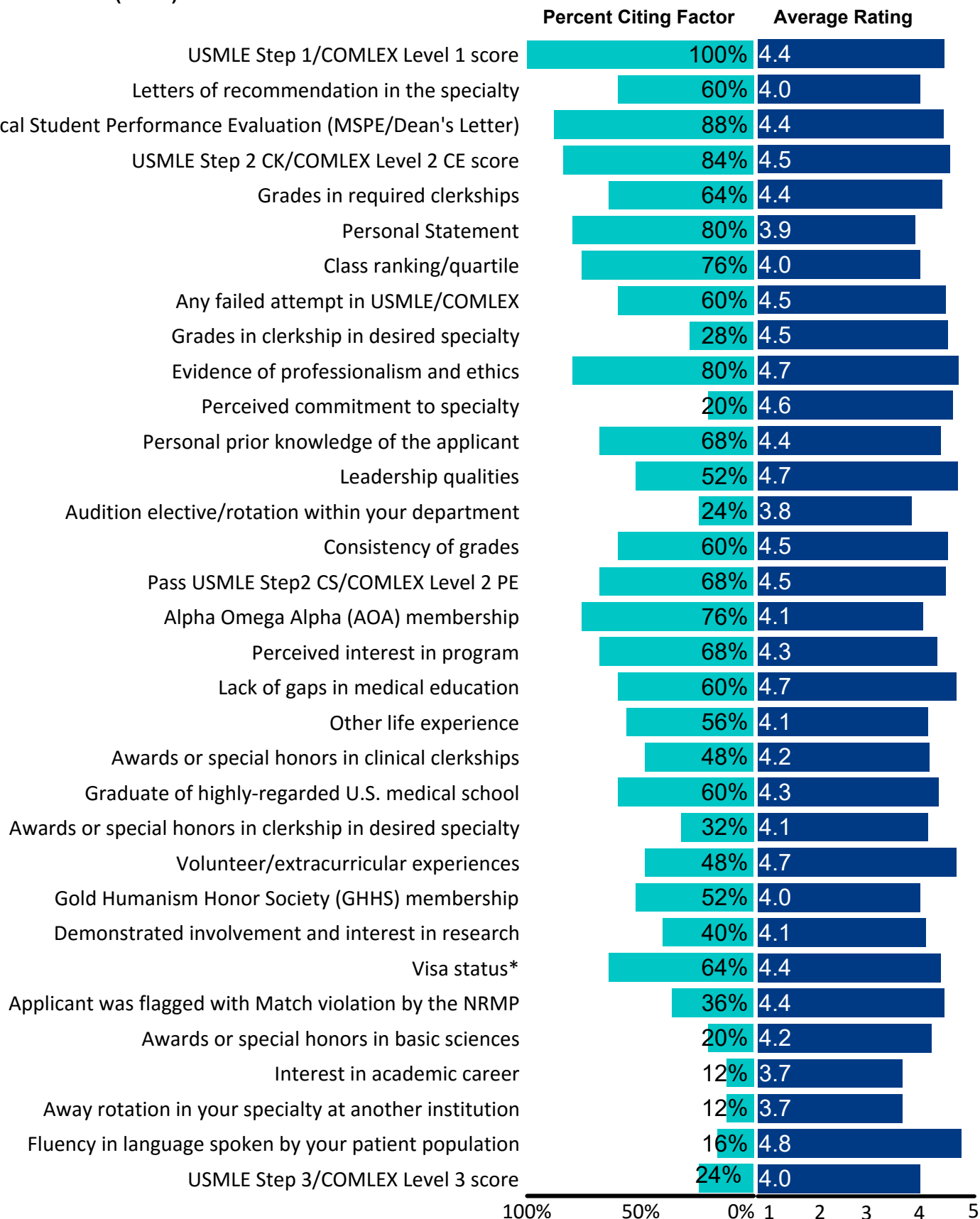
## Transitional Year

(N=27)

**Figure TY-1**

**Transitional Year**

**Percentage of Programs Citing Each Factor And Mean Importance Rating<sup>1</sup> for Each Factor in Selecting Applicants to Interview (N=25)**



