

Results of the 2016 NRMP Program Director Survey

June 2016

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.

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

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Introduction

In March 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.

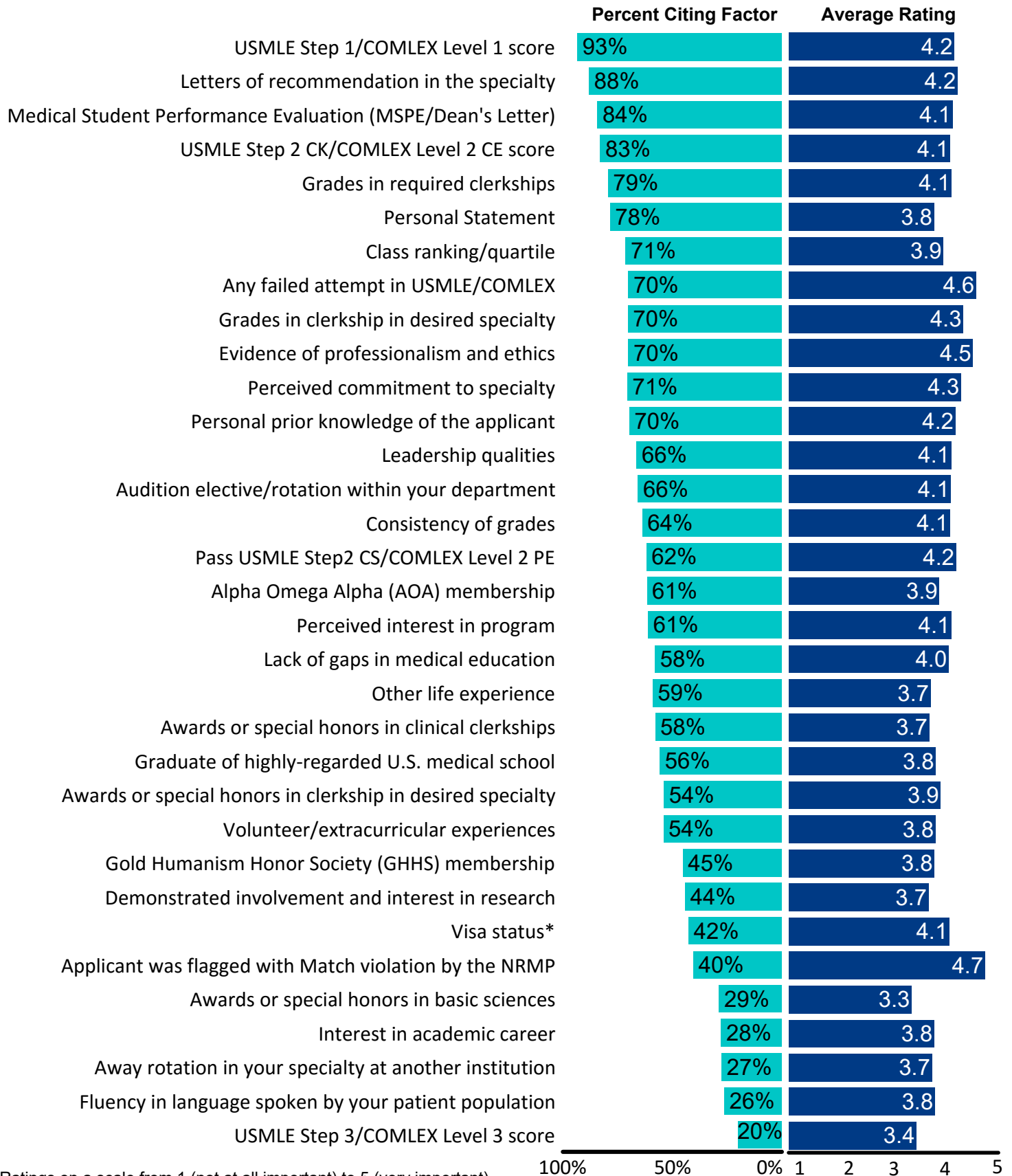
The NRMP's data reporting and research activities are guided by its Data Release and Research Committee. NRMP data and reports can be found at: www.nrmp.org/match-data/.

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

All Specialties Combined
(N=1,435)

Figure 1

All Specialties
Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Selecting Applicants to Interview
(N=1,300)

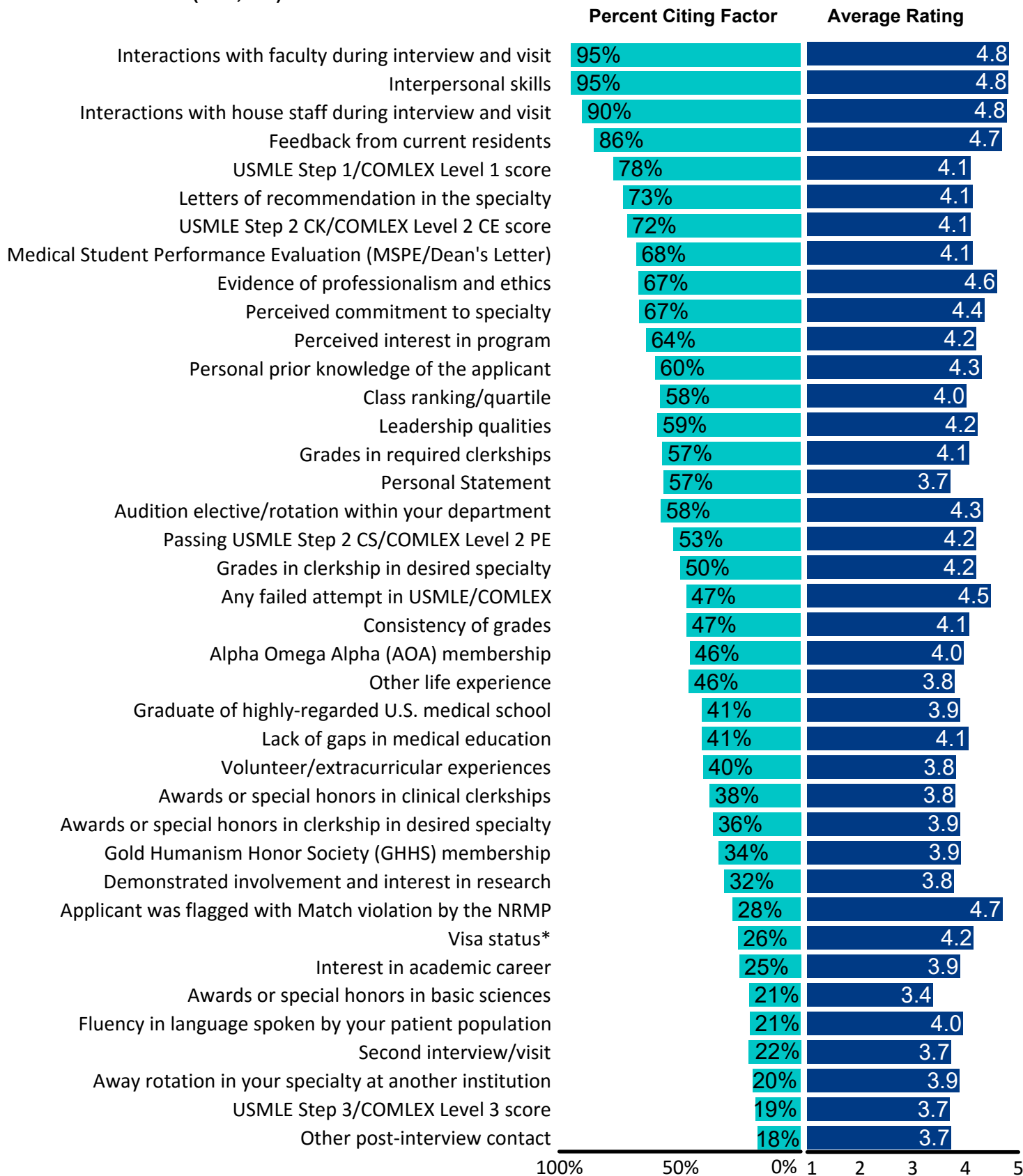


¹ Ratings on a scale from 1 (not at all important) to 5 (very important).

* International Medical Graduates only

Figure 2

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



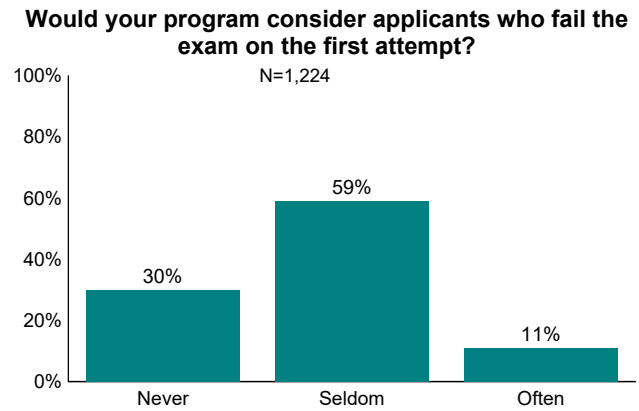
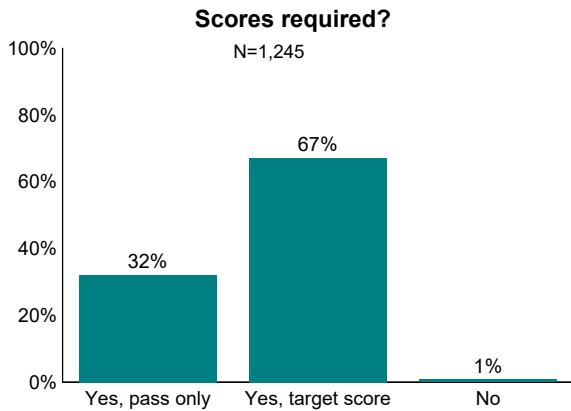
¹ Ratings on a scale from 1 (not at all important) to 5 (very important).

* International Medical Graduates only

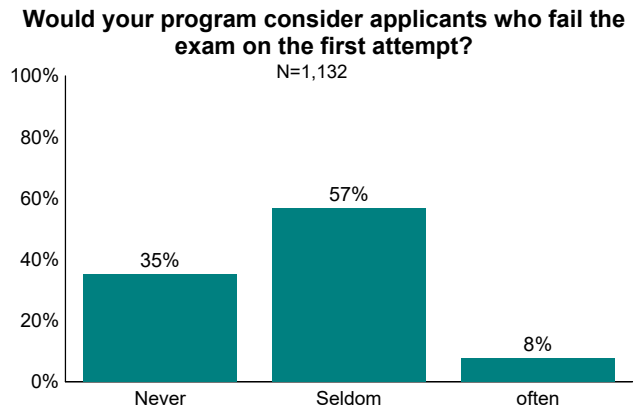
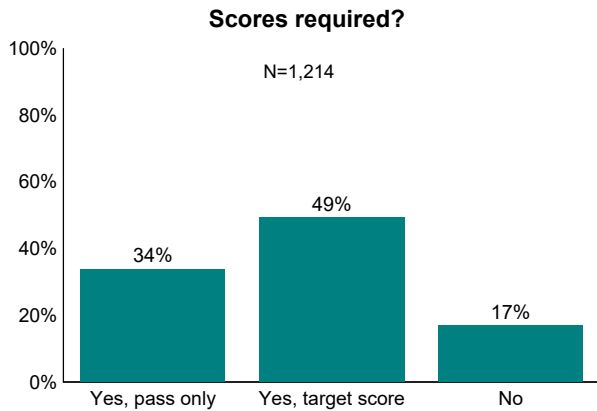
Figure 3

**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

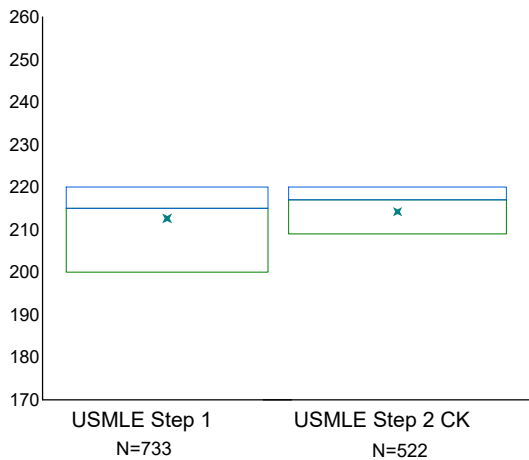


Percentage of Programs That Use USMLE Step 2 (CK) Score

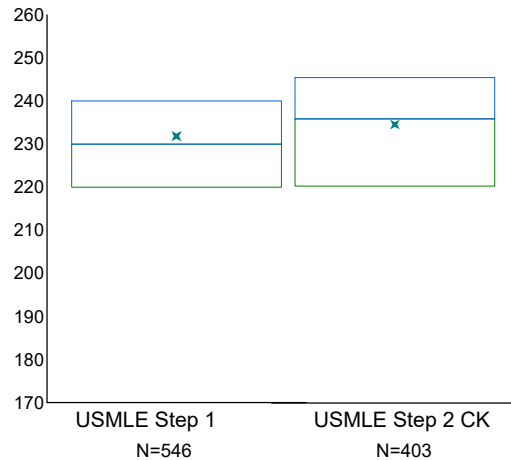


**USMLE Step 1 and Step 2 CK Scores
Programs Consider When Granting Interviews**

Scores Below Which Programs Generally Do Not Grant Interviews



Scores Above Which Programs Almost Always Grant Interviews

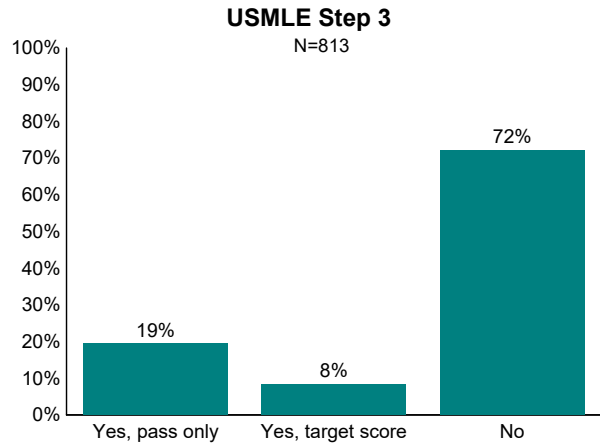
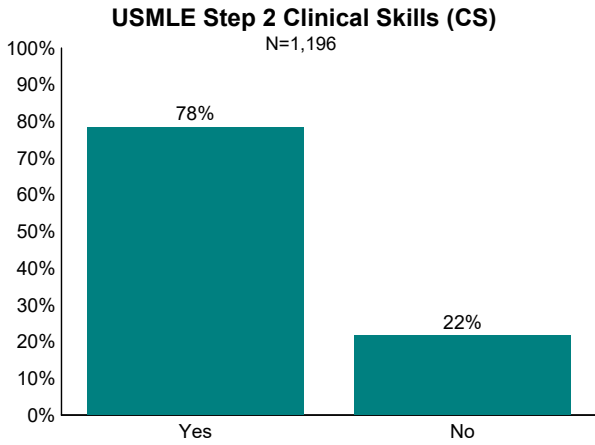


The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol in the box represents the mean.

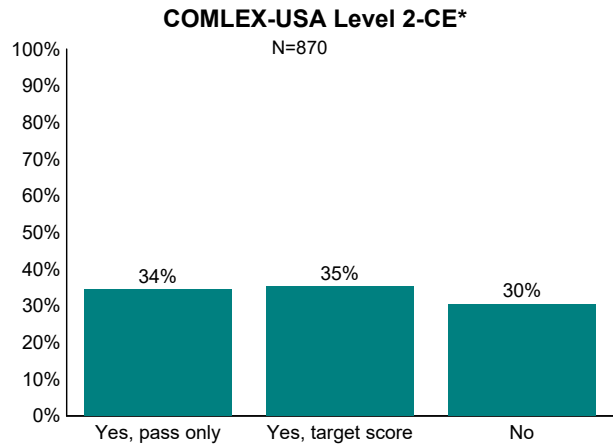
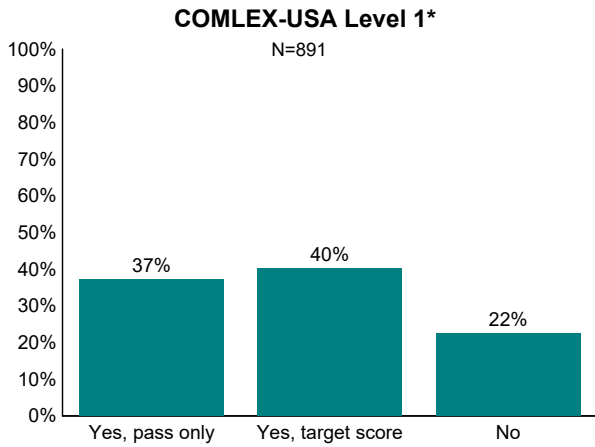
Figure 4

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

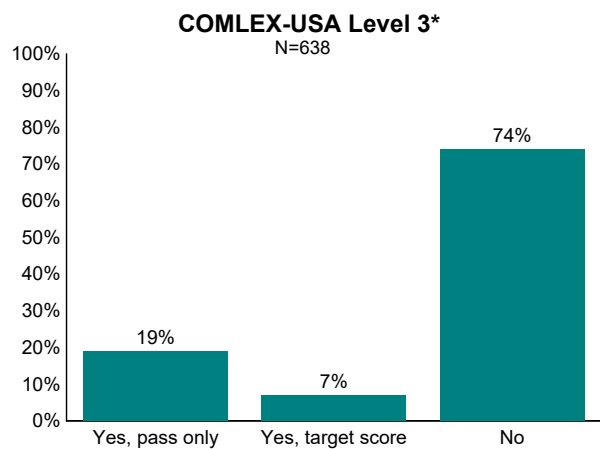
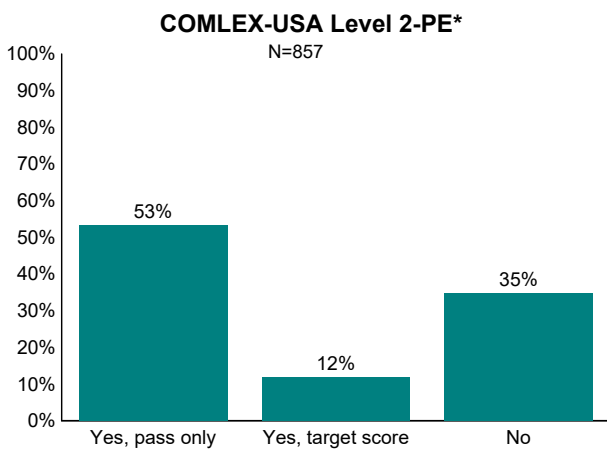
Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



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

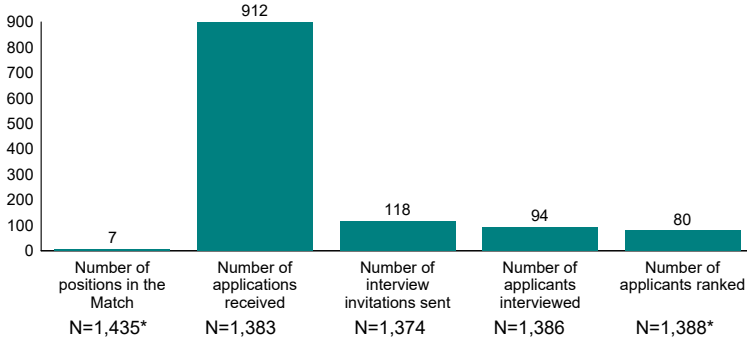


* Osteopathic applicants only

Figure 5

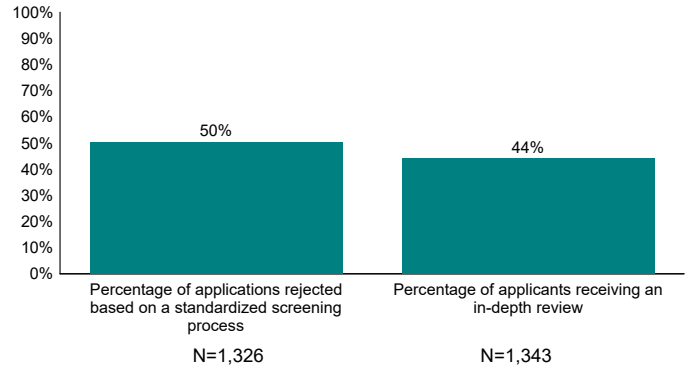
**All Specialties
Program's Interview Activities**

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

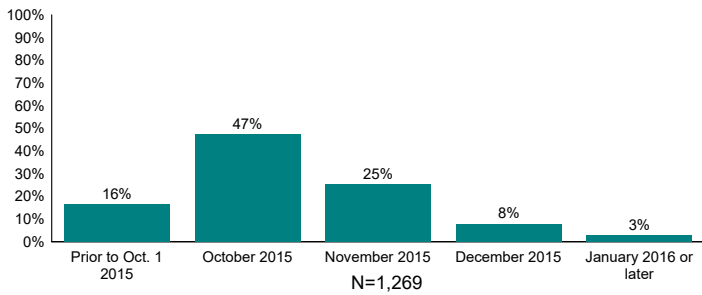


* Data from the NRMP database. All Responding programs included

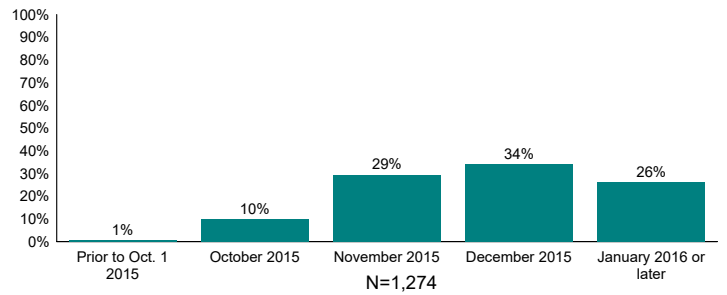
Average Percentage of Applicants Rejected and Reviewed



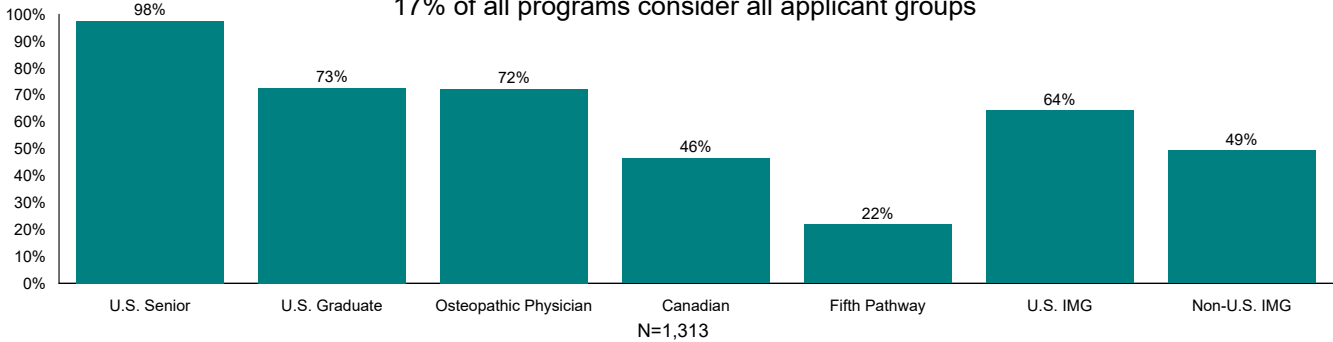
Percentage of Program's Interviews Extended During Each Time Period



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

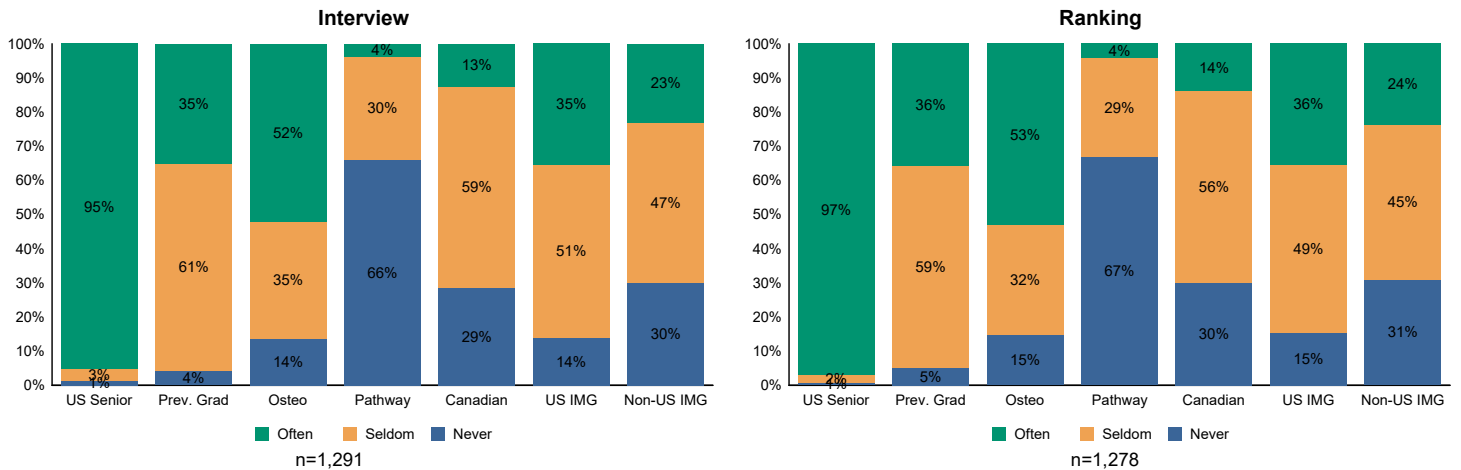
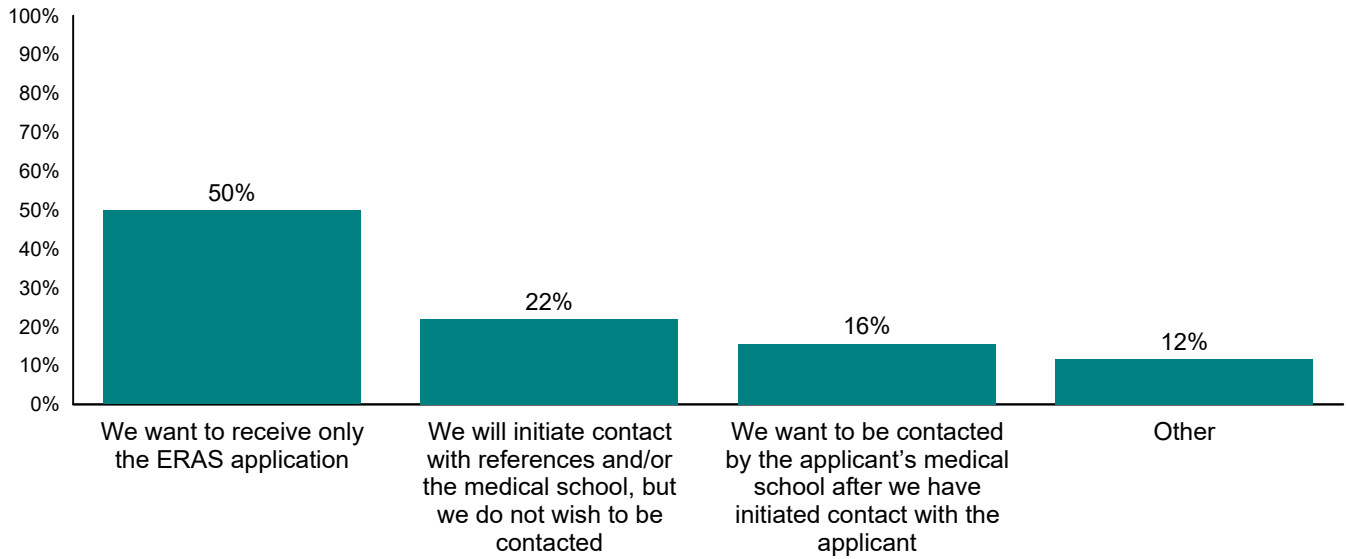


Figure 6

**All Specialties
Other Topics**

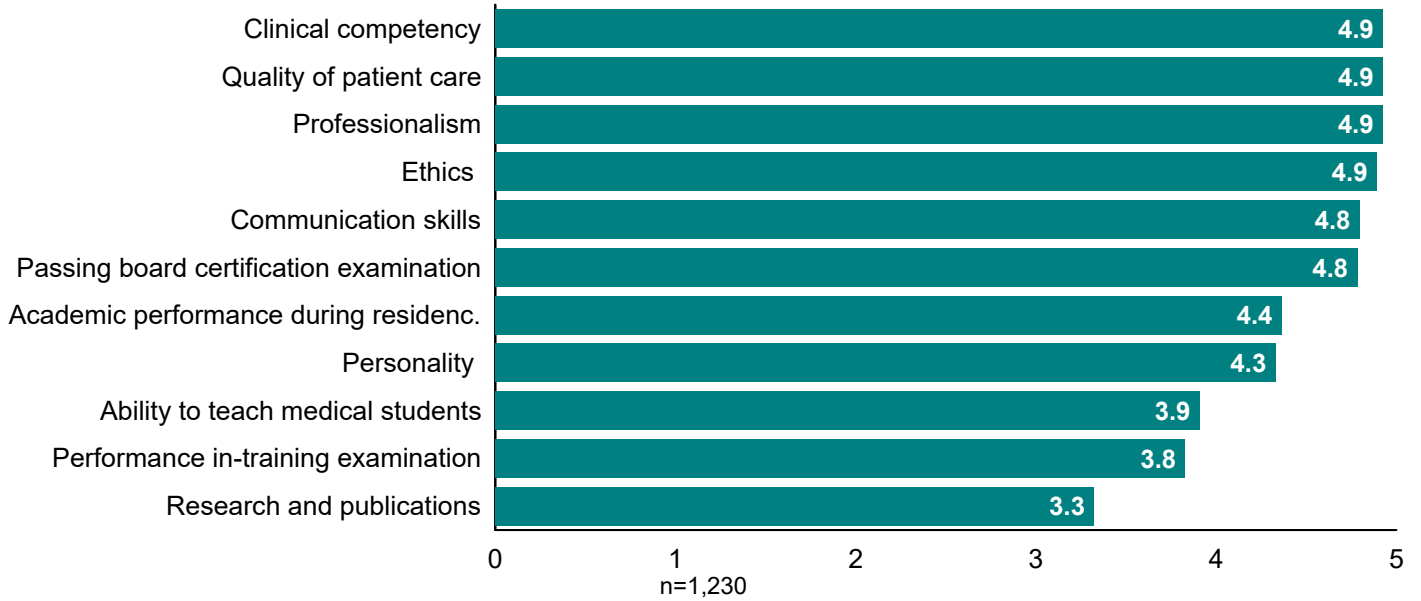
Preferred Type of Communication About Applicants During SOAP



N=1,141

Importance of Factors in Assessing Residents' Success

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



n=1,230

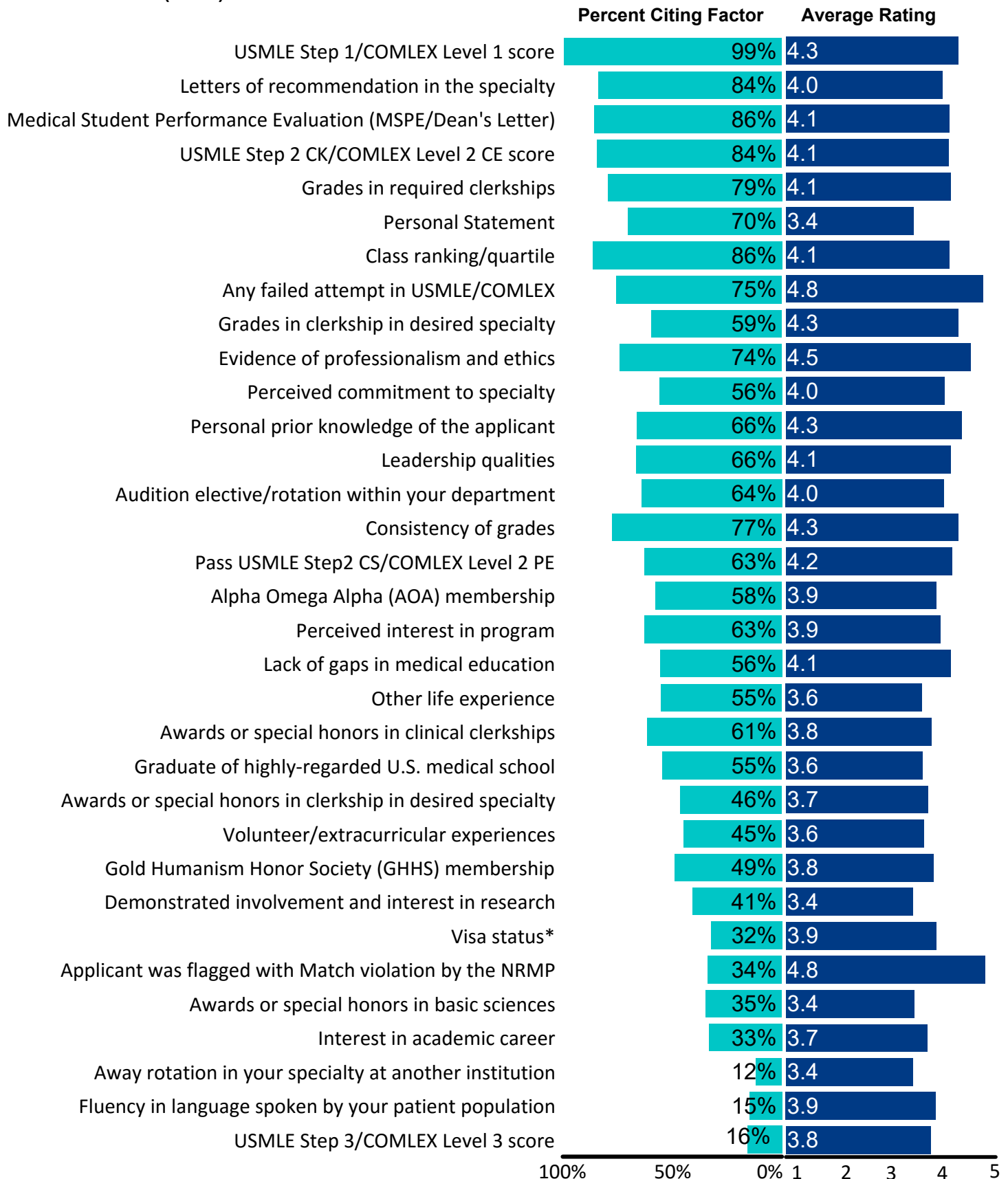


Anesthesiology
(N=57)

Figure AN-1

Anesthesiology

Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Selecting Applicants to Interview (N=51)



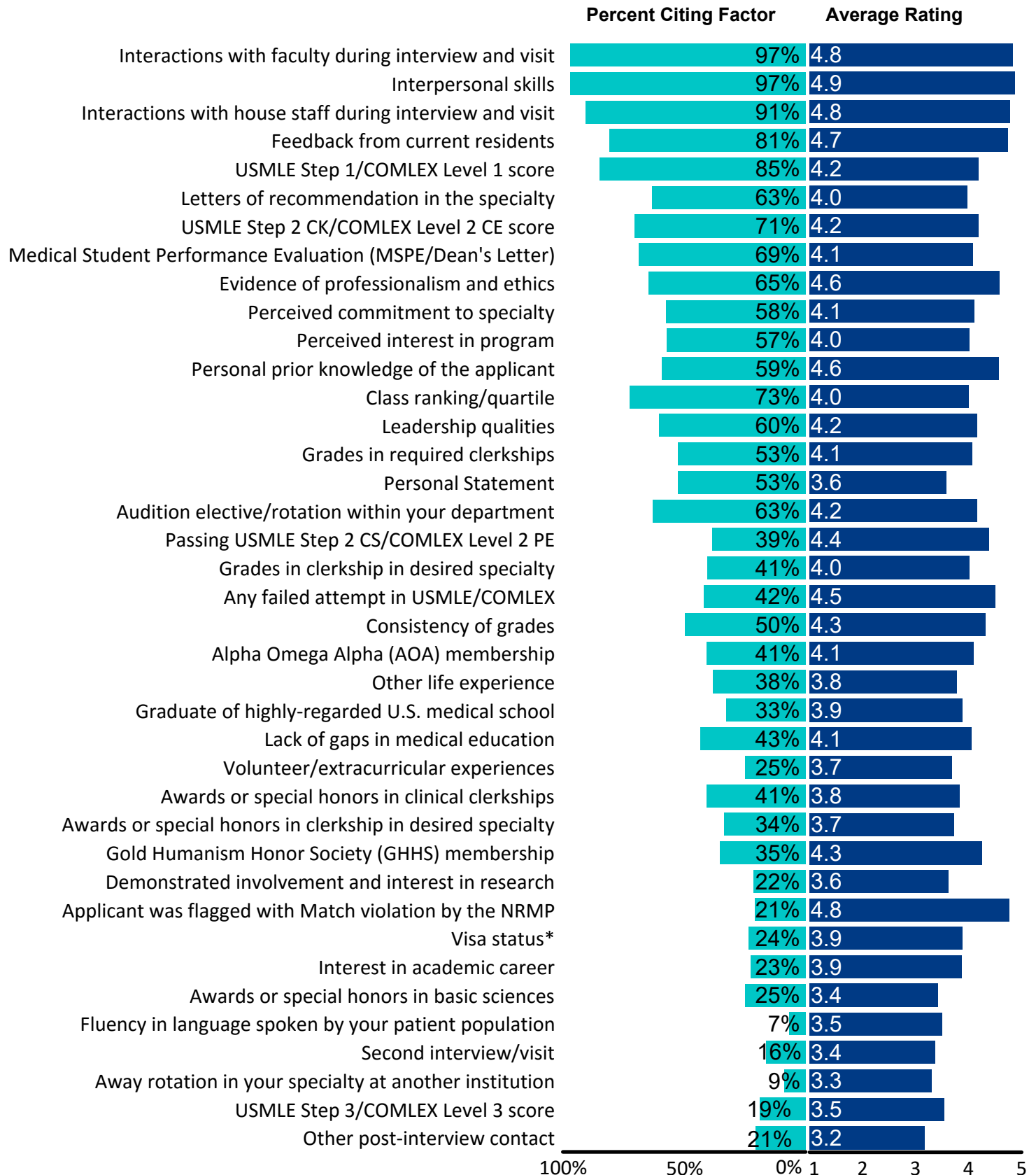
¹ Ratings on a scale from 1 (not at all important) to 5 (very important).

* International Medical Graduates only

Figure AN-2

Anesthesiology

Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Ranking Applicants (N=51)



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

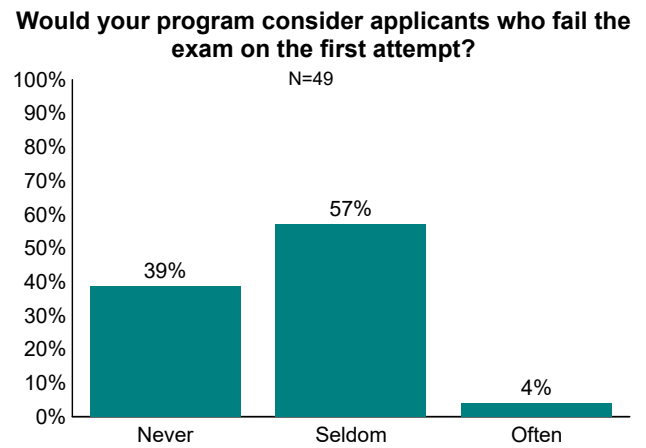
* International Medical Graduates only

Figure AN-3

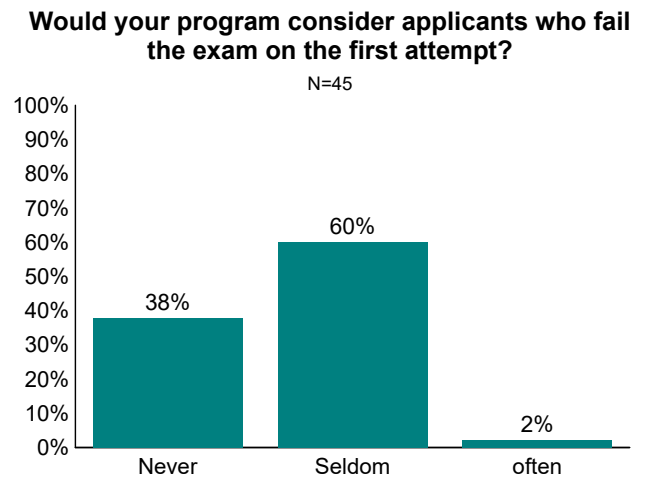
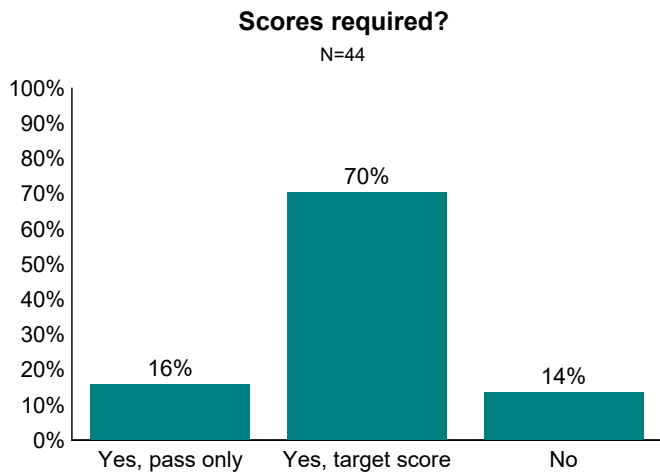
Anesthesiology

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

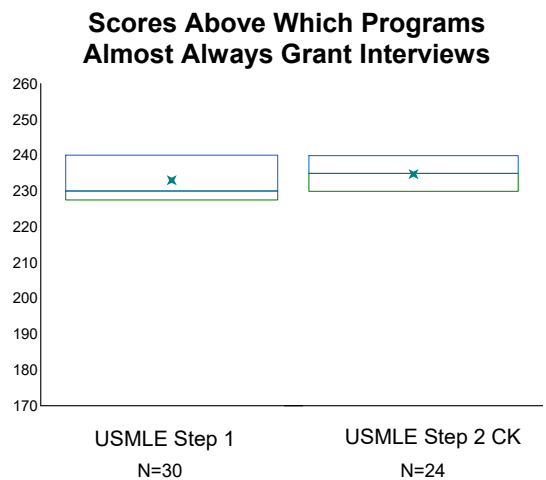
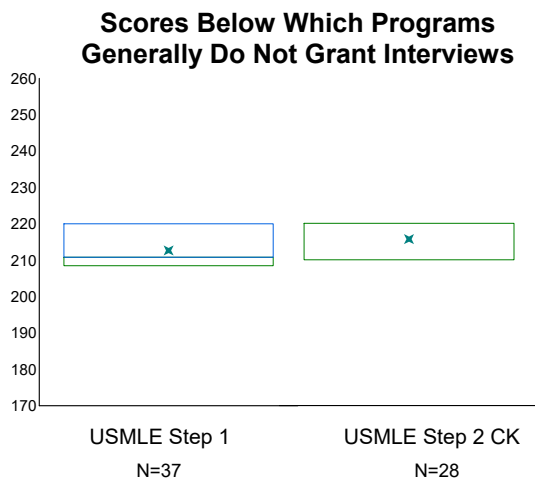
Percentage of Programs That Use USMLE Step 1 Score



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



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



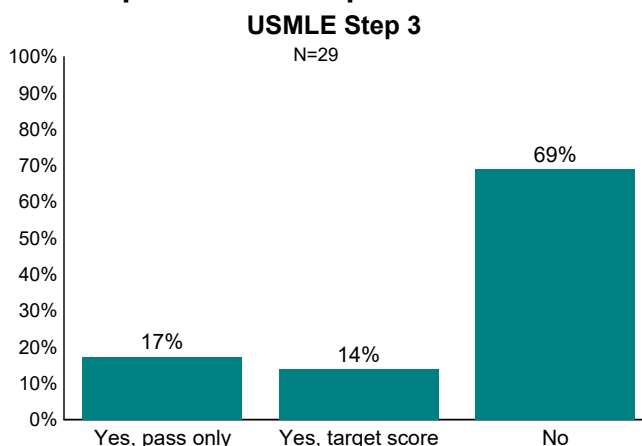
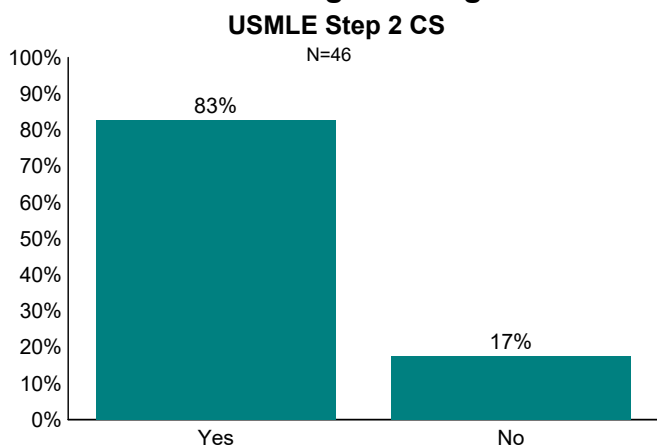
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

Figure AN-4

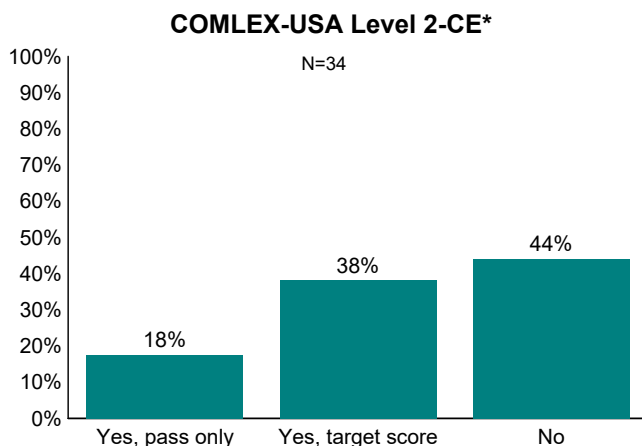
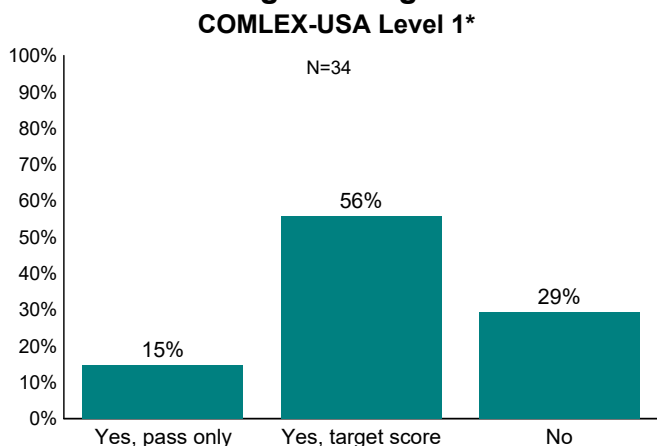
Anesthesiology

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

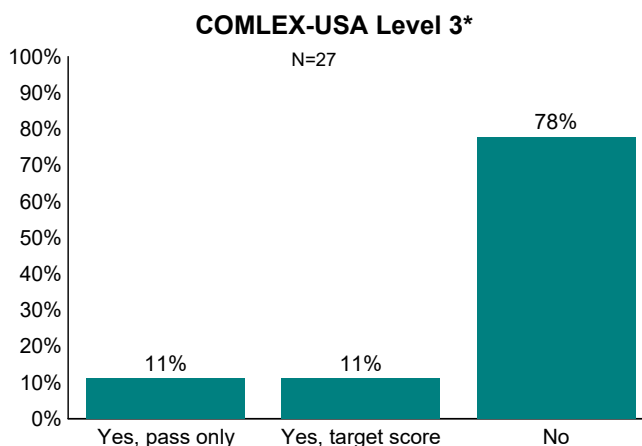
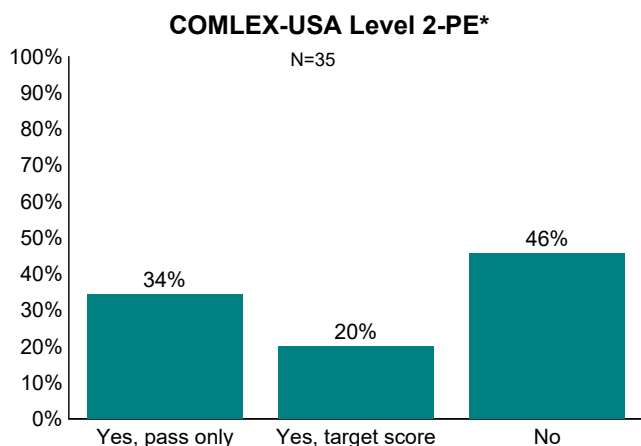
Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