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

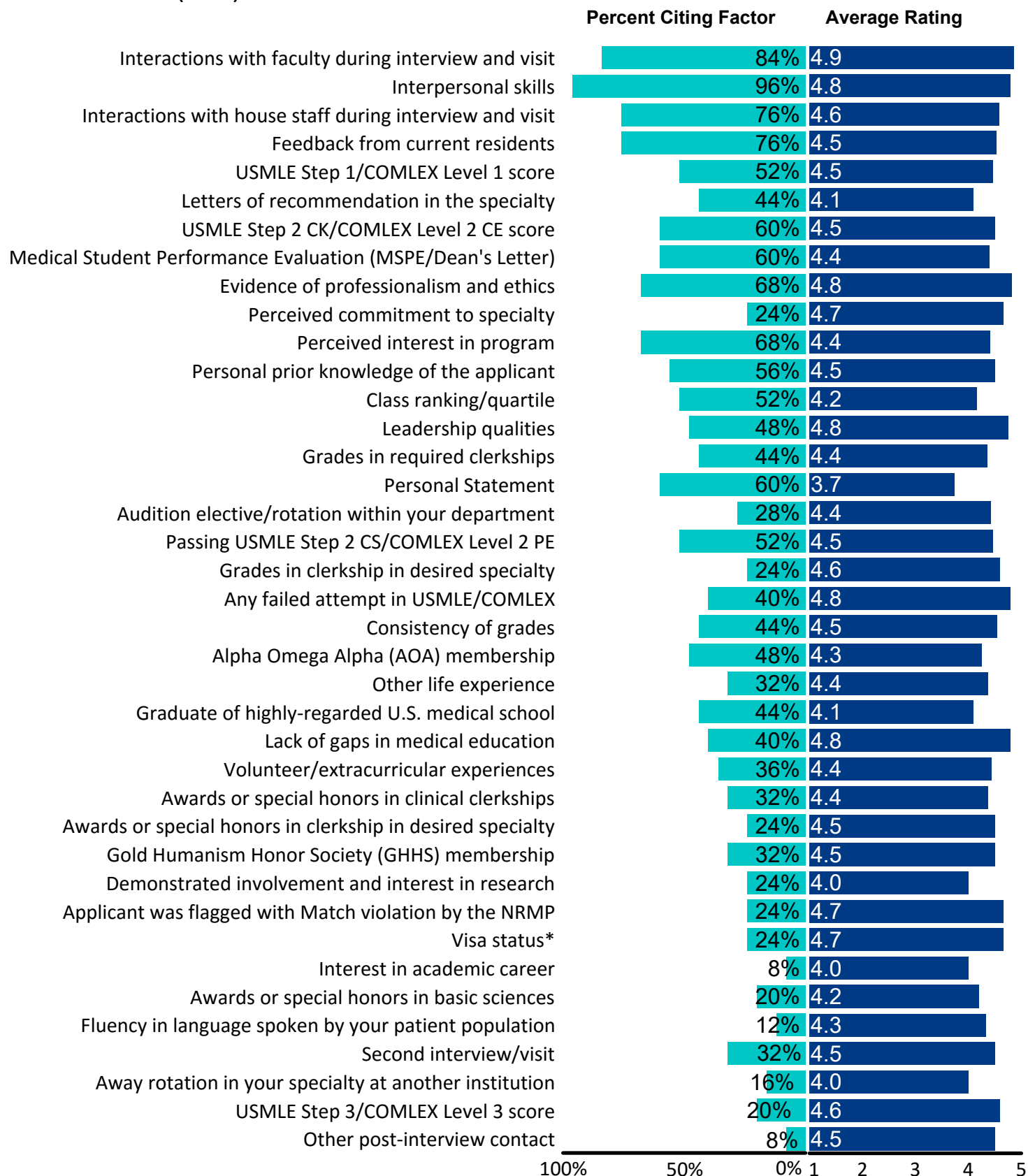
\* International Medical Graduates only



**Figure TY-2**

**Transitional Year**

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



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

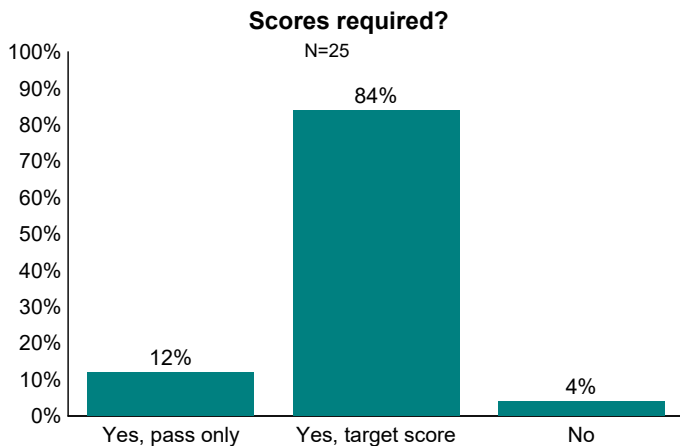
\* International Medical Graduates only

**Figure TY-3**

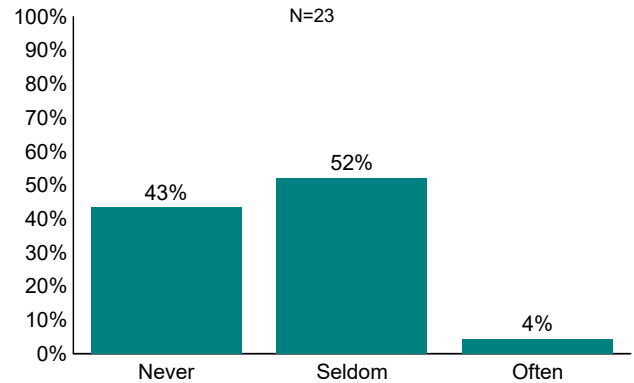
**Transitional Year**

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

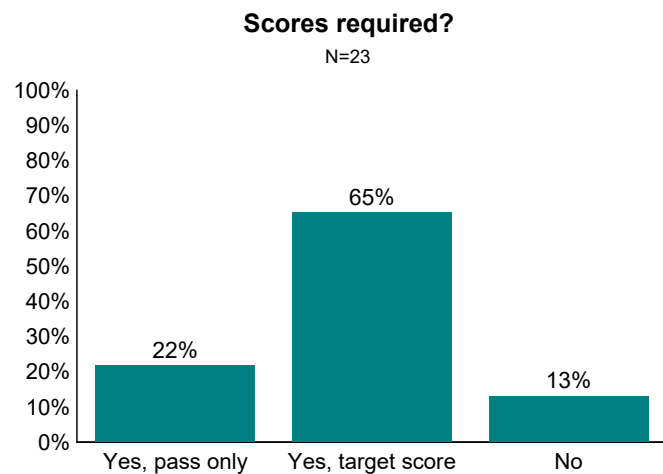
**Percentage of Programs That Use USMLE Step 1 Score**



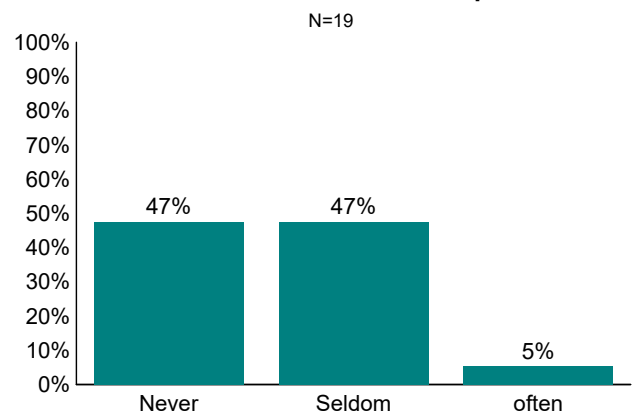
**Would your program consider applicants who fail the exam on the first attempt?**  
N=23



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

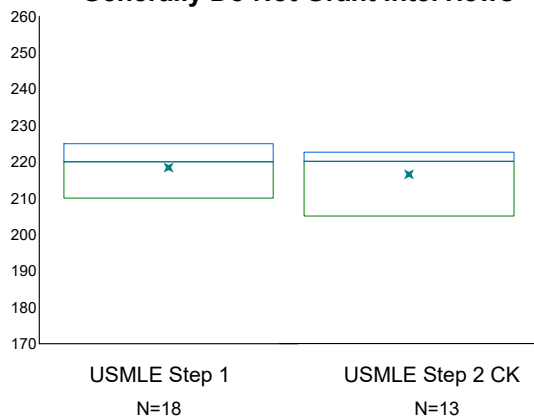


**Would your program consider applicants who fail the exam on the first attempt?**  
N=19

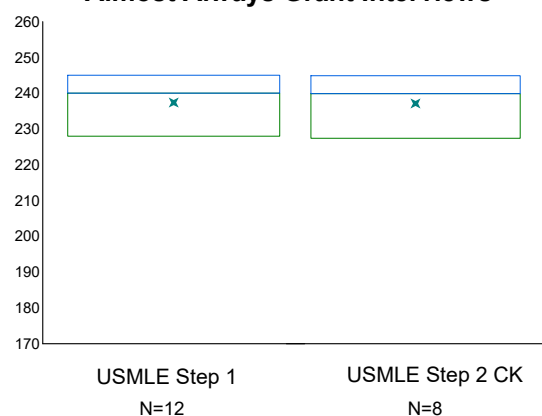


**Average USMLE Step 1 and Step 2 CK Scores Programs Consider When Granting Interviews**

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



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



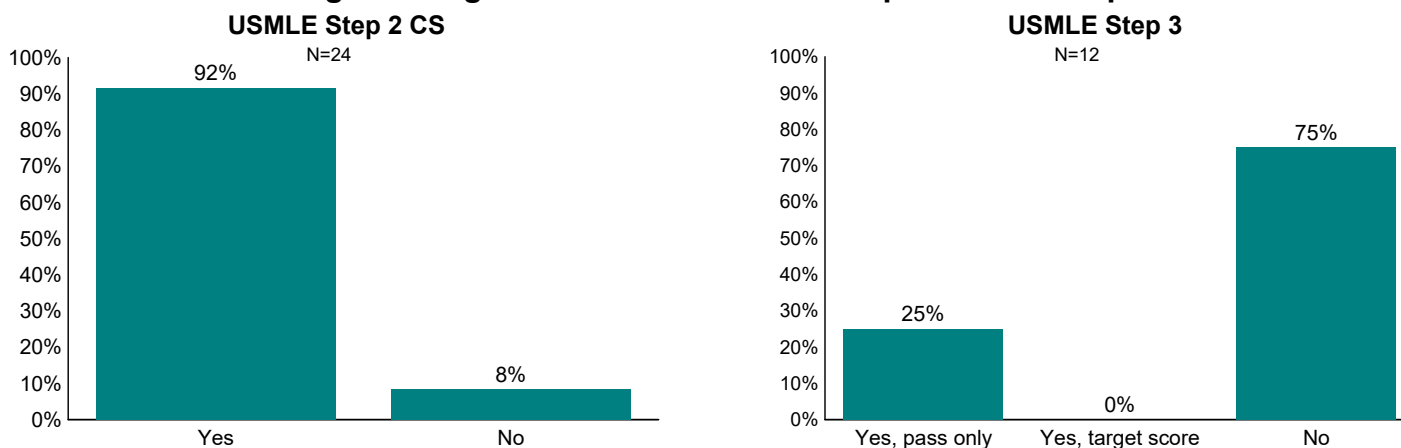
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

**Figure TY-4**

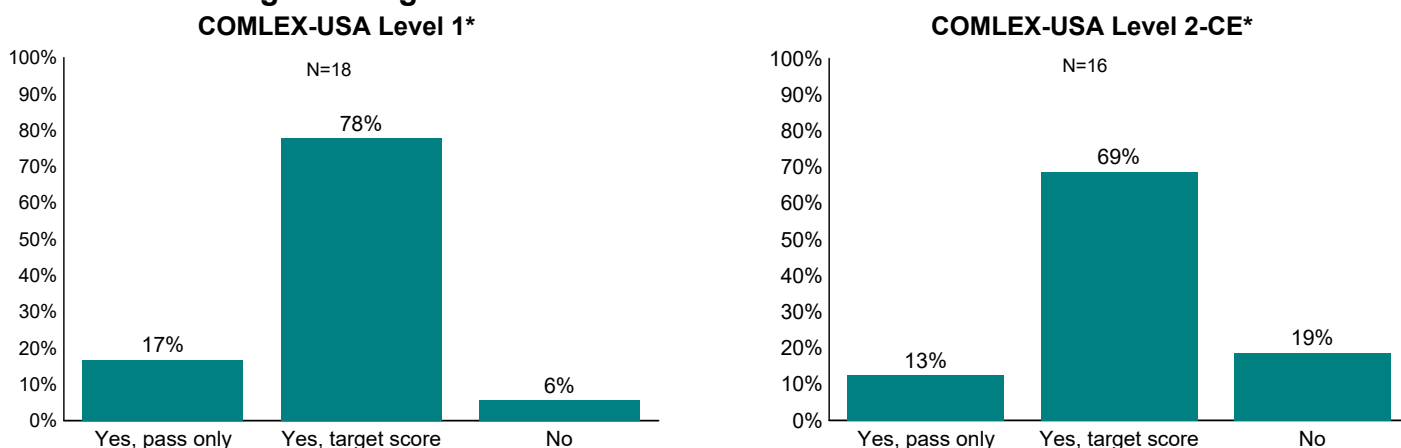
**Transitional Year**

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

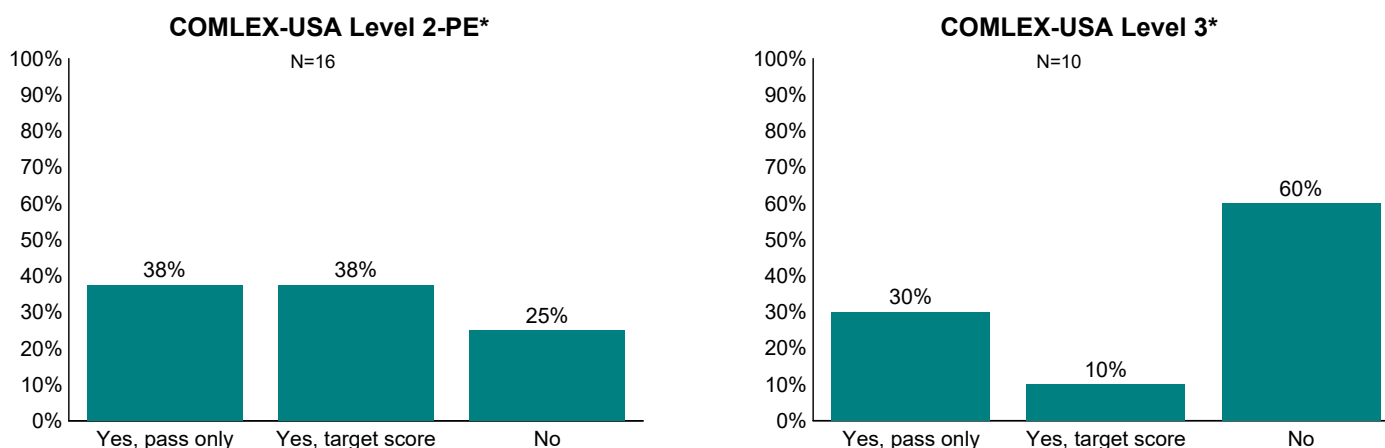
**Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores**