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

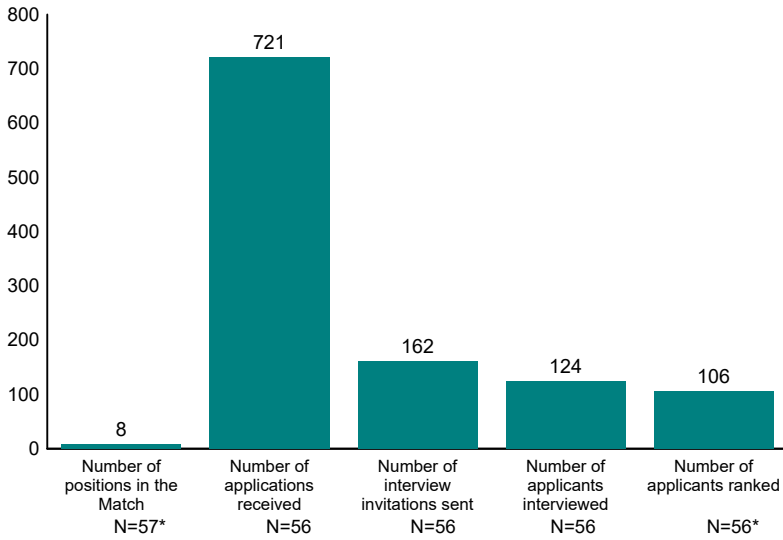


* Osteopathic applicants only

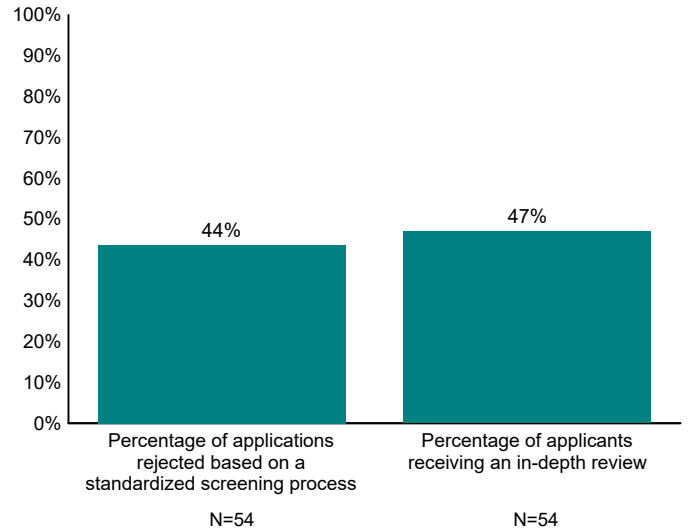
Figure AN-5

Anesthesiology Program's Interview Activities

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



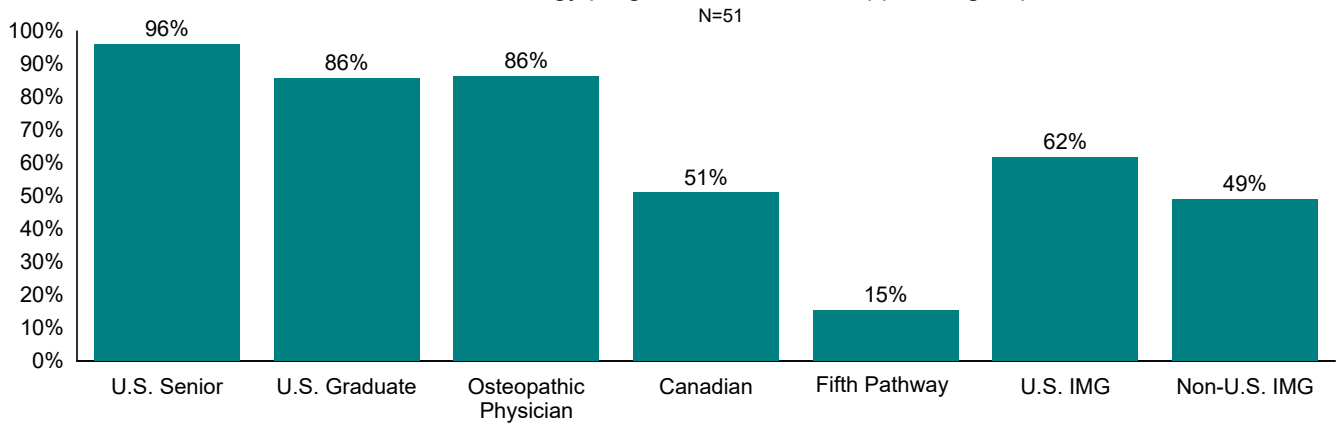
Average Percentage of Applicants Rejected and Reviewed



* 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



Frequency of Programs Interviewing and Ranking Candidates

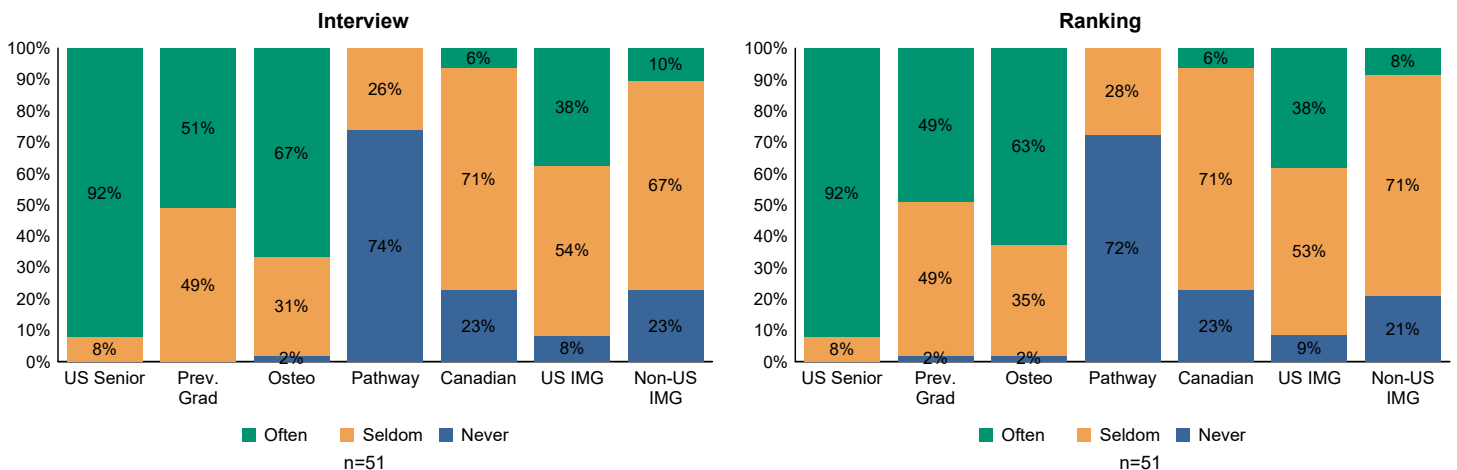
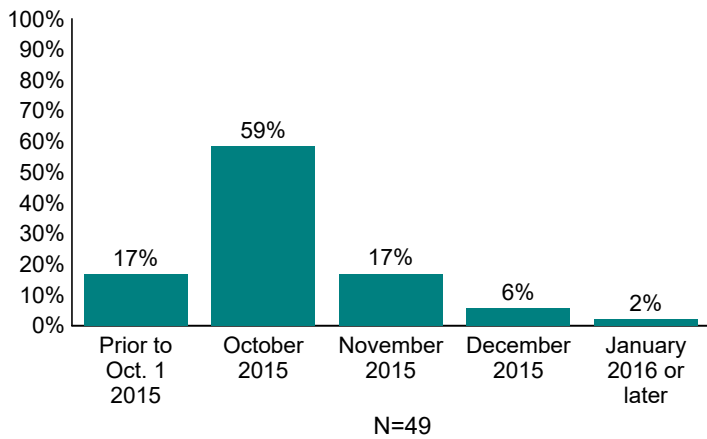


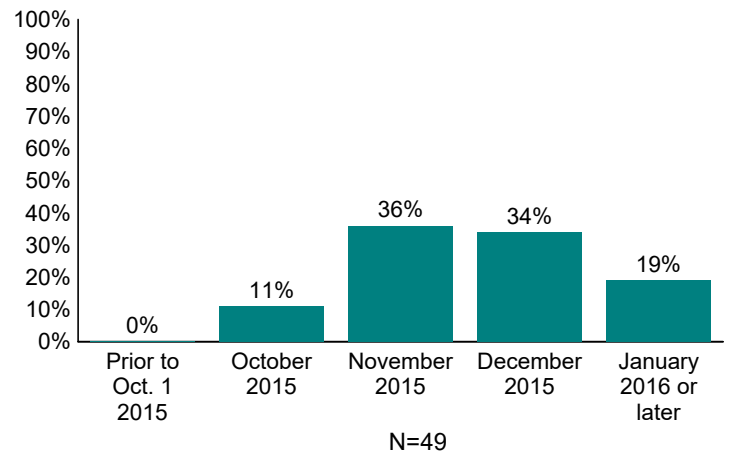
Figure AN-6

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

Percentage of Program's Interviews Extended During Each Time Period

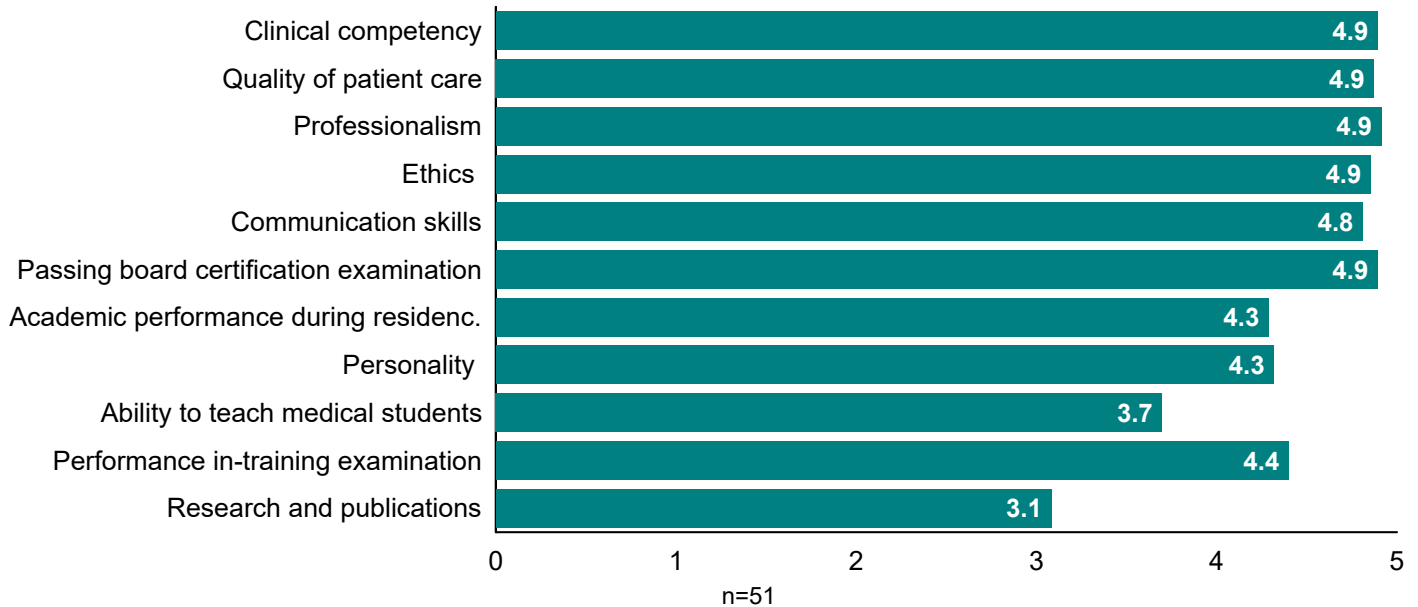



Percentage of Program's Interviews Conducted During Each Time Period



Importance of Factors in Assessing Residents' Success

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



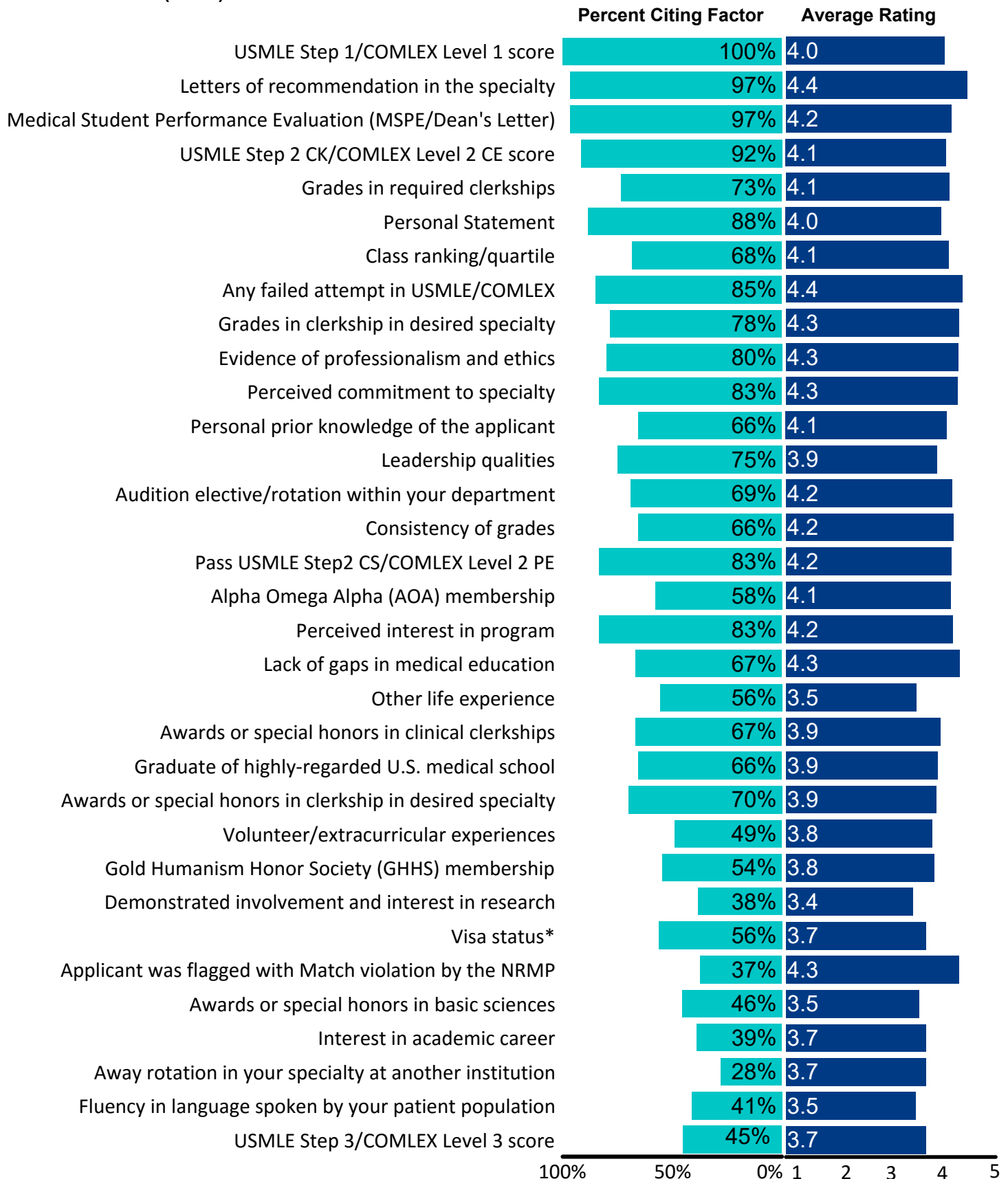


Child Neurology
(N=36)

Figure CN-1

Child Neurology

Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Selecting Applicants to Interview (N=30)



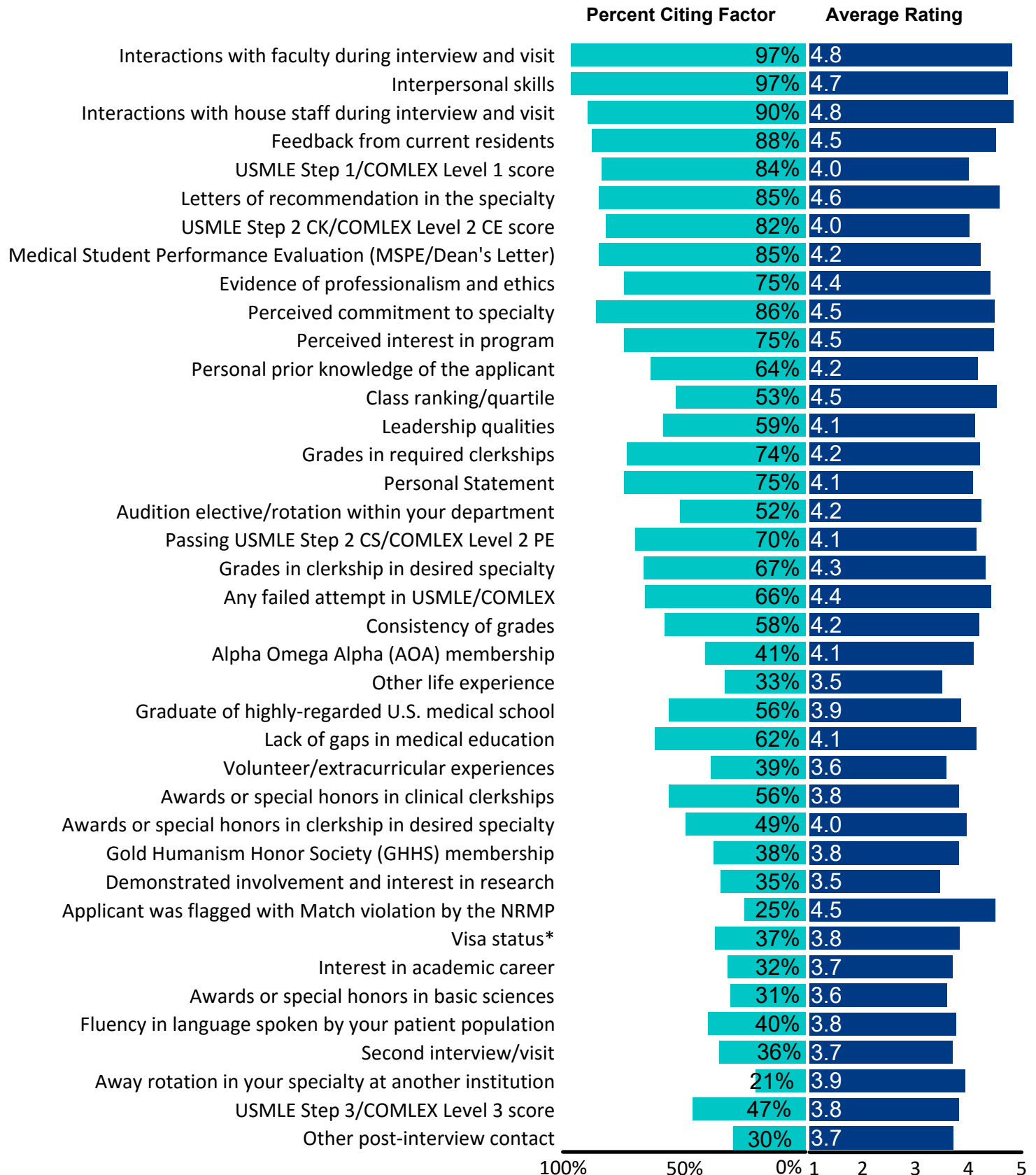
¹ Ratings on a scale from 1 (not at all important) to 5 (very important).

* International Medical Graduates only

Figure CN-2

Child Neurology

Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Ranking Applicants (N=30)



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

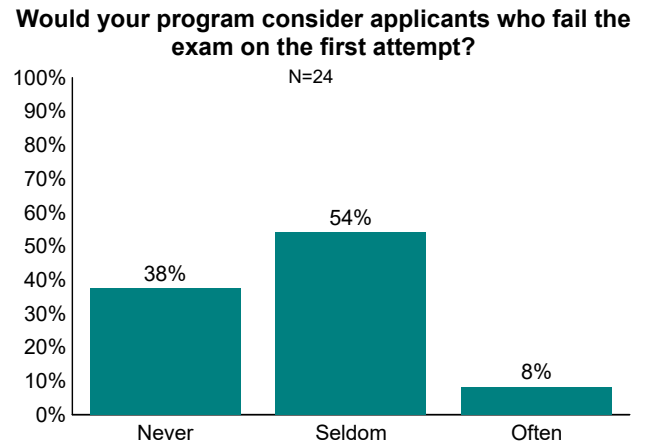
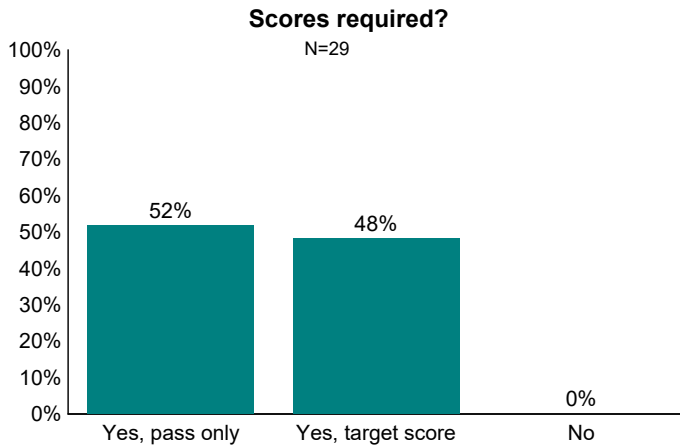
* International Medical Graduates only

Figure CN-3

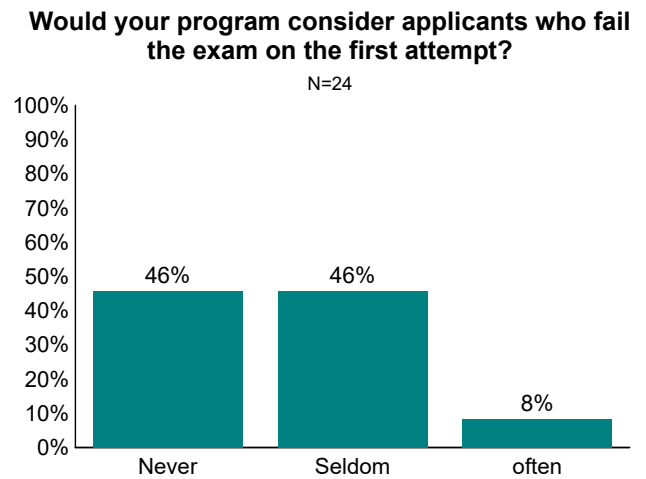
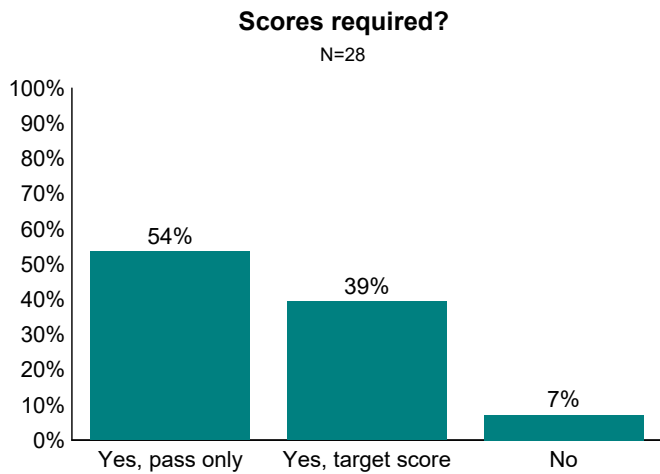
Child Neurology

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

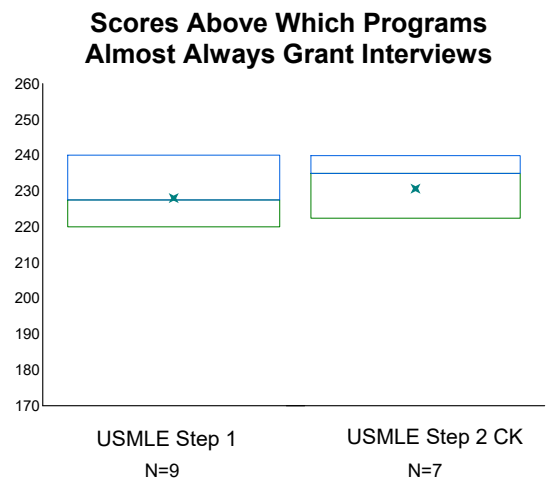
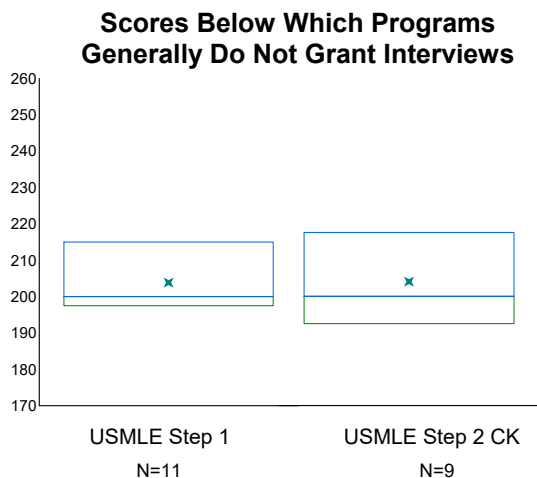
Percentage of Programs That Use USMLE Step 1 Score



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



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



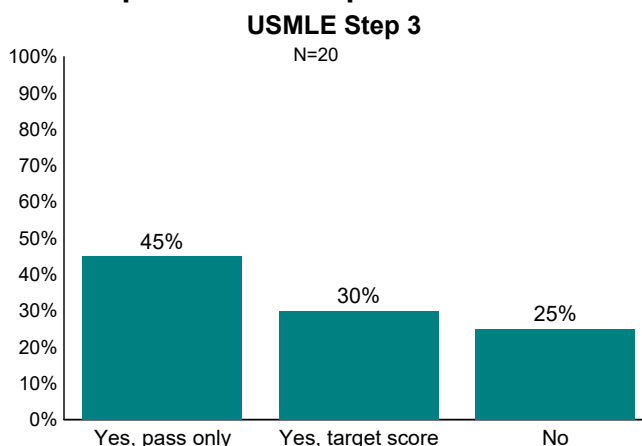
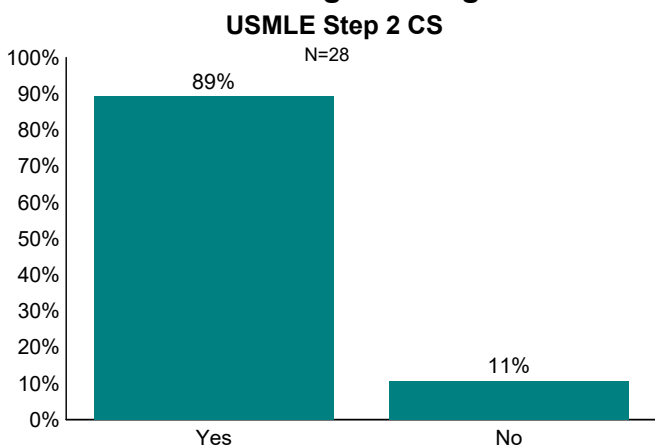
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

Figure CN-4

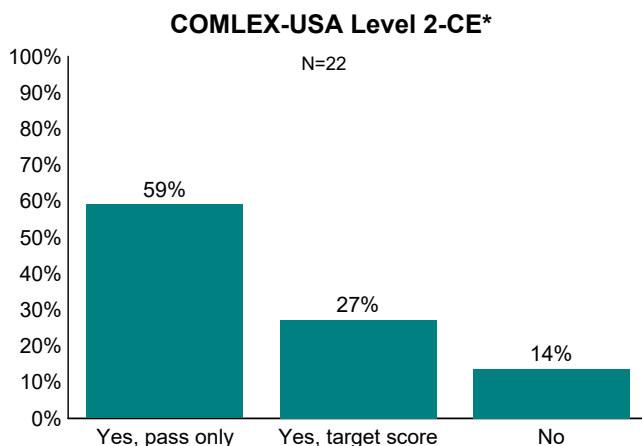
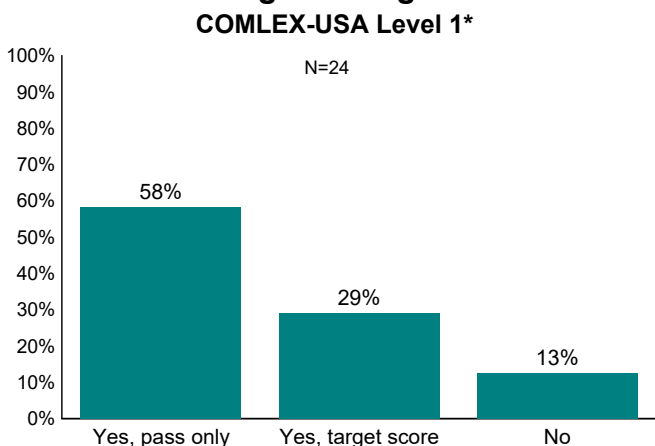
Child Neurology

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

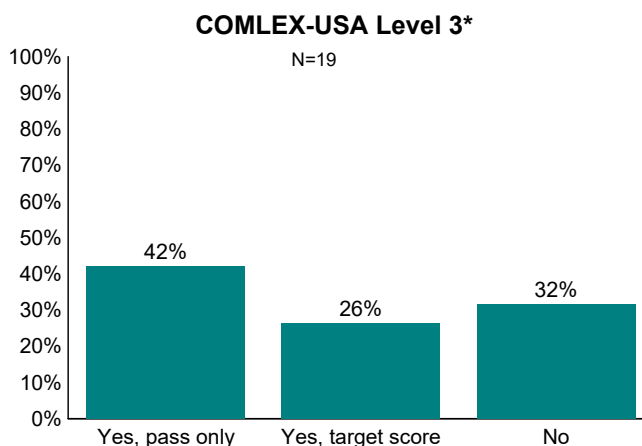
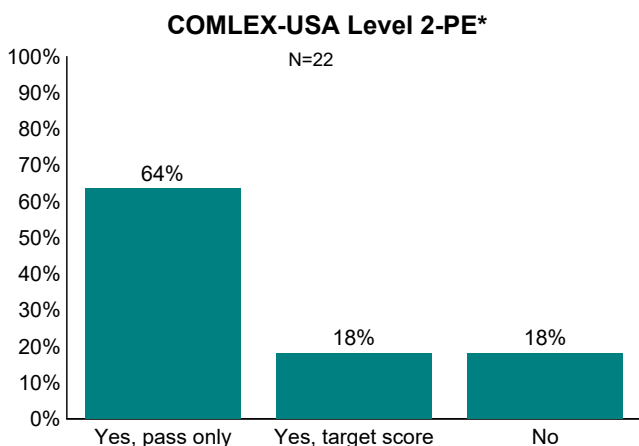
Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



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

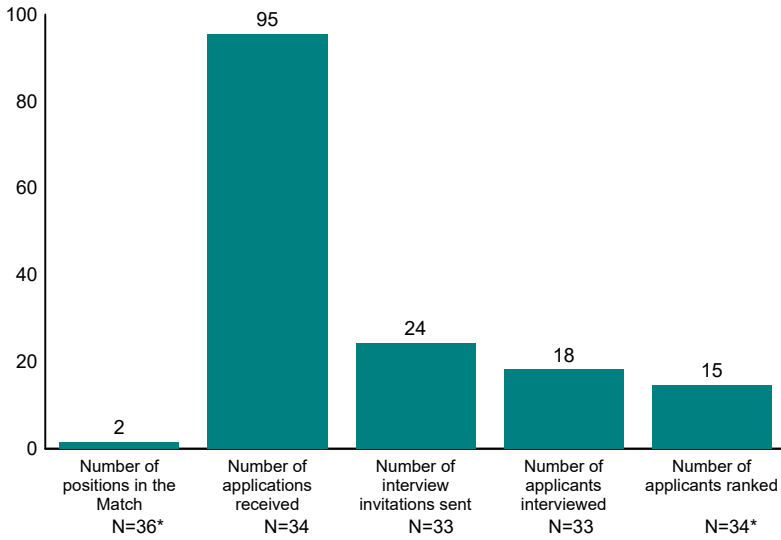


* Osteopathic applicants only

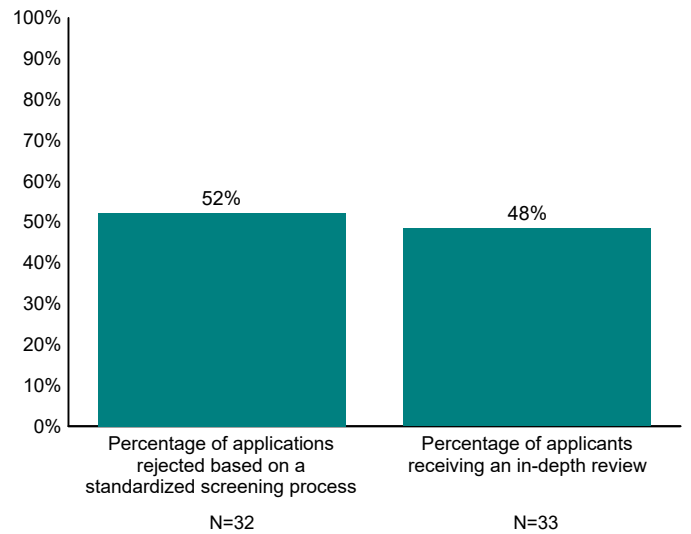
Figure CN-5

Child Neurology Program's Interview Activities

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



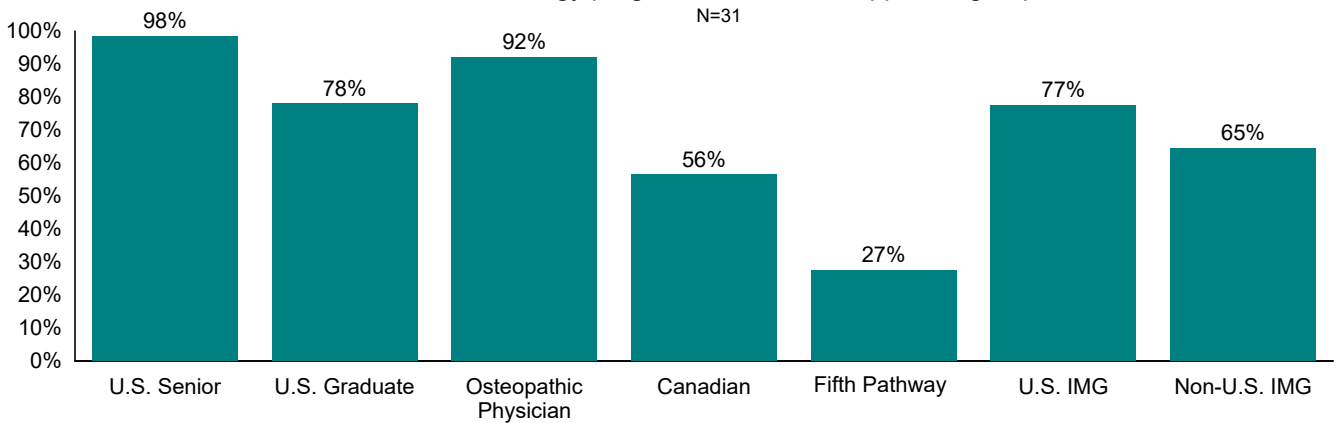
Average Percentage of Applicants Rejected and Reviewed



* 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



Frequency of Programs Interviewing and Ranking Candidates

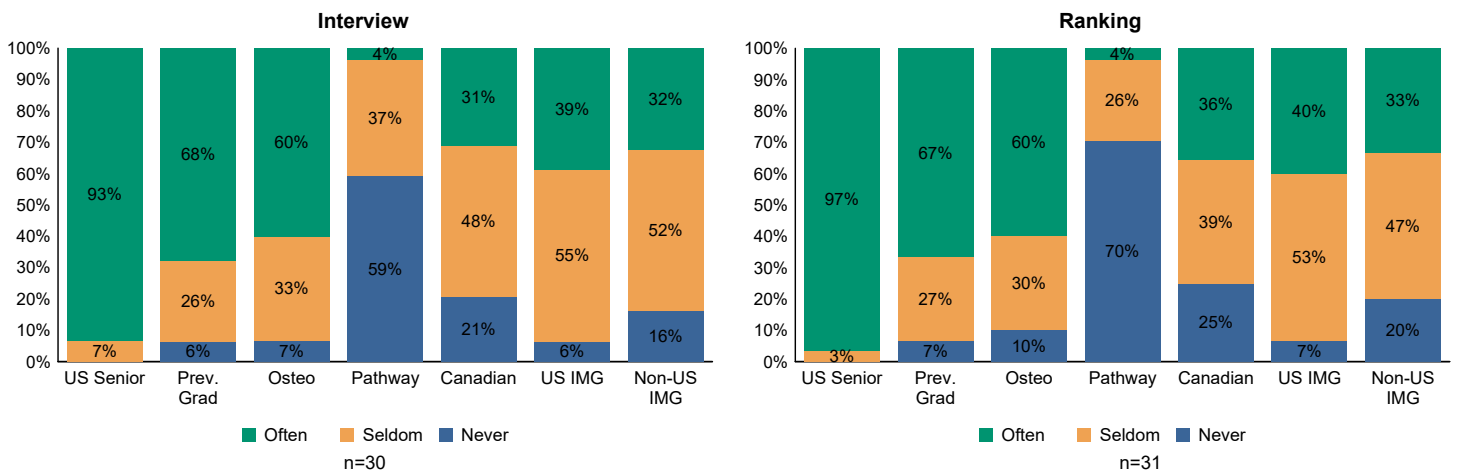
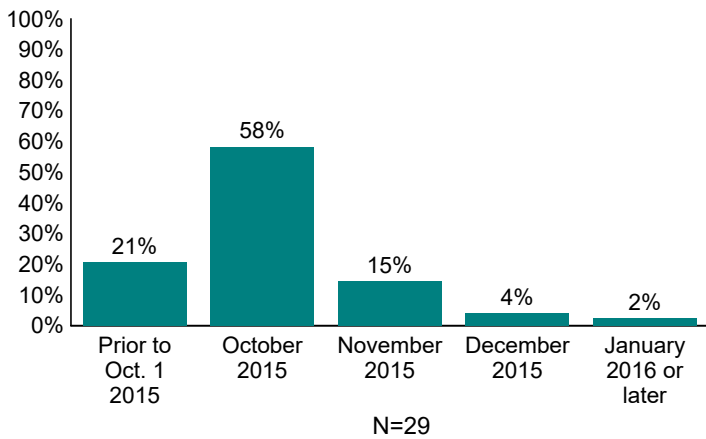


Figure CN-6

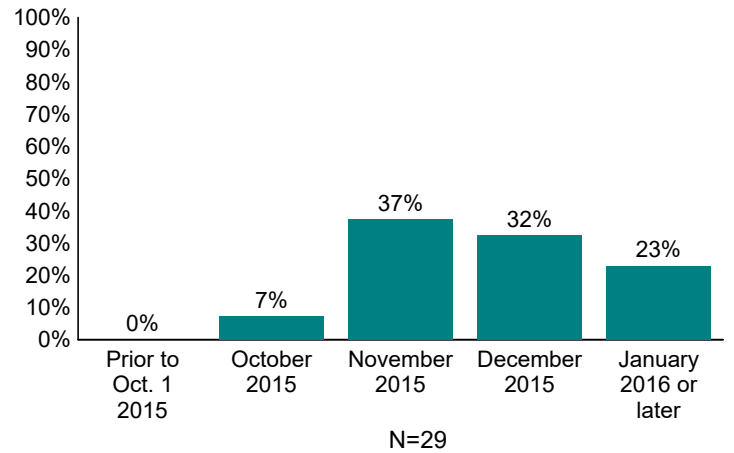
Child Neurology

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

Percentage of Program's Interviews Extended During Each Time Period

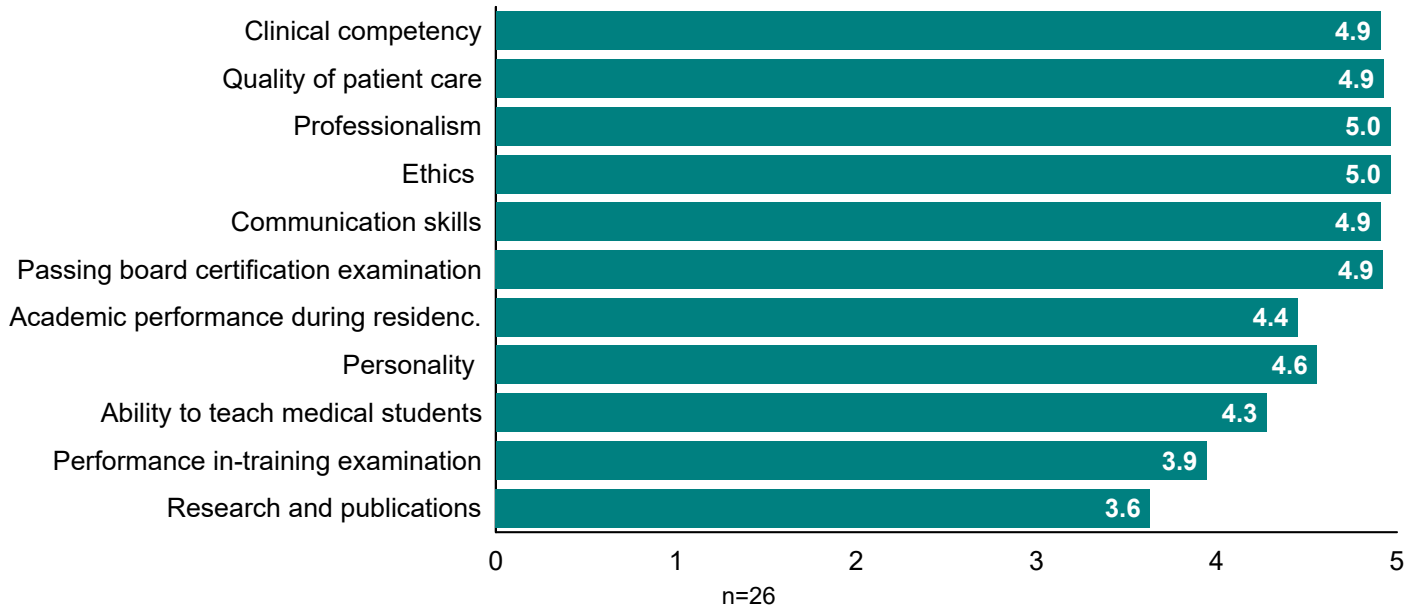



Percentage of Program's Interviews Conducted During Each Time Period



Importance of Factors in Assessing Residents' Success

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





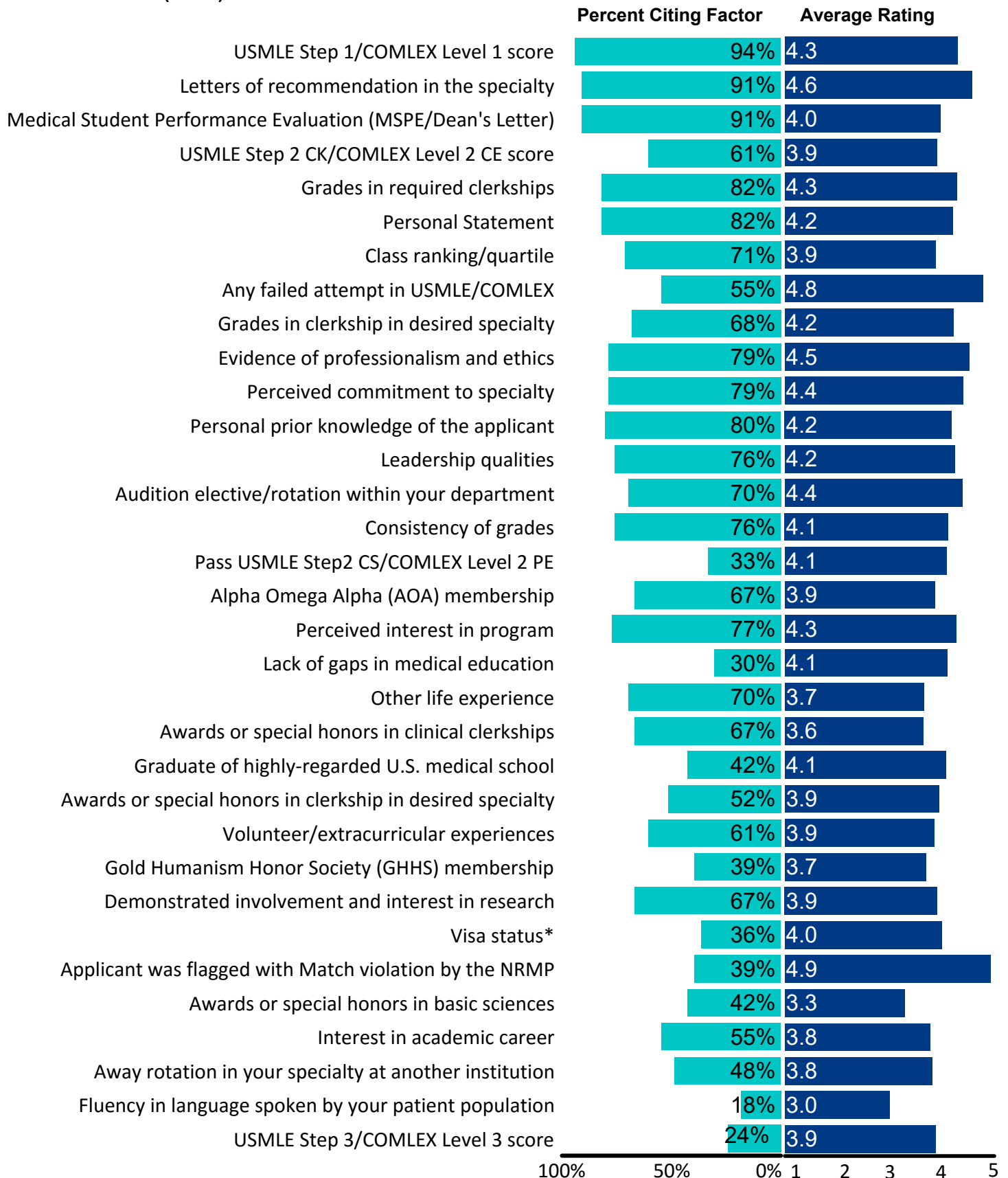
Dermatology

(N=39)

Figure D-1

Dermatology

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



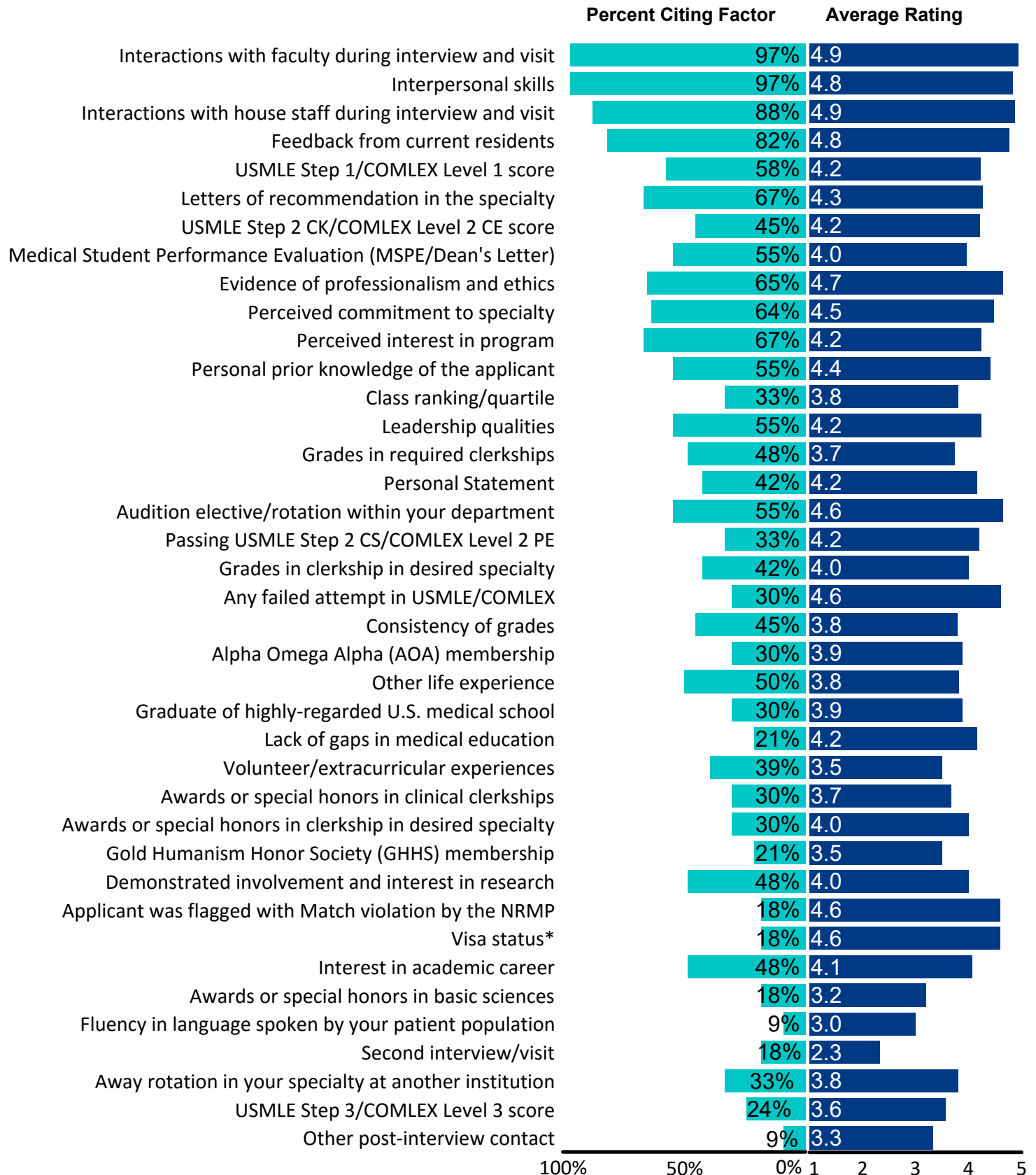
¹ Ratings on a scale from 1 (not at all important) to 5 (very important).