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



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

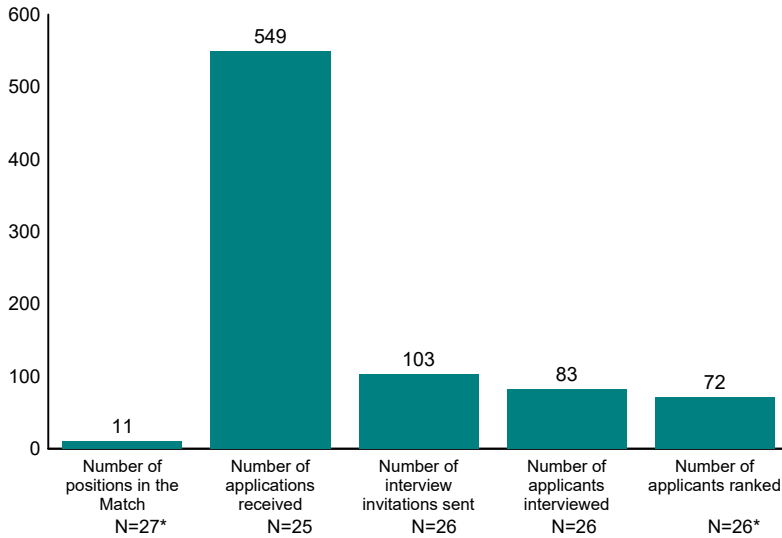


\* Osteopathic applicants only

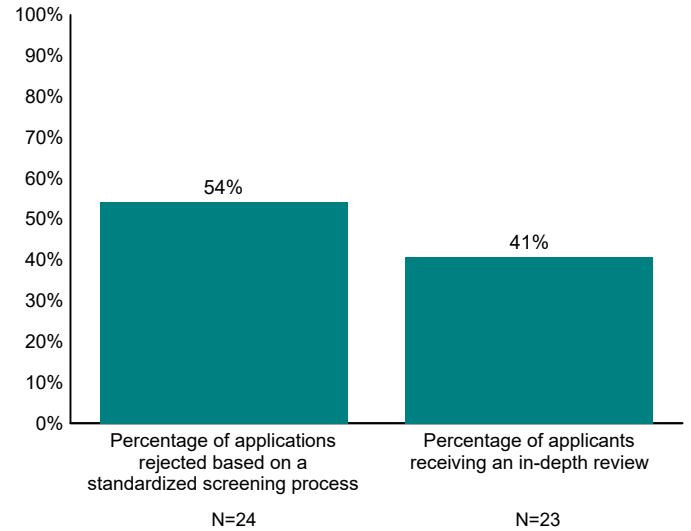
# Figure TY-5

## Transitional Year Program's Interview Activities

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



### Average Percentage of Applicants Rejected and Reviewed

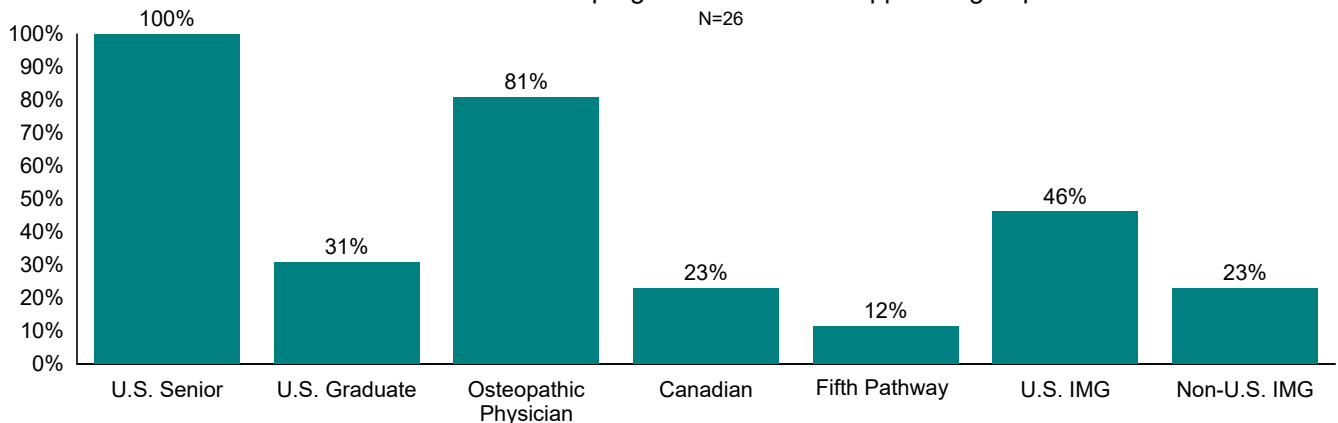


\* Data from the NRMP database. All Responding programs included

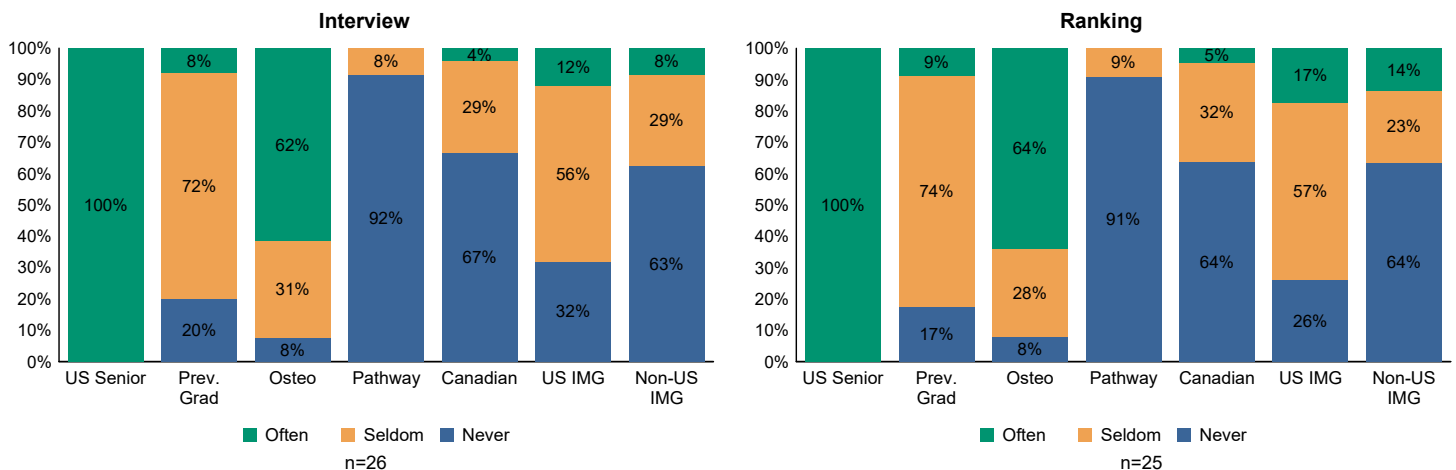
### Percentage of Programs that Typically Interview and Rank Each Applicant Type

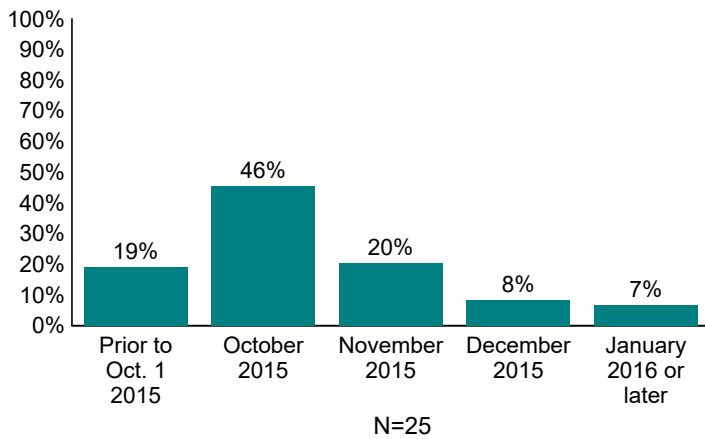
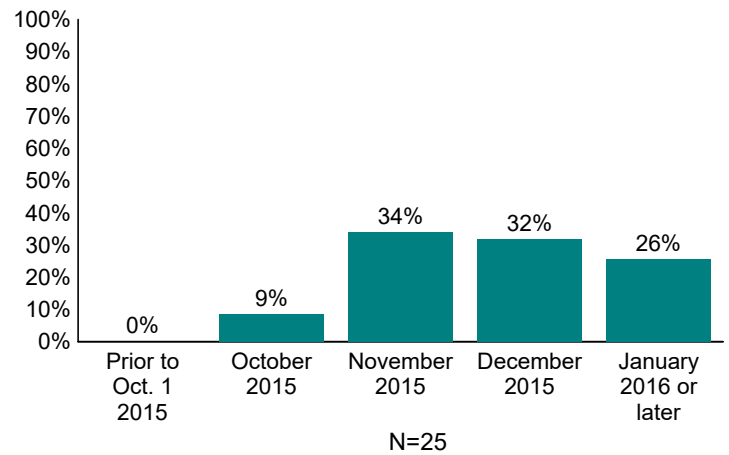
8% of Transitional Year programs consider all applicant groups

N=26

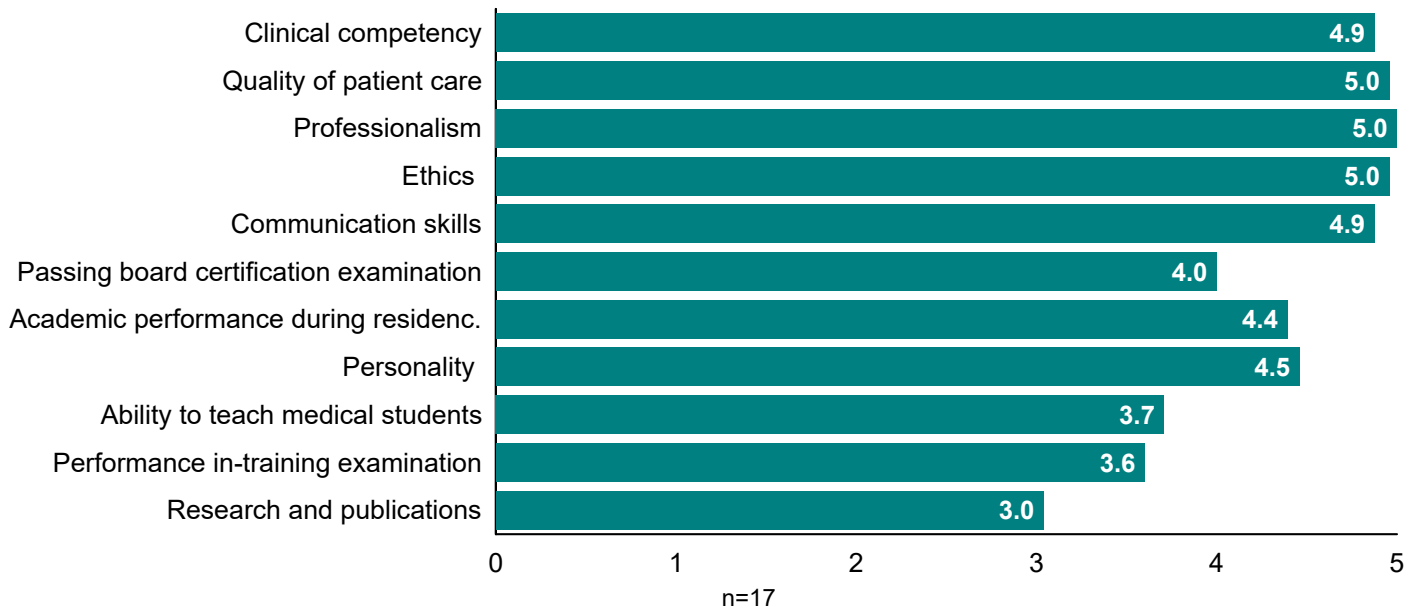


### Frequency of Programs Interviewing and Ranking Candidates



**Figure TY-6****Transitional Year****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)



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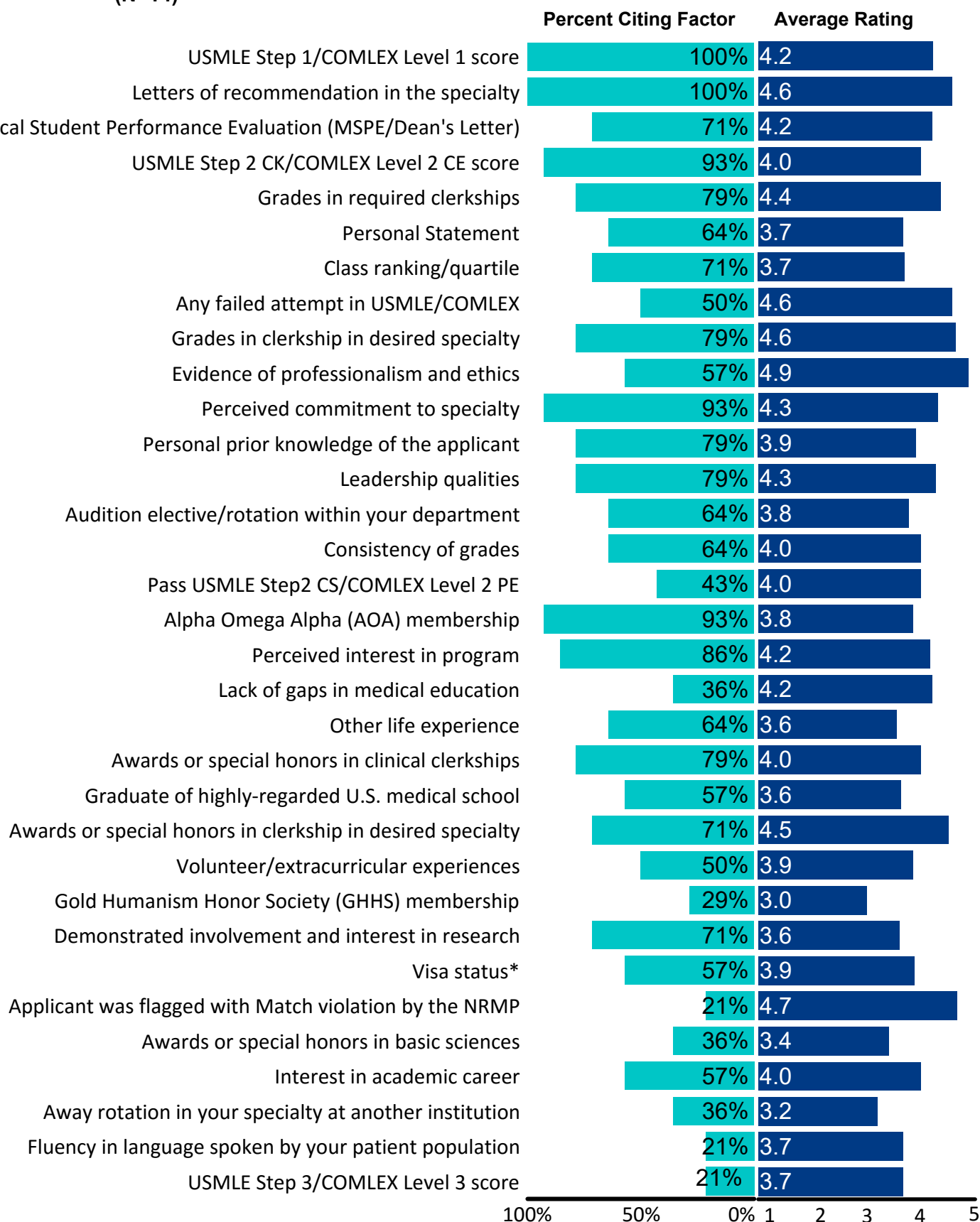
## Vascular Surgery

(N=15)

**Figure VS-1**

**Vascular Surgery**

**Percentage of Programs Citing Each Factor And Mean Importance Rating<sup>1</sup> for Each Factor in Selecting Applicants to Interview (N=14)**



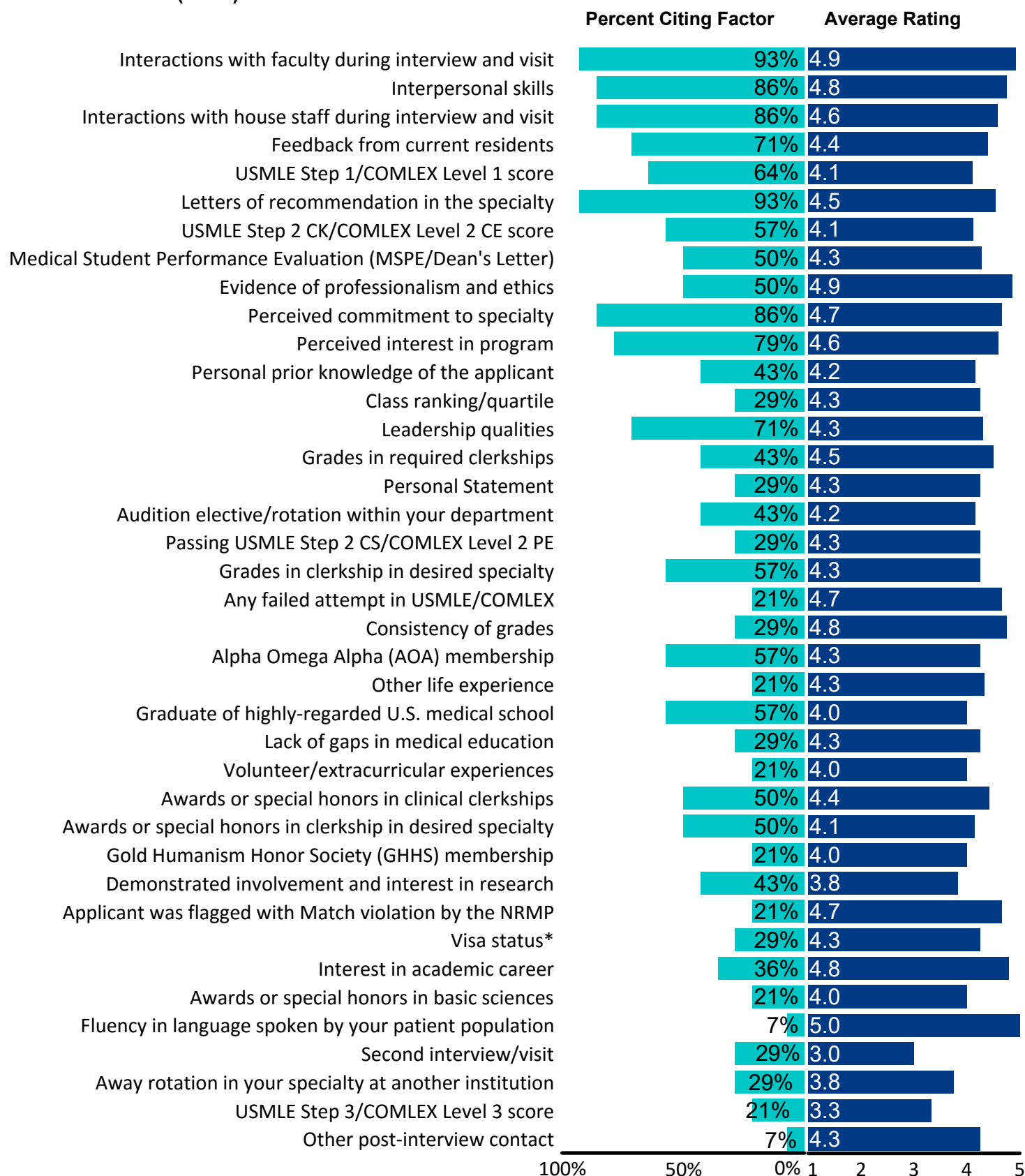
<sup>1</sup> Ratings on a scale from 1 (not at all important) to 5 (very important).