* International Medical Graduates only

Figure D-2

Dermatology

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



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

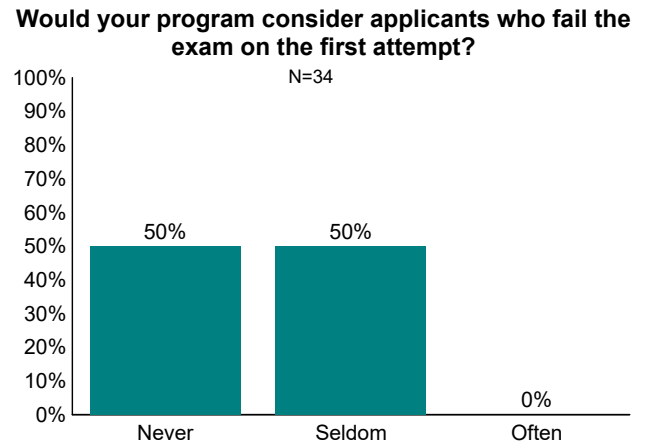
* International Medical Graduates only

Figure D-3

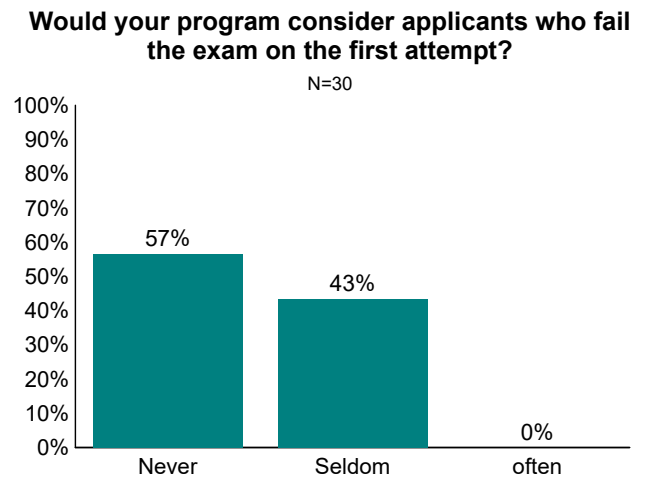
Dermatology

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

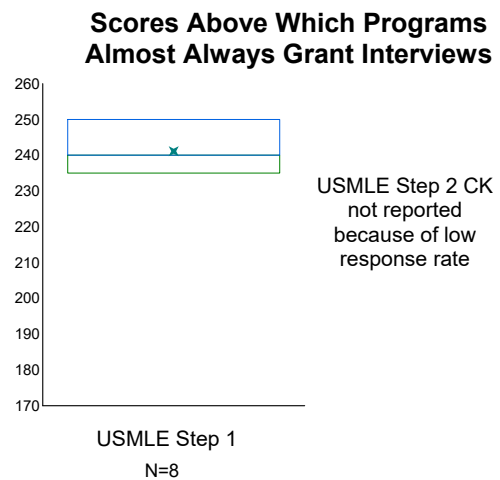
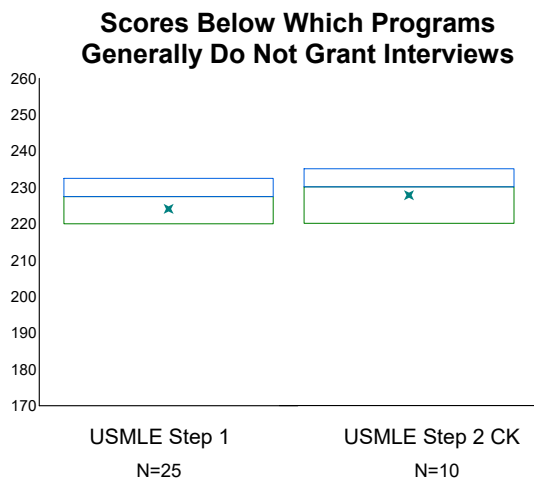
Percentage of Programs That Use USMLE Step 1 Score



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



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

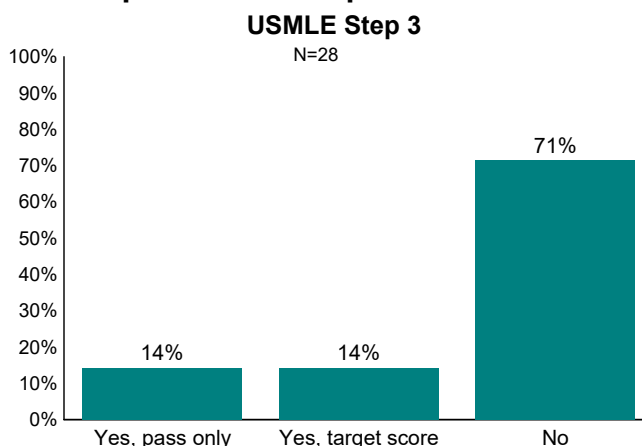
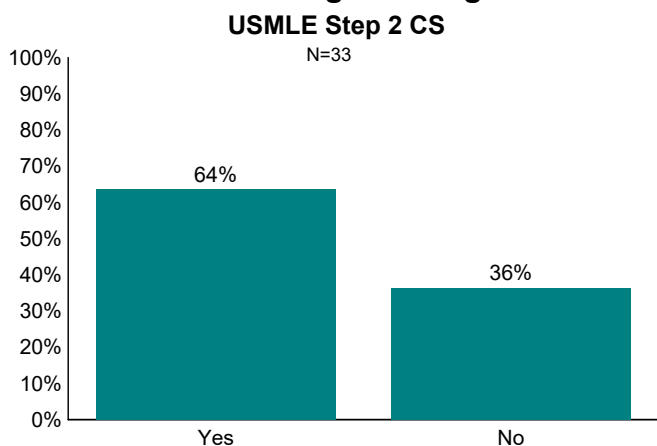


The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

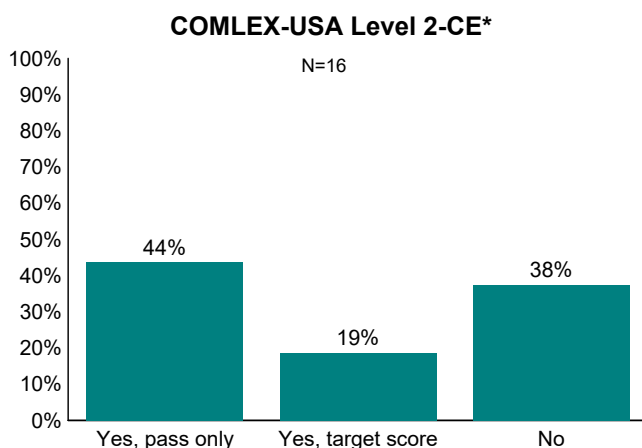
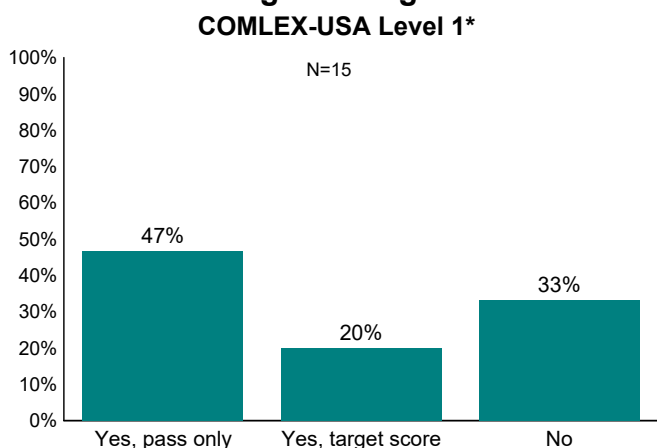
Figure D-4

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

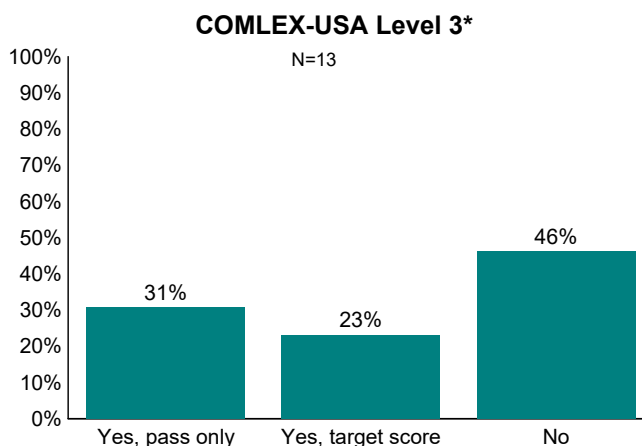
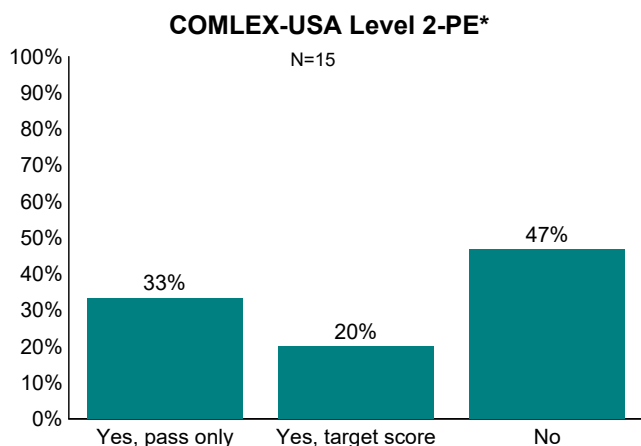
Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



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

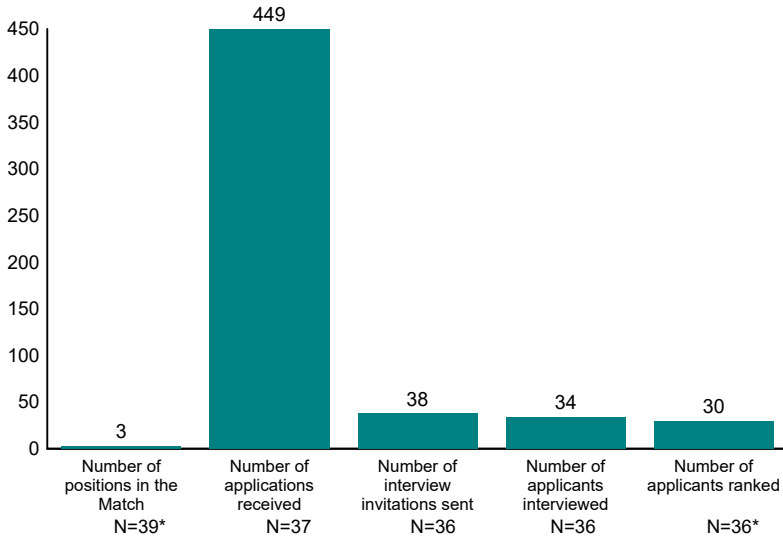


* Osteopathic applicants only

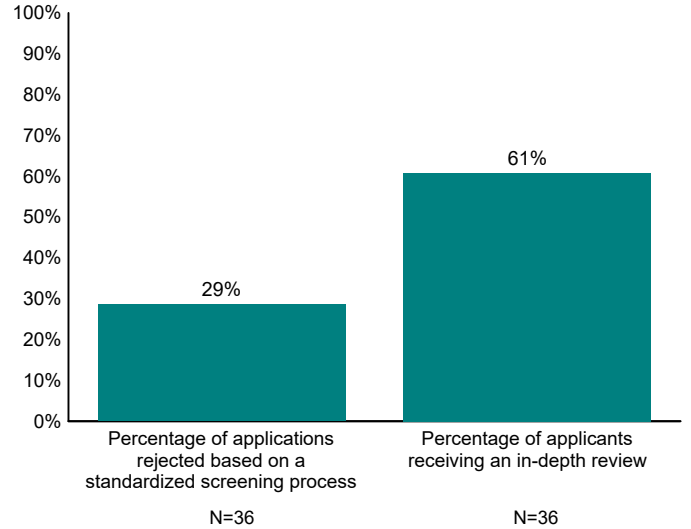
Figure D-5

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

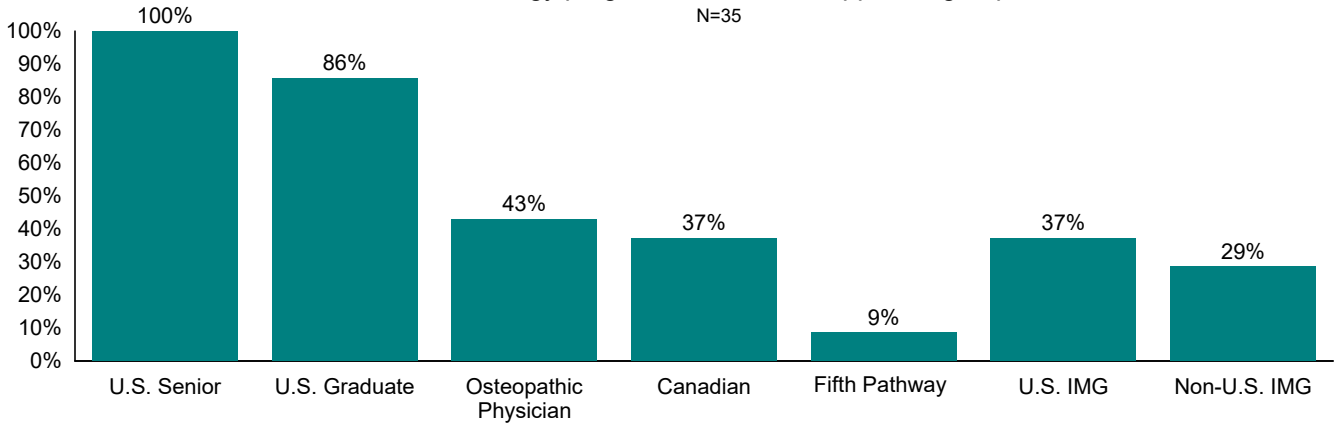


* Data from the NRMP database. All Responding programs included

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

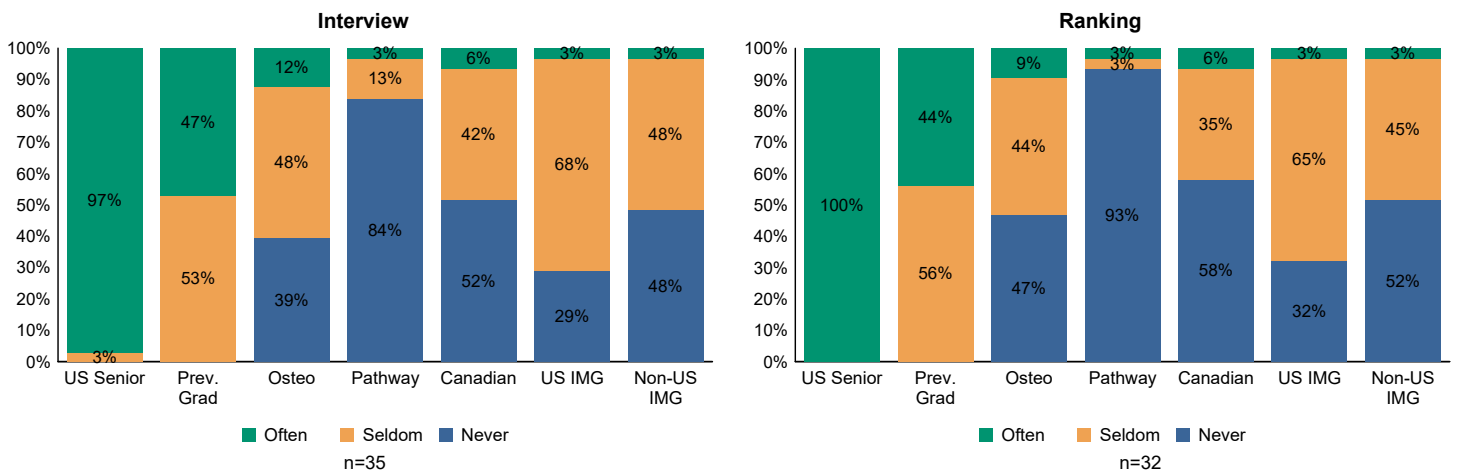
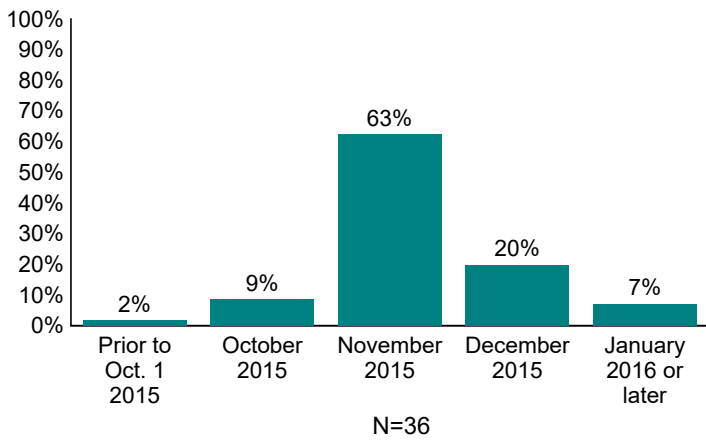


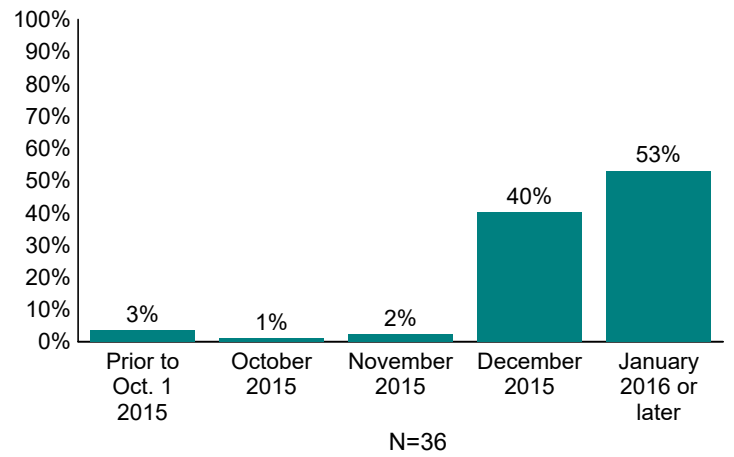
Figure D-6

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

Percentage of Program's Interviews Extended During Each Time Period

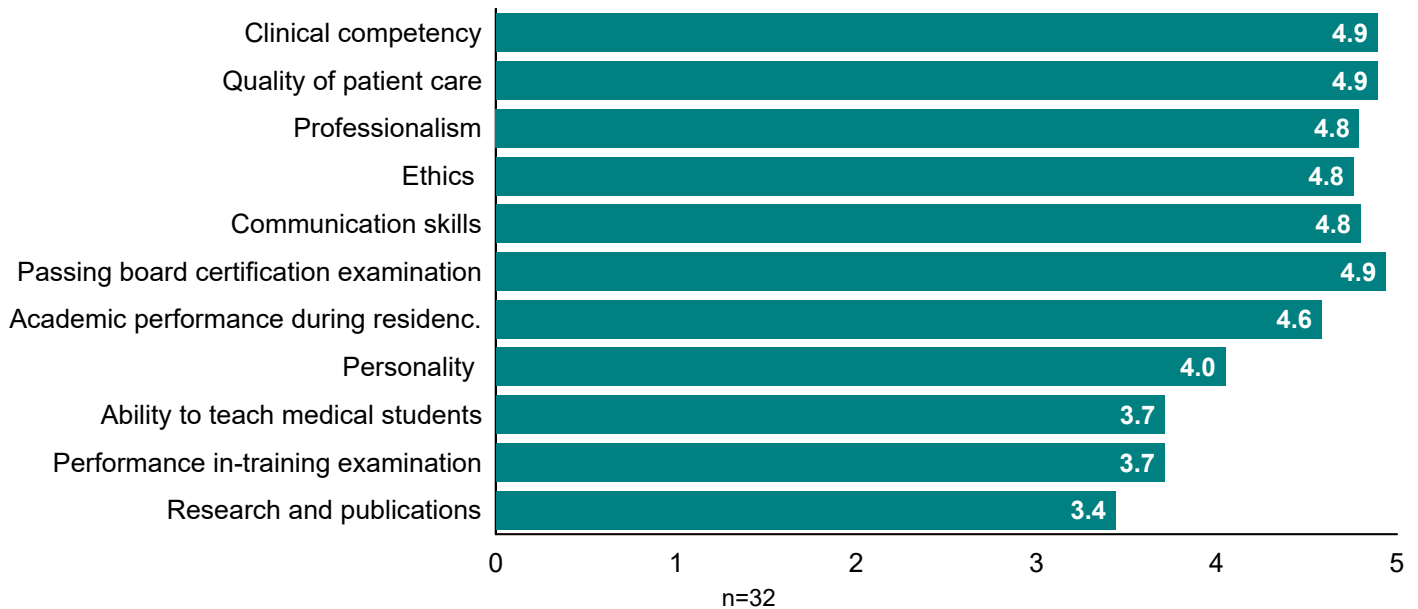


Percentage of Program's Interviews Conducted During Each Time Period



Importance of Factors in Assessing Residents' Success

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





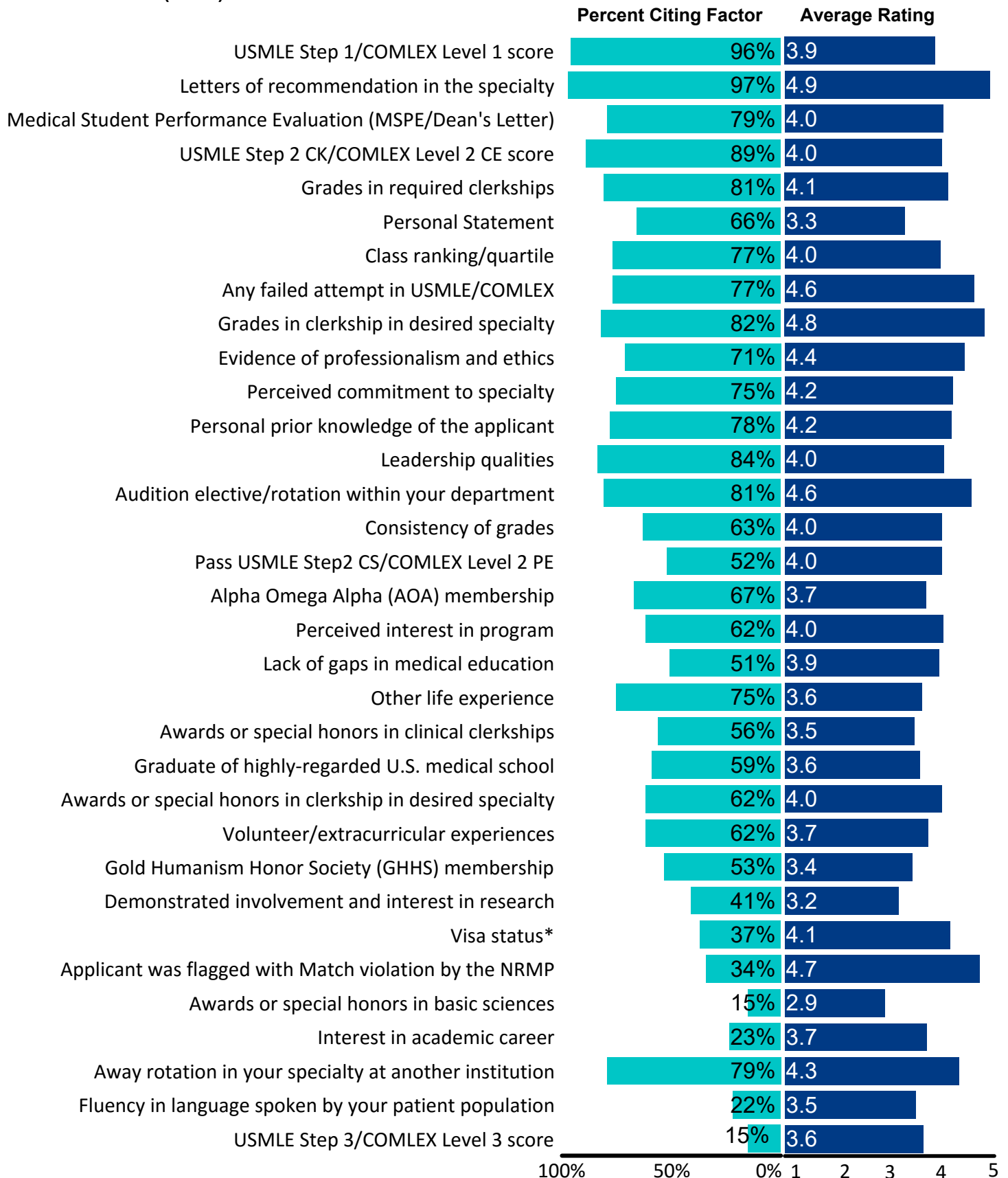
Emergency Medicine

(N=80)

Figure EM-1

Emergency Medicine

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



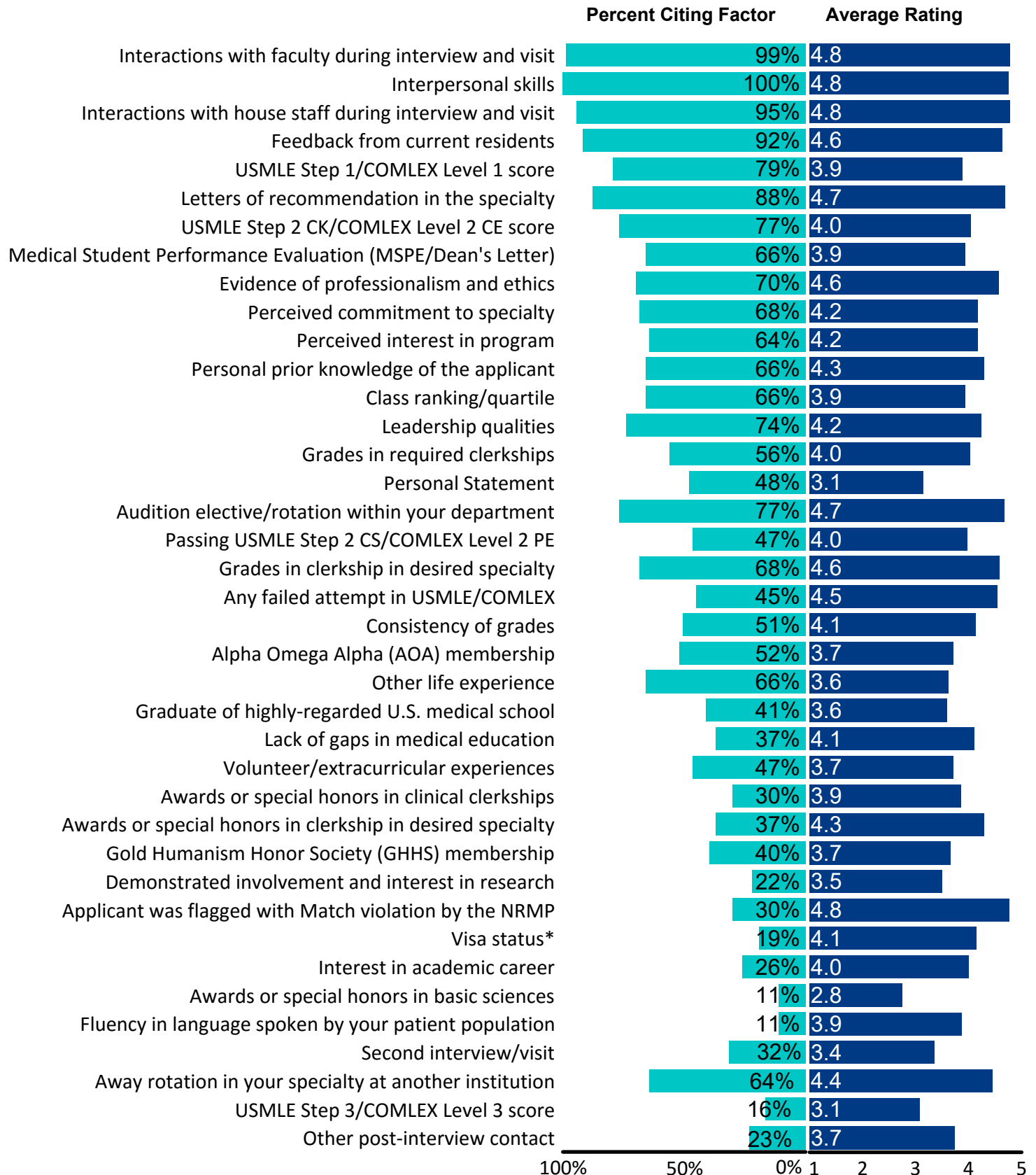
¹ Ratings on a scale from 1 (not at all important) to 5 (very important).

* International Medical Graduates only

Figure EM-2

Emergency Medicine

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



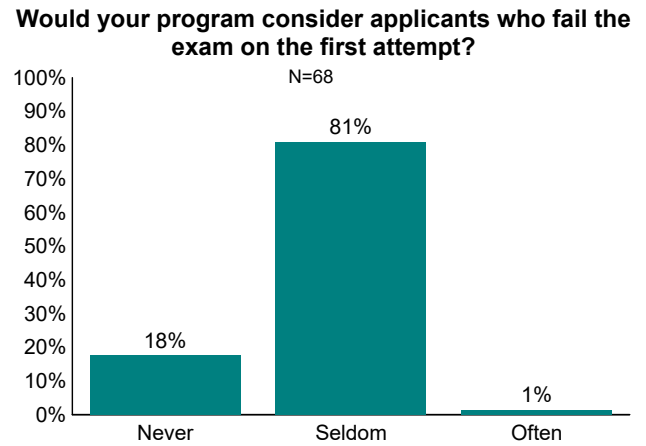
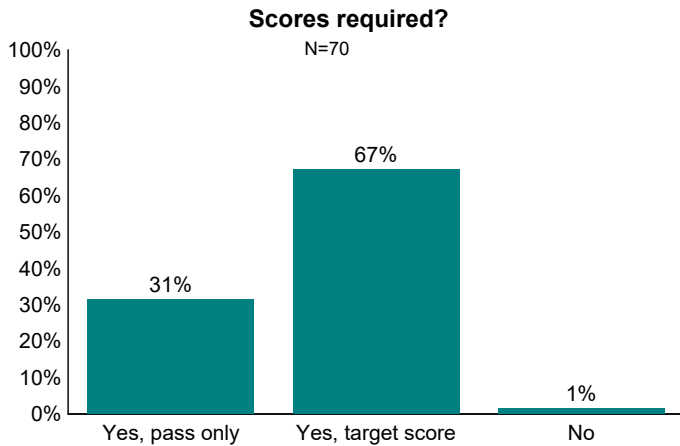
¹ Ratings on a scale from 1 (not at all important) to 5 (very important).

* International Medical Graduates only

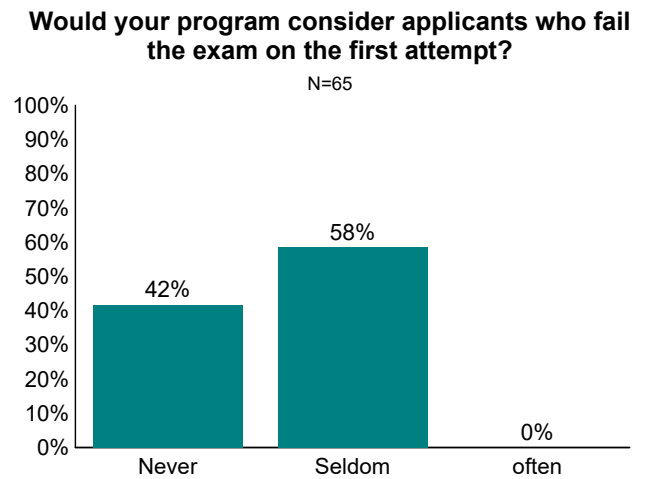
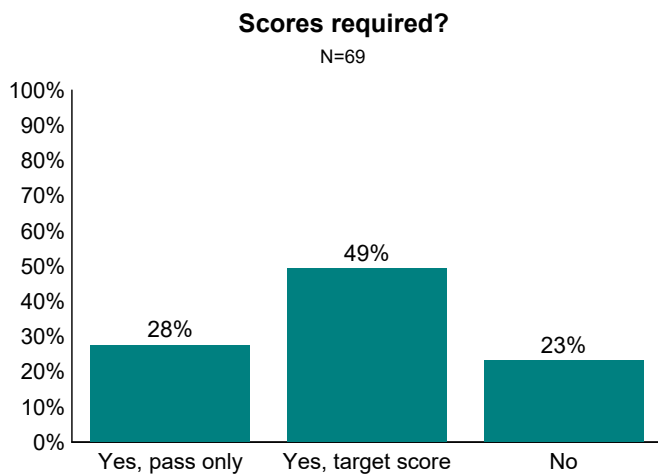
Figure EM-3

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

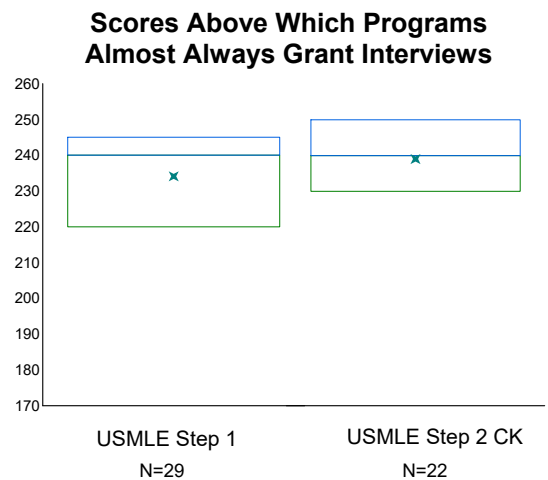
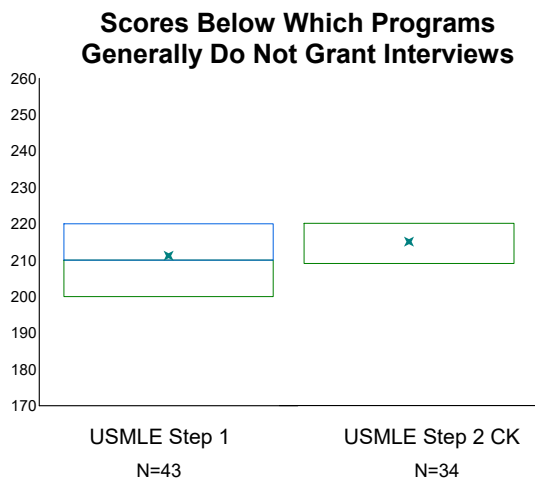
Percentage of Programs That Use USMLE Step 1 Score



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



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

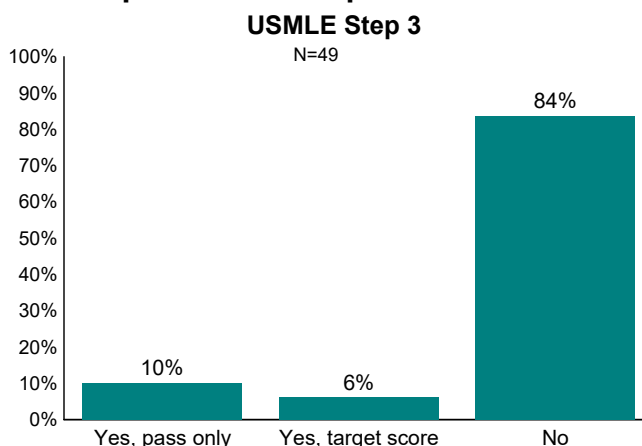
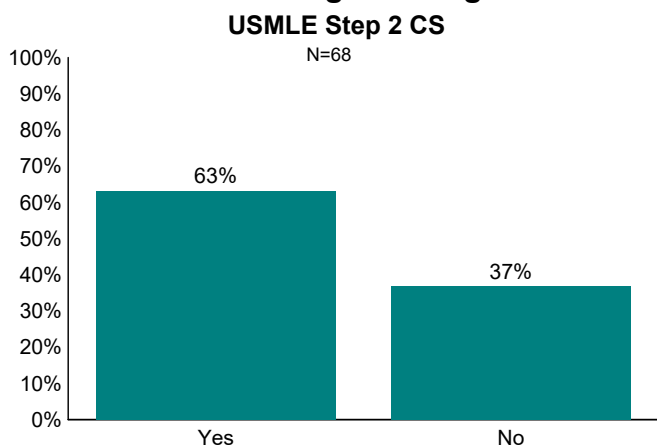


The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

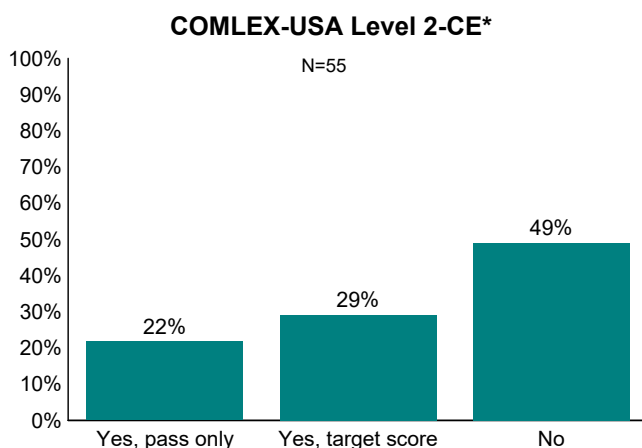
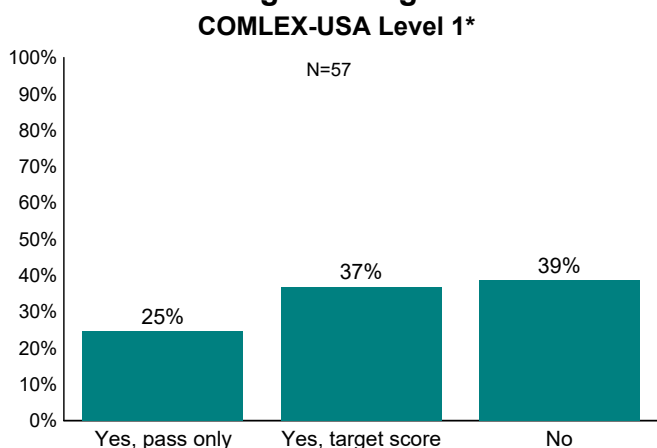
Figure EM-4

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

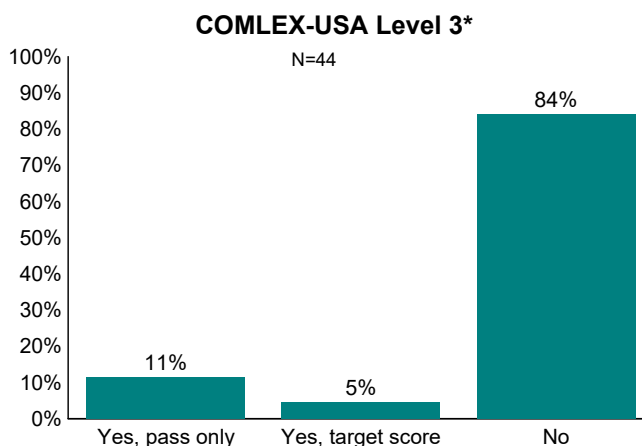
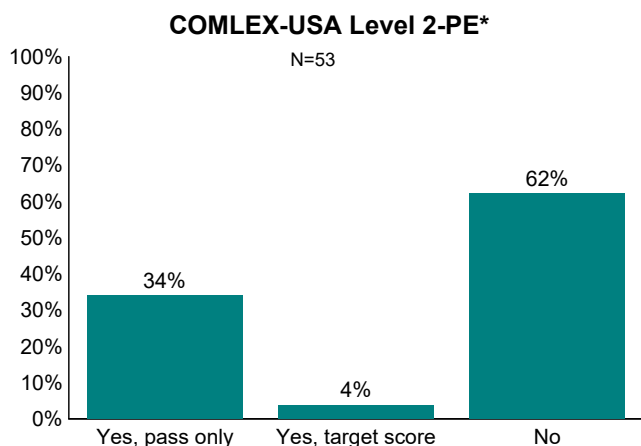
Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



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

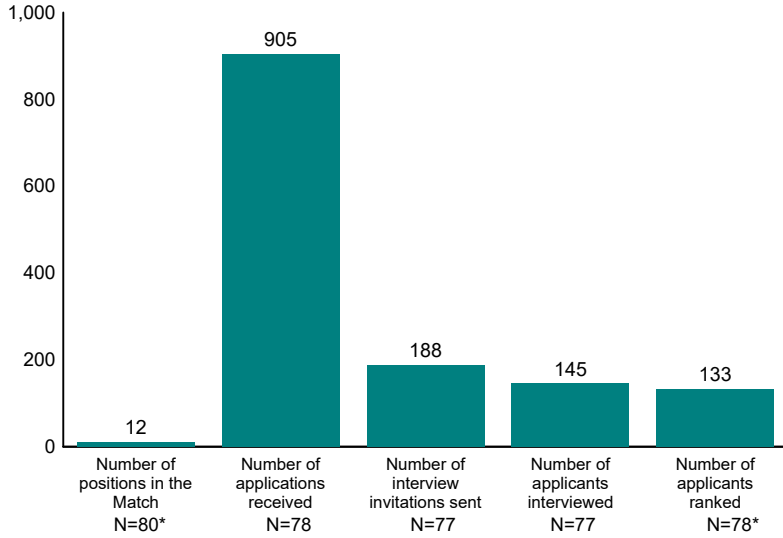


* Osteopathic applicants only

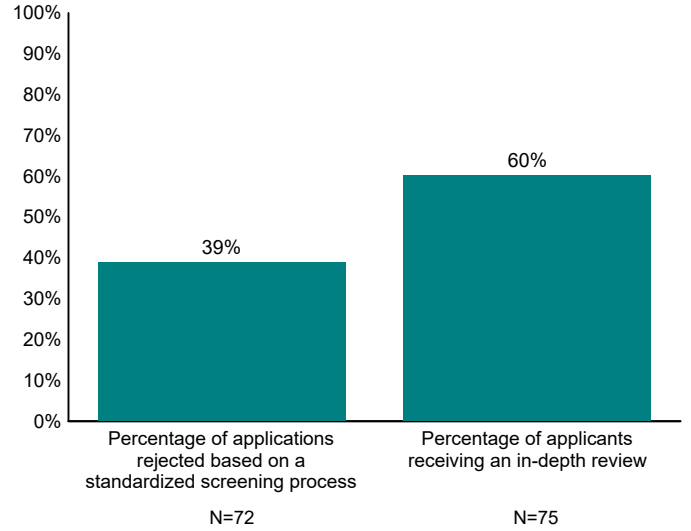
Figure EM-5

Emergency Medicine Program's Interview Activities

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



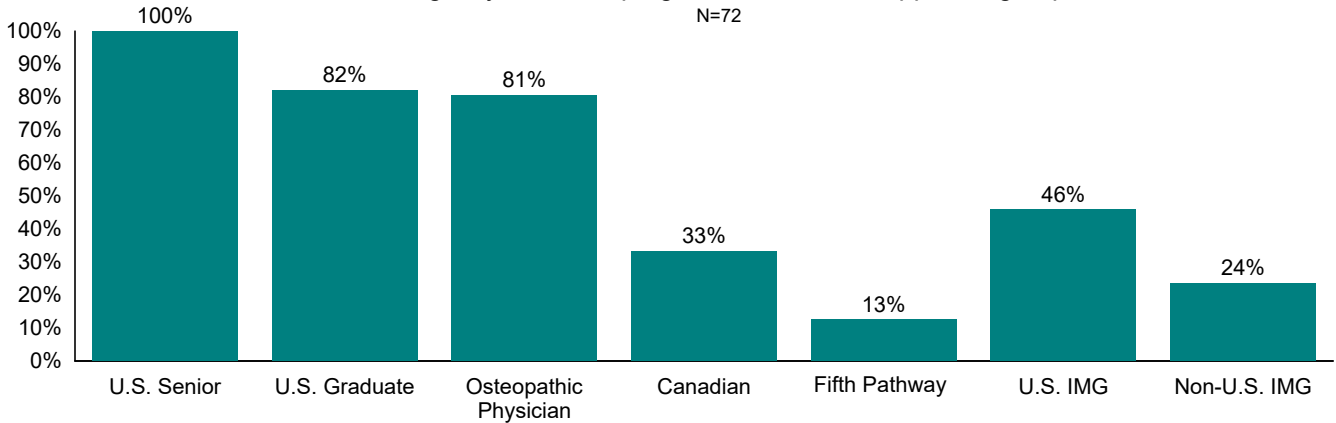
Average Percentage of Applicants Rejected and Reviewed



* 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



Frequency of Programs Interviewing and Ranking Candidates

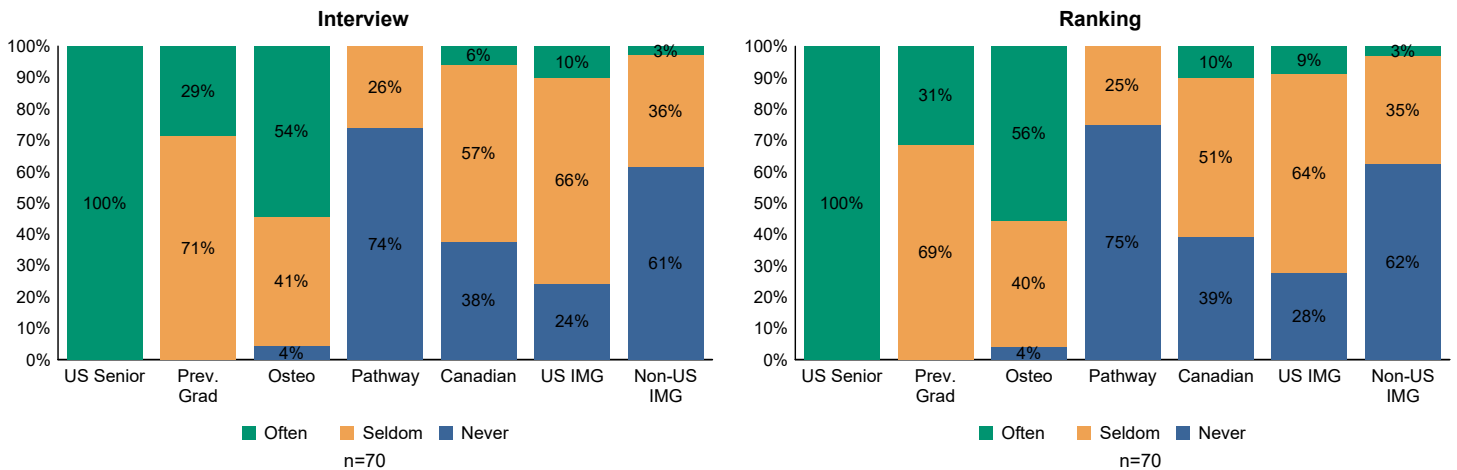
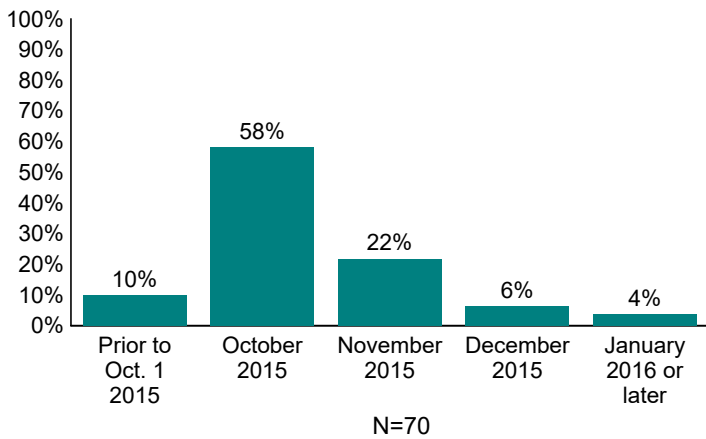


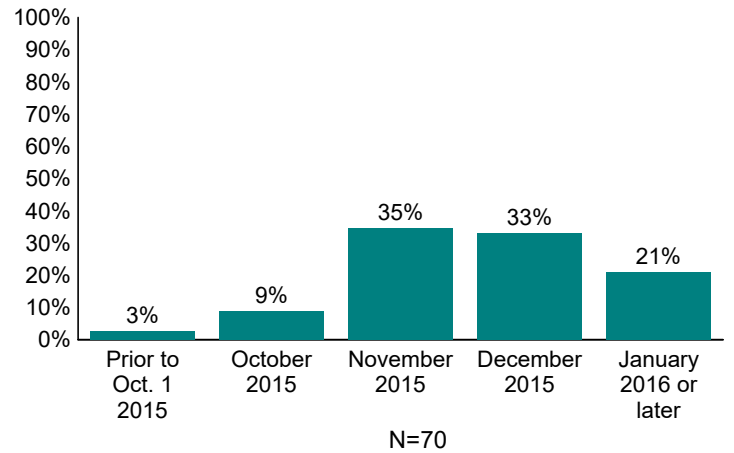
Figure EM-6

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

Percentage of Program's Interviews Extended During Each Time Period

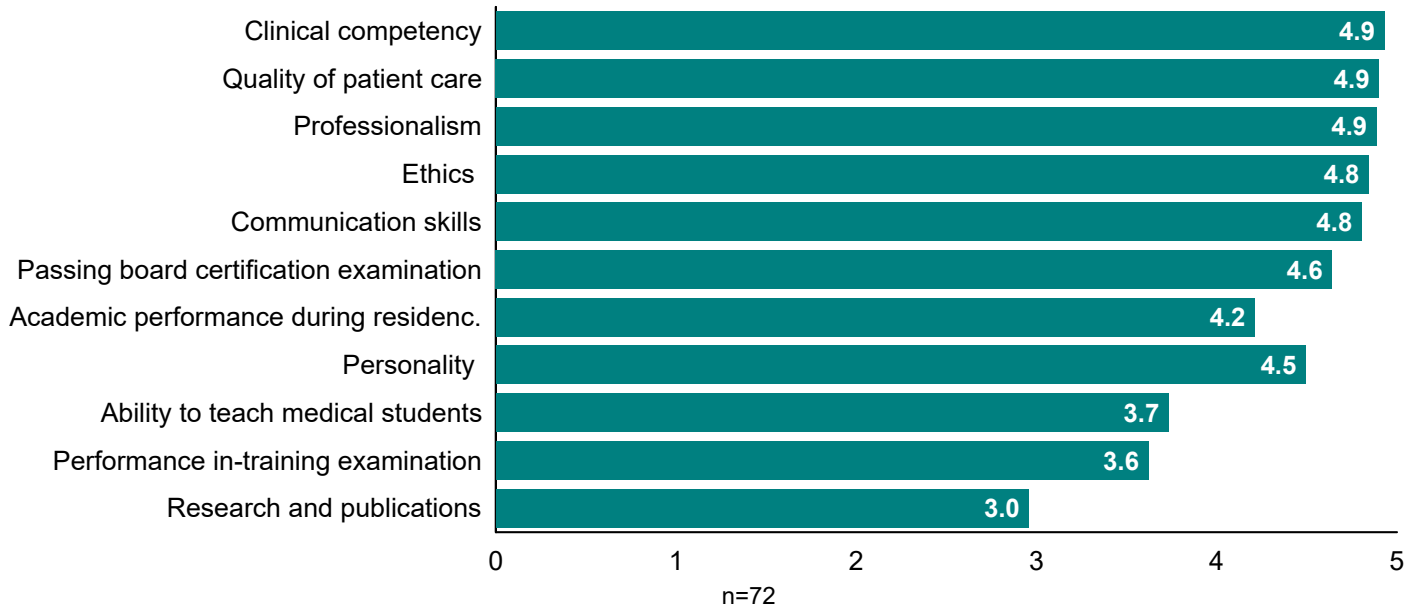


Percentage of Program's Interviews Conducted During Each Time Period



Importance of Factors in Assessing Residents' Success

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





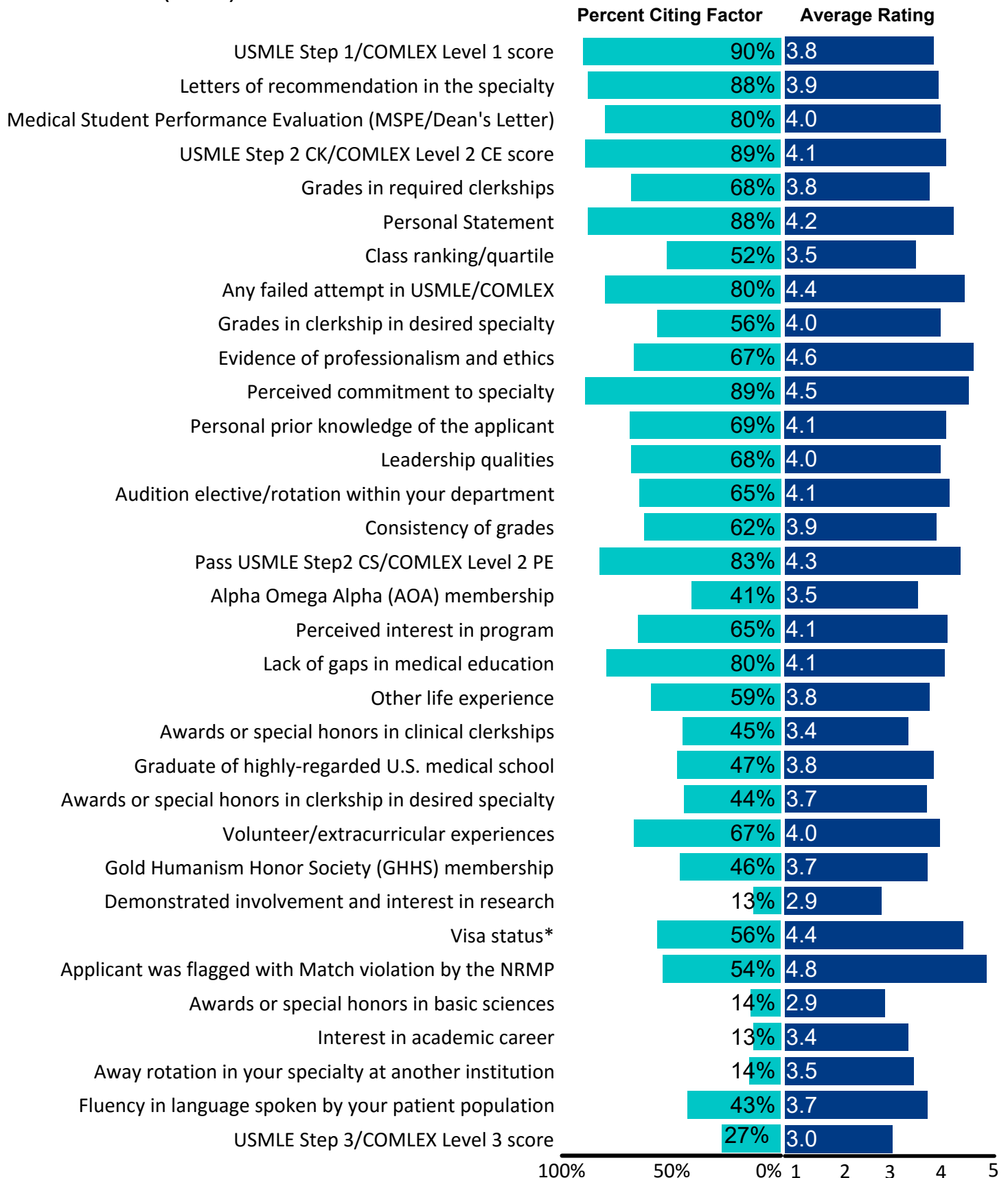
Family Medicine

(N=190)

Figure FM-1

Family Medicine

Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Selecting Applicants to Interview (N=167)



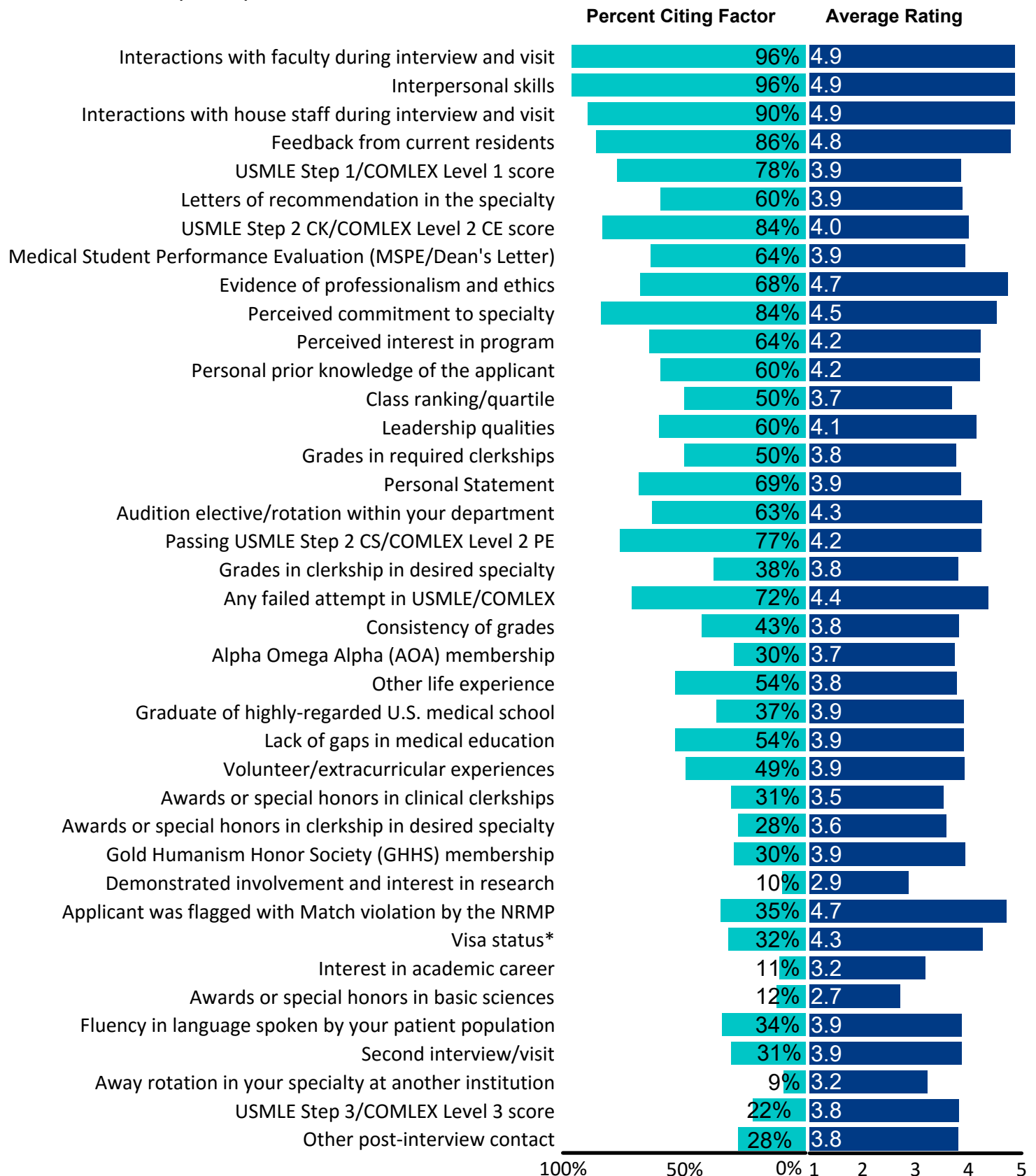
¹ Ratings on a scale from 1 (not at all important) to 5 (very important).