\* International Medical Graduates only

**Figure VS-2**

**Vascular Surgery**

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



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

\* International Medical Graduates only

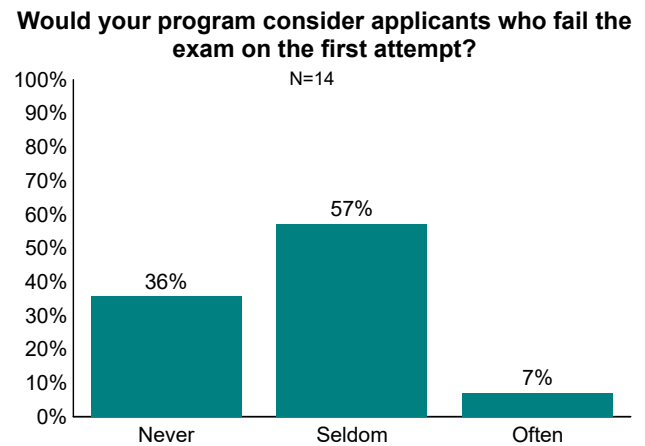
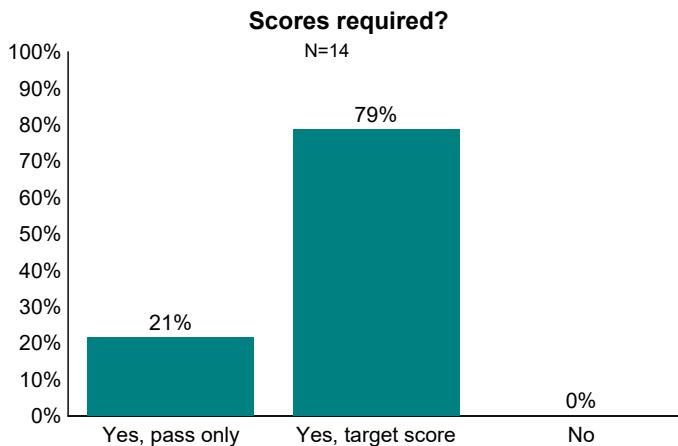


**Figure VS-3**

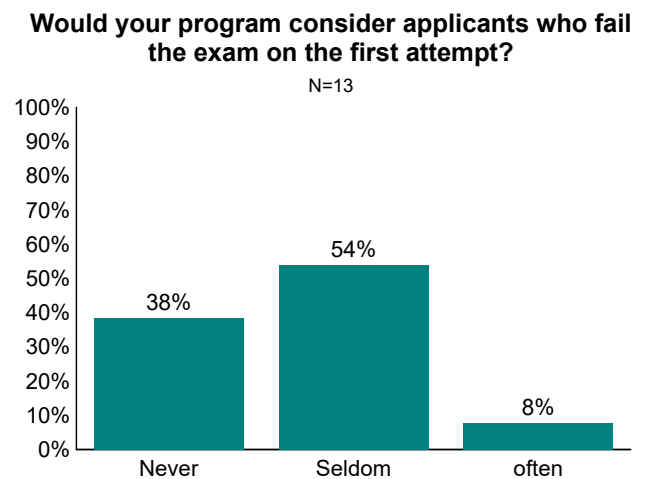
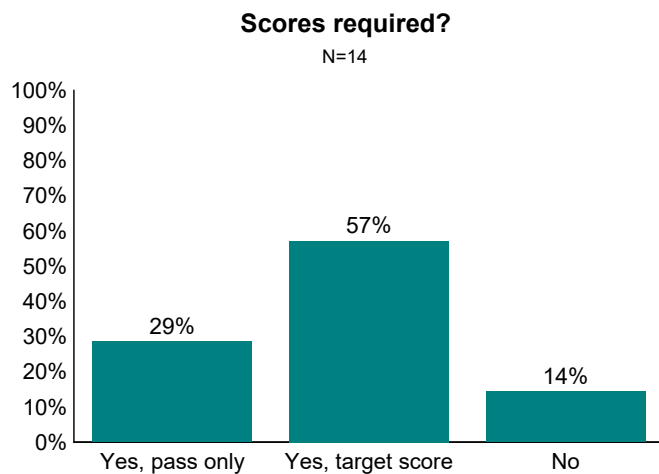
**Vascular Surgery**

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

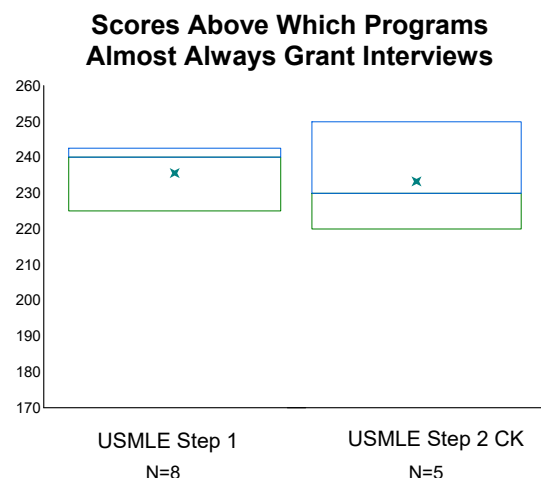
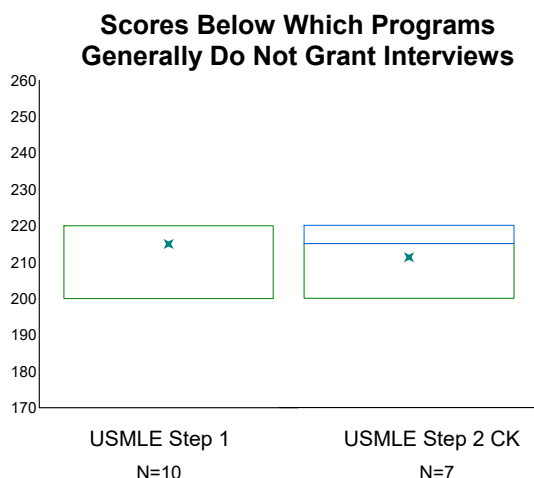
**Percentage of Programs That Use USMLE Step 1 Score**