* International Medical Graduates only

Figure FM-2

Family Medicine

Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Ranking Applicants (N=167)



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

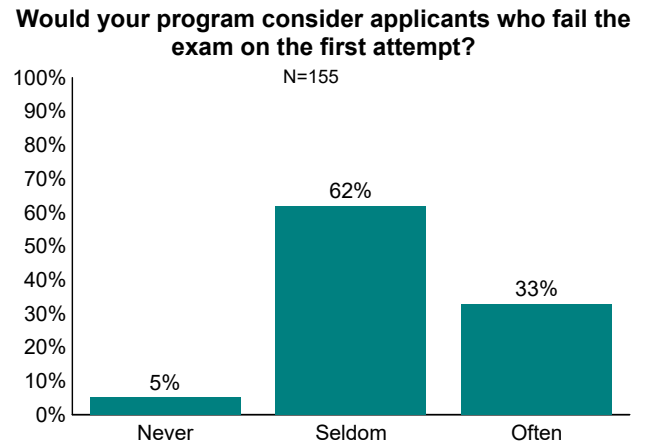
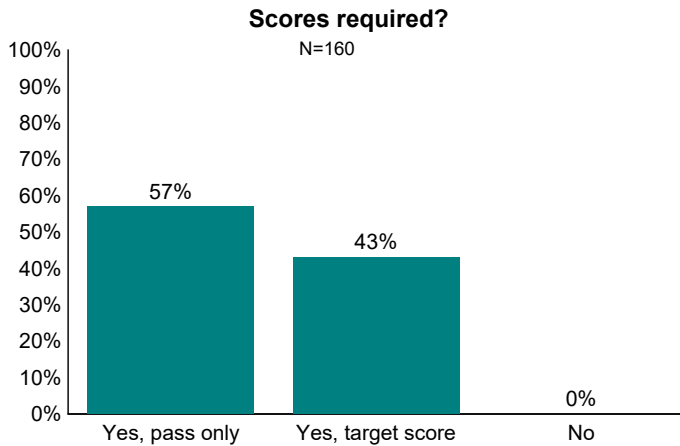
* International Medical Graduates only

Figure FM-3

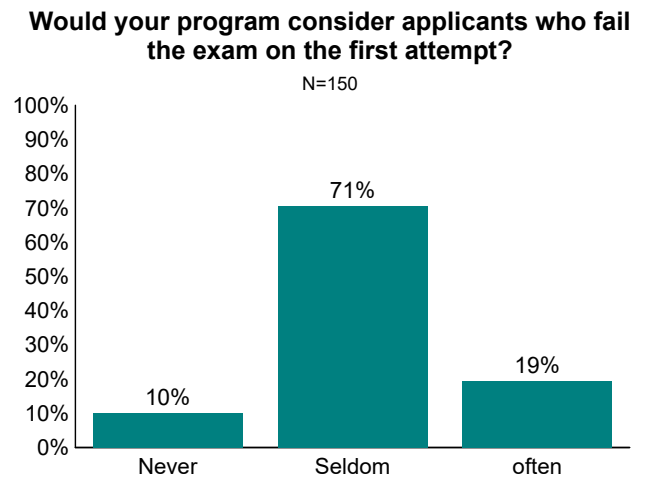
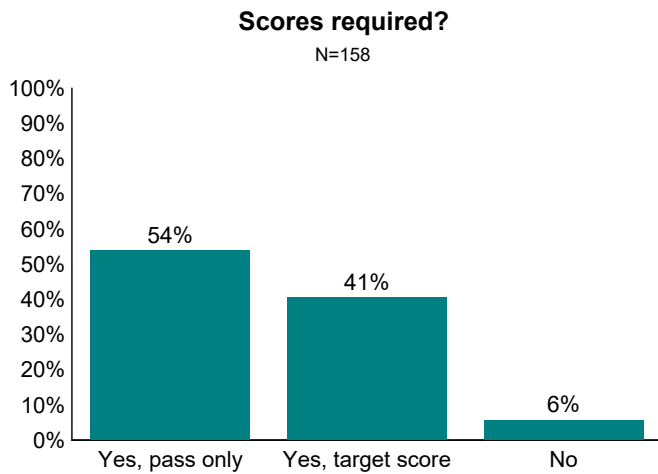
Family Medicine

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

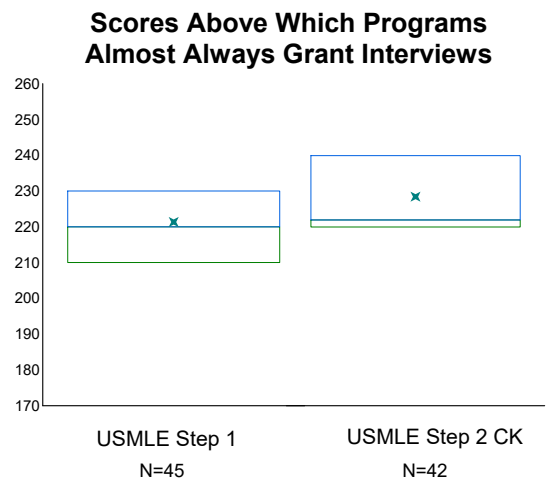
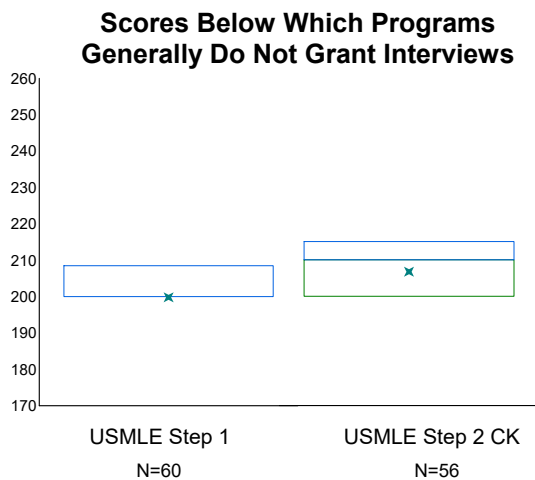
Percentage of Programs That Use USMLE Step 1 Score



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



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

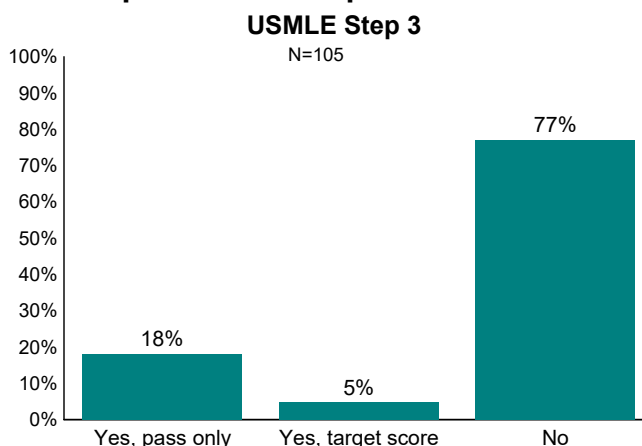
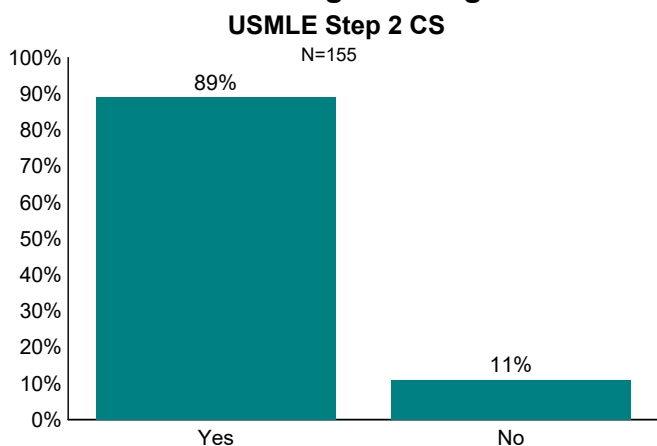


The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

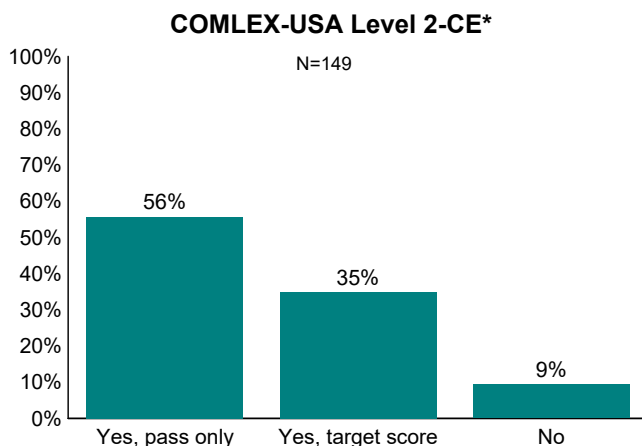
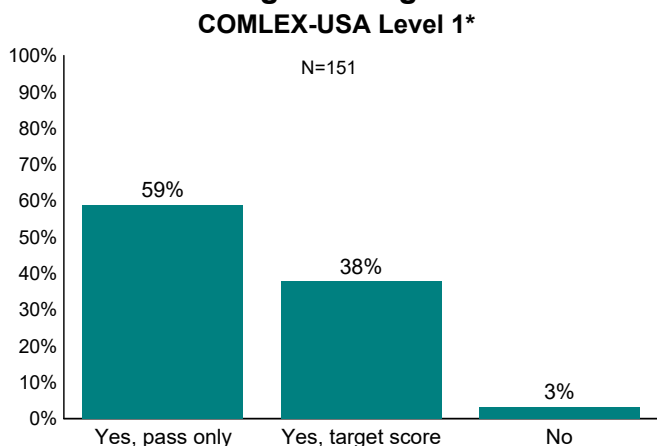
Figure FM-4

**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**

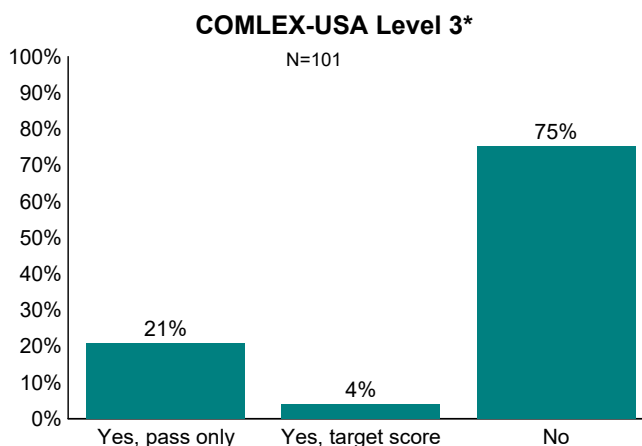
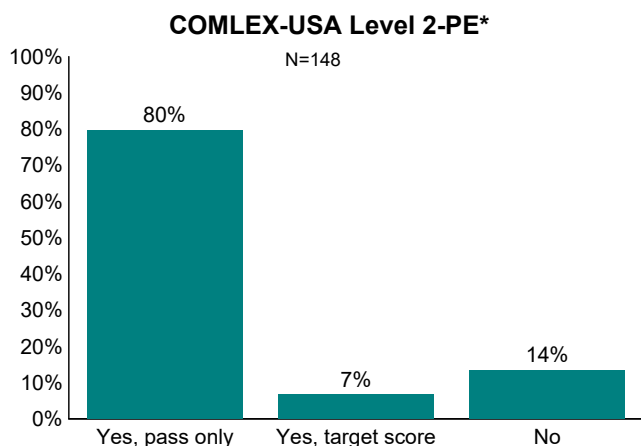
Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



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

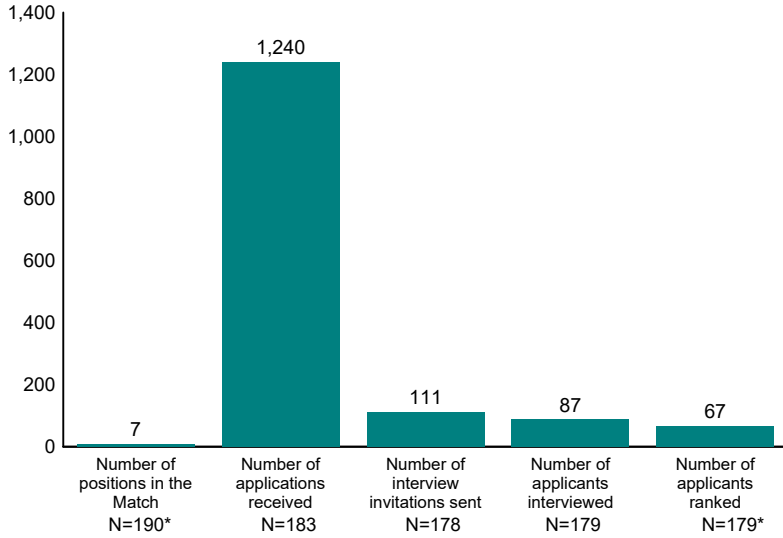


* Osteopathic applicants only

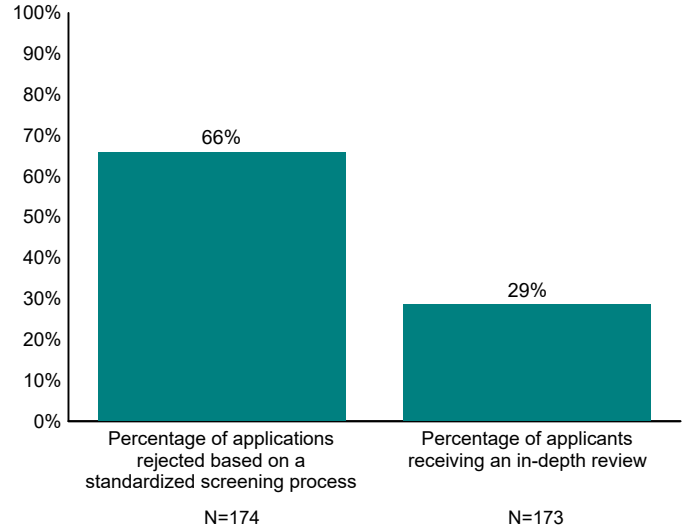
Figure FM-5

Family Medicine Program's Interview Activities

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



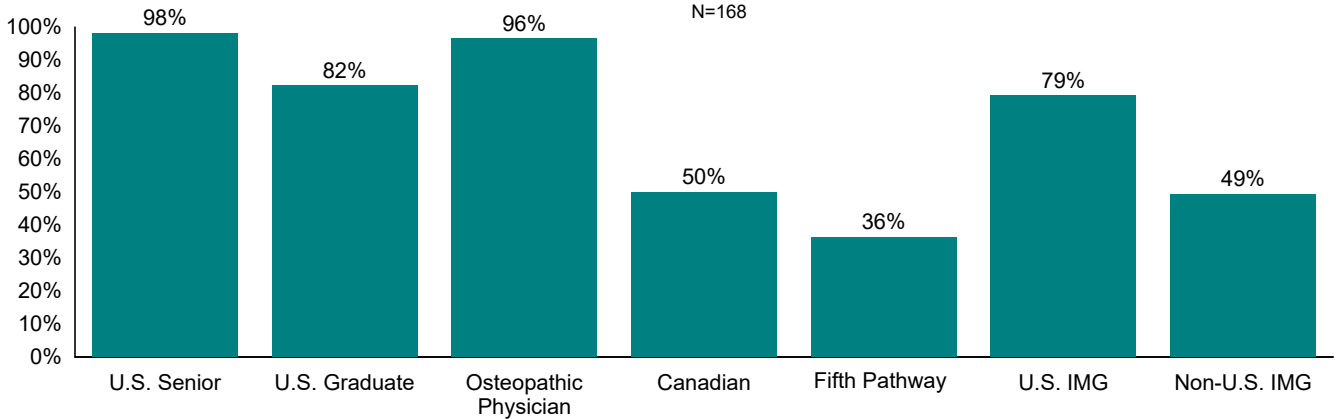
Average Percentage of Applicants Rejected and Reviewed



* 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



Frequency of Programs Interviewing and Ranking Candidates

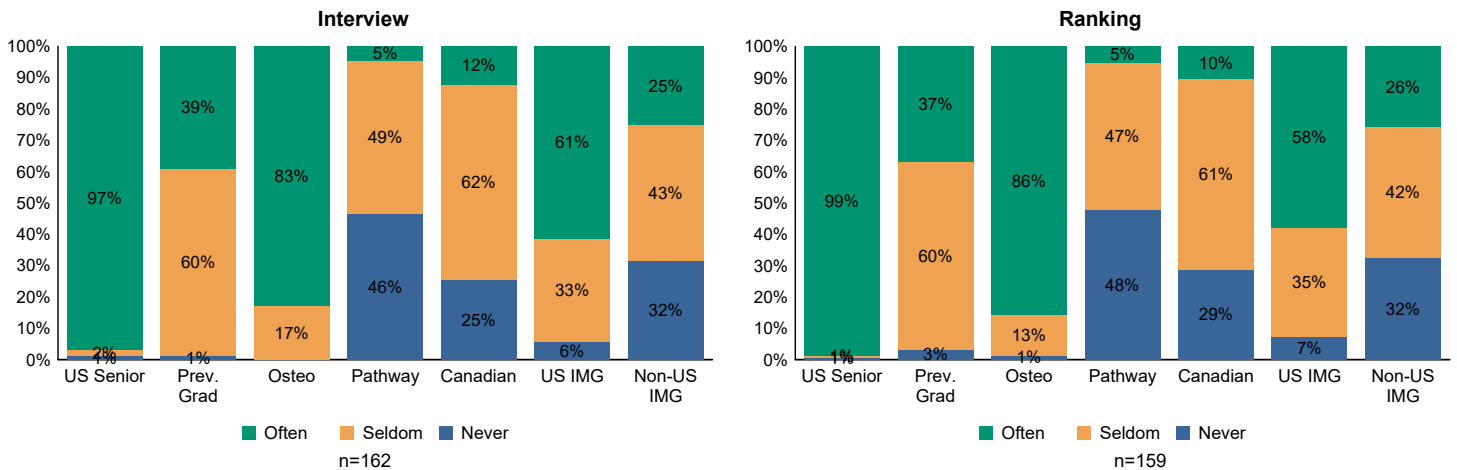
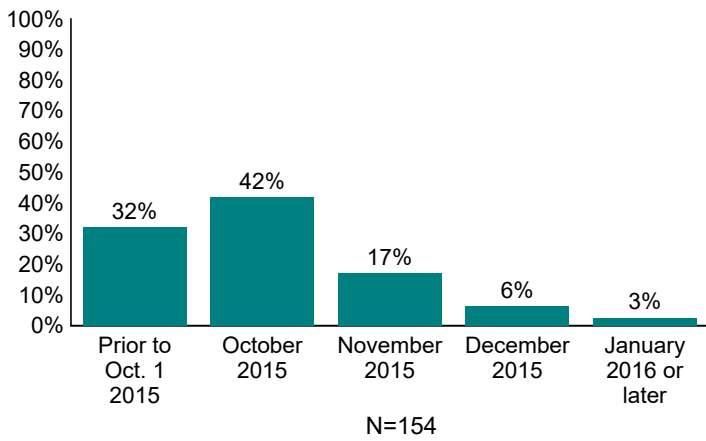


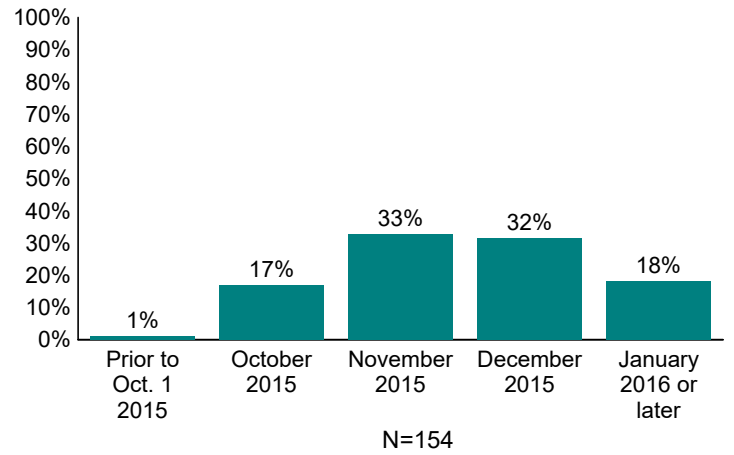
Figure FM-6

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

Percentage of Program's Interviews Extended During Each Time Period

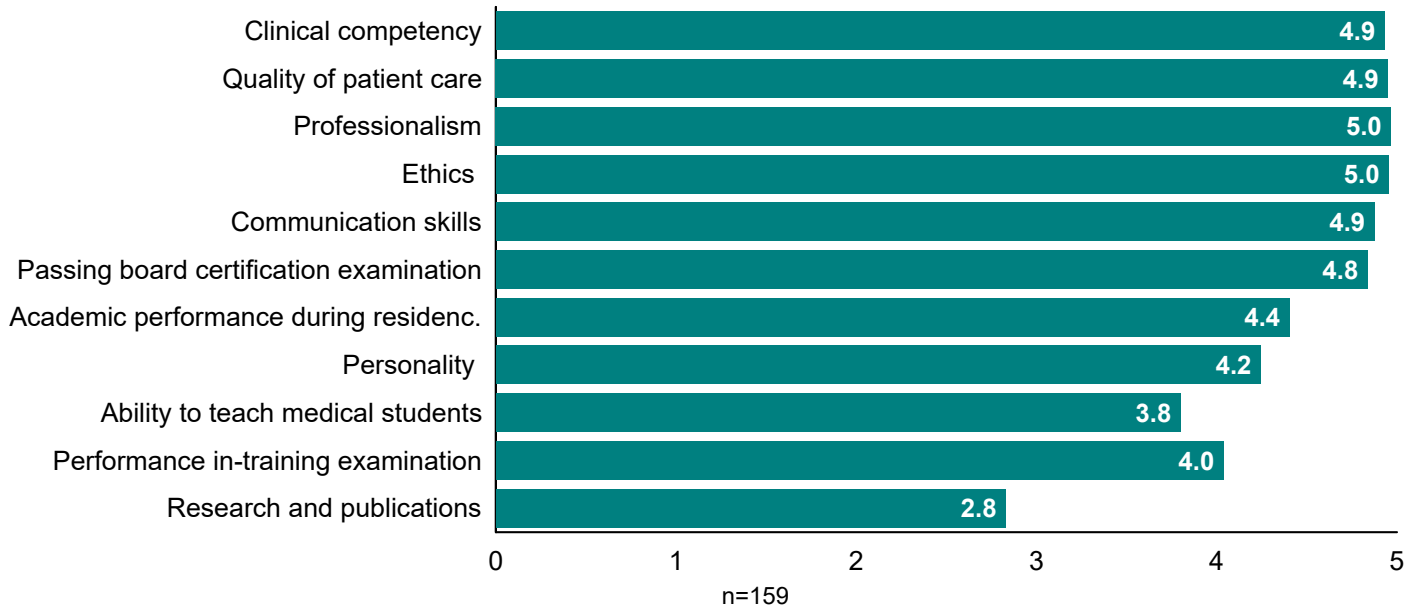


Percentage of Program's Interviews Conducted During Each Time Period



Importance of Factors in Assessing Residents' Success

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



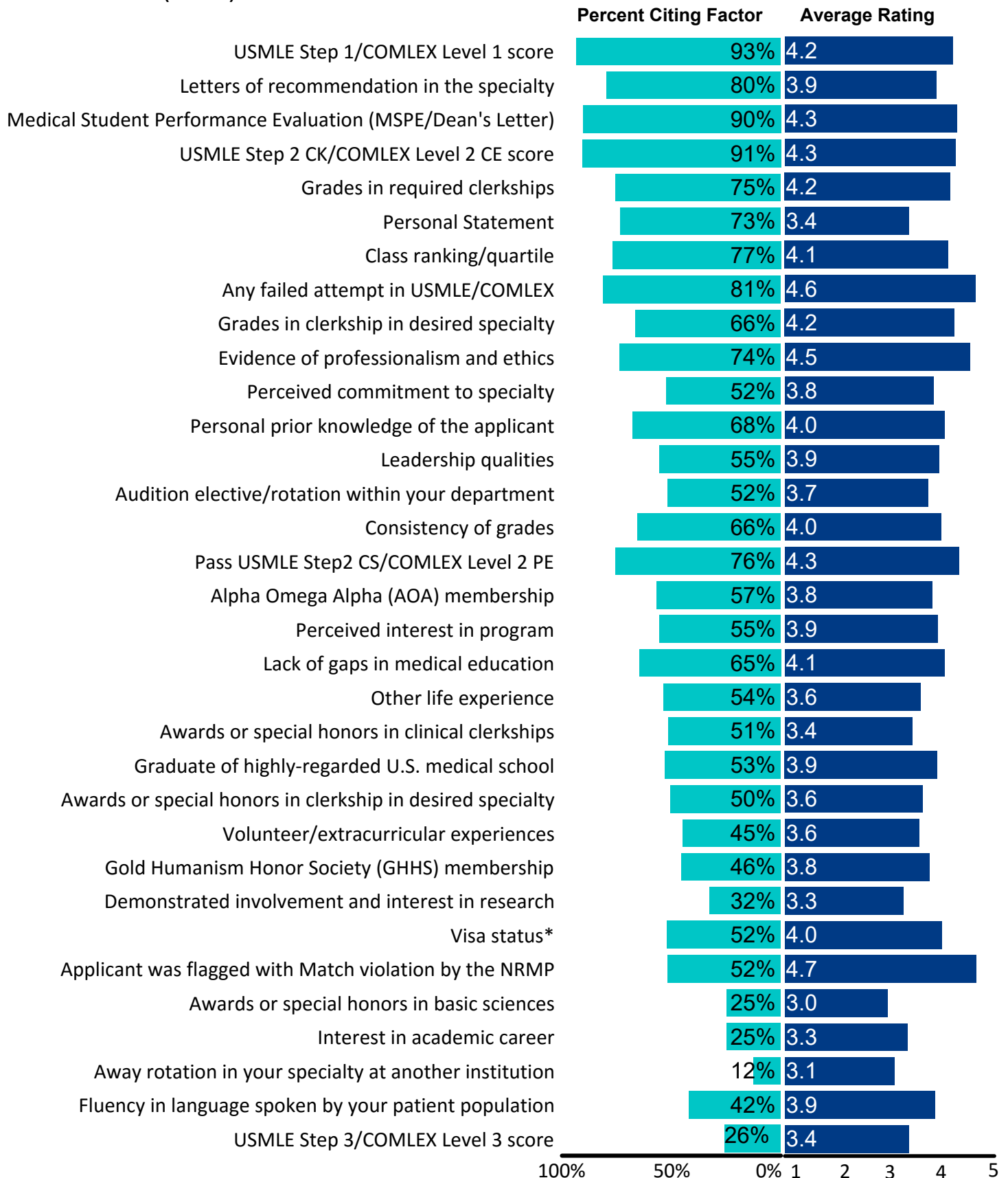


Internal Medicine
(N=163)

Figure IM-1

Internal Medicine

Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Selecting Applicants to Interview (N=151)



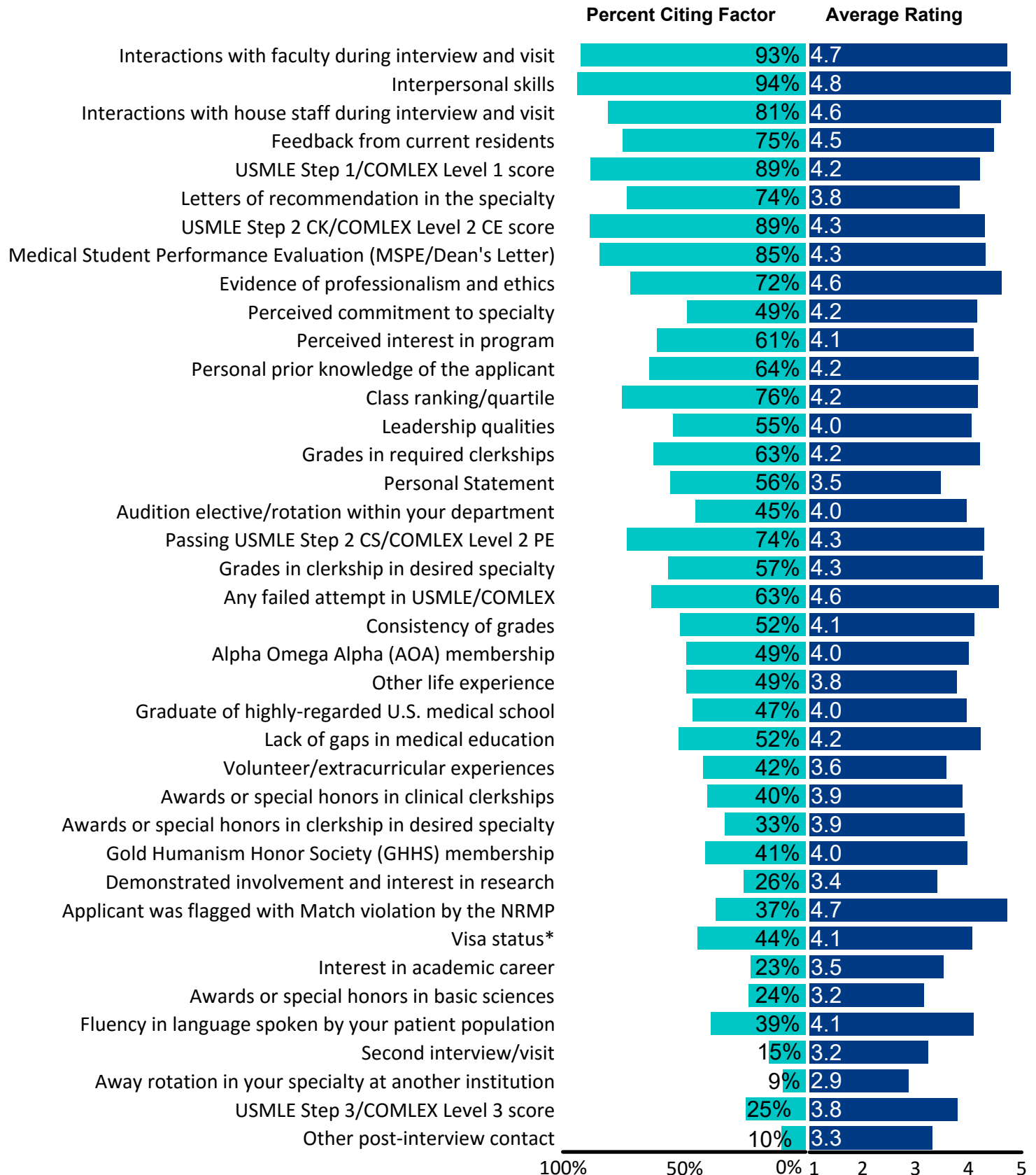
¹ Ratings on a scale from 1 (not at all important) to 5 (very important).

* International Medical Graduates only

Figure IM-2

Internal Medicine

Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Ranking Applicants (N=151)



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

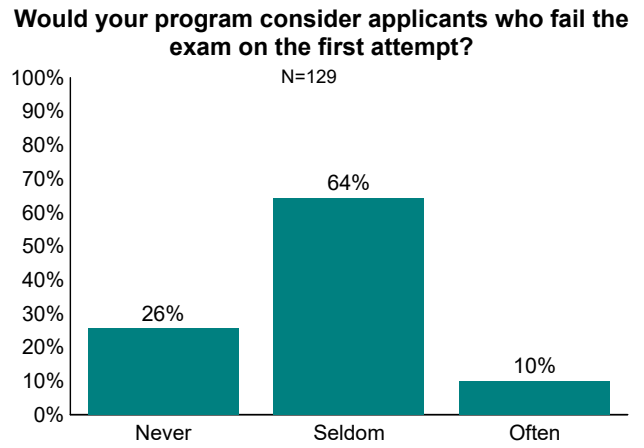
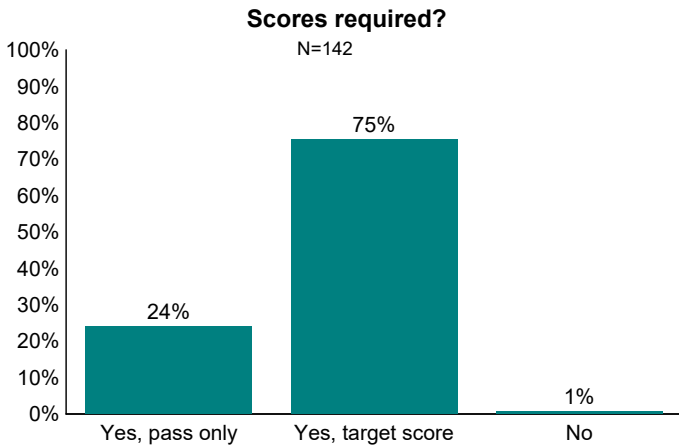
* International Medical Graduates only

Figure IM-3

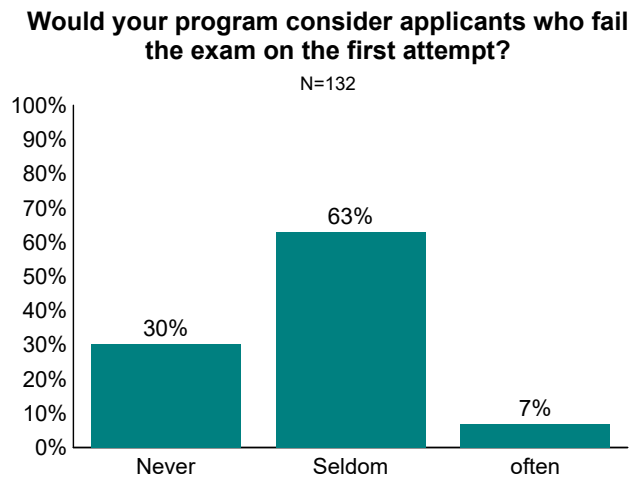
Internal Medicine

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

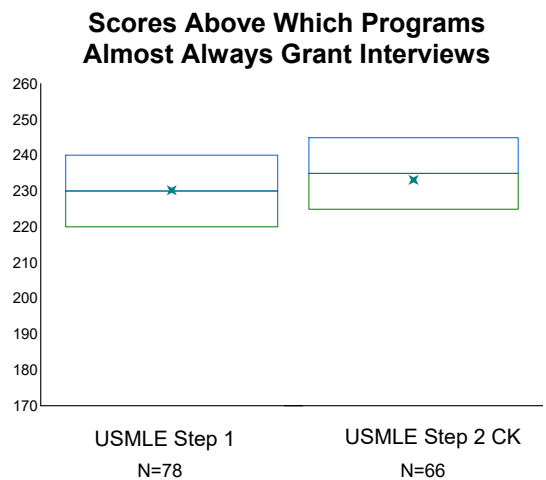
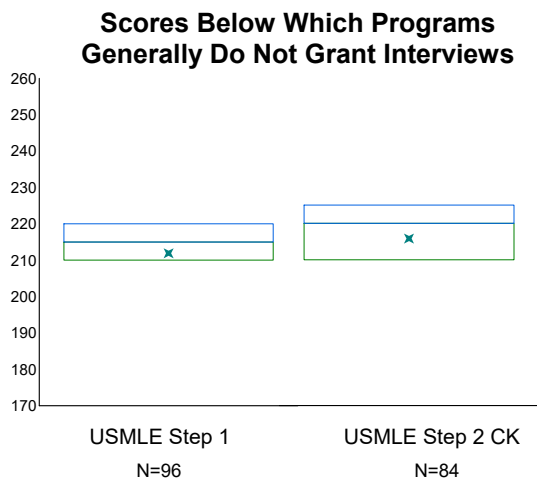
Percentage of Programs That Use USMLE Step 1 Score



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



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



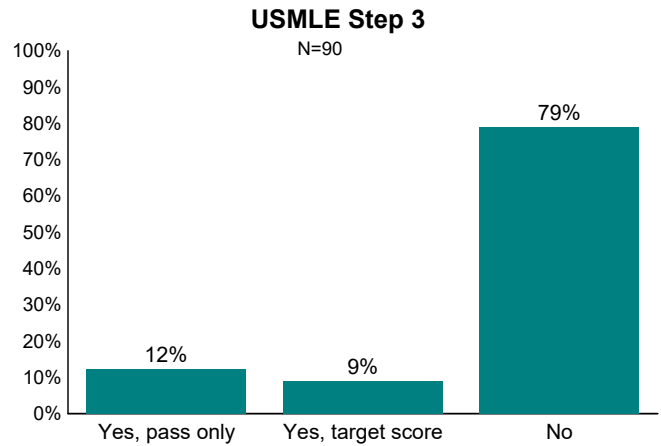
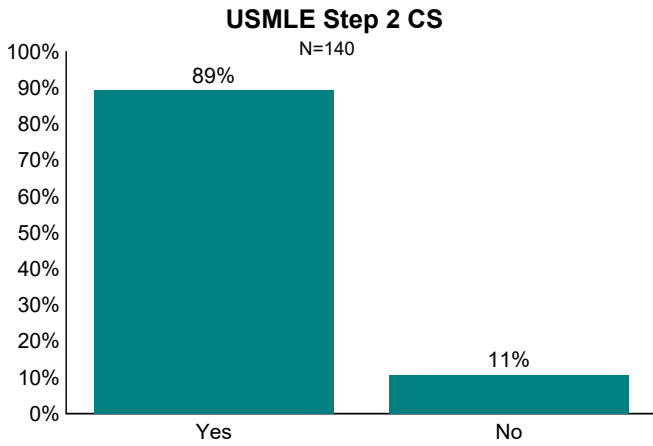
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

Figure IM-4

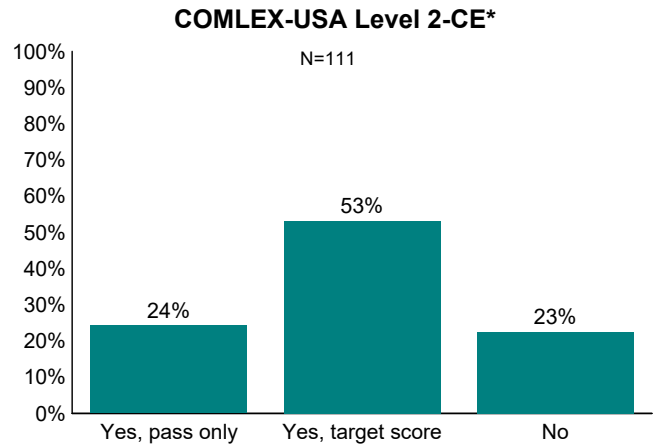
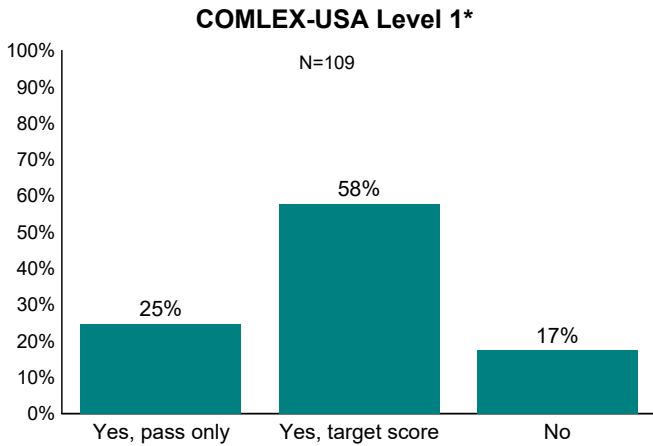
Internal Medicine

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

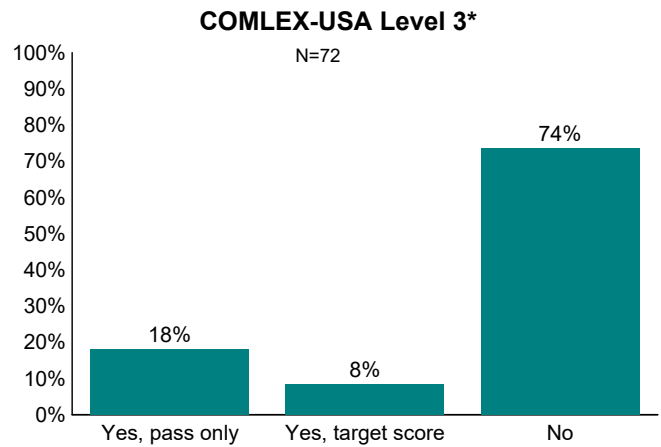
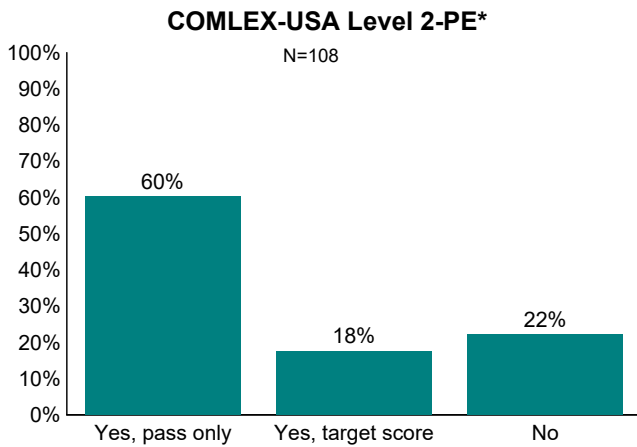
Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



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

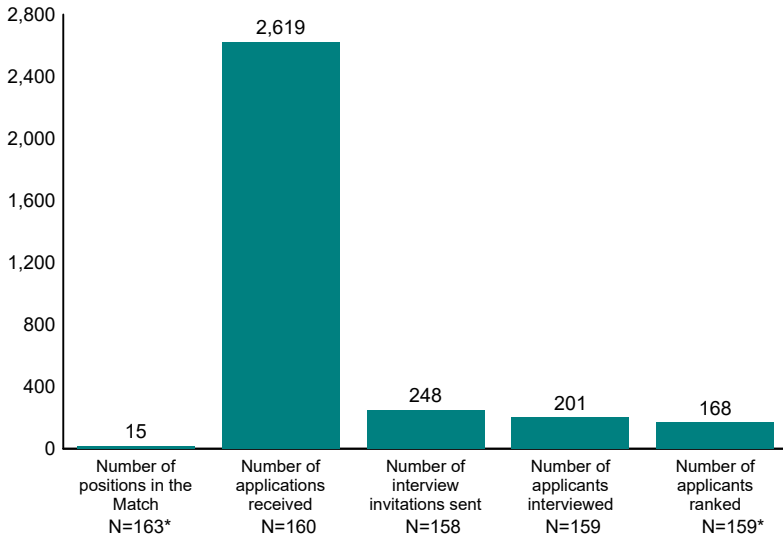


* Osteopathic applicants only

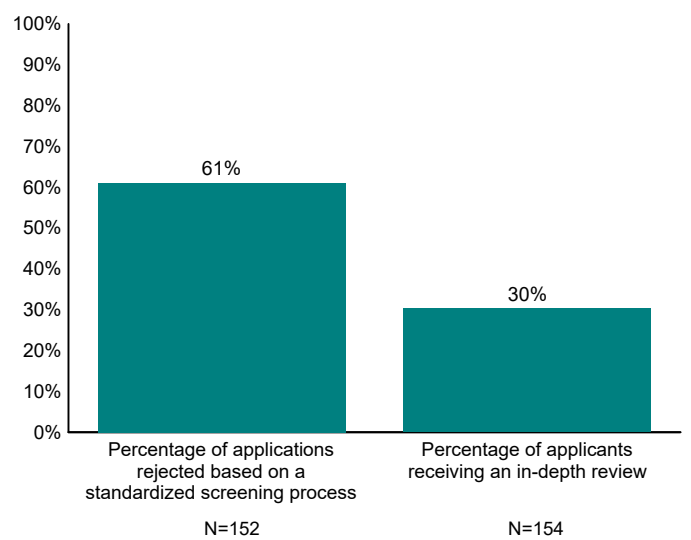
Figure IM-5

Internal Medicine Program's Interview Activities

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



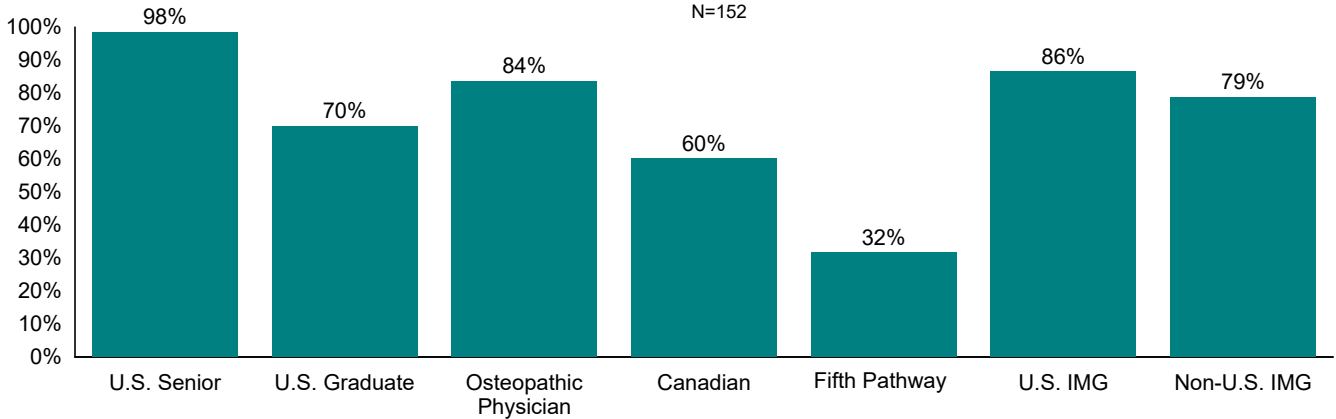
Average Percentage of Applicants Rejected and Reviewed



* 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

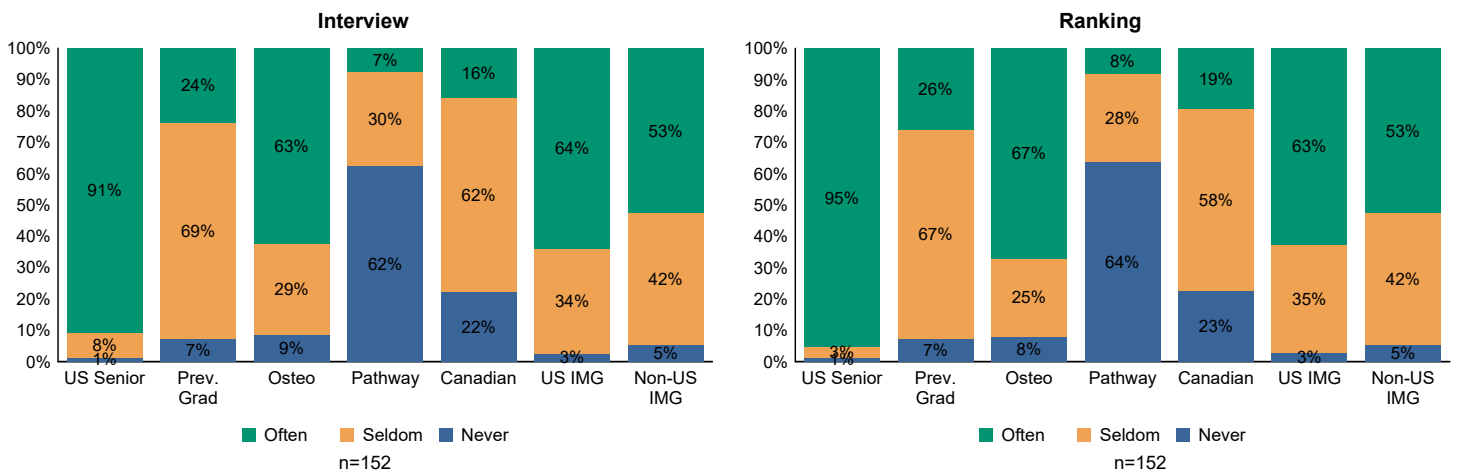
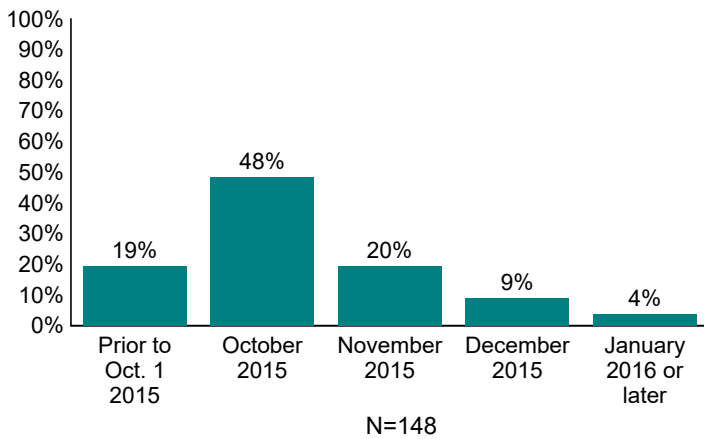


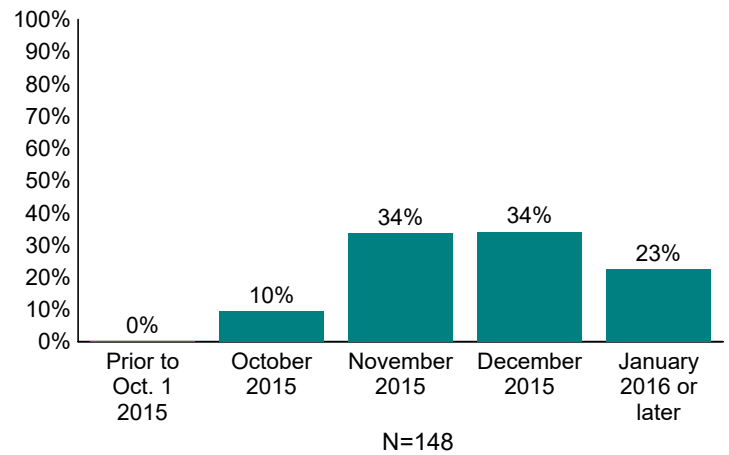
Figure IM-6

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

Percentage of Program's Interviews Extended During Each Time Period

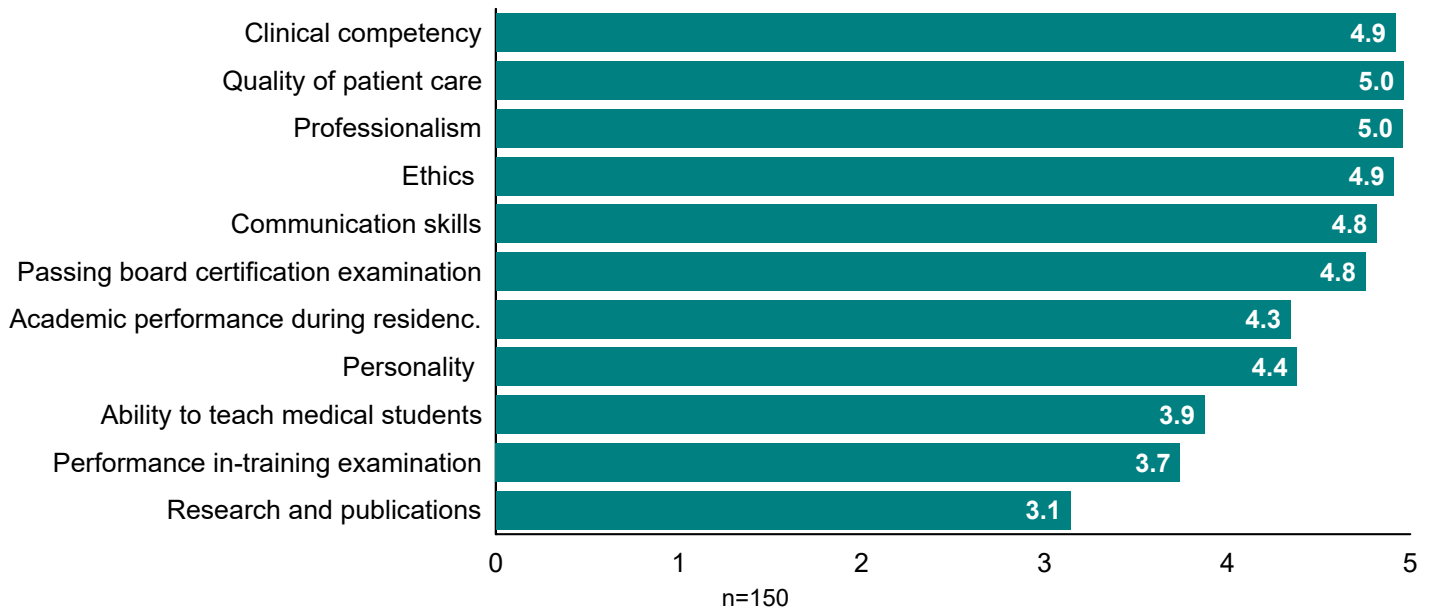



Percentage of Program's Interviews Conducted During Each Time Period



Importance of Factors in Assessing Residents' Success

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



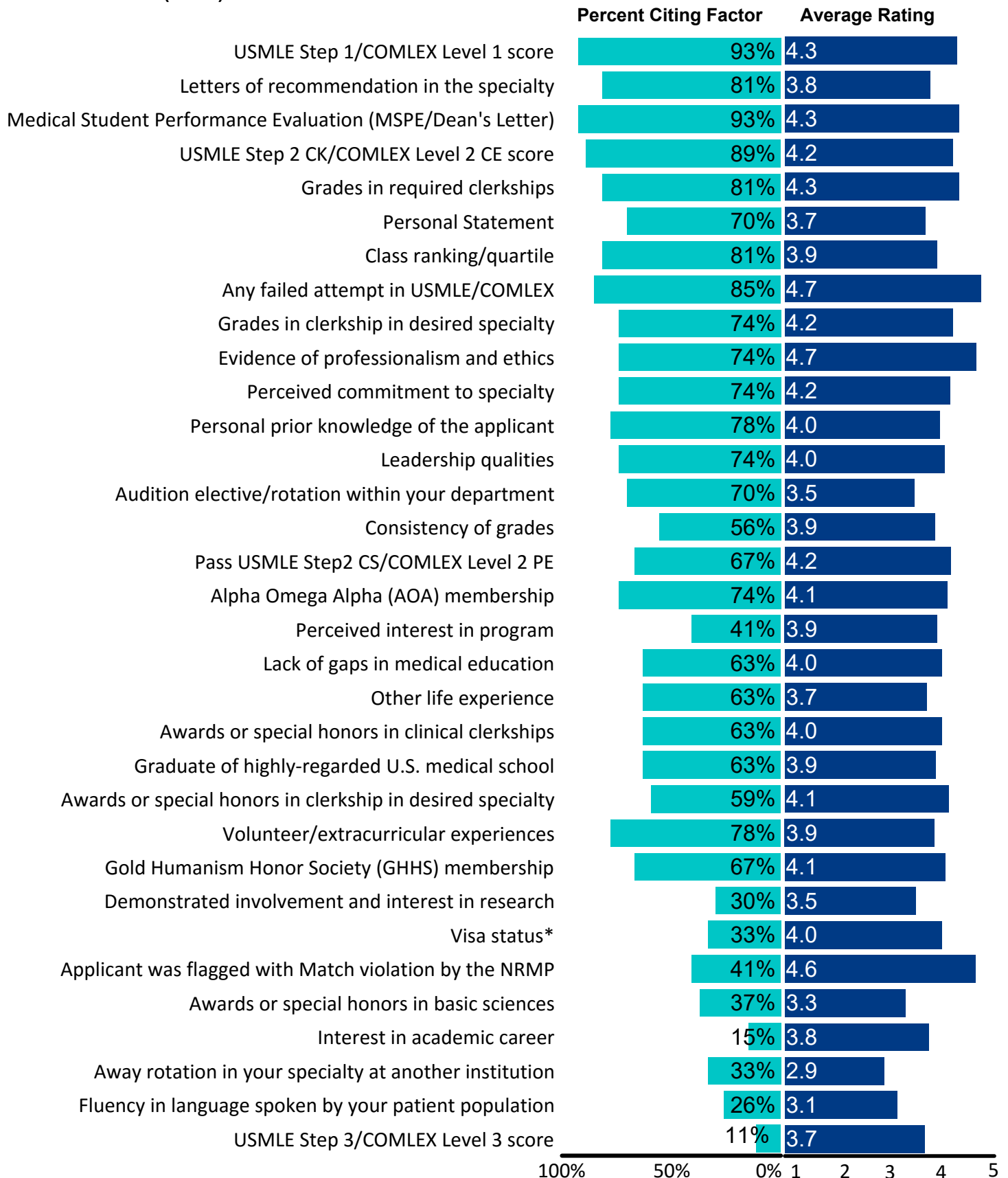


Internal Medicine/Pediatrics
(N=28)

Figure IMP-1

Internal Medicine/Pediatrics

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



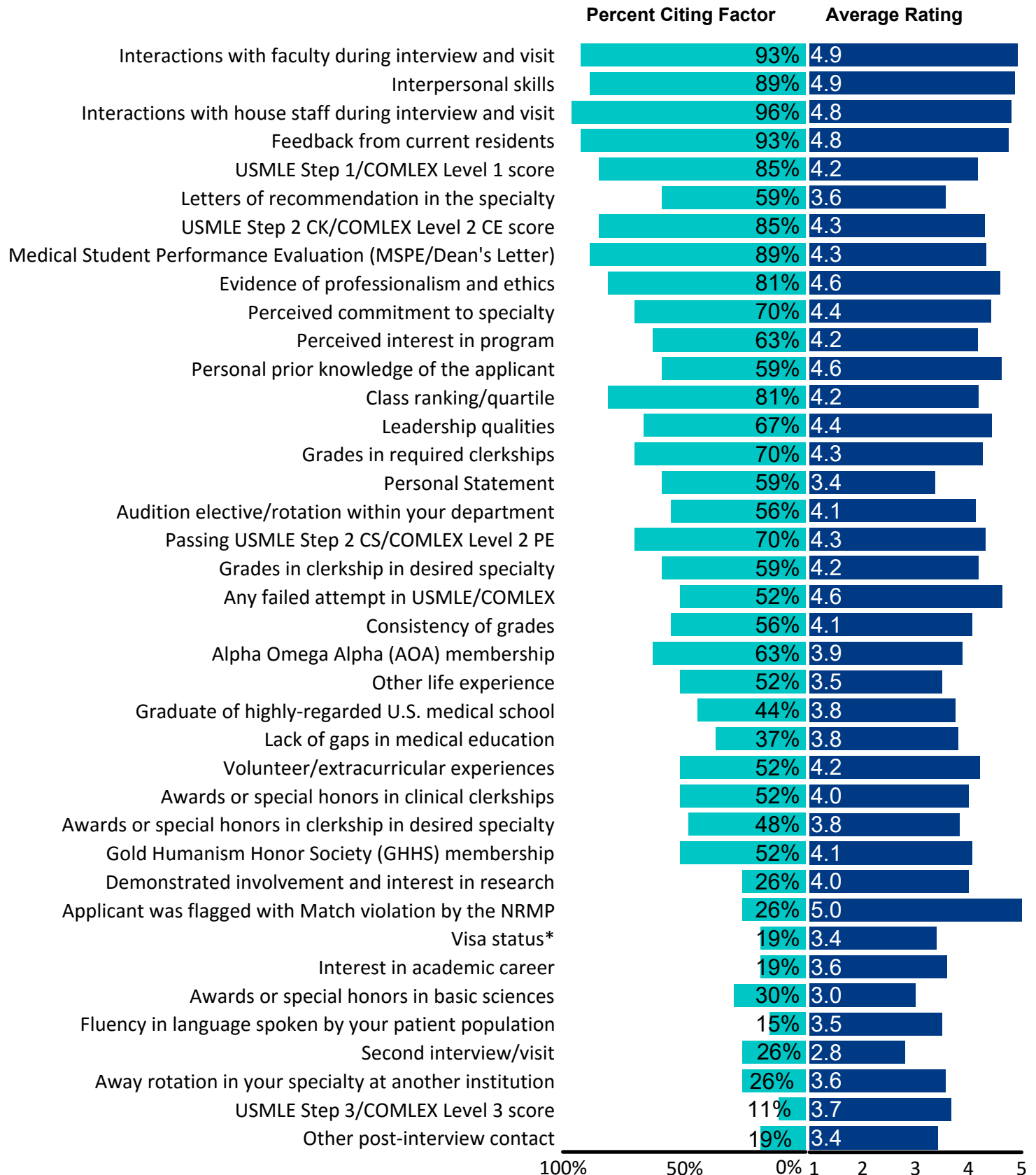
¹ Ratings on a scale from 1 (not at all important) to 5 (very important).

* International Medical Graduates only

Figure IMP-2

Internal Medicine/Pediatrics

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



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

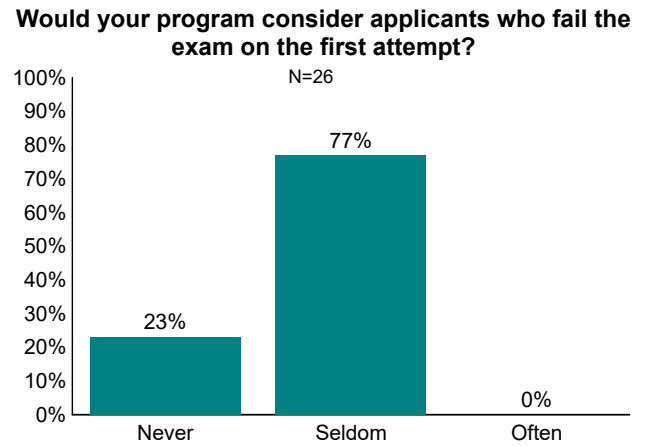
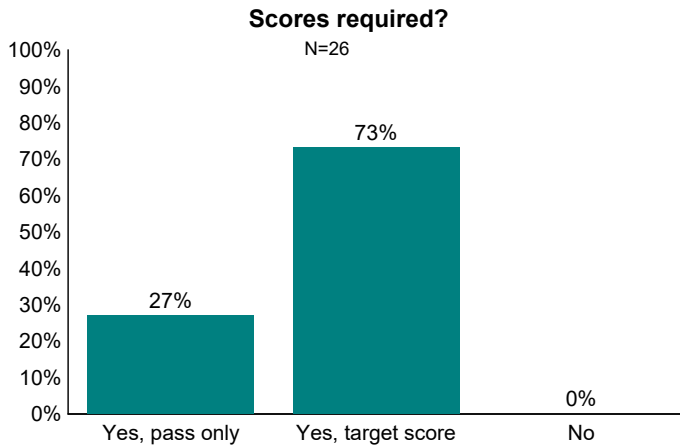
* International Medical Graduates only

Figure IMP-3

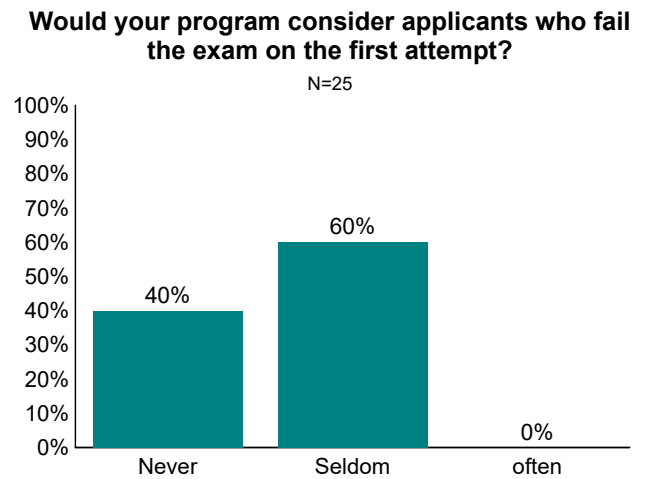
Internal Medicine/Pediatrics

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

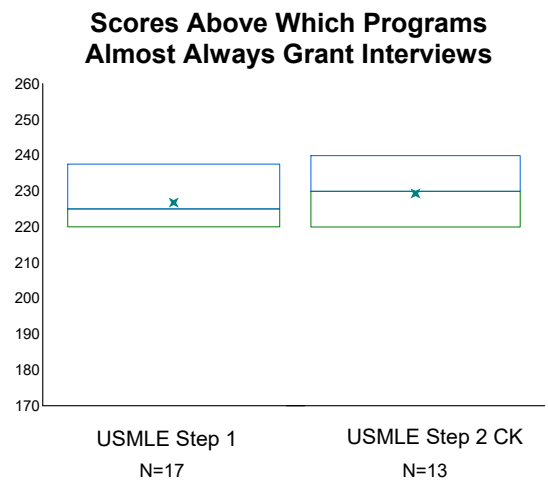
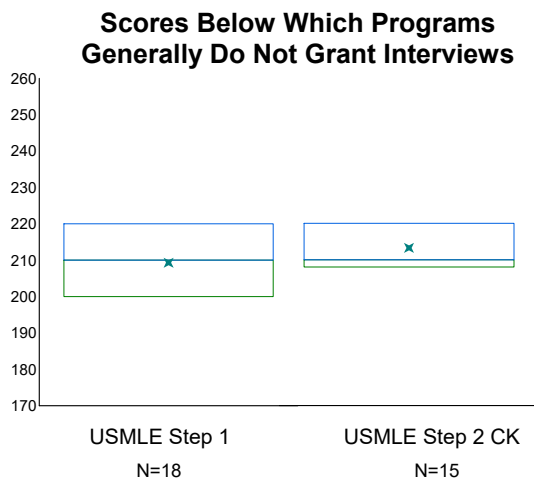
Percentage of Programs That Use USMLE Step 1 Score



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



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



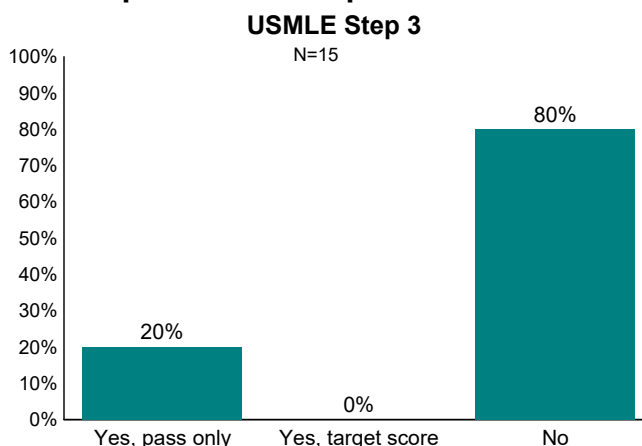
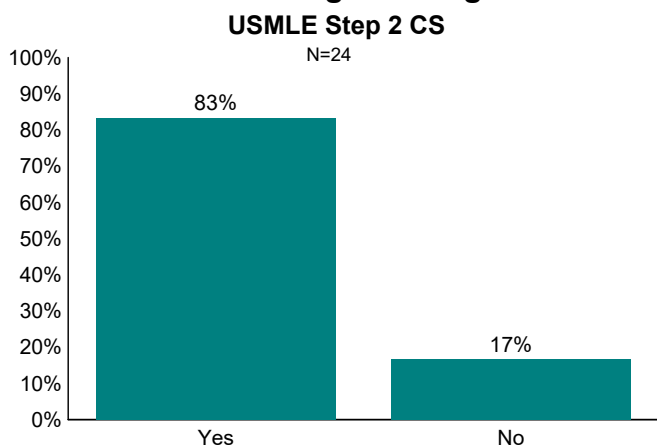
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

Figure IMP-4

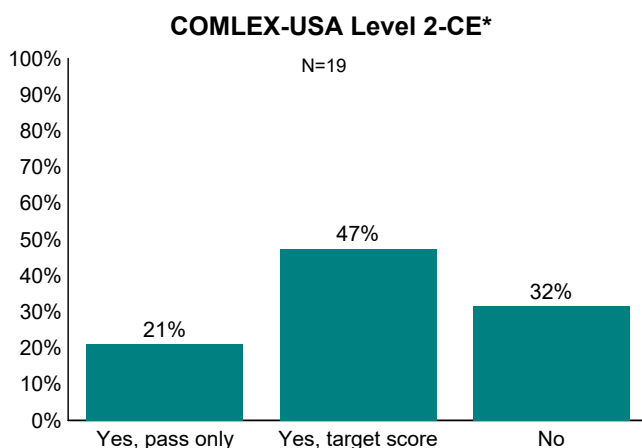
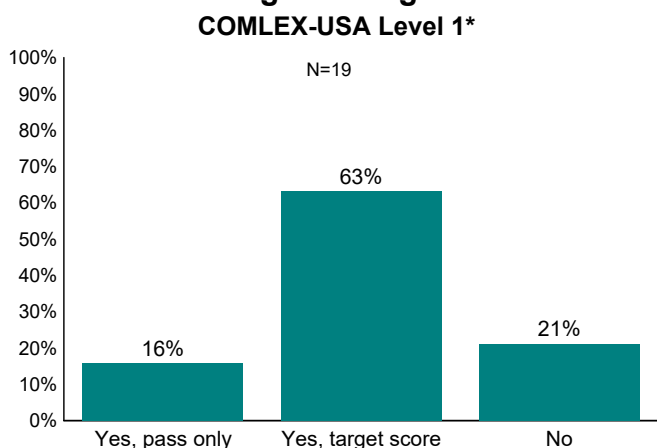
Internal Medicine/Pediatrics

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

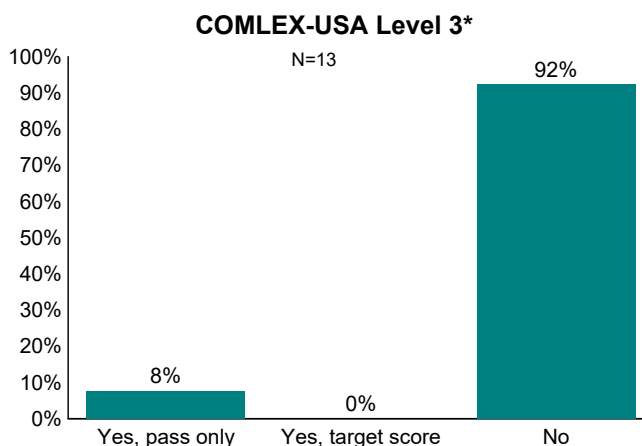
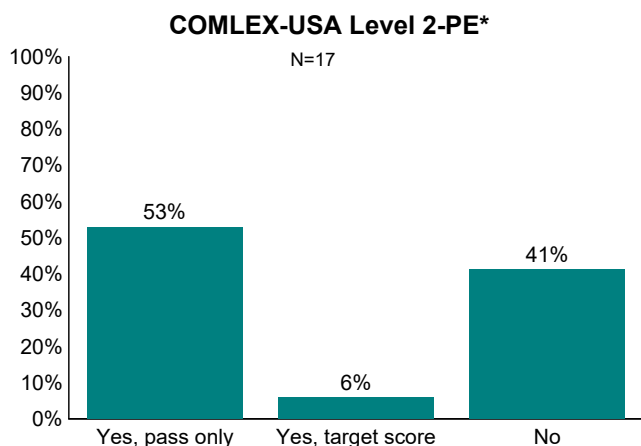
Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



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

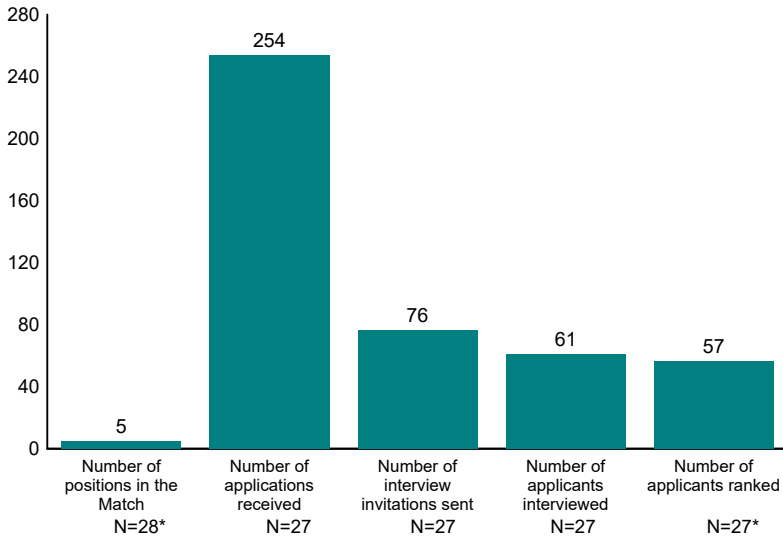


* Osteopathic applicants only

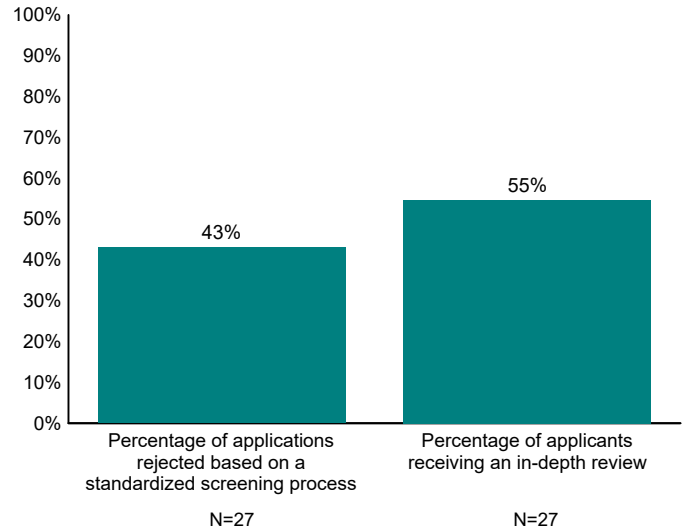
Figure IMP-5

Internal Medicine/Pediatrics Program's Interview Activities

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



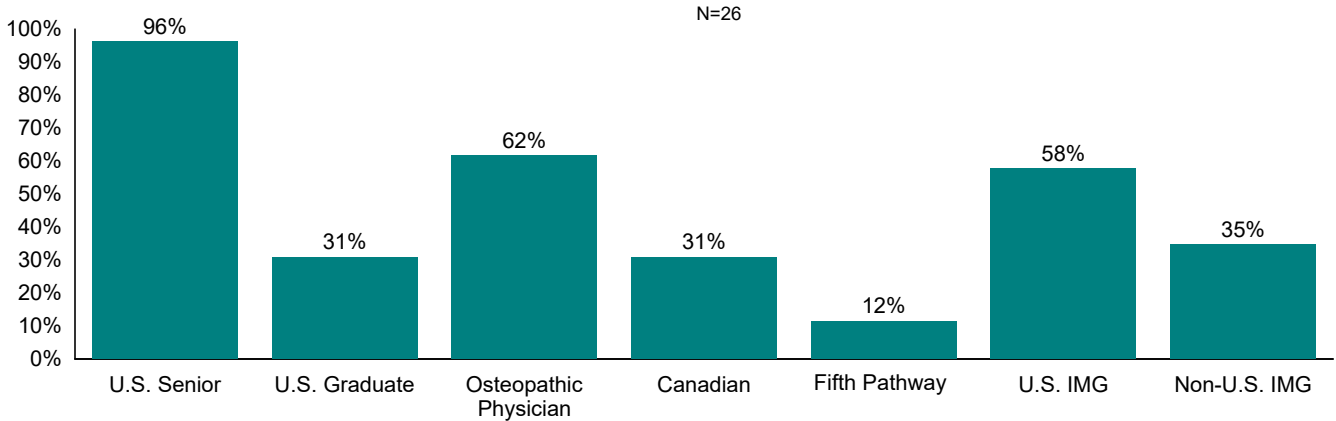
Average Percentage of Applicants Rejected and Reviewed



* 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



Frequency of Programs Interviewing and Ranking Candidates

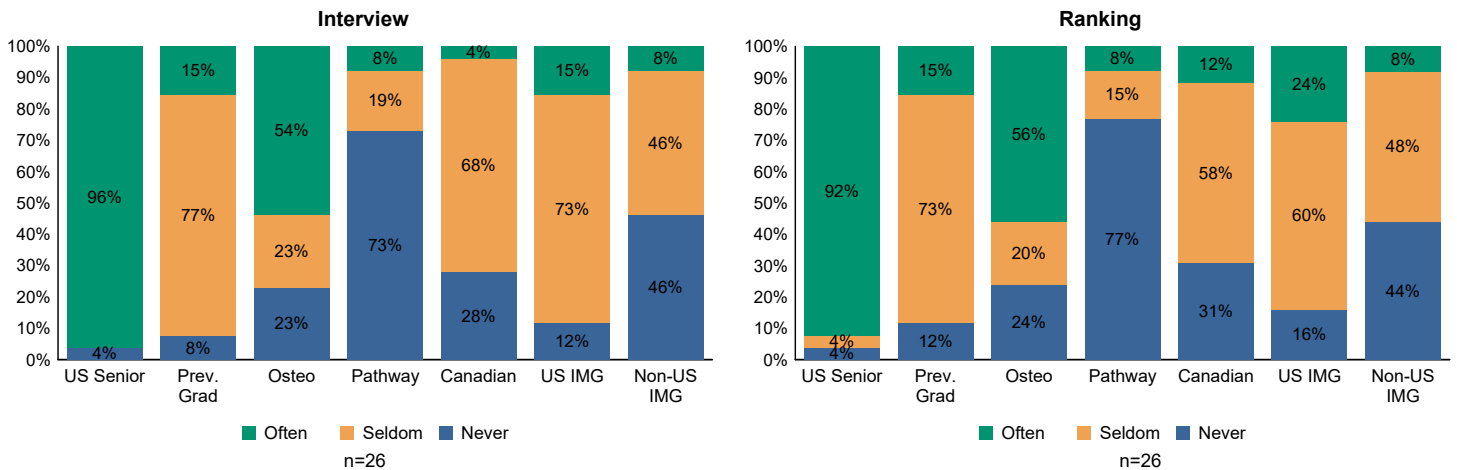
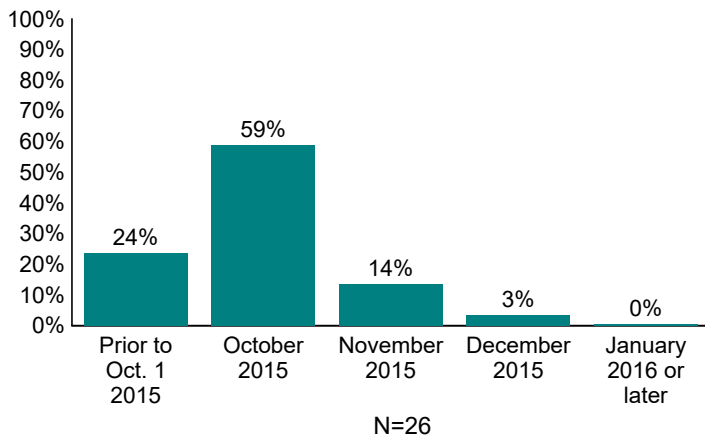


Figure IMP-6

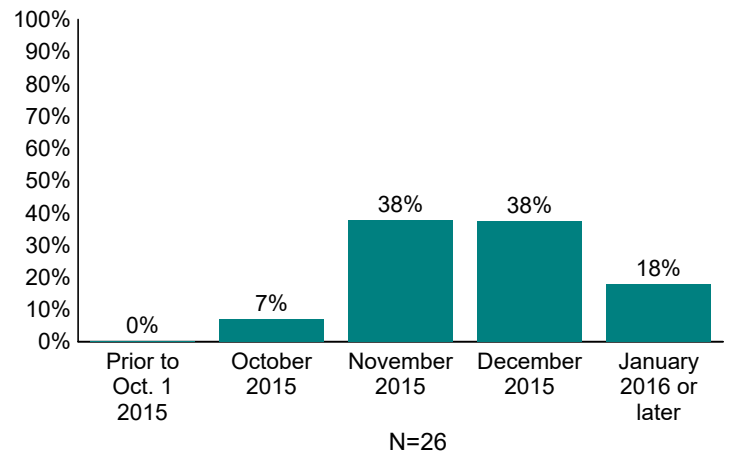
Internal Medicine/Pediatrics

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

Percentage of Program's Interviews Extended During Each Time Period

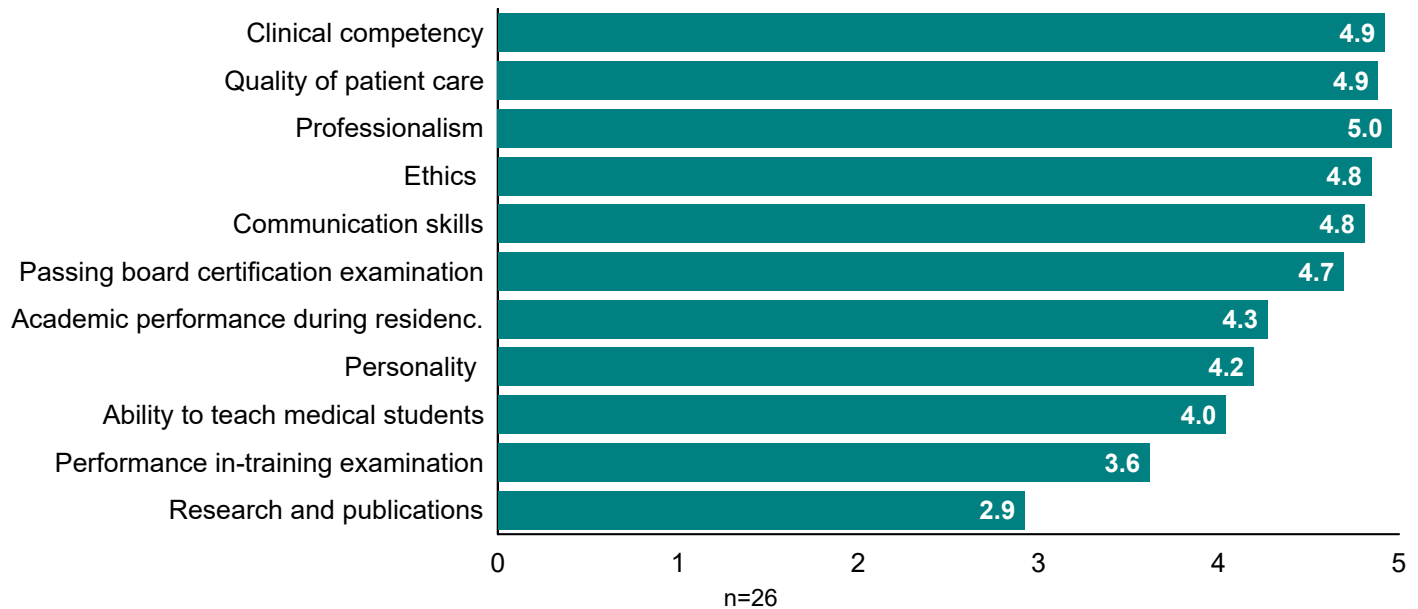


Percentage of Program's Interviews Conducted During Each Time Period



Importance of Factors in Assessing Residents' Success

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



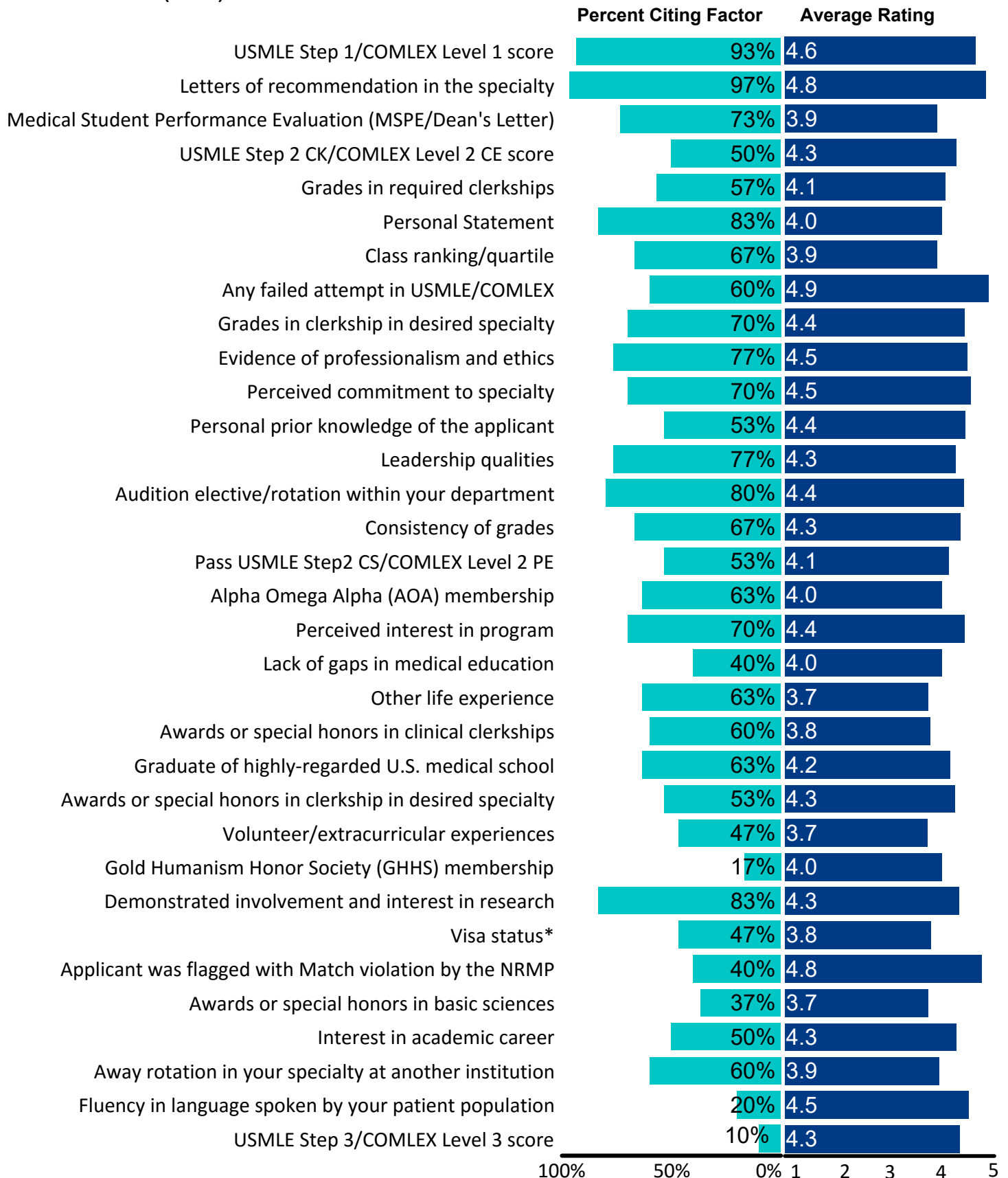


Neurological Surgery

(N=32)

Figure NS-1

Neurological Surgery
Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Selecting Applicants to Interview (N=30)

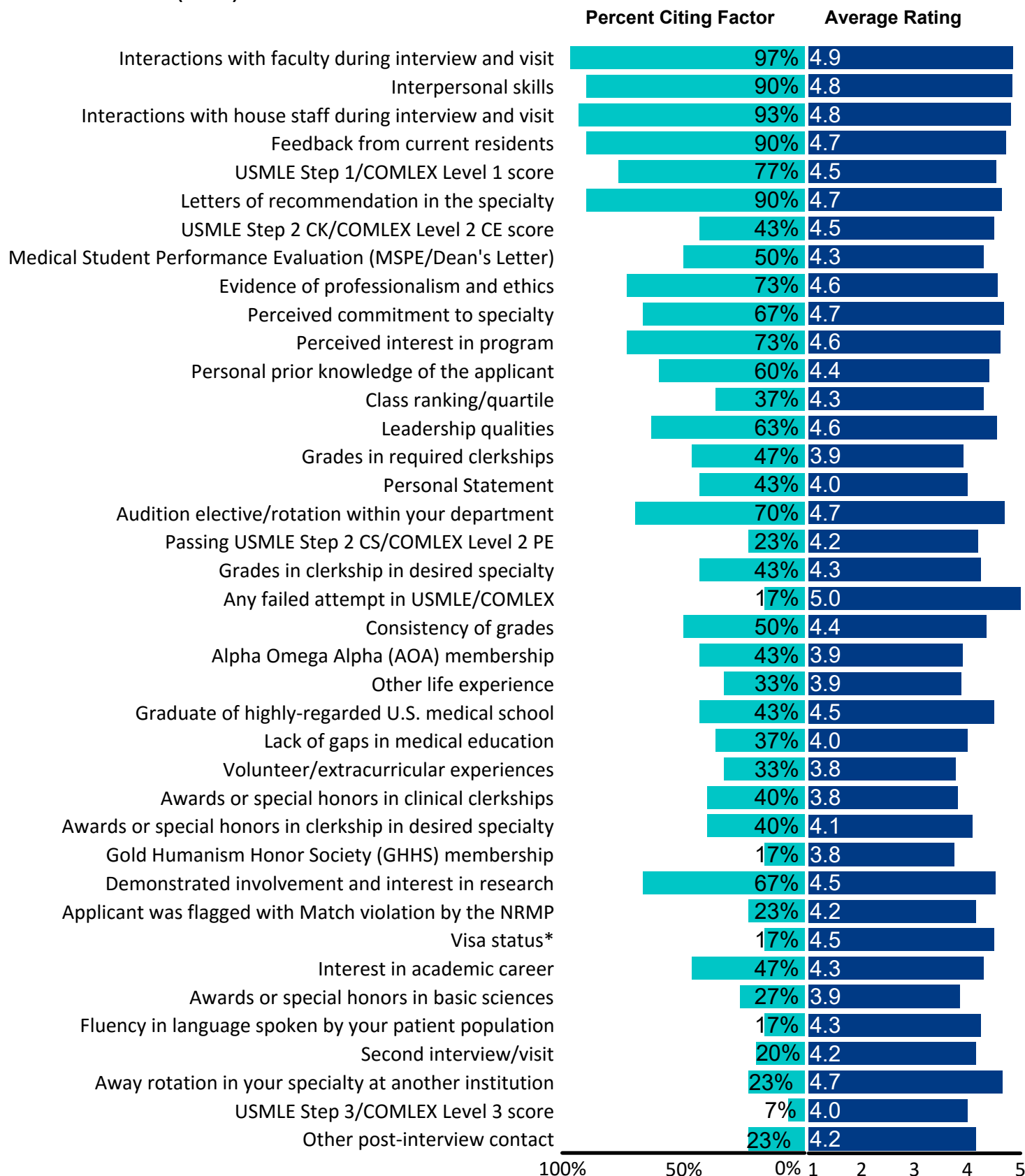


¹ Ratings on a scale from 1 (not at all important) to 5 (very important).

* International Medical Graduates only

Figure NS-2

Neurological Surgery
Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Ranking Applicants (N=30)



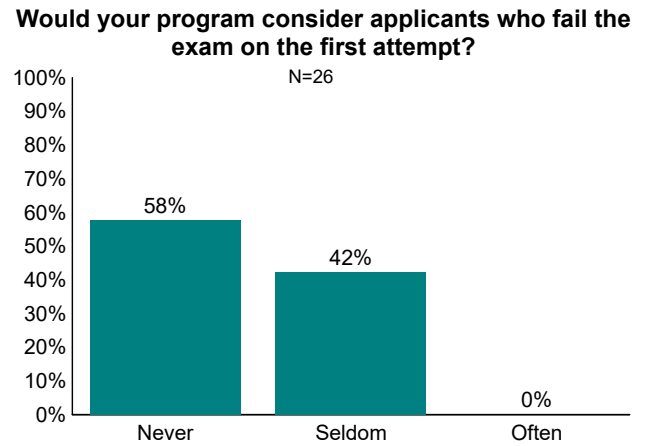
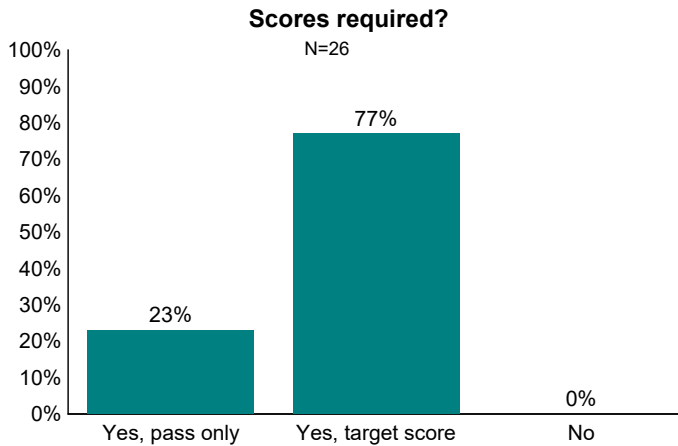
¹ Ratings on a scale from 1 (not at all important) to 5 (very important).