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



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



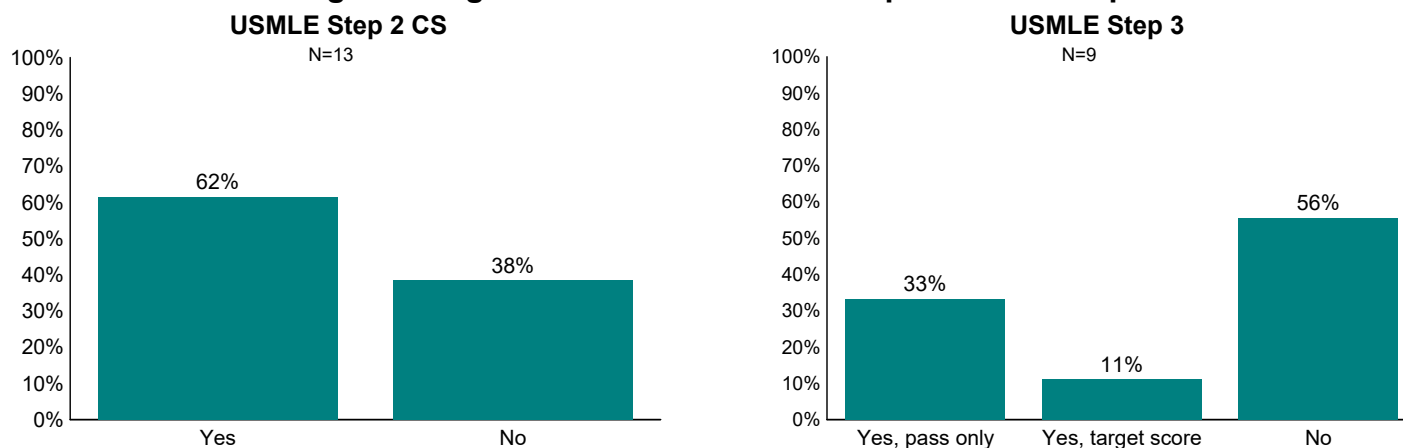
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

**Figure VS-4**

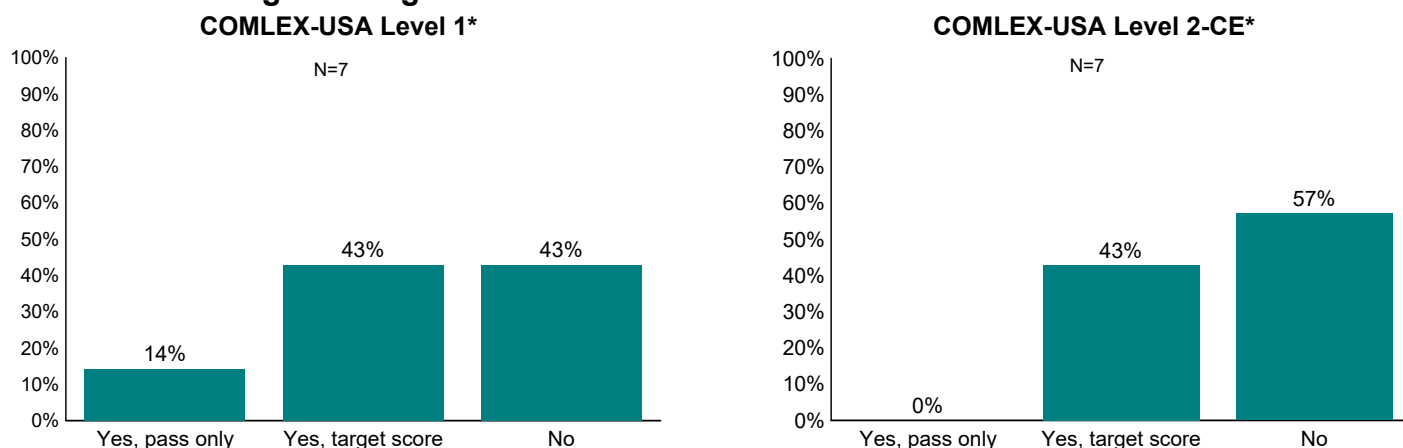
**Vascular Surgery**

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

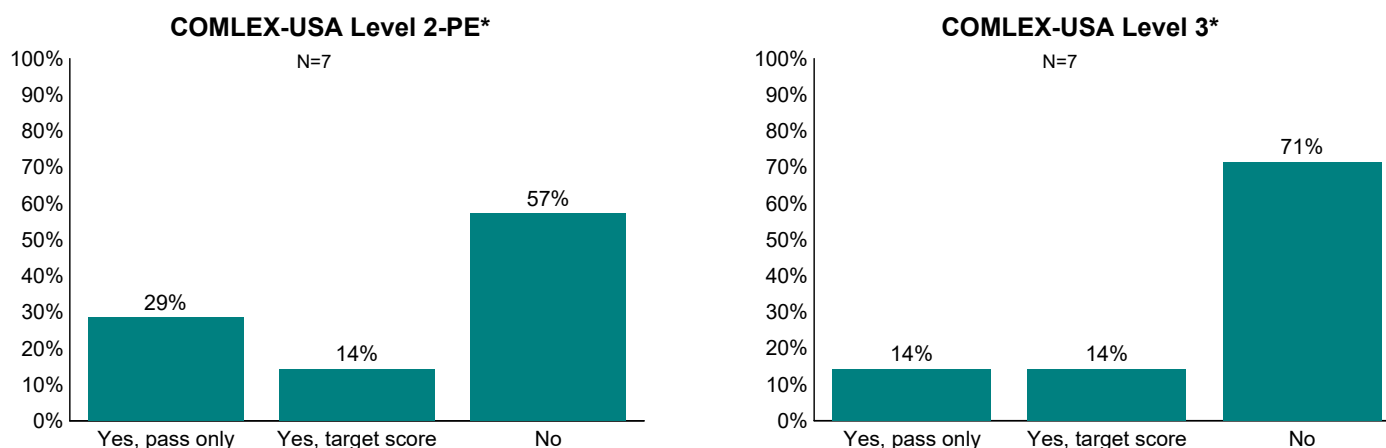
**Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores**