* International Medical Graduates only

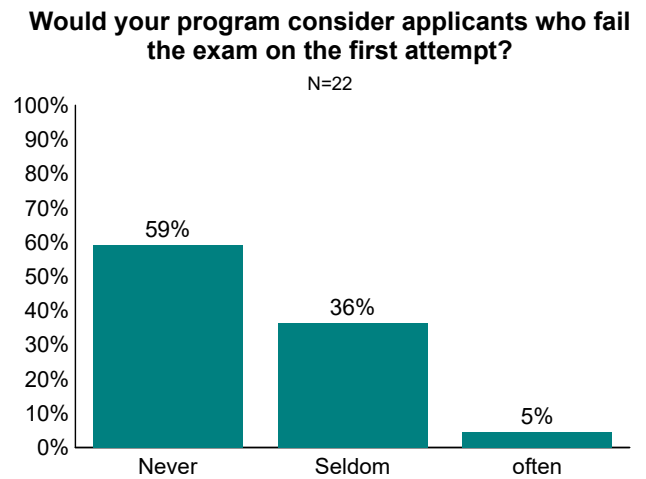
Figure NS-3

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

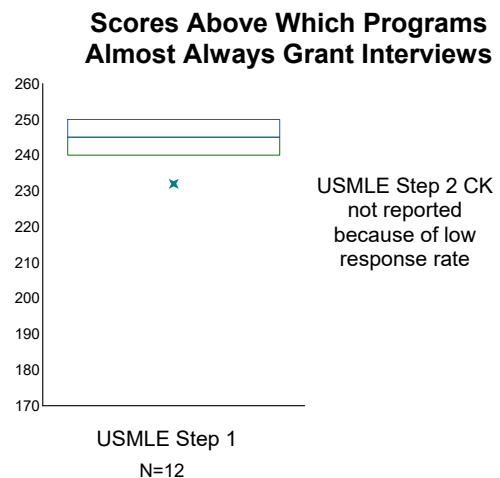
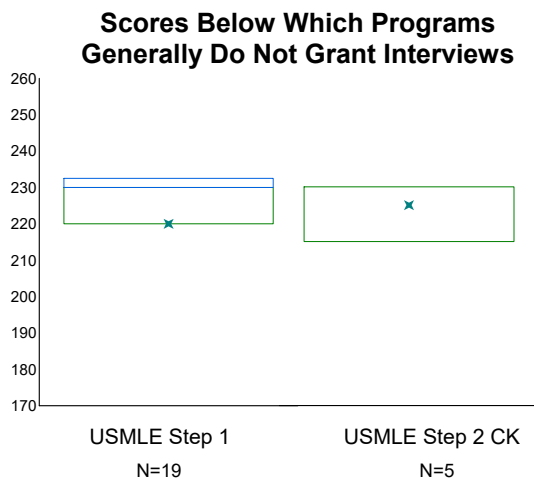
Percentage of Programs That Use USMLE Step 1 Score



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



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

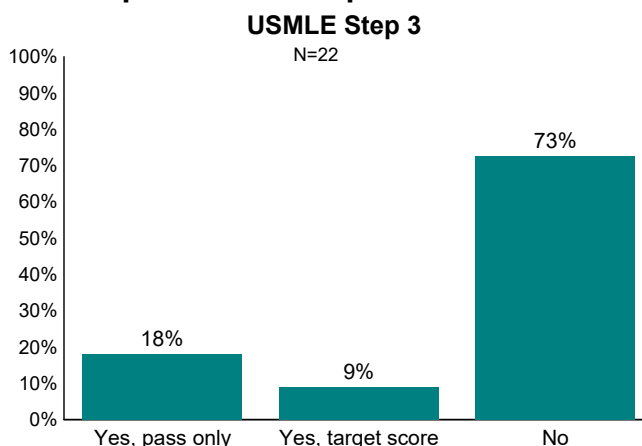
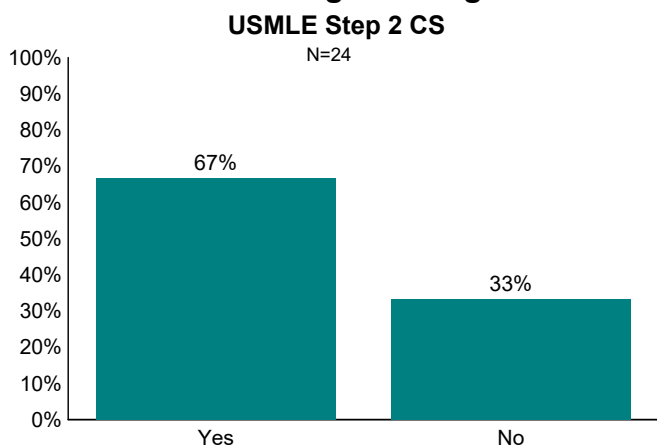


The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

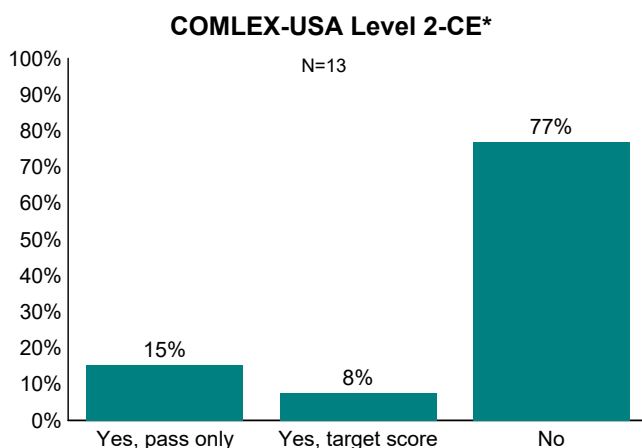
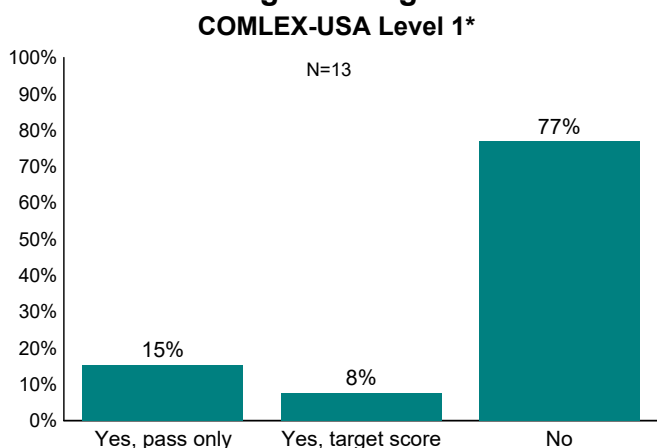
Figure NS-4

**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**

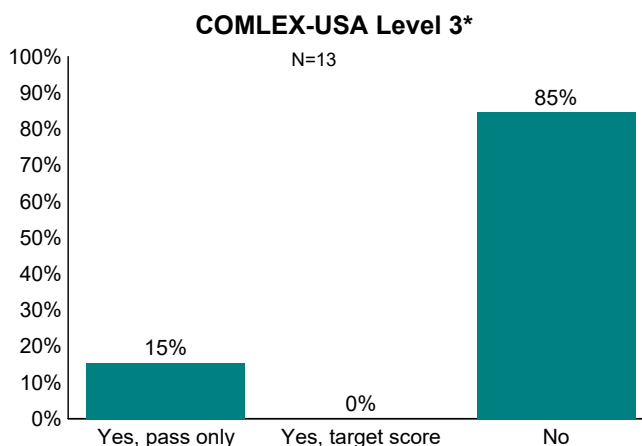
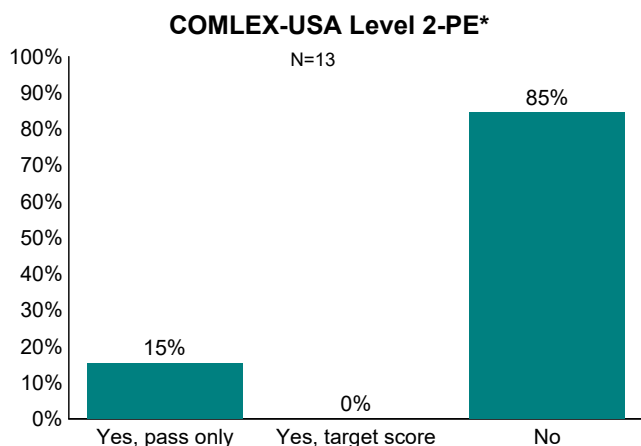
Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



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

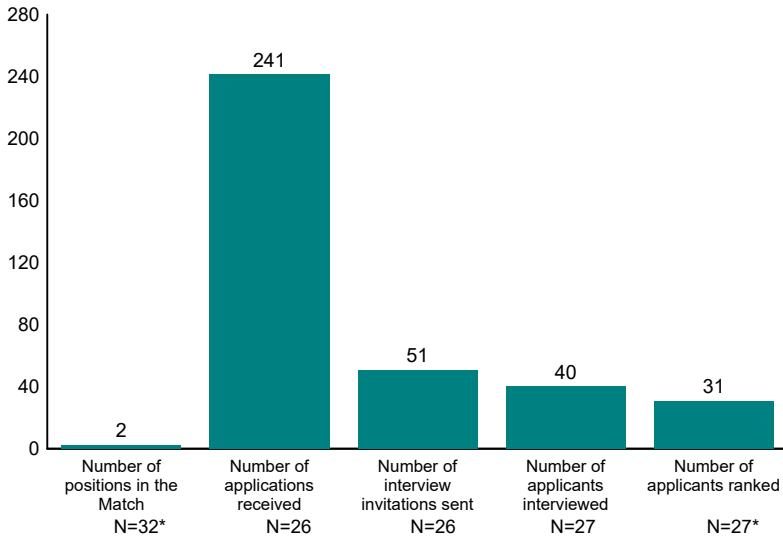


* Osteopathic applicants only

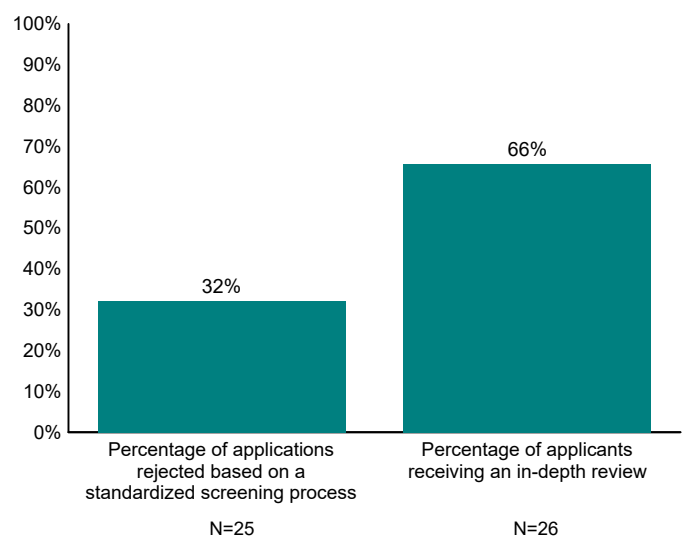
Figure NS-5

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

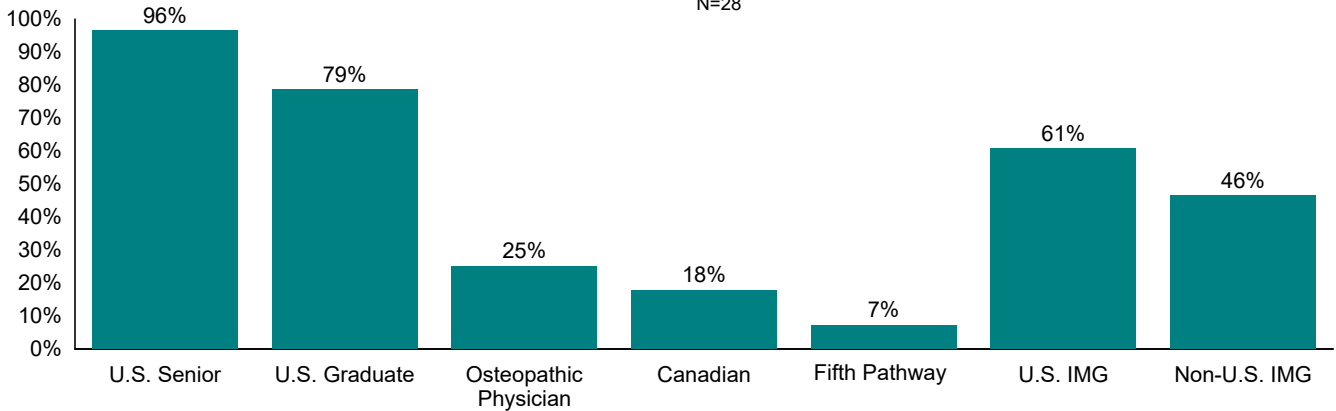


* Data from the NRMP database. All Responding programs included

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

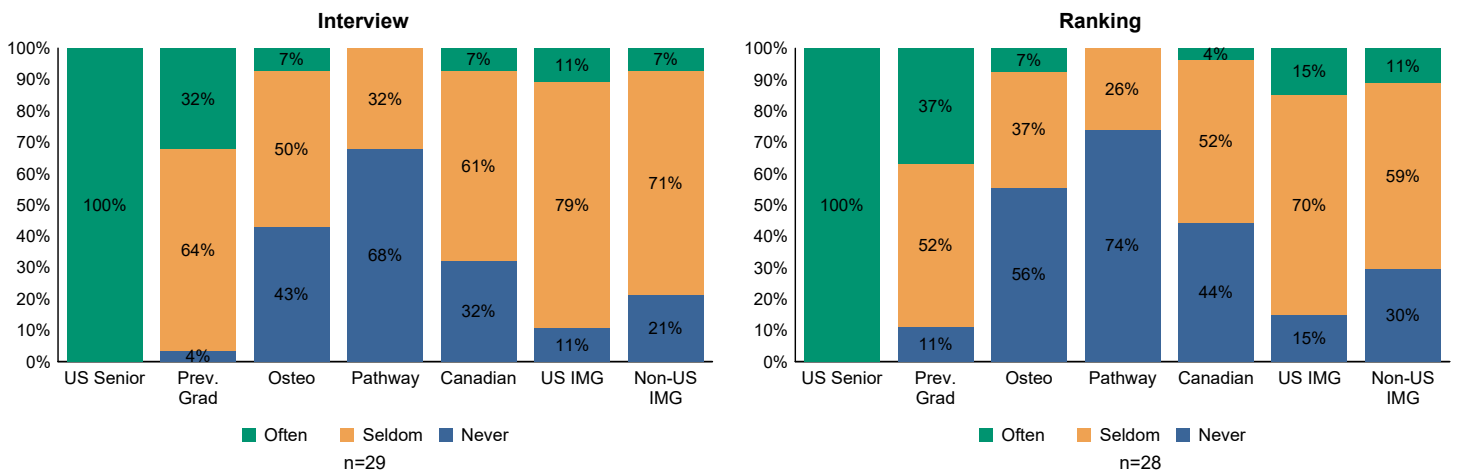
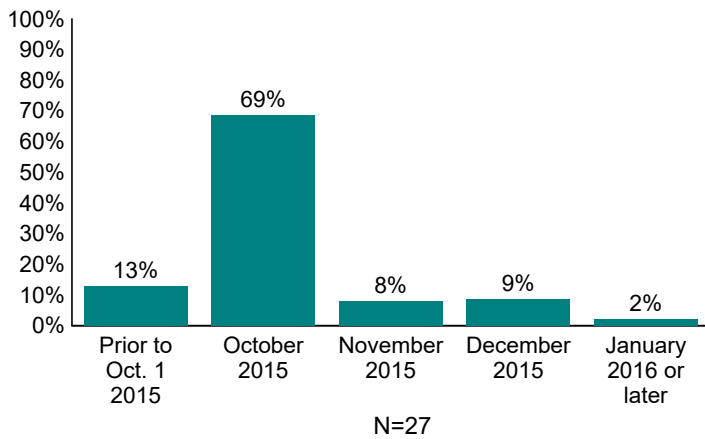


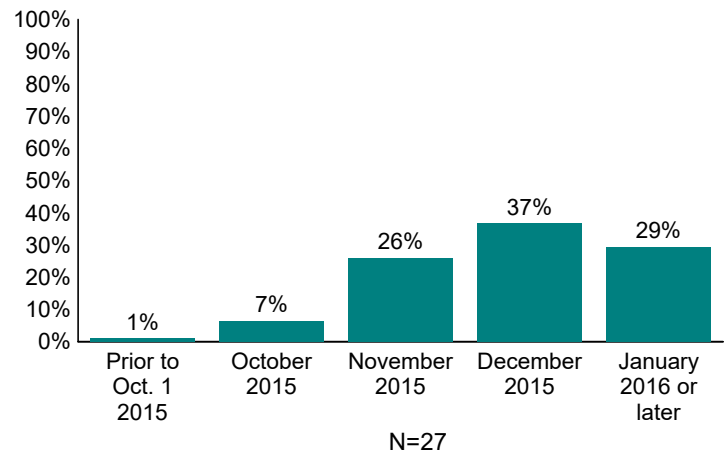
Figure NS-6

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

Percentage of Program's Interviews Extended During Each Time Period

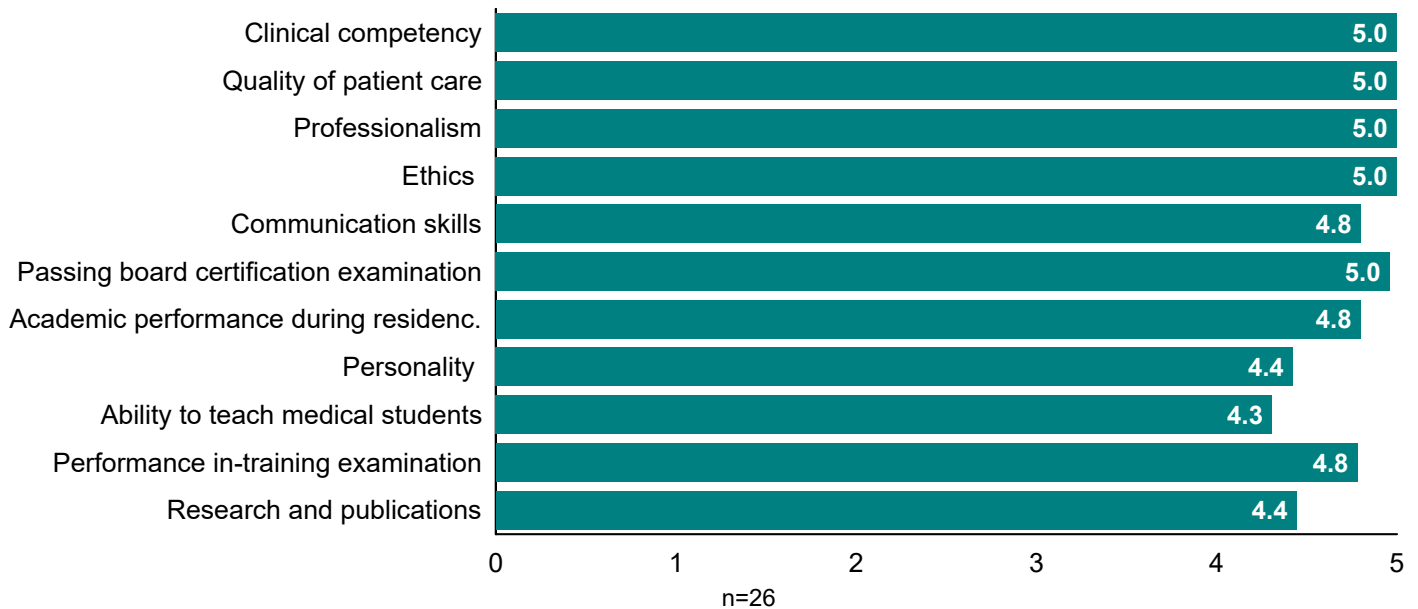



Percentage of Program's Interviews Conducted During Each Time Period



Importance of Factors in Assessing Residents' Success

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





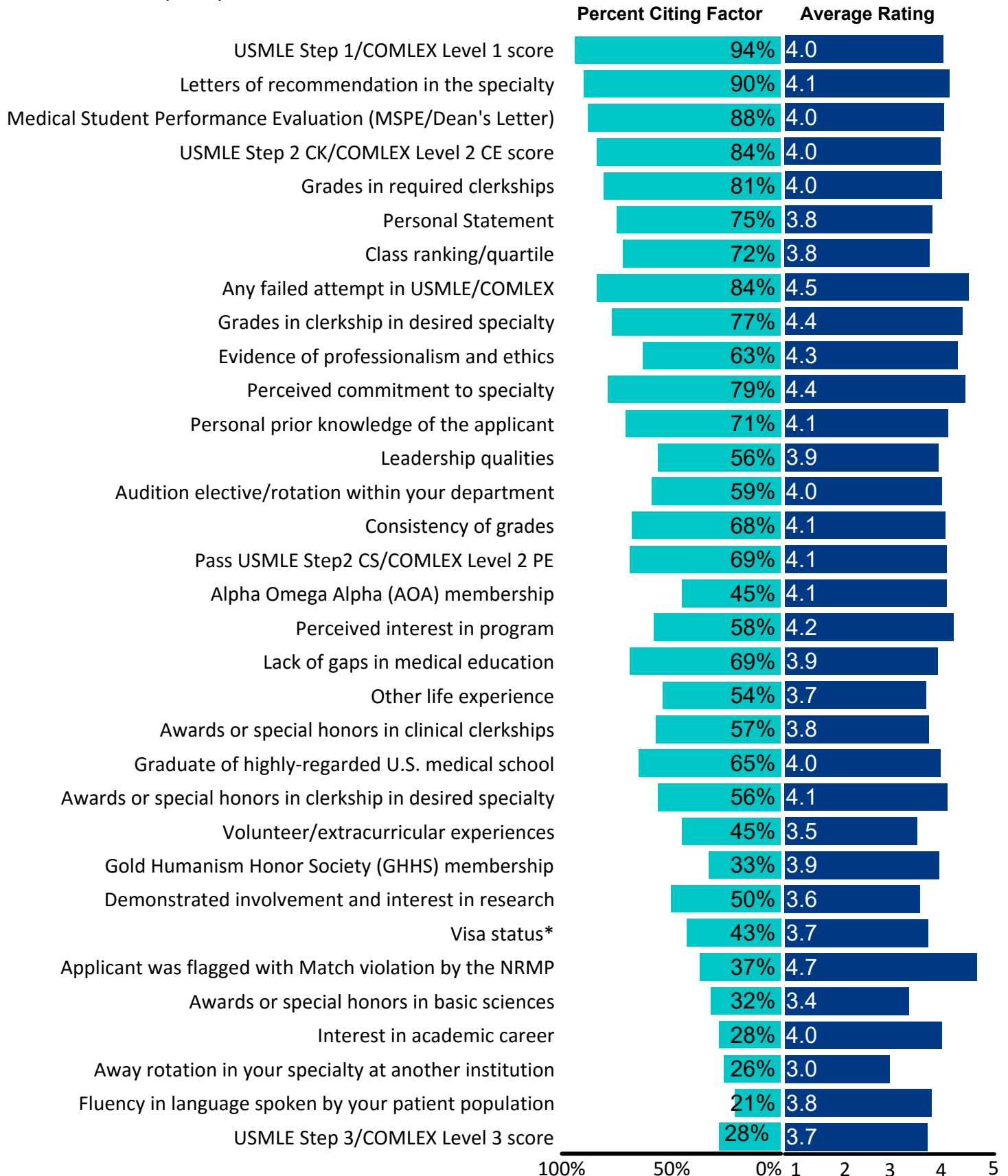
Neurology

(N=55)

Figure N-1

Neurology

Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Selecting Applicants to Interview (N=50)



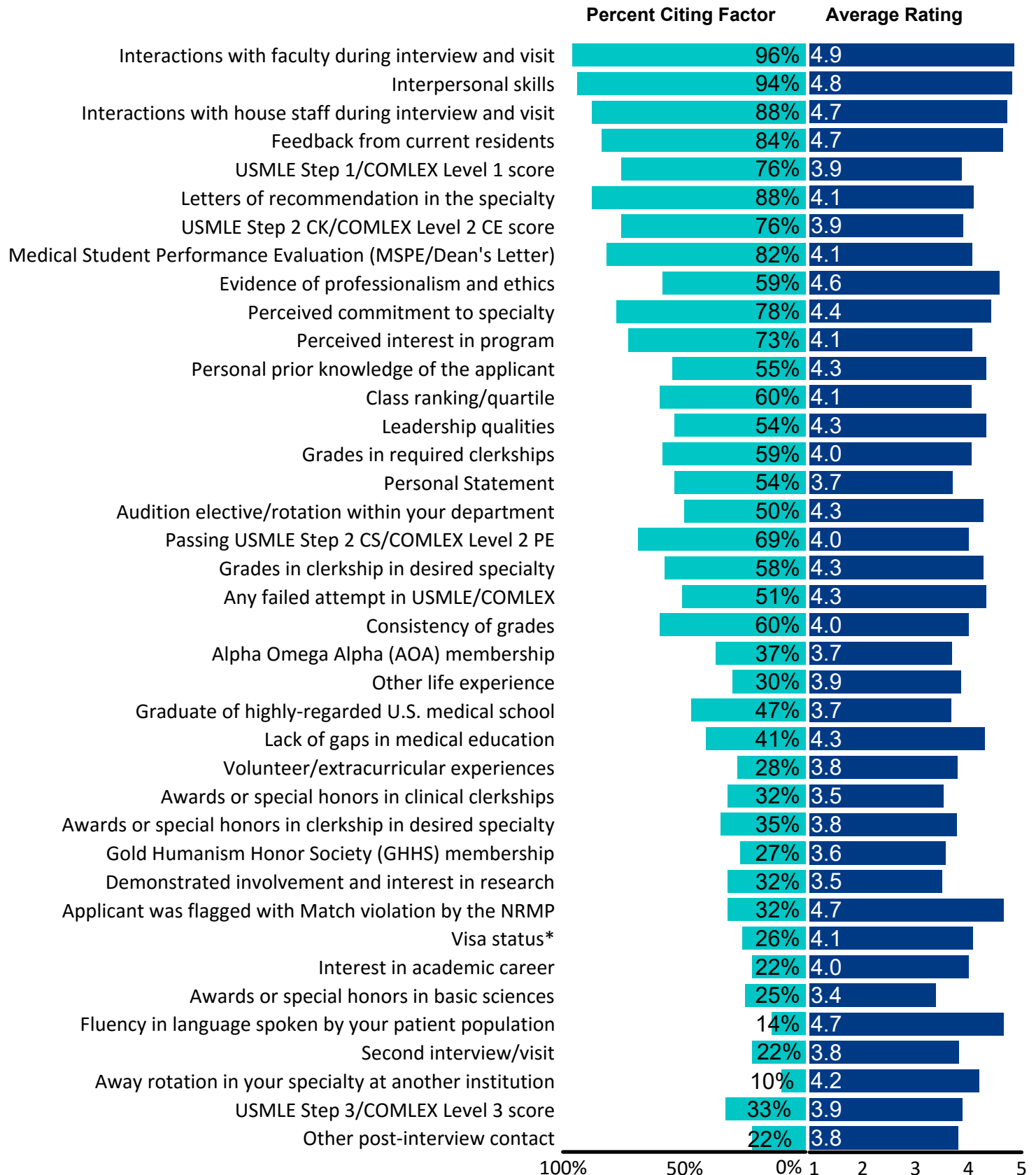
¹ Ratings on a scale from 1 (not at all important) to 5 (very important).

* International Medical Graduates only

Figure N-2

Neurology

Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Ranking Applicants (N=50)



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

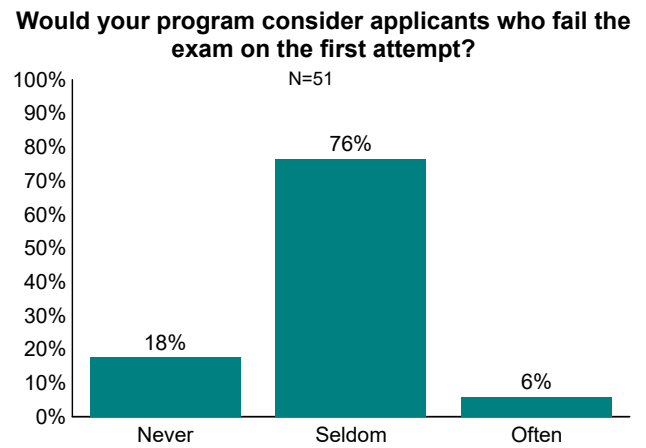
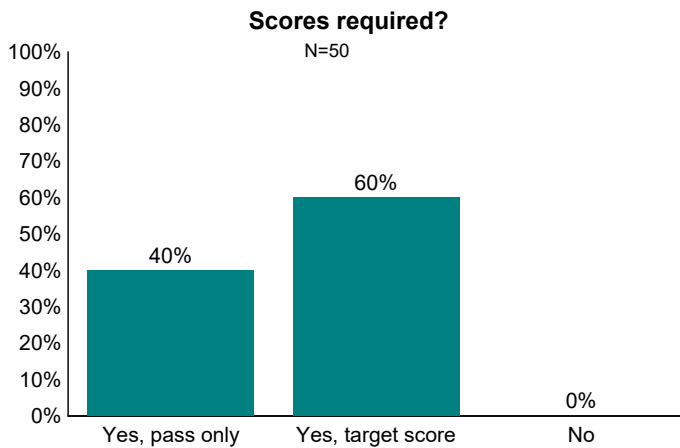
* International Medical Graduates only

Figure N-3

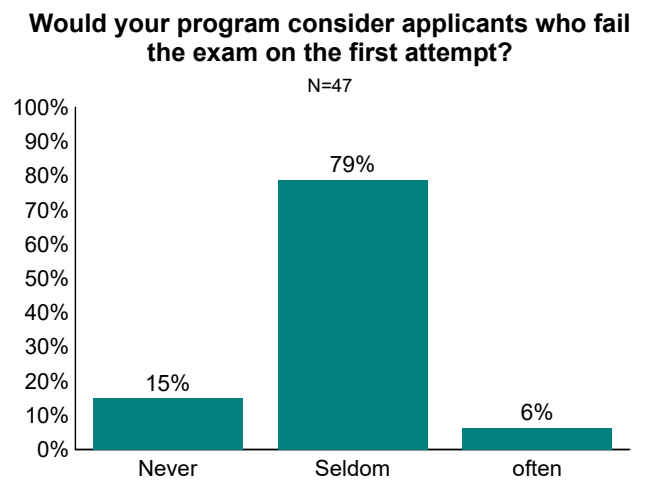
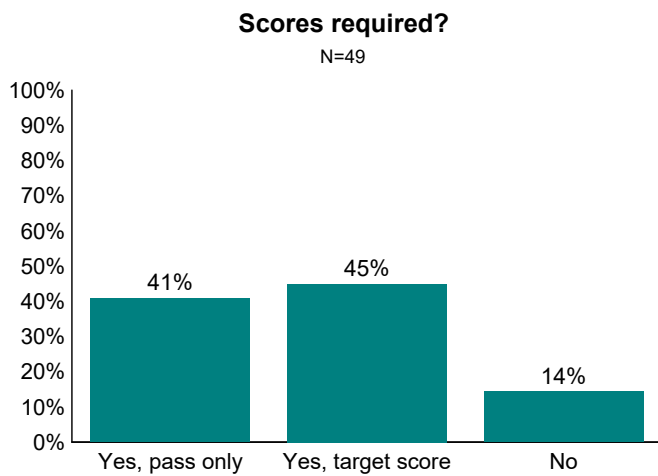
Neurology

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

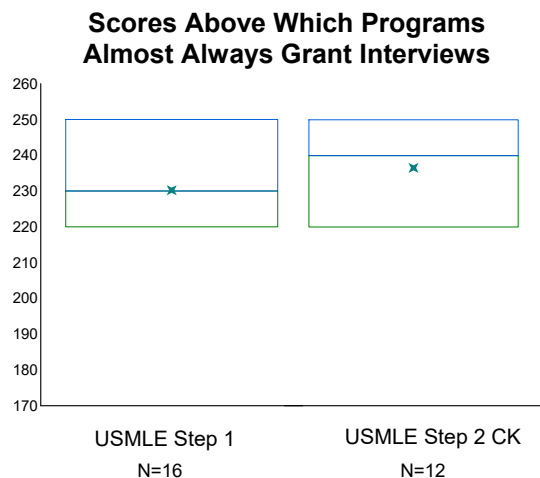
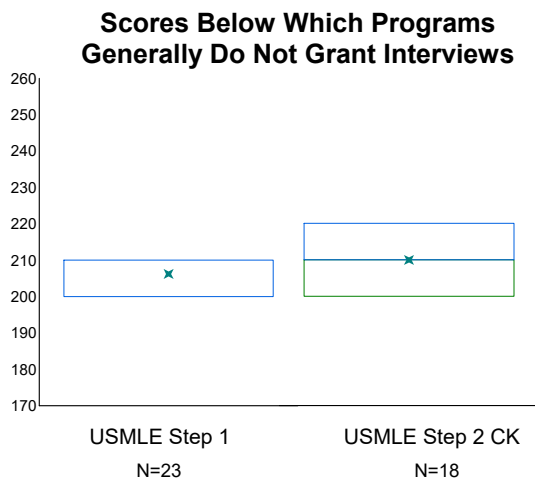
Percentage of Programs That Use USMLE Step 1 Score



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



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

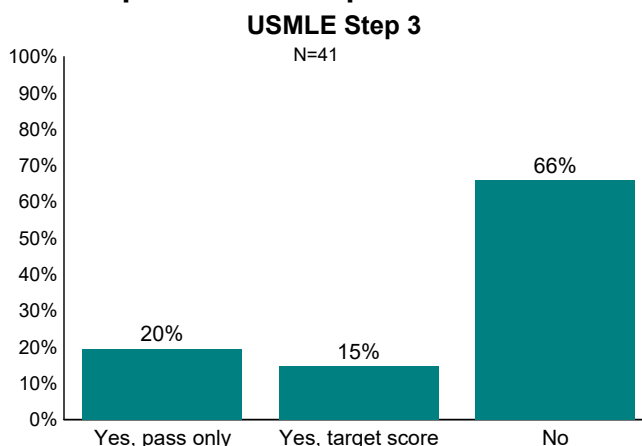
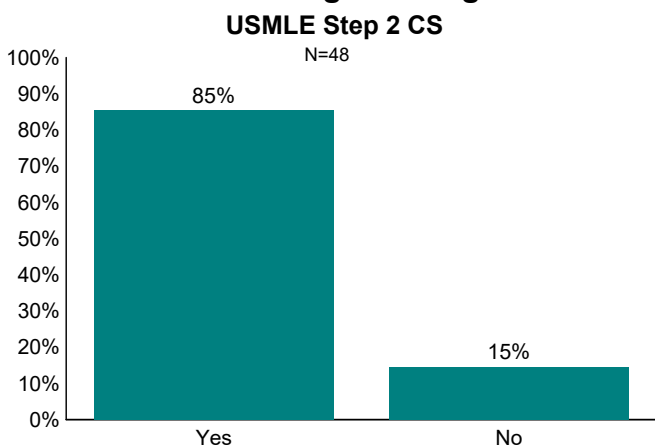


The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

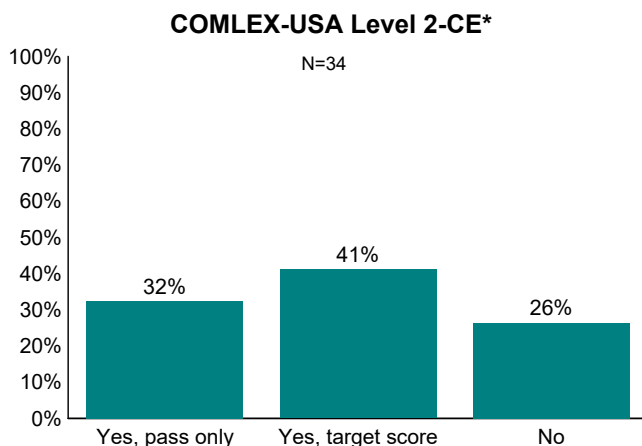
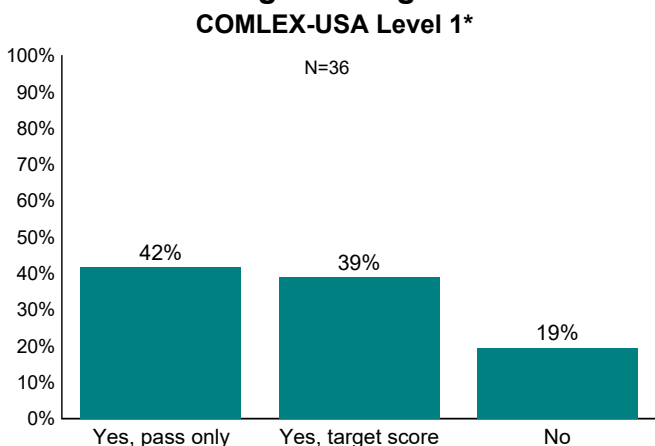
Figure N-4

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

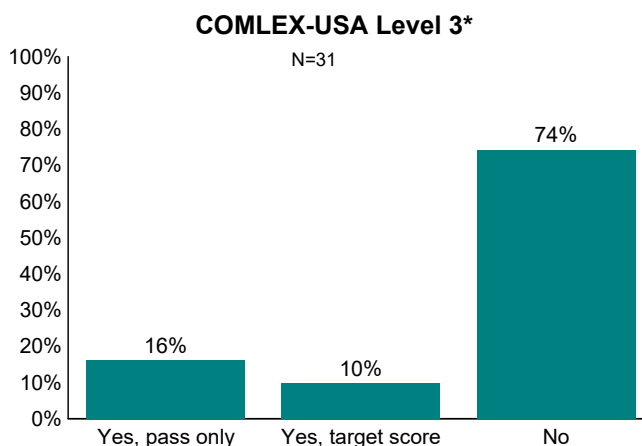
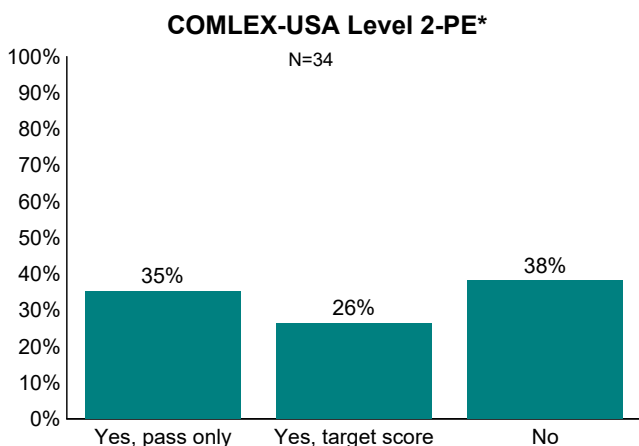
Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



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

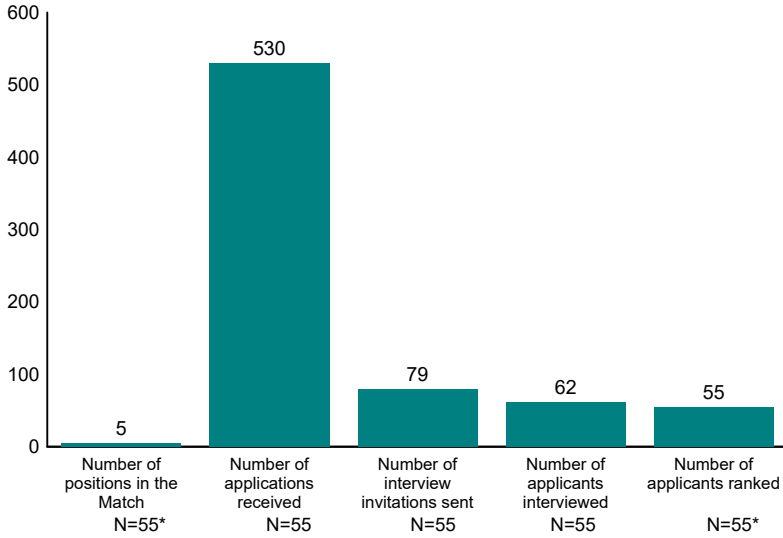


* Osteopathic applicants only

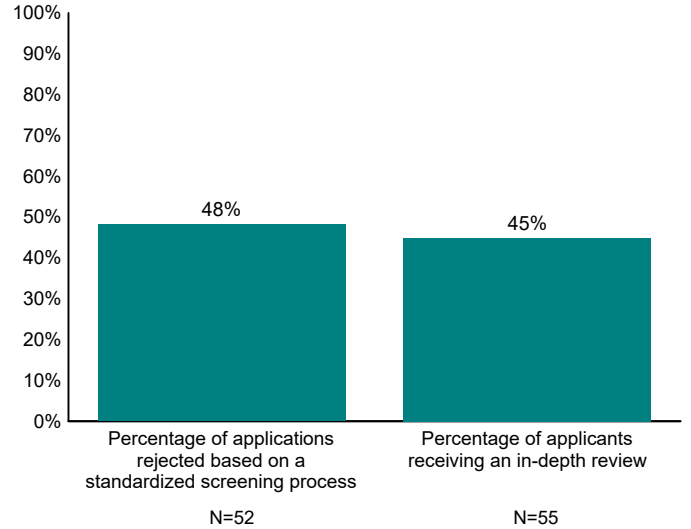
Figure N-5

Neurology Program's Interview Activities

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



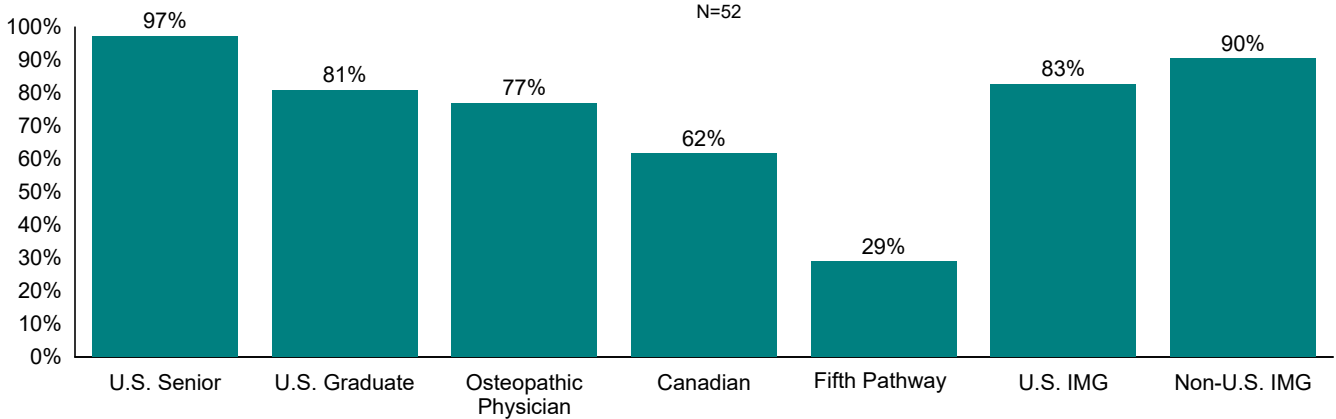
Average Percentage of Applicants Rejected and Reviewed



* 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



Frequency of Programs Interviewing and Ranking Candidates

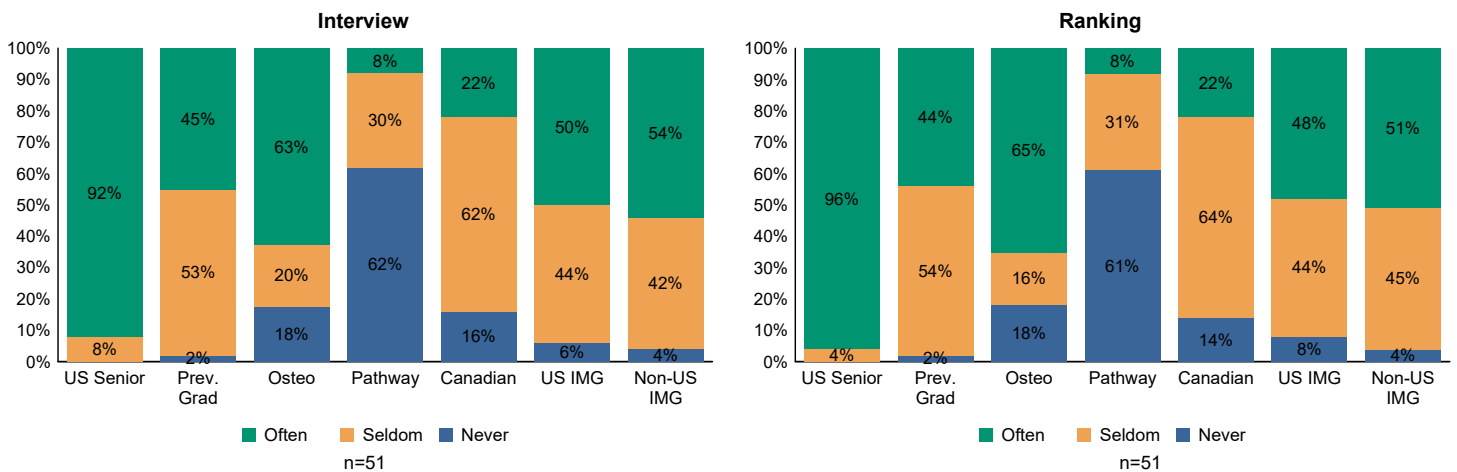
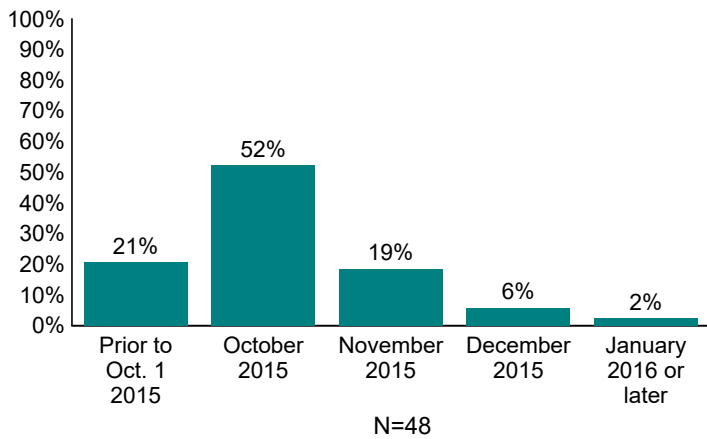


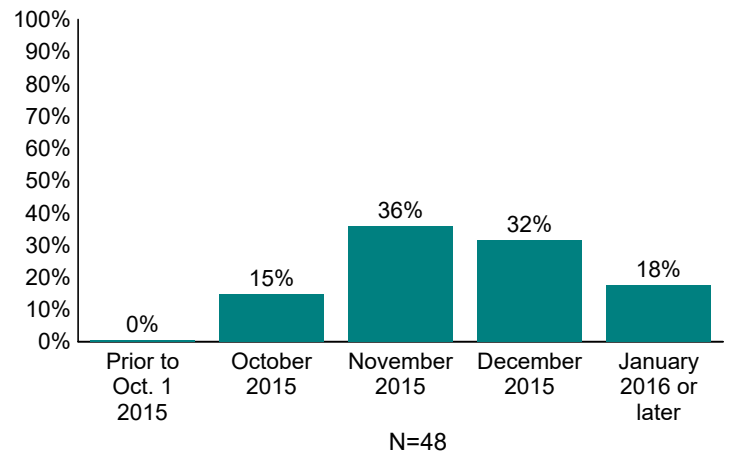
Figure N-6

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

Percentage of Program's Interviews Extended During Each Time Period

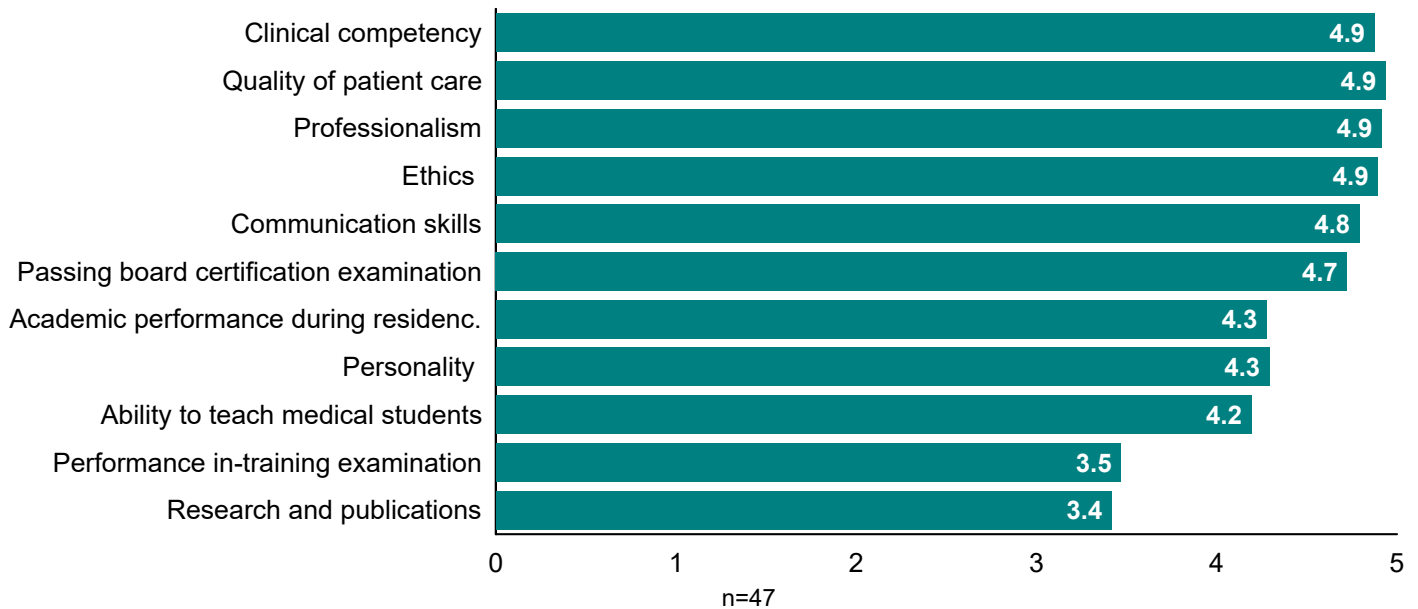


Percentage of Program's Interviews Conducted During Each Time Period



Importance of Factors in Assessing Residents' Success

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





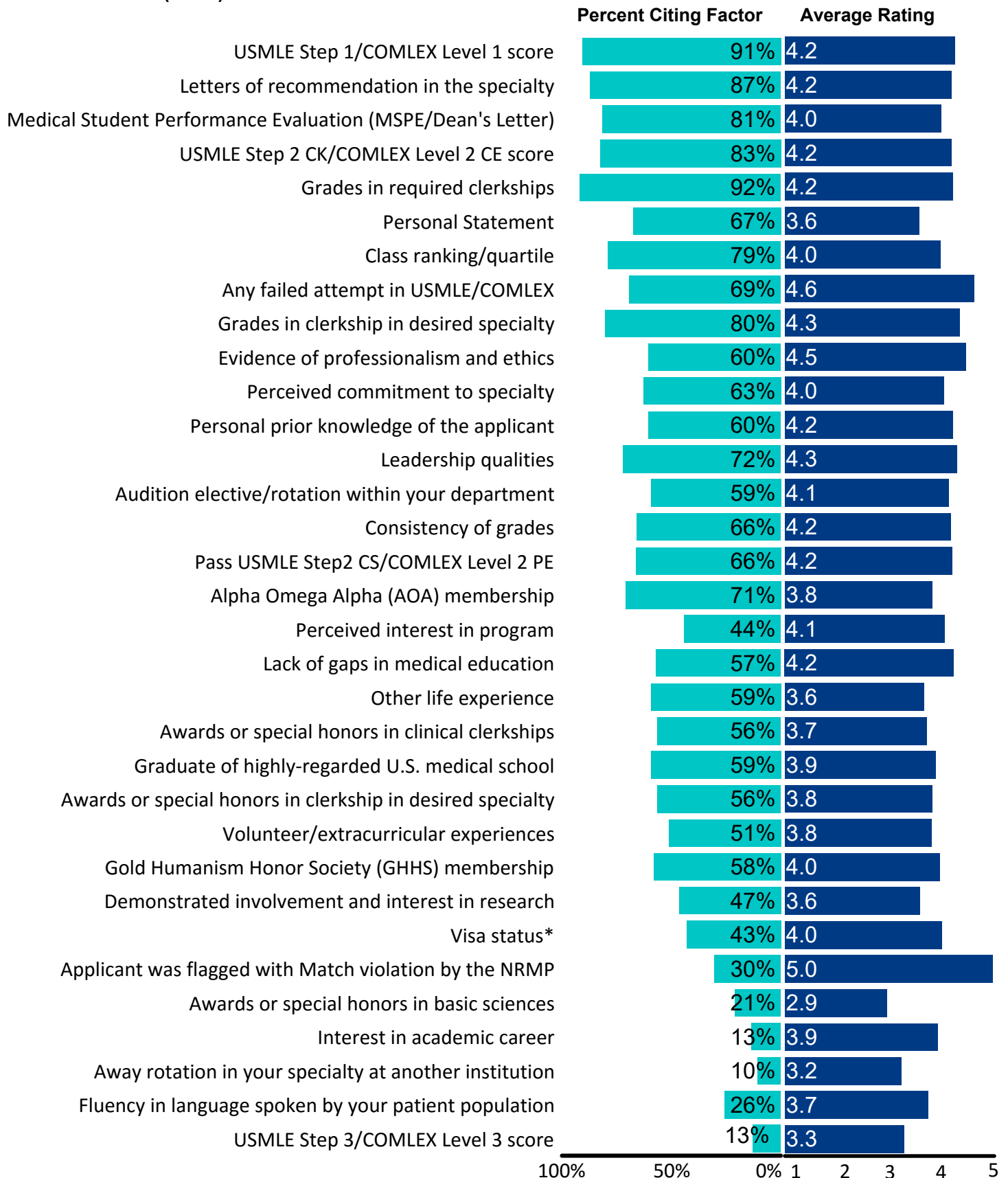
Obstetrics and Gynecology

(N=95)

Figure OG-1

Obstetrics and Gynecology

Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Selecting Applicants to Interview (N=86)