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



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

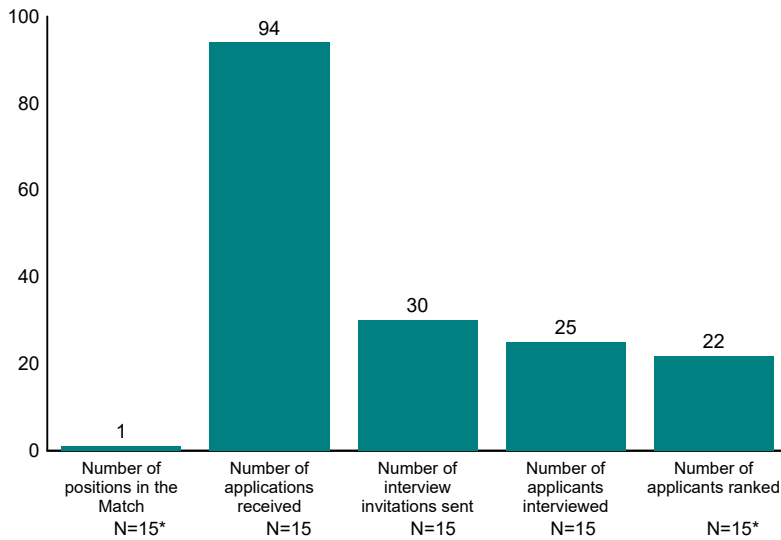


\* Osteopathic applicants only

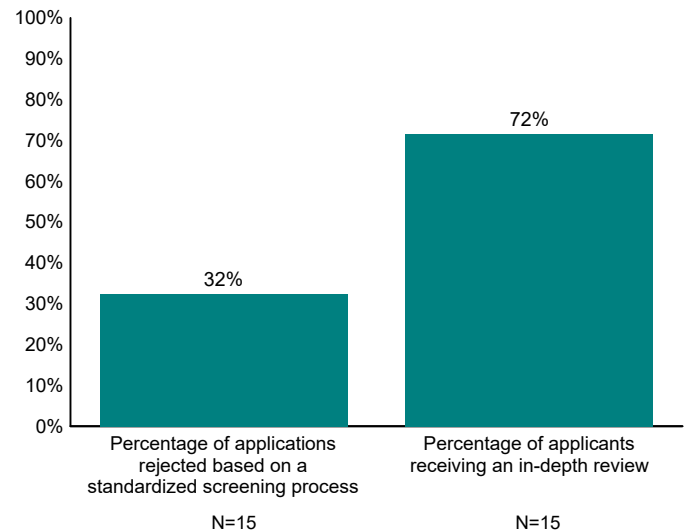
**Figure VS-5**

**Vascular Surgery  
Program's Interview Activities**

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



**Average Percentage of Applicants Rejected and Reviewed**

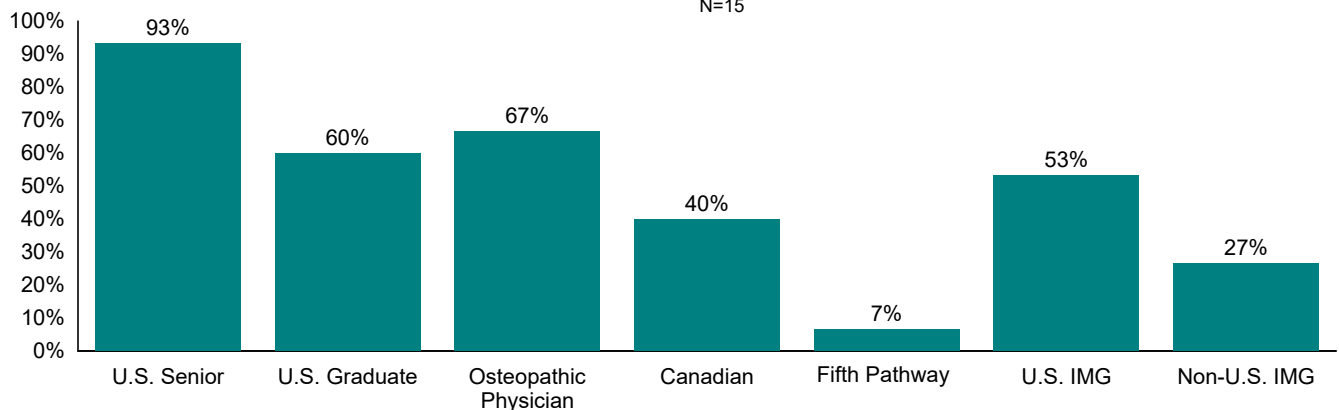


\* Data from the NRMP database. All Responding programs included

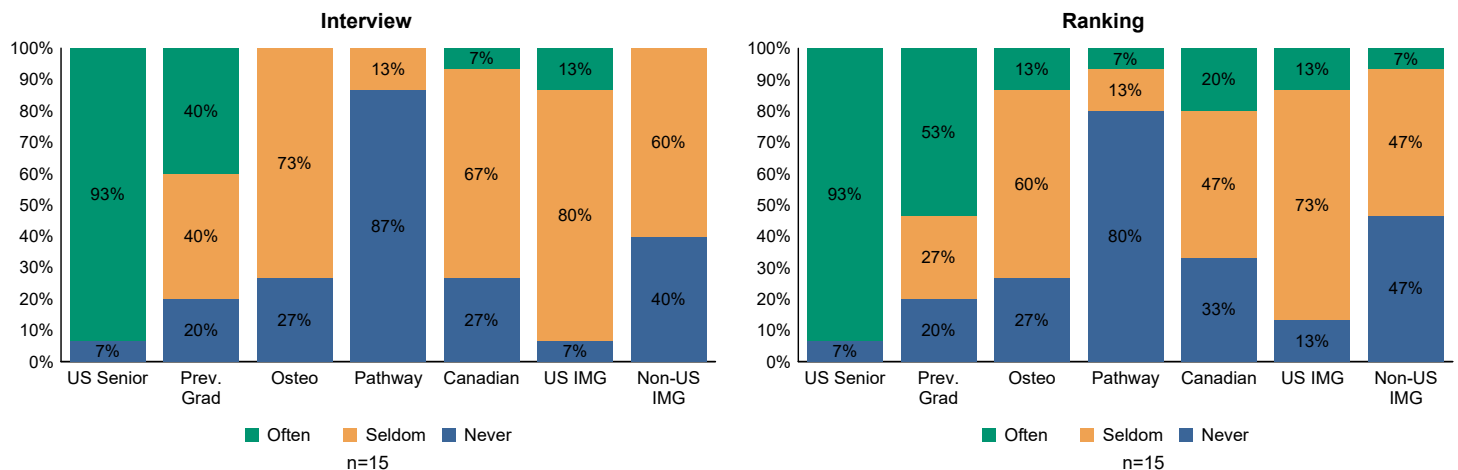
**Percentage of Programs that Typically Interview and Rank Each Applicant Type**

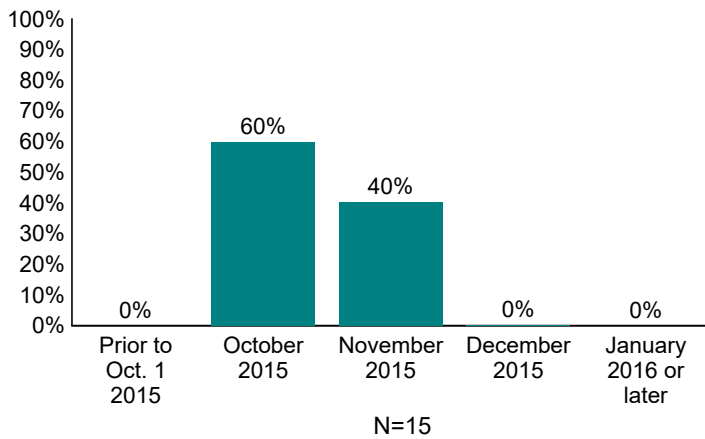
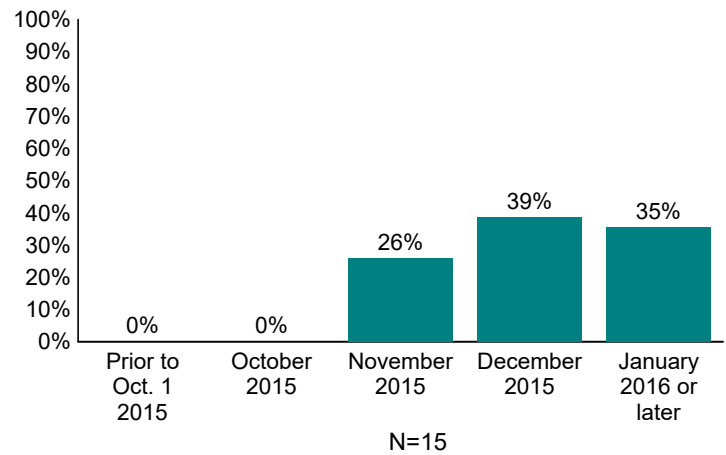
0% of Vascular Surgery programs consider all applicant groups

N=15



**Frequency of Programs Interviewing and Ranking Candidates**



**Figure VS-6****Vascular Surgery  
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)