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

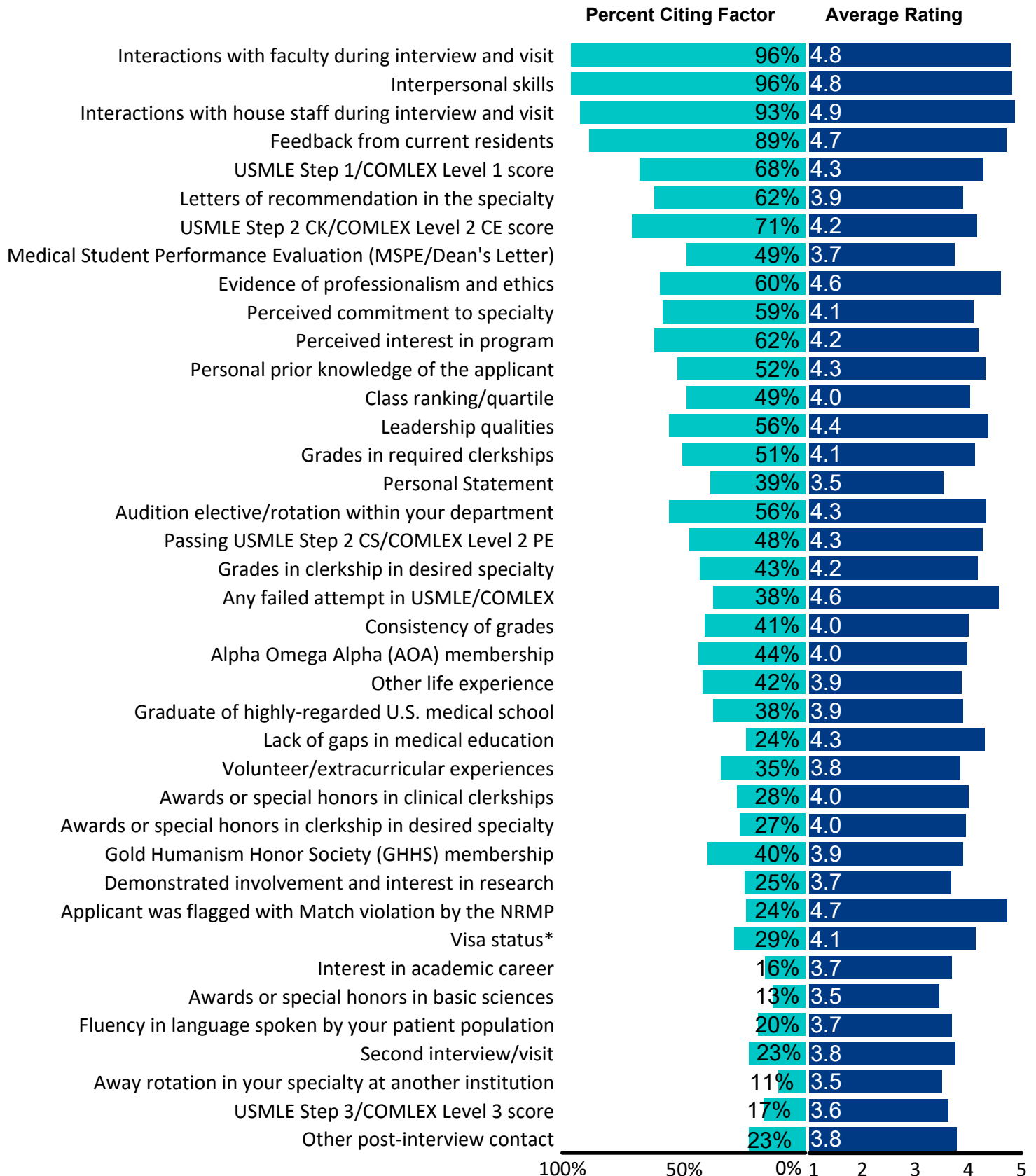
* International Medical Graduates only

Figure OG-2

Obstetrics and Gynecology

Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Ranking Applicants

(N=86)



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

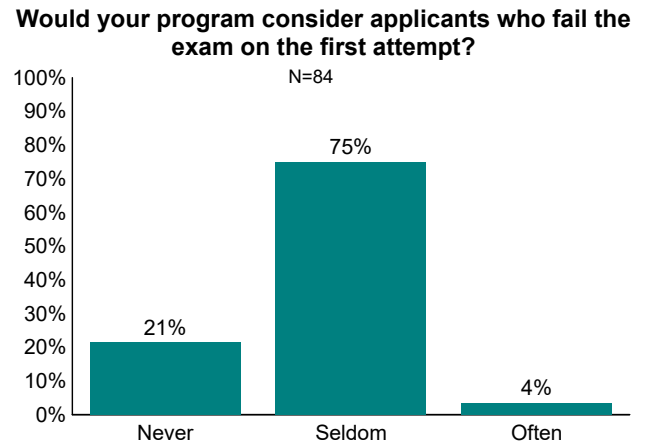
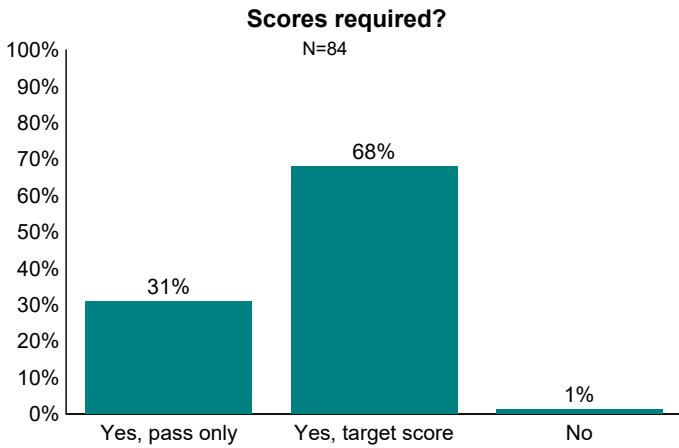
* International Medical Graduates only

Figure OG-3

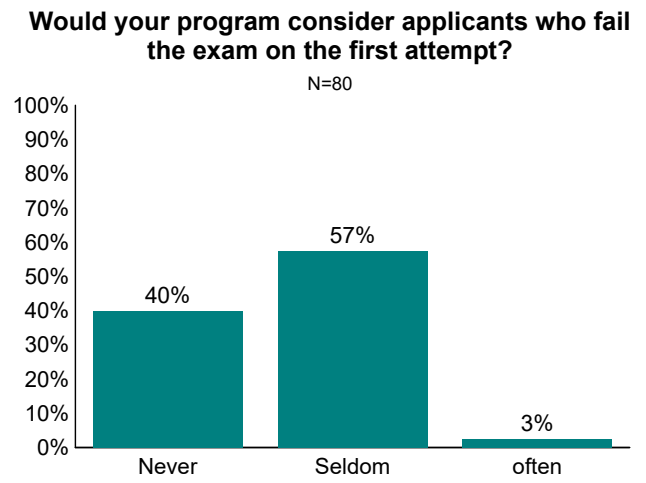
Obstetrics and Gynecology

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

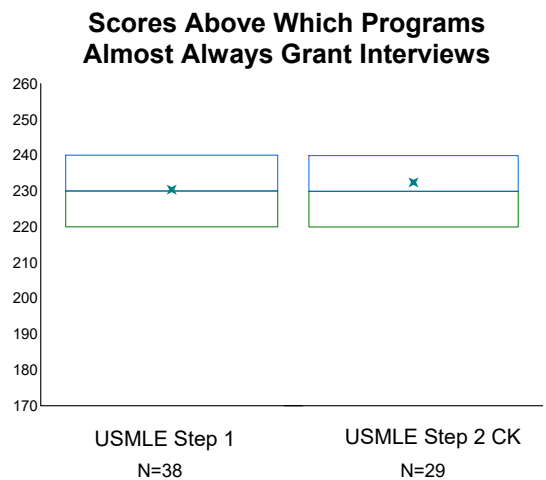
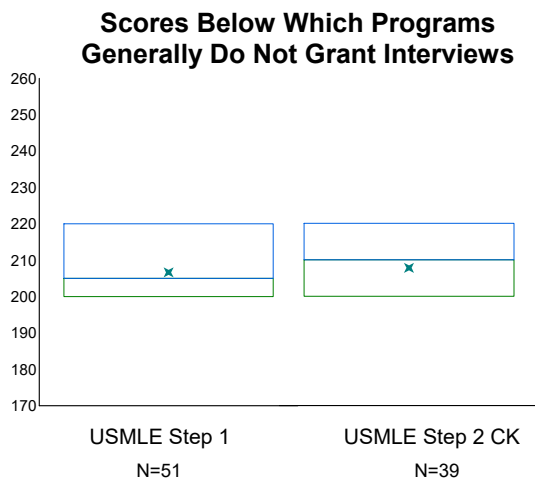
Percentage of Programs That Use USMLE Step 1 Score



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



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



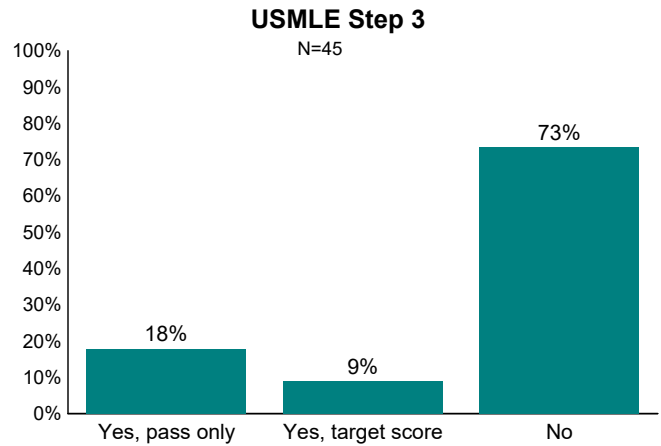
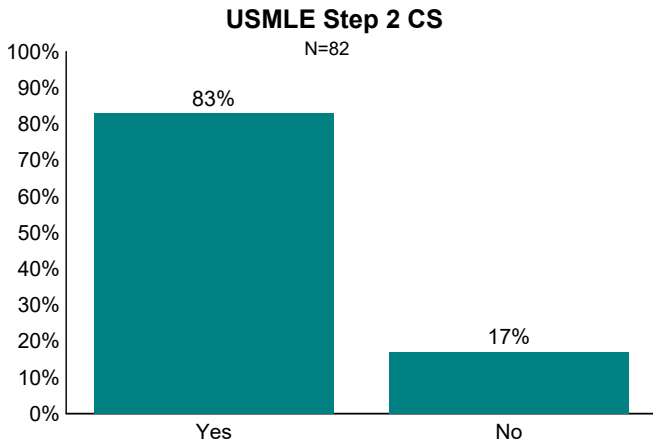
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

Figure OG-4

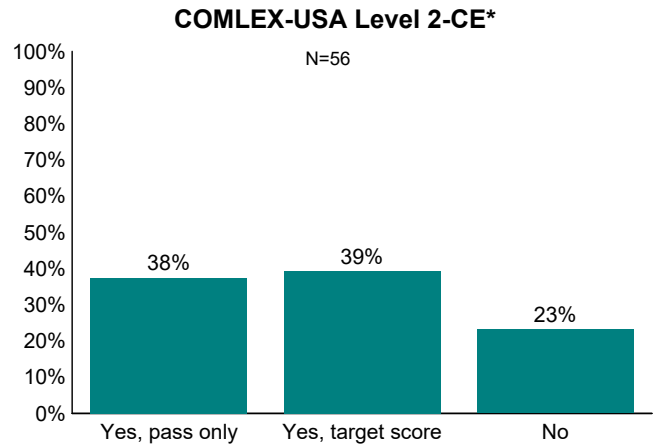
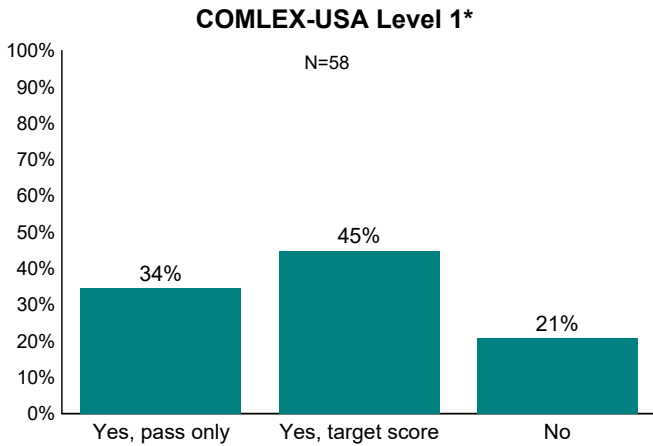
Obstetrics and Gynecology

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

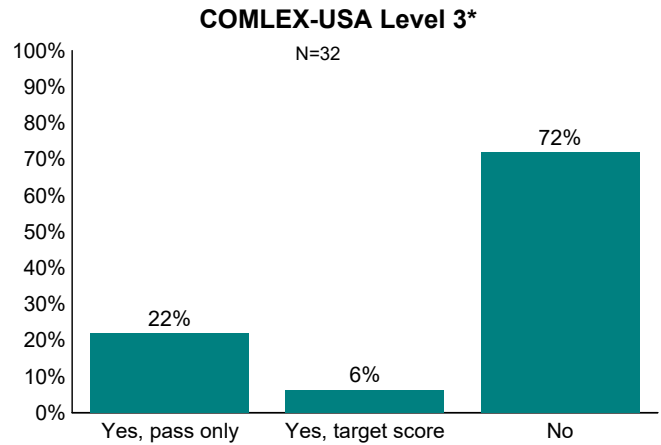
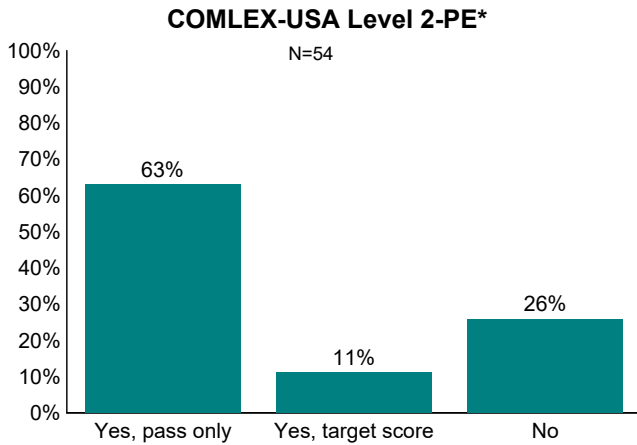
Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



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

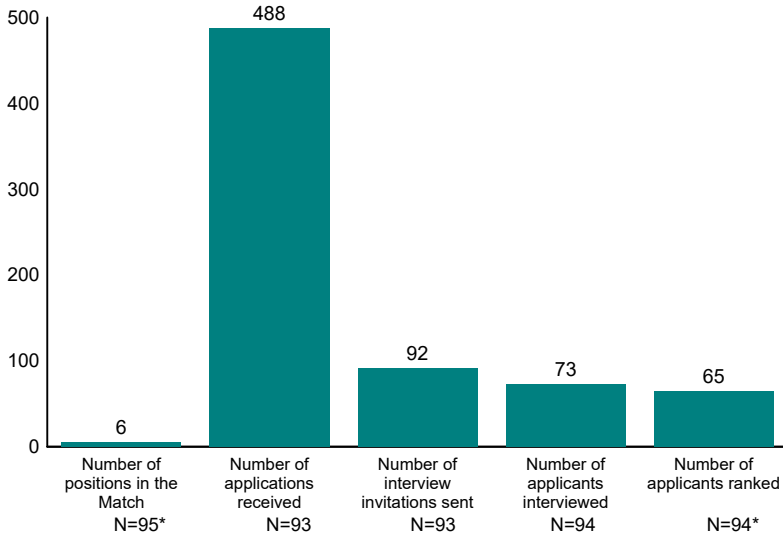


* Osteopathic applicants only

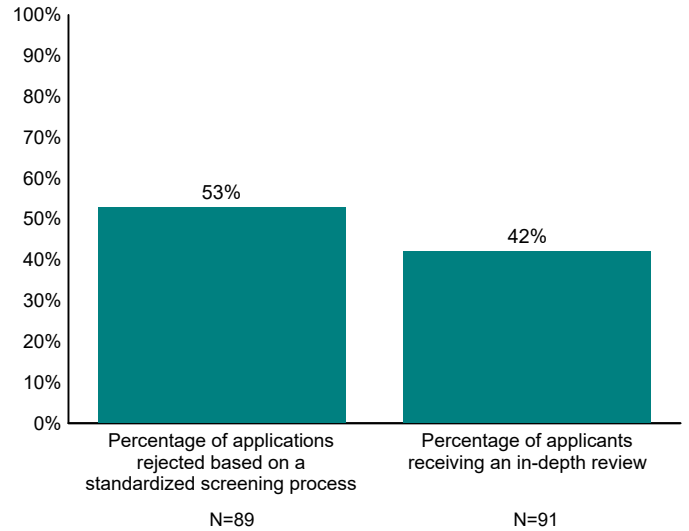
Figure OG-5

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

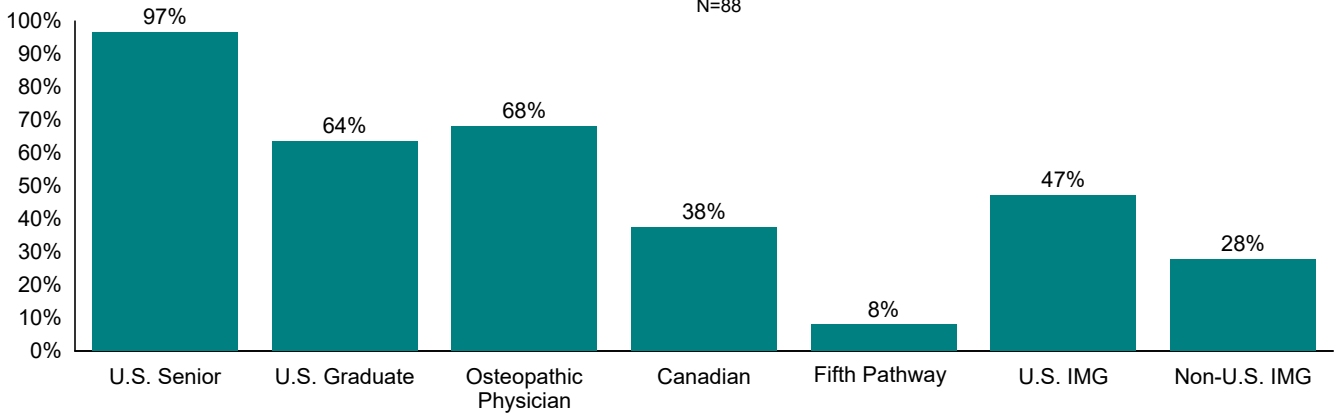


* Data from the NRMP database. All Responding programs included

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

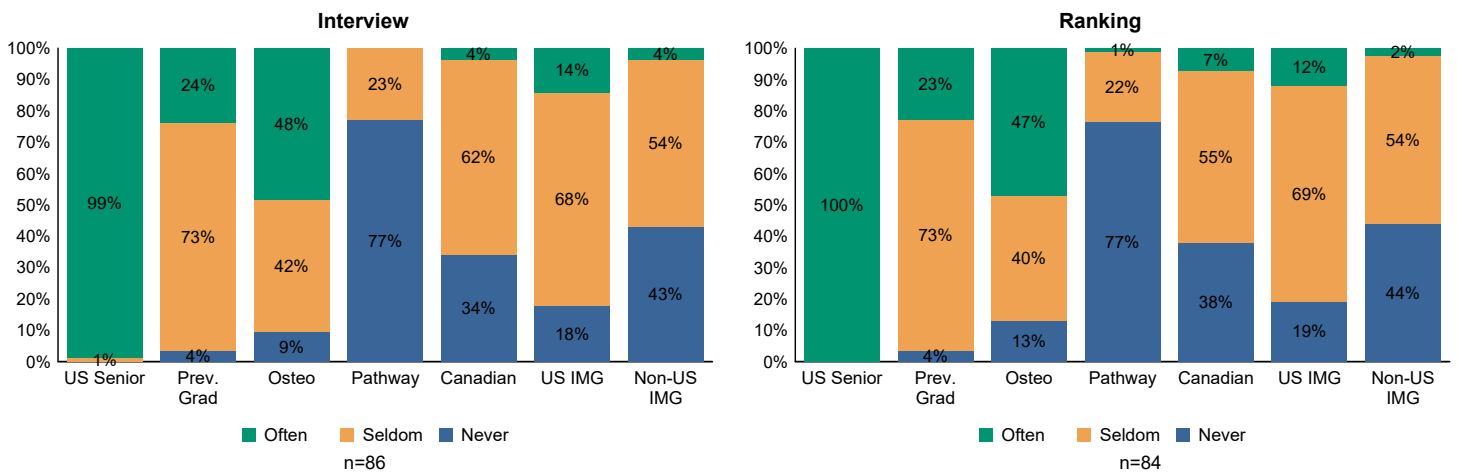
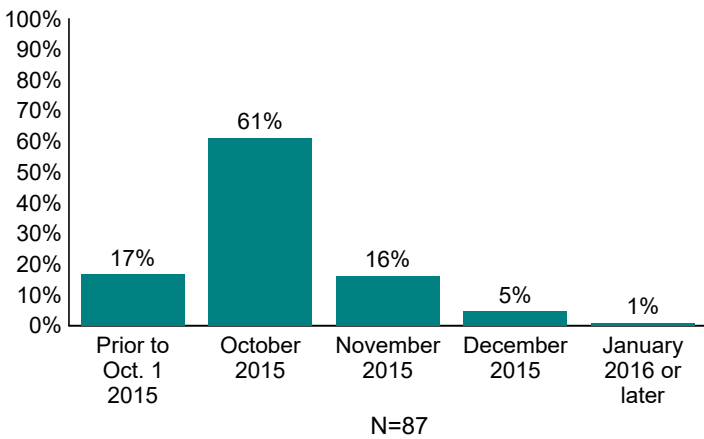


Figure OG-6

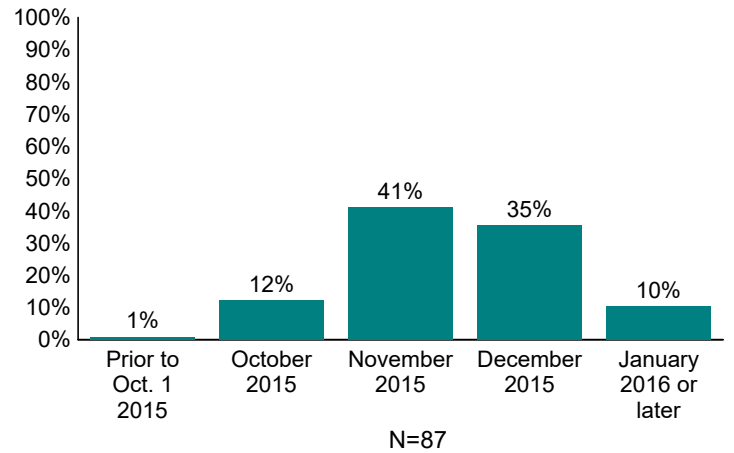
Obstetrics and Gynecology

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

Percentage of Program's Interviews Extended During Each Time Period

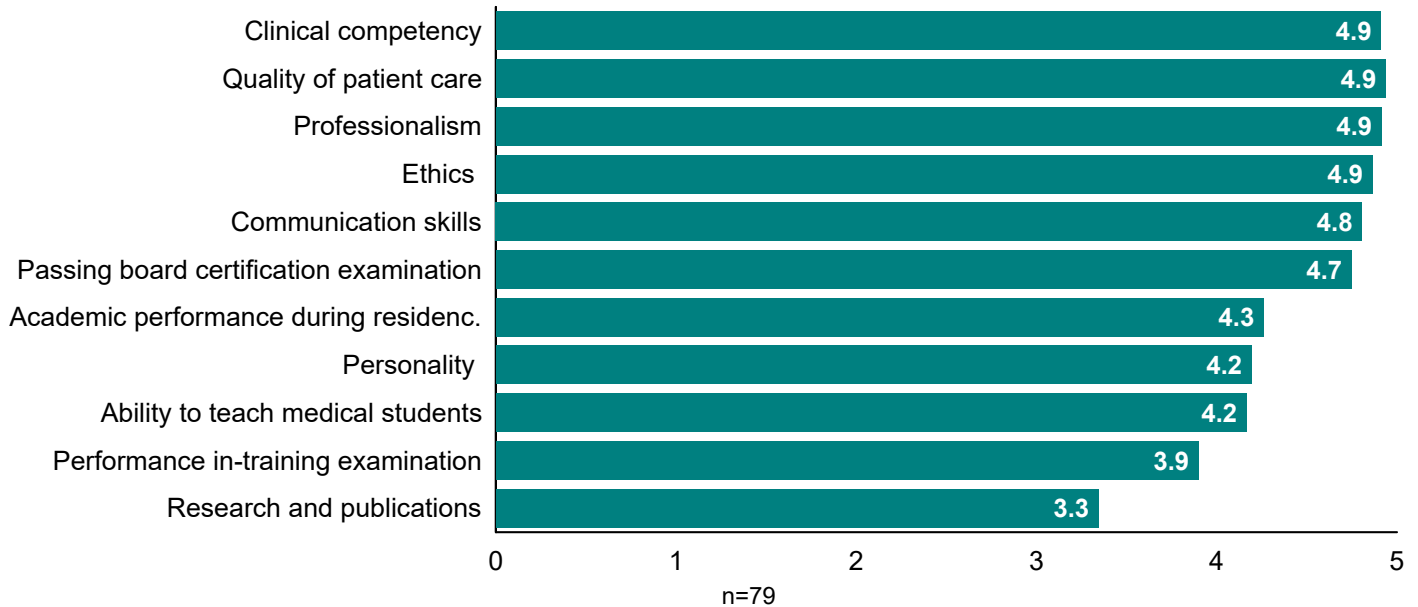


Percentage of Program's Interviews Conducted During Each Time Period



Importance of Factors in Assessing Residents' Success

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





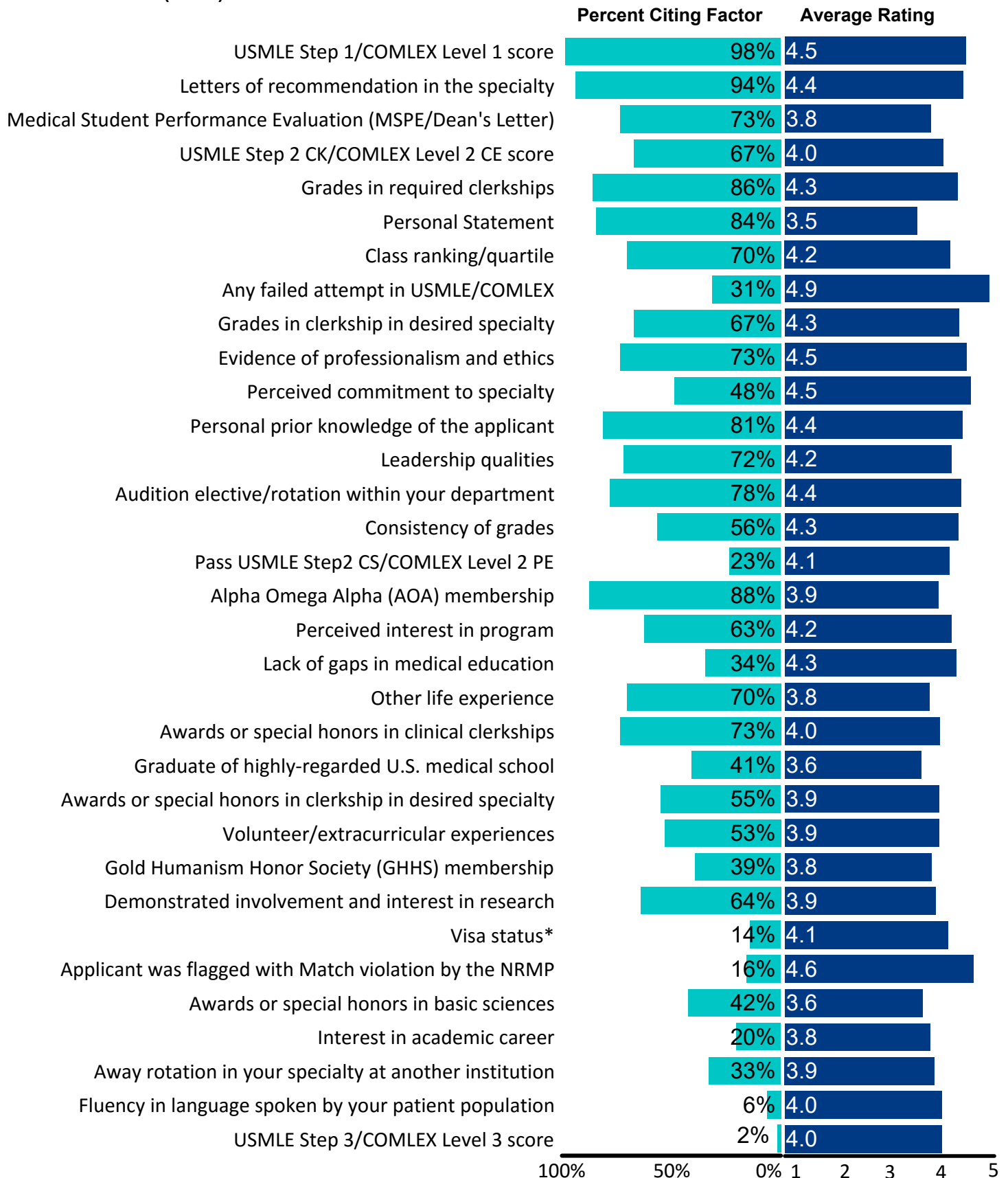
Orthopaedic Surgery

(N=66)

Figure OS-1

Orthopaedic Surgery

Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Selecting Applicants to Interview (N=64)



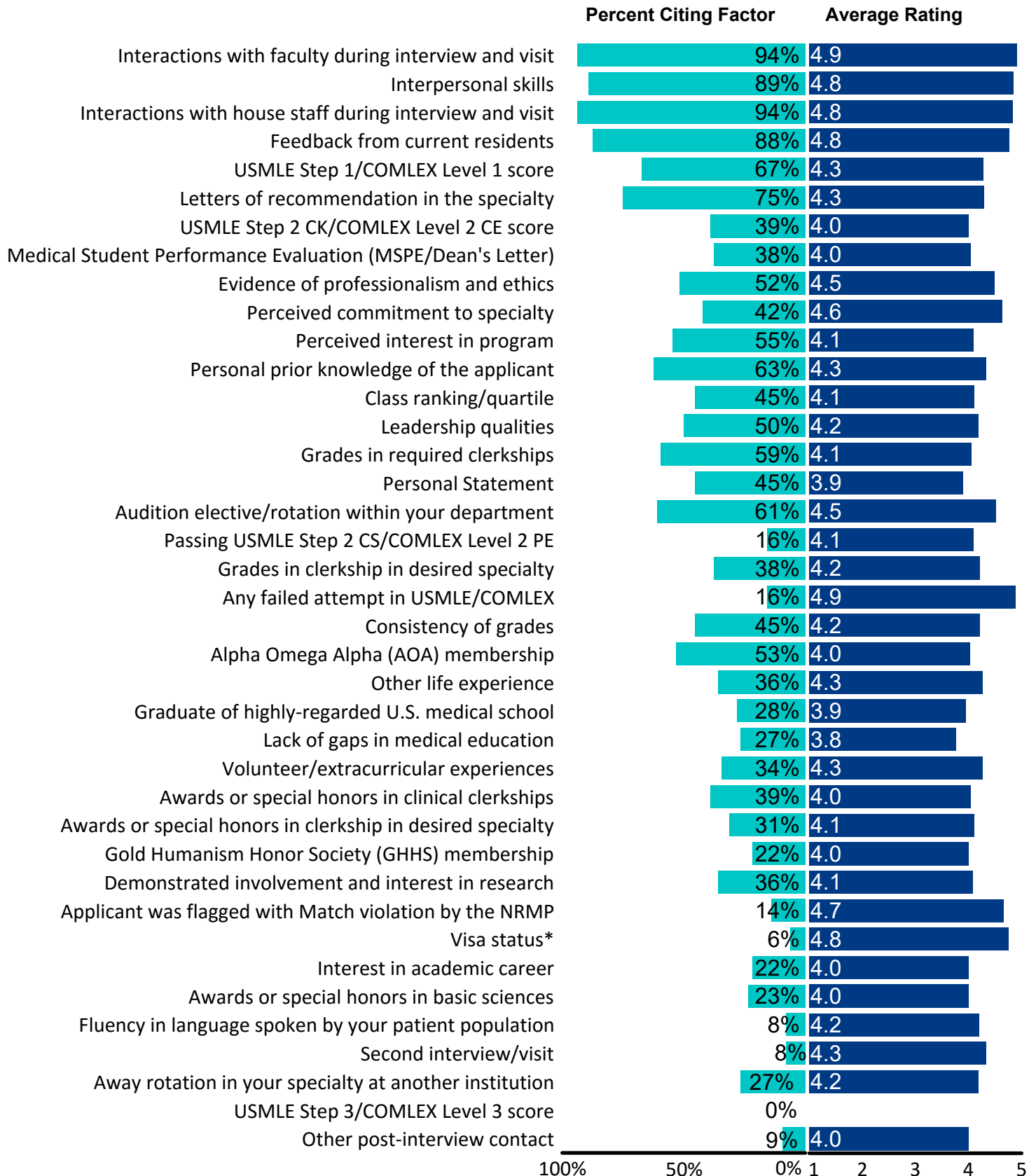
¹ Ratings on a scale from 1 (not at all important) to 5 (very important).

* International Medical Graduates only

Figure OS-2

Orthopaedic Surgery

Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Ranking Applicants (N=64)



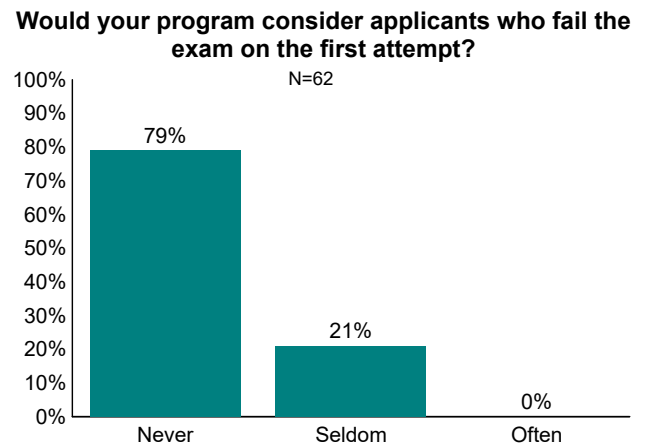
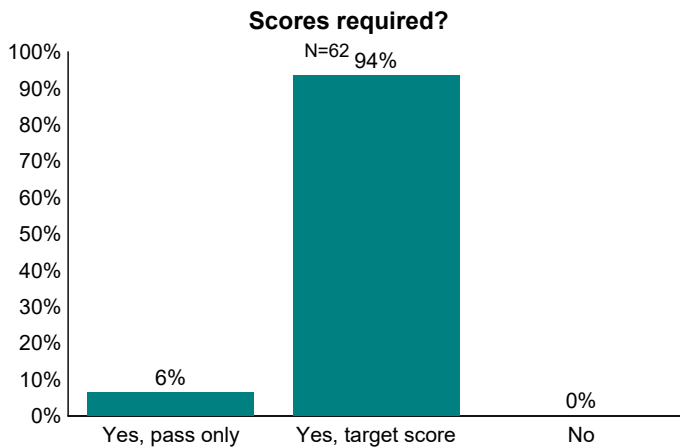
¹ Ratings on a scale from 1 (not at all important) to 5 (very important).

* International Medical Graduates only

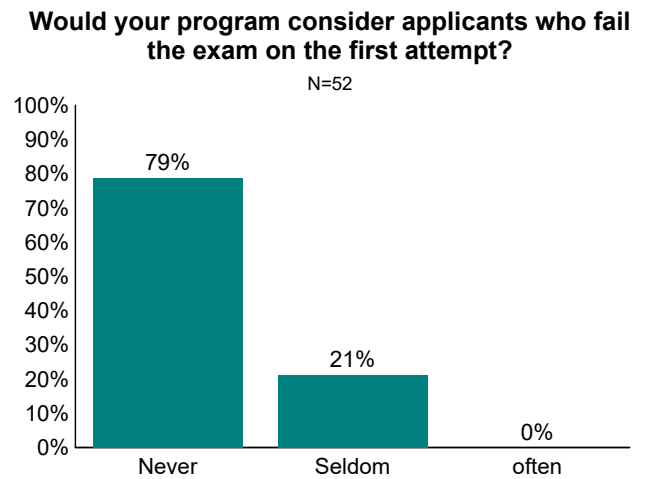
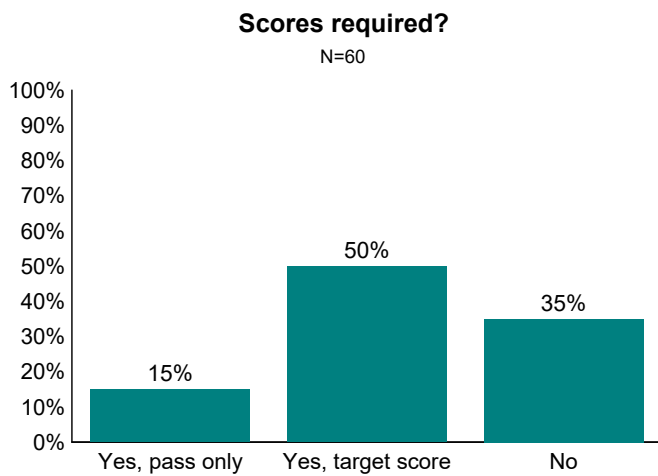
Figure OS-3

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

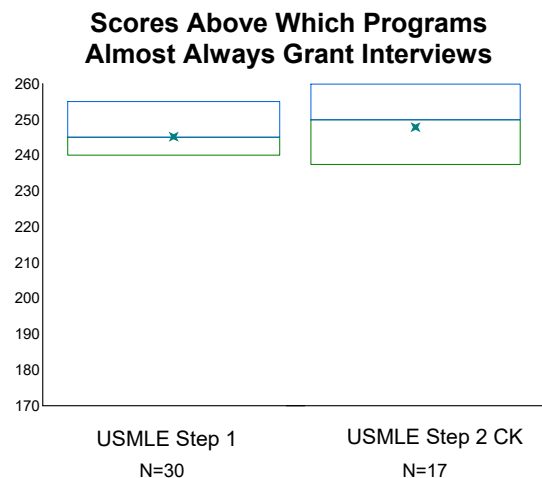
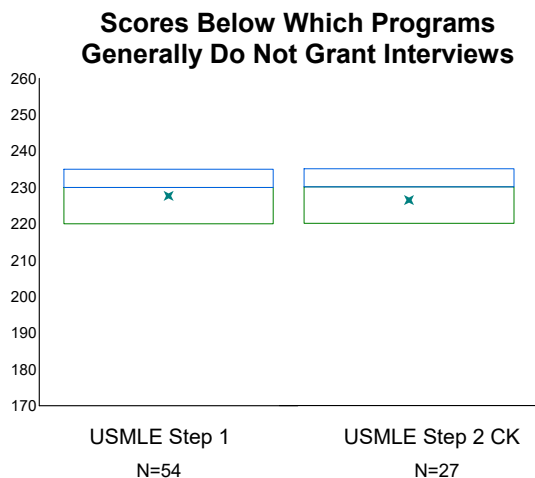
Percentage of Programs That Use USMLE Step 1 Score



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



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

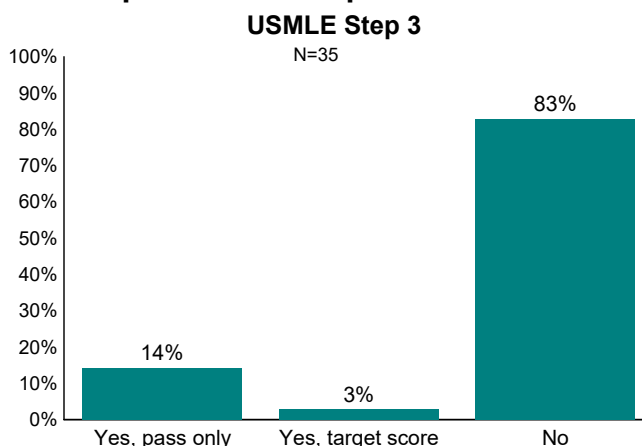
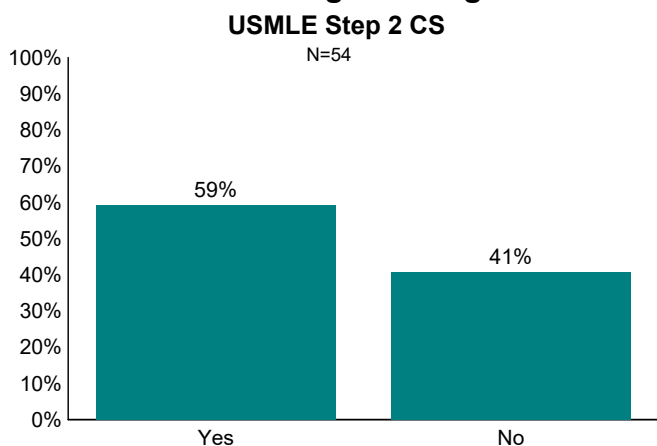


The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

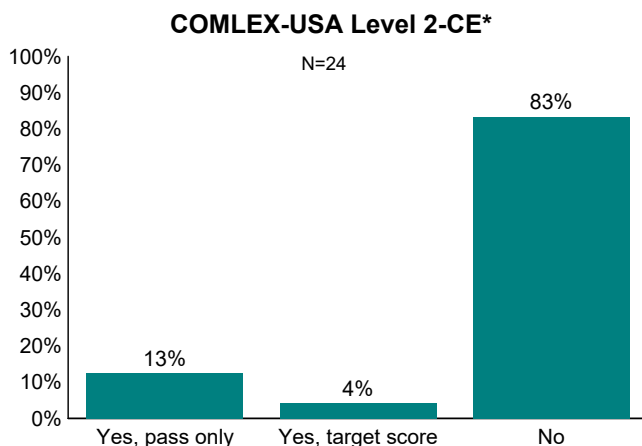
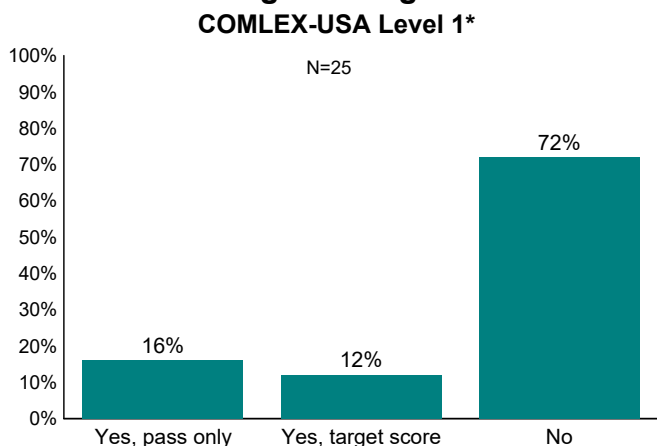
Figure OS-4

**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**

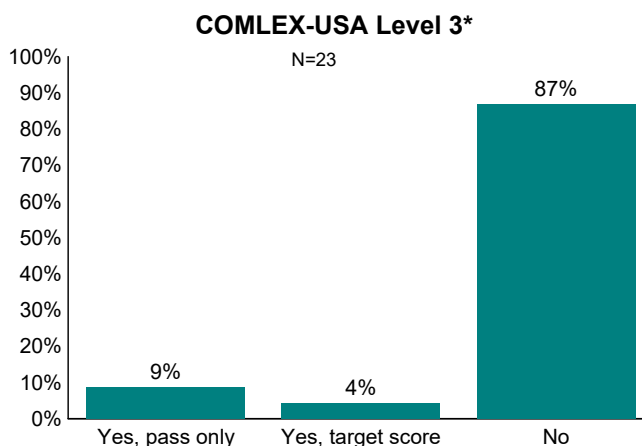
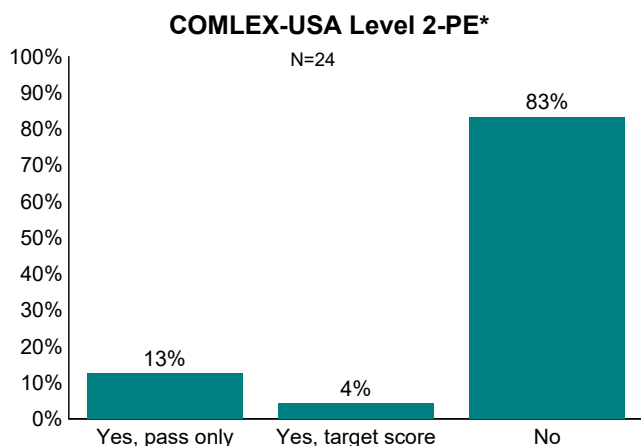
Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



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

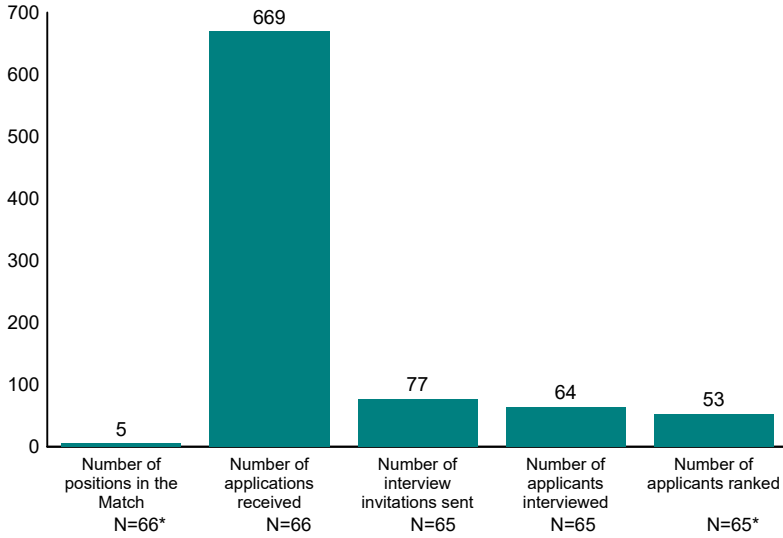


* Osteopathic applicants only

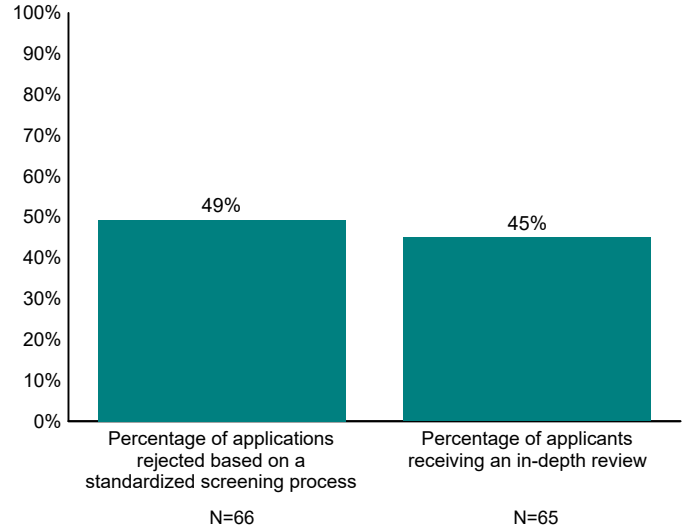
Figure OS-5

Orthopaedic Surgery Program's Interview Activities

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



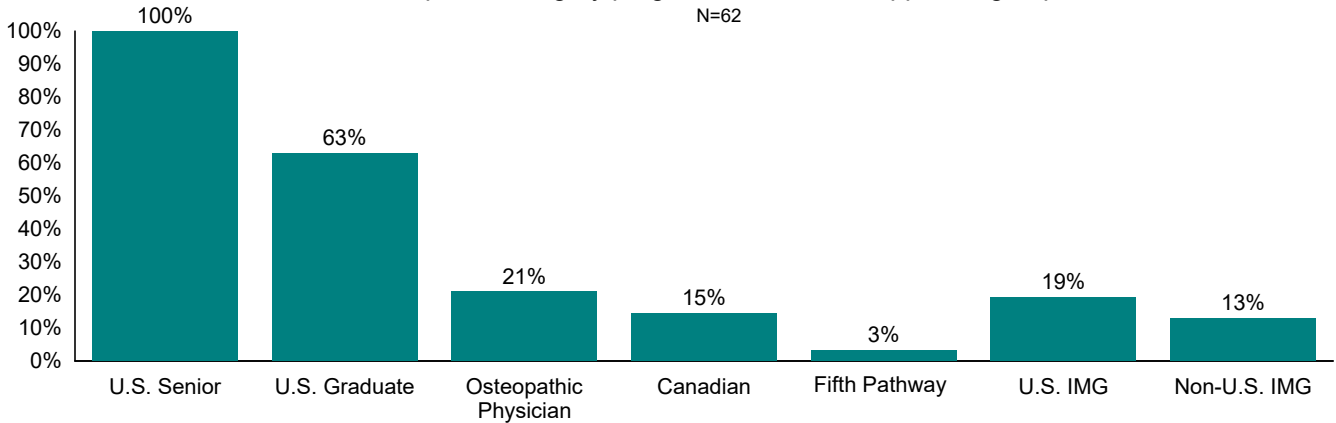
Average Percentage of Applicants Rejected and Reviewed



* 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



Frequency of Programs Interviewing and Ranking Candidates

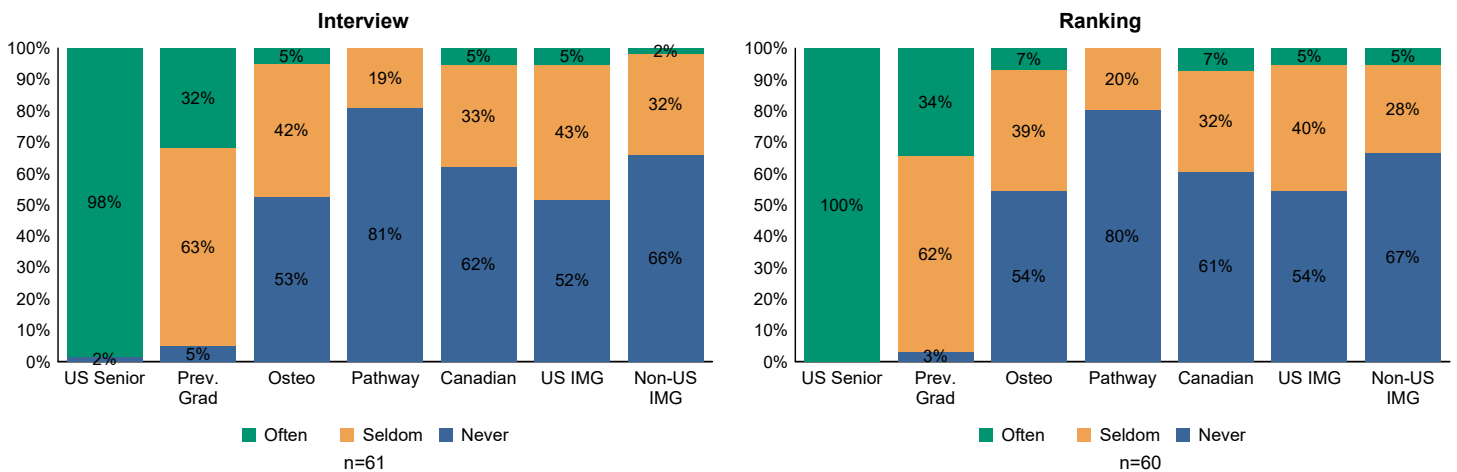
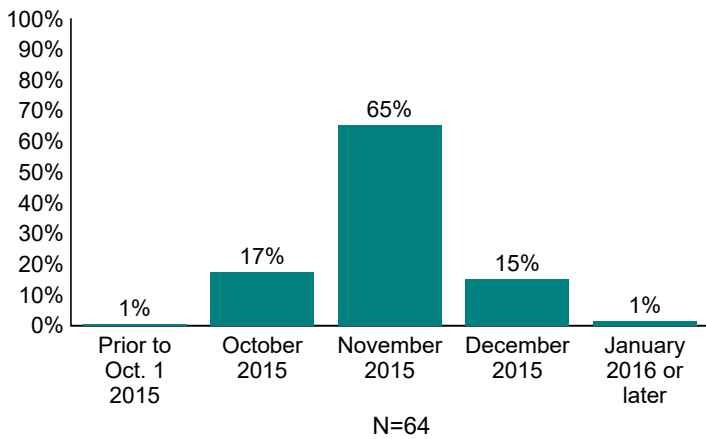


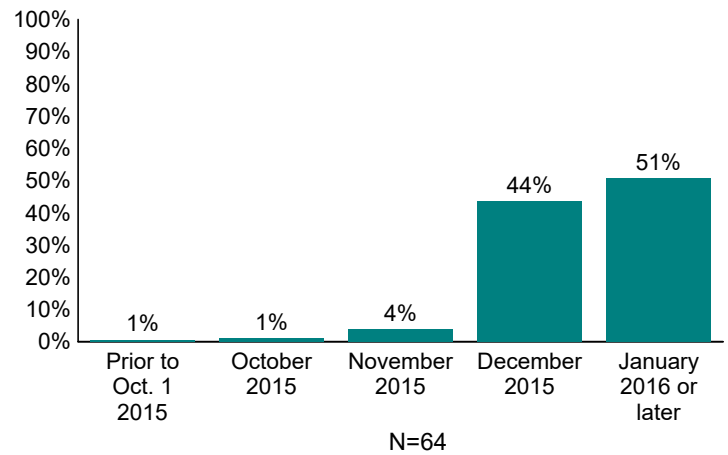
Figure OS-6

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

Percentage of Program's Interviews Extended During Each Time Period

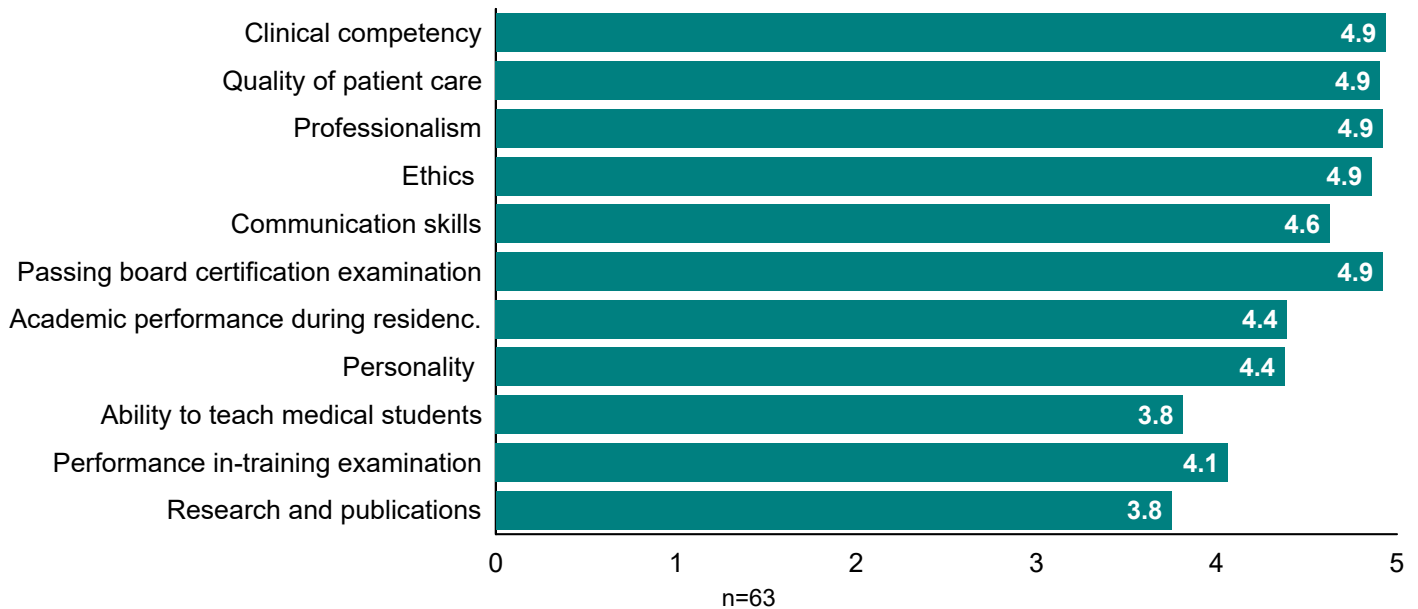


Percentage of Program's Interviews Conducted During Each Time Period



Importance of Factors in Assessing Residents' Success

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





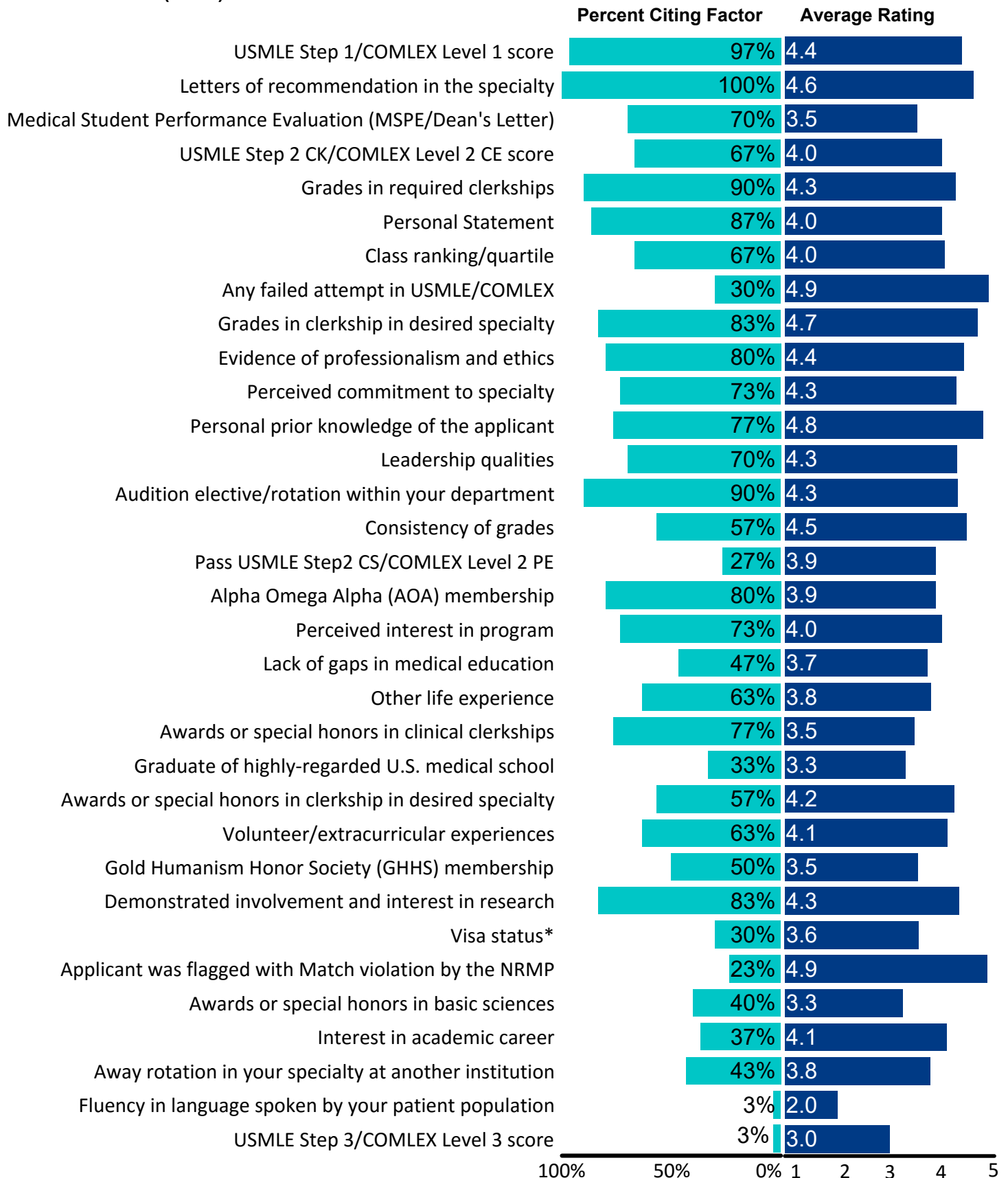
Otolaryngology

(N=31)

Figure O-1

Otolaryngology

Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Selecting Applicants to Interview (N=30)



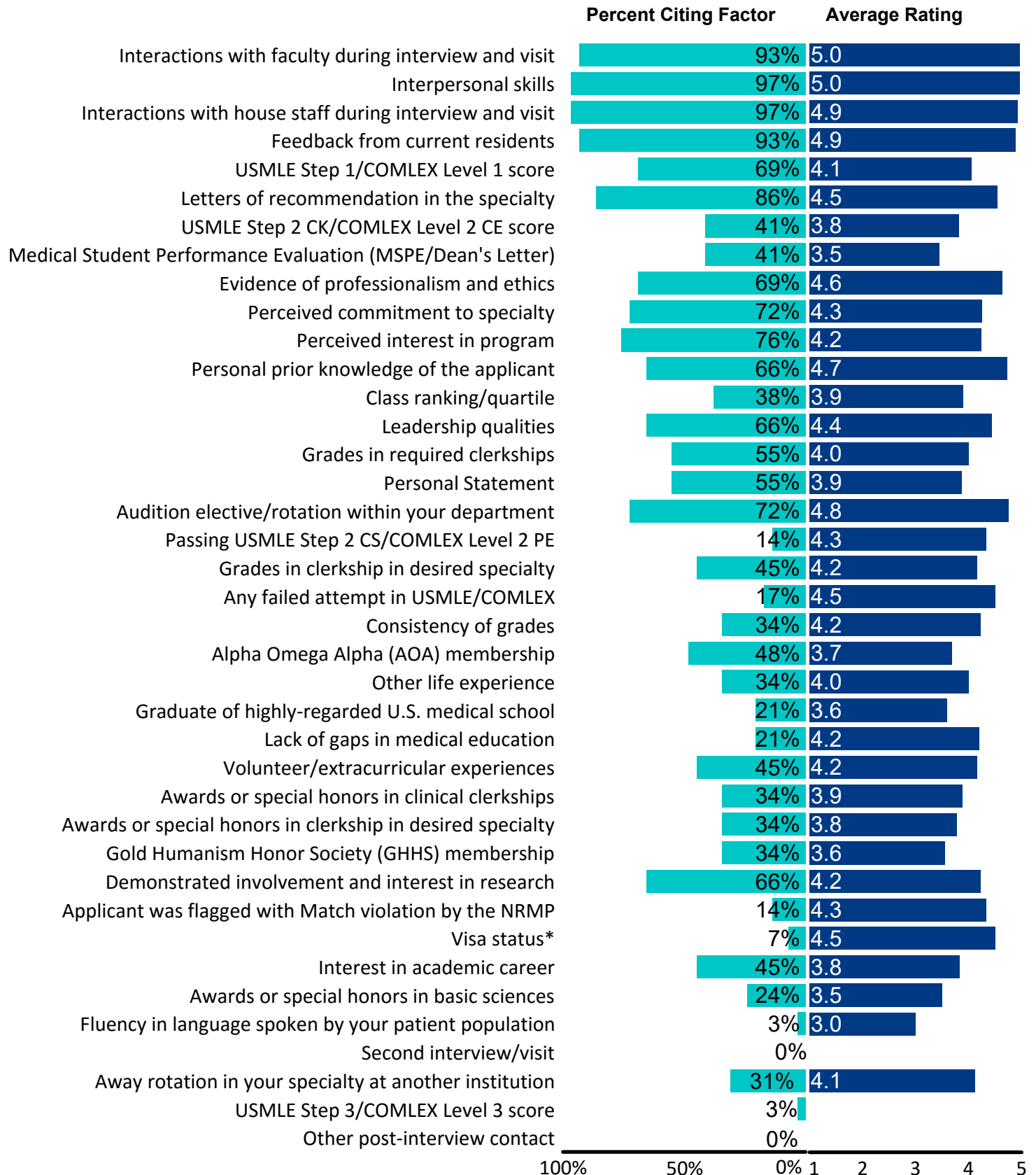
¹ Ratings on a scale from 1 (not at all important) to 5 (very important).

* International Medical Graduates only

Figure O-2

Otolaryngology

Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Ranking Applicants (N=30)



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

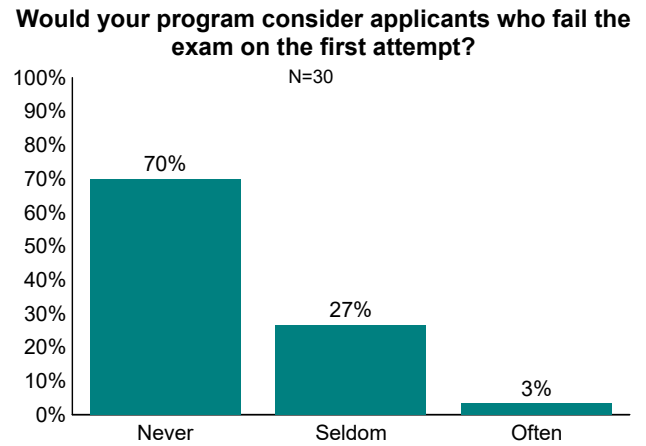
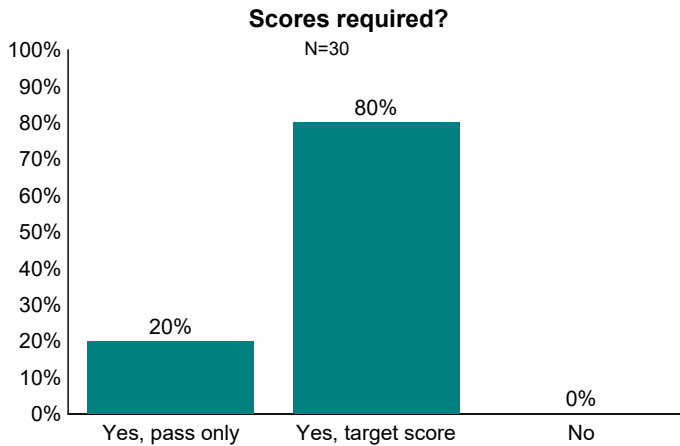
* International Medical Graduates only

Figure O-3

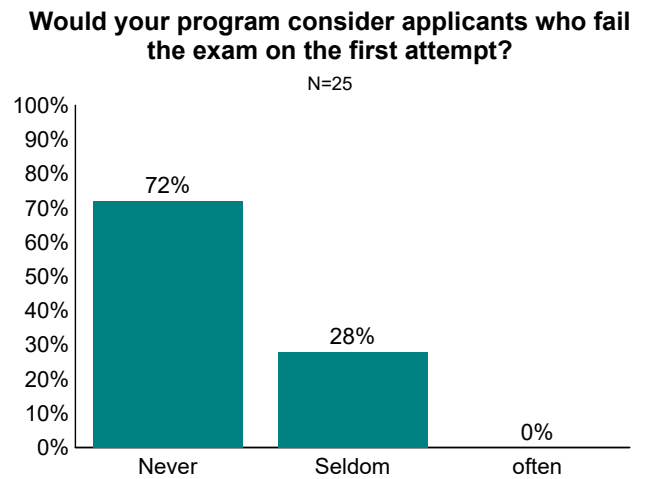
Otolaryngology

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

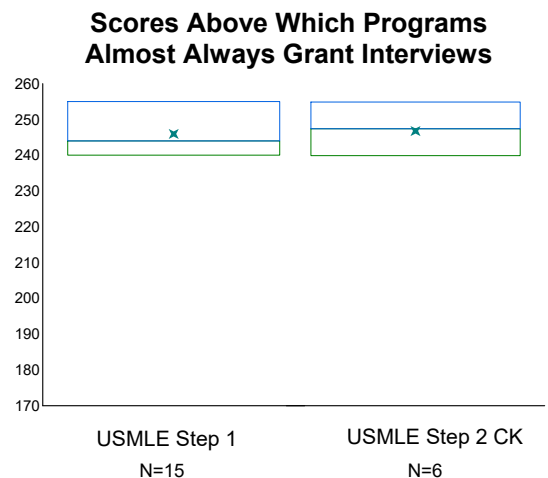
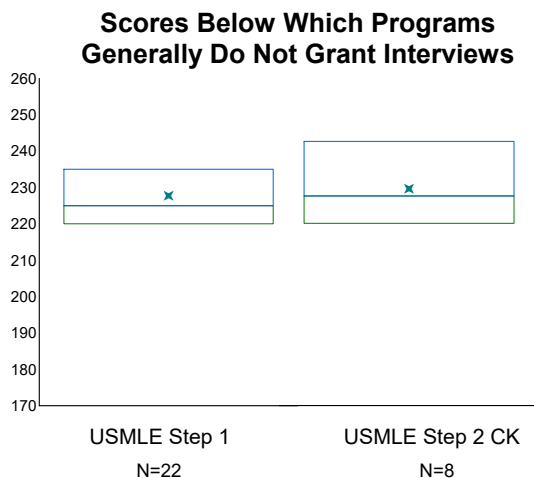
Percentage of Programs That Use USMLE Step 1 Score



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



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

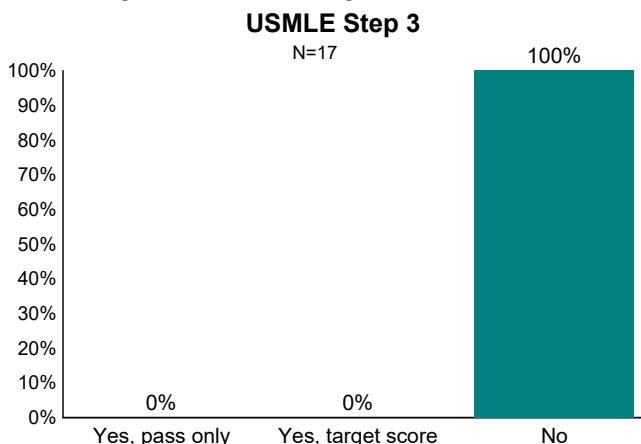
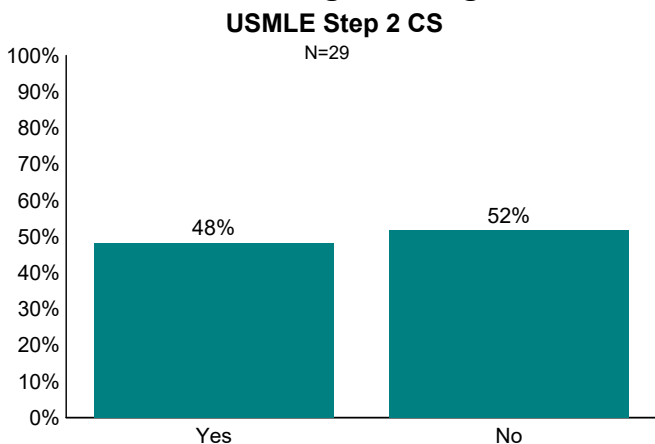


The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

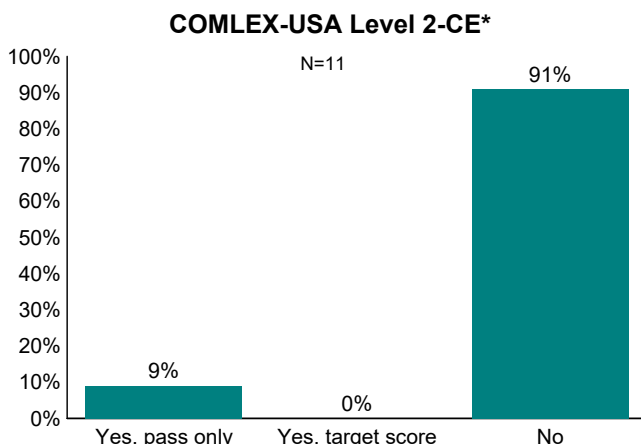
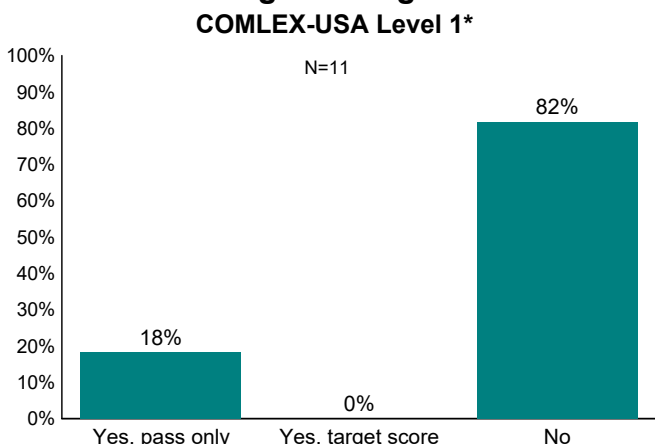
Figure O-4

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

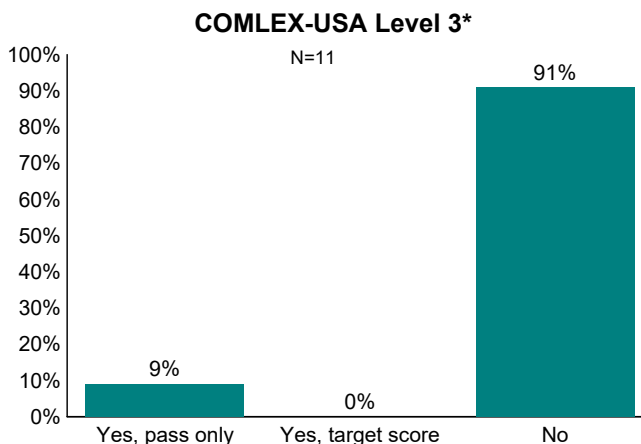
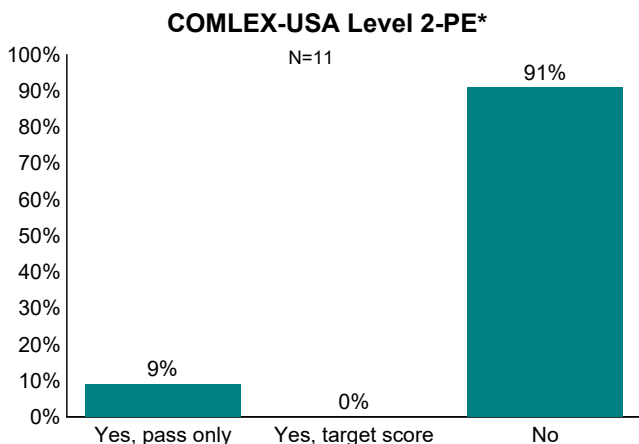
Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



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

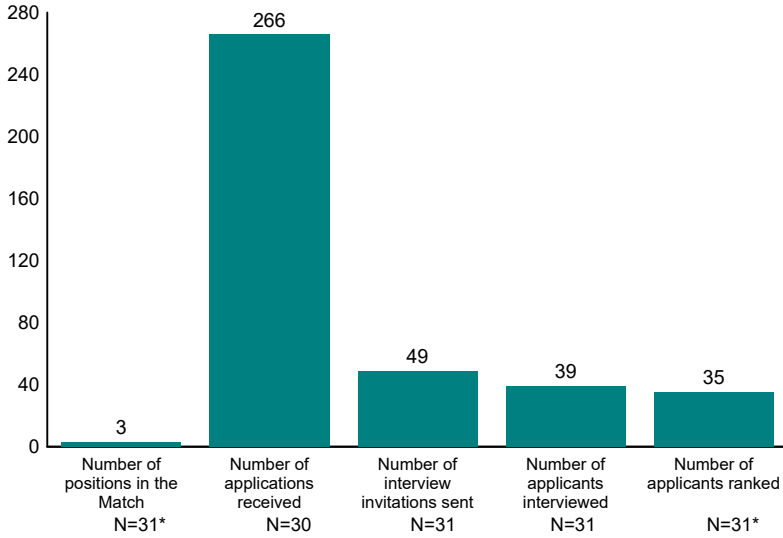


* Osteopathic applicants only

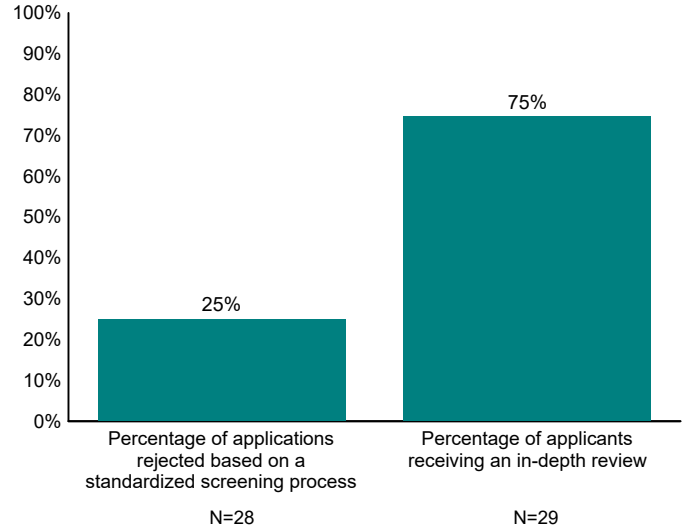
Figure O-5

Otolaryngology Program's Interview Activities

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



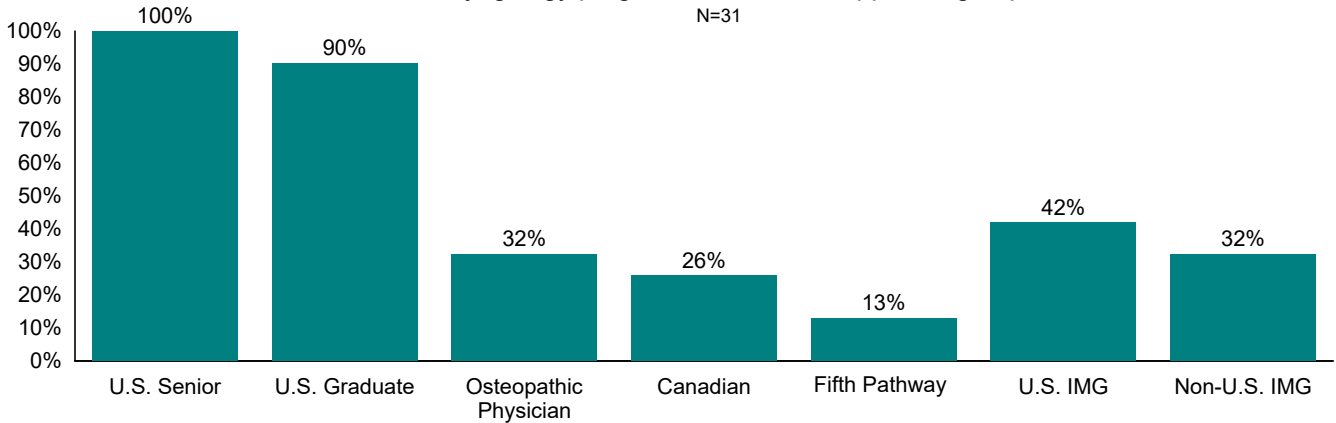
Average Percentage of Applicants Rejected and Reviewed



* 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



Frequency of Programs Interviewing and Ranking Candidates

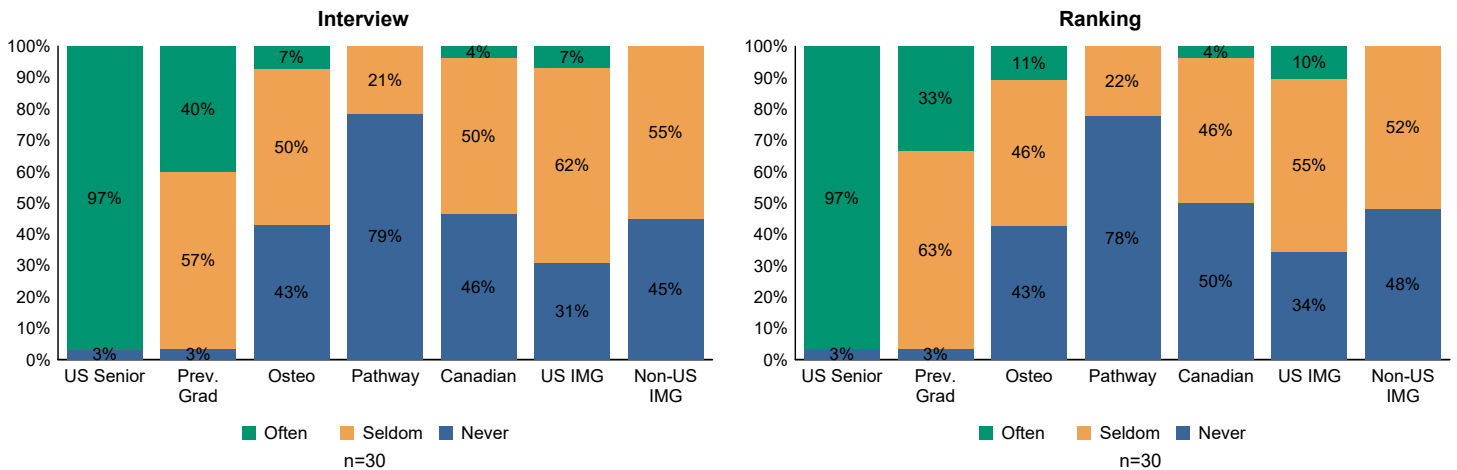
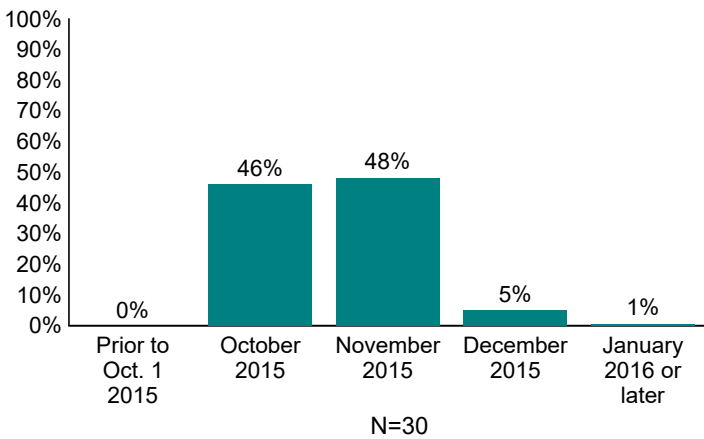


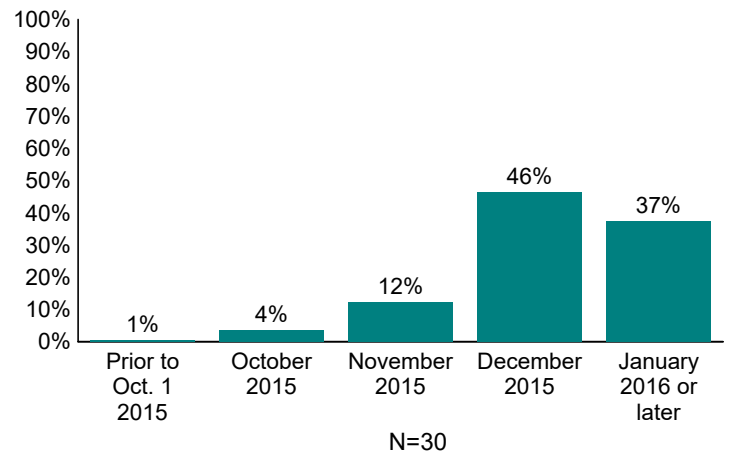
Figure O-6

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

Percentage of Program's Interviews Extended During Each Time Period

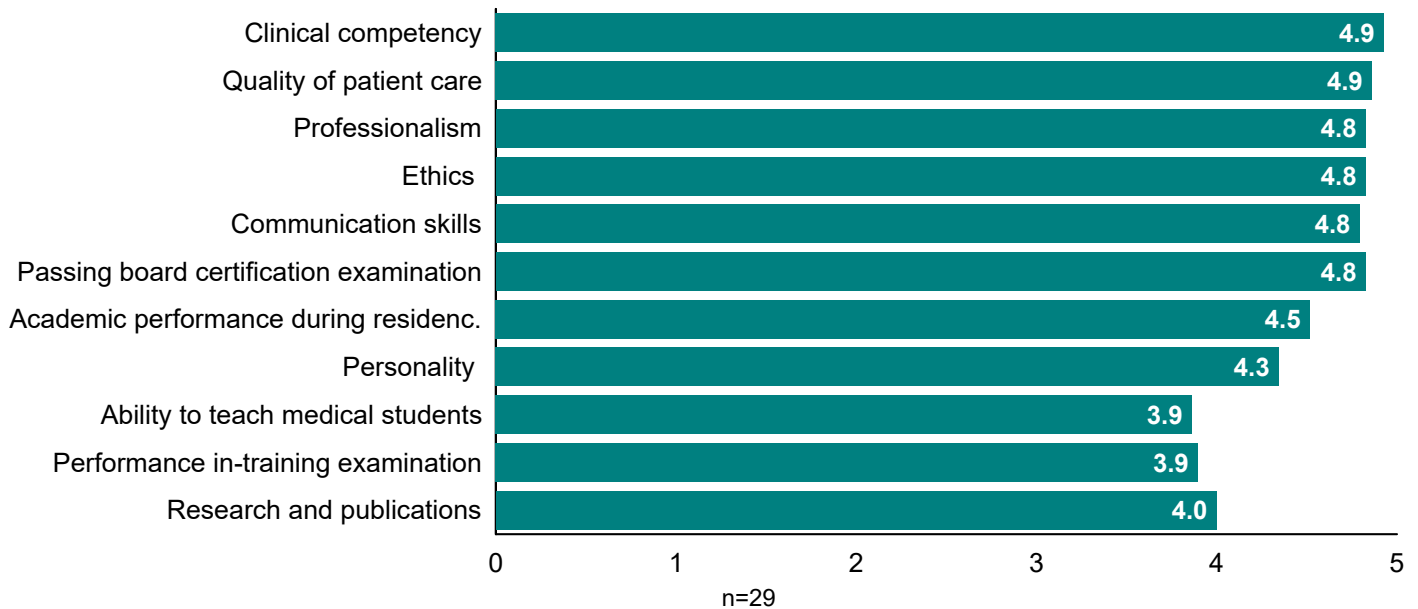



Percentage of Program's Interviews Conducted During Each Time Period



Importance of Factors in Assessing Residents' Success

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





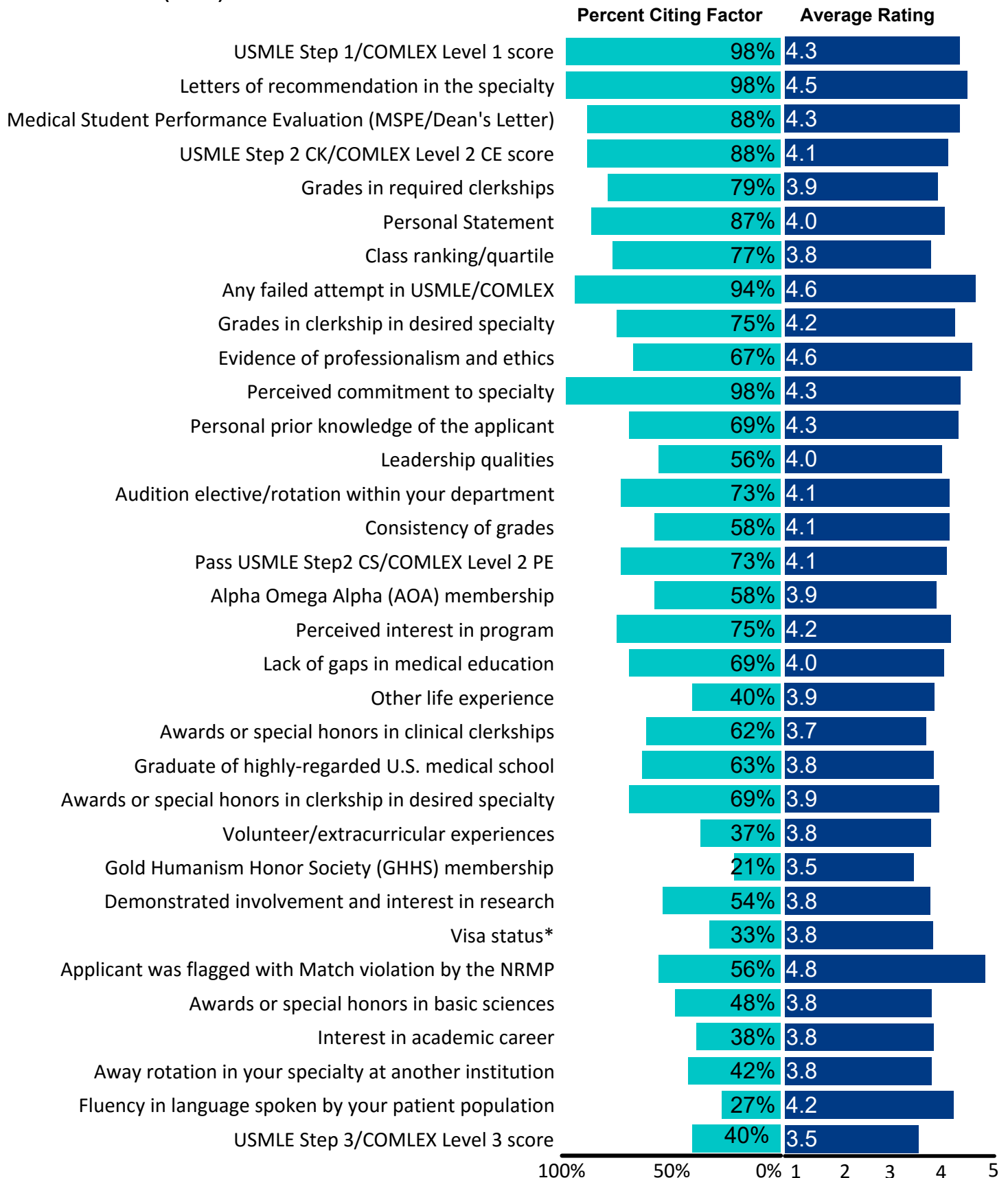
Pathology

(N=58)

Figure PA-1

Pathology

Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Selecting Applicants to Interview (N=52)



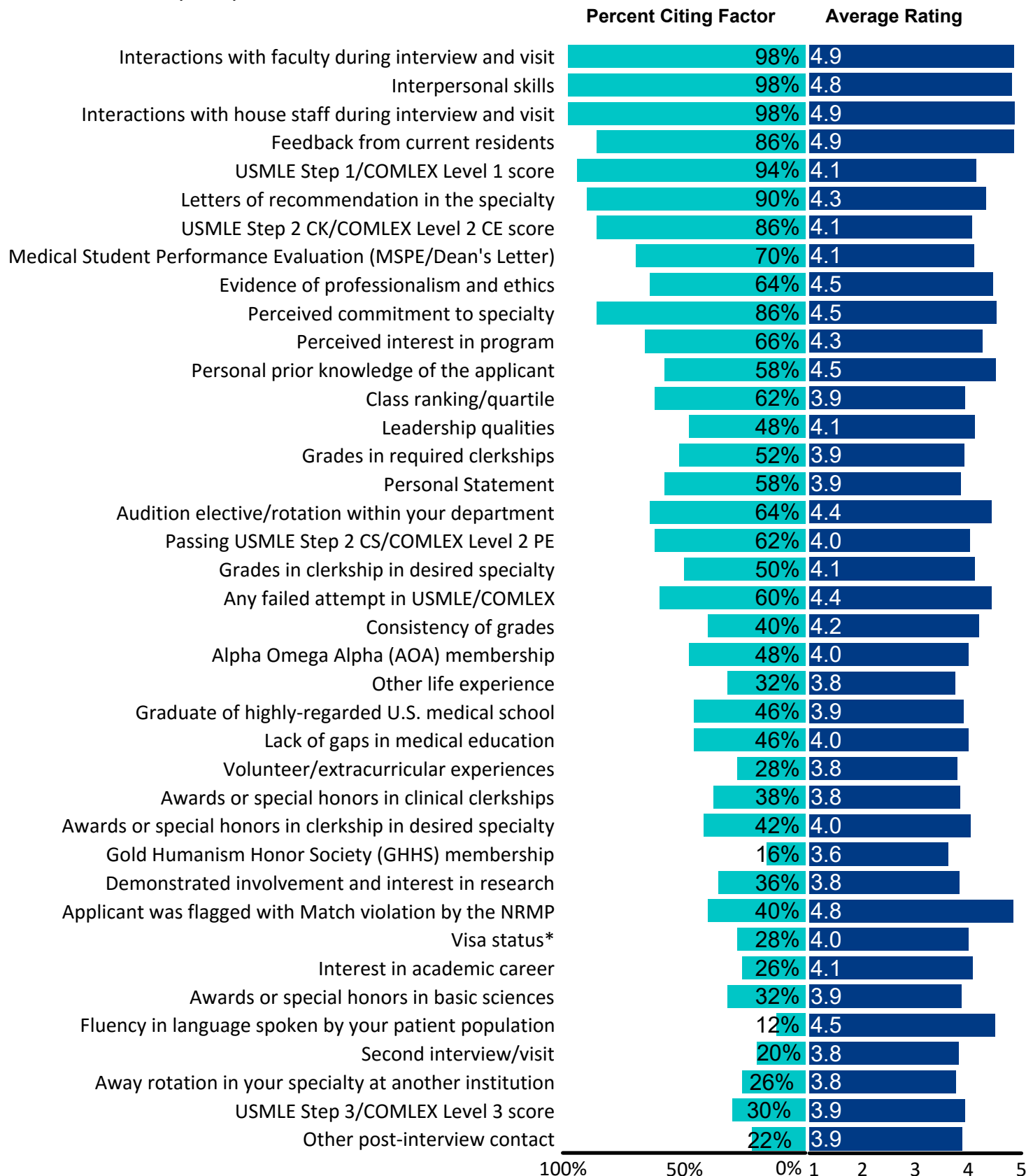
¹ Ratings on a scale from 1 (not at all important) to 5 (very important).

* International Medical Graduates only

Figure PA-2

Pathology

Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Ranking Applicants (N=52)



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

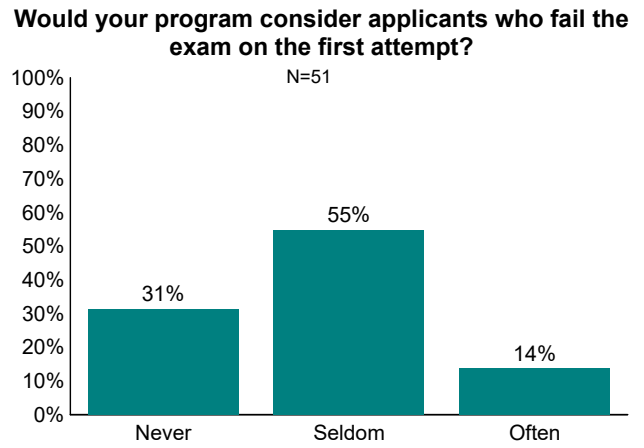
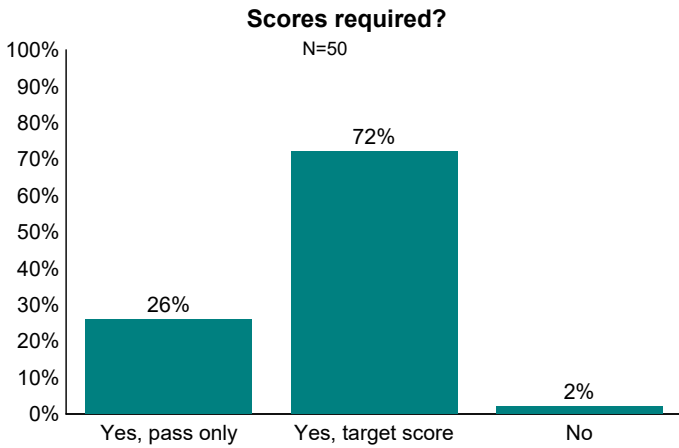
* International Medical Graduates only

Figure PA-3

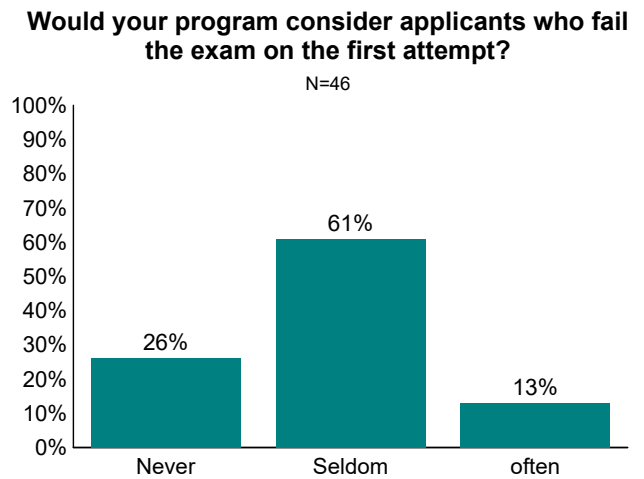
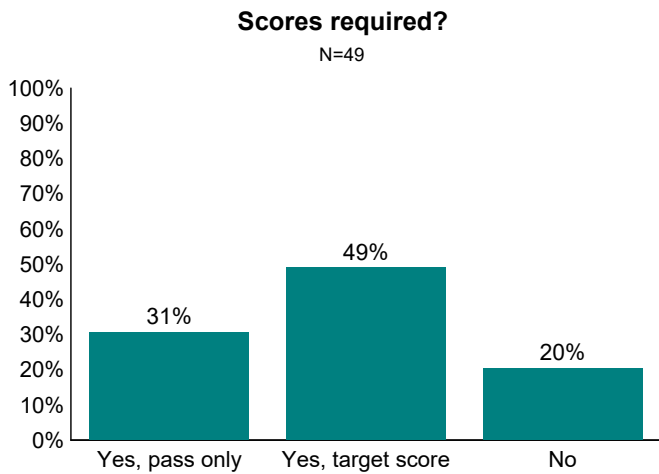
Pathology

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

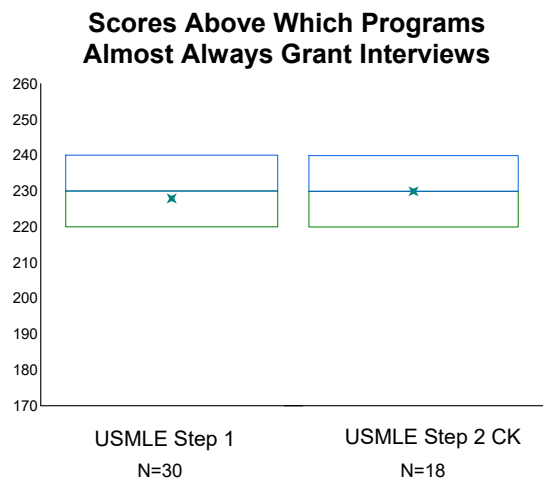
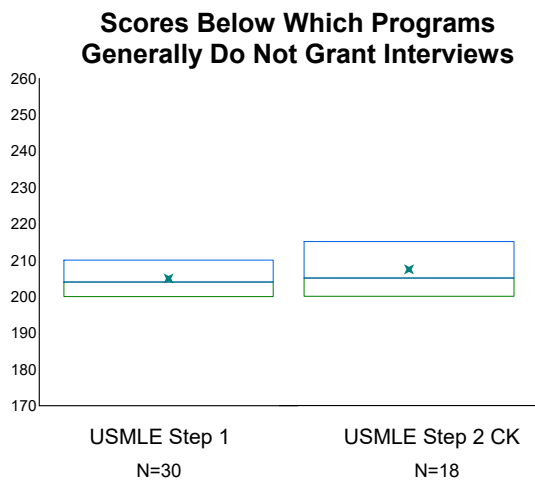
Percentage of Programs That Use USMLE Step 1 Score



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



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

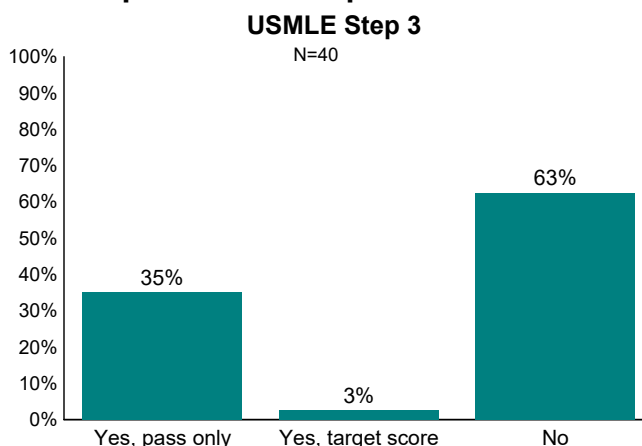
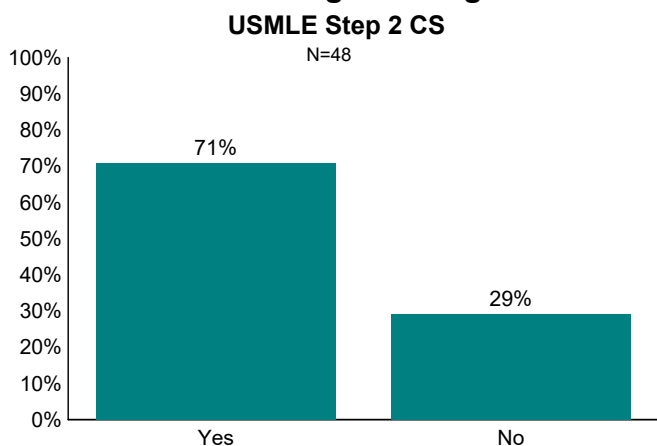


The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

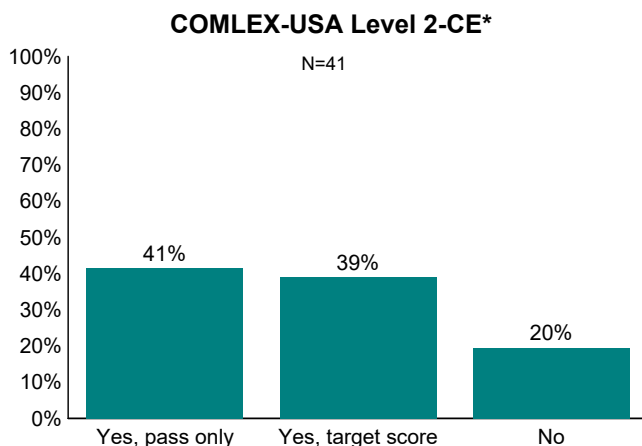
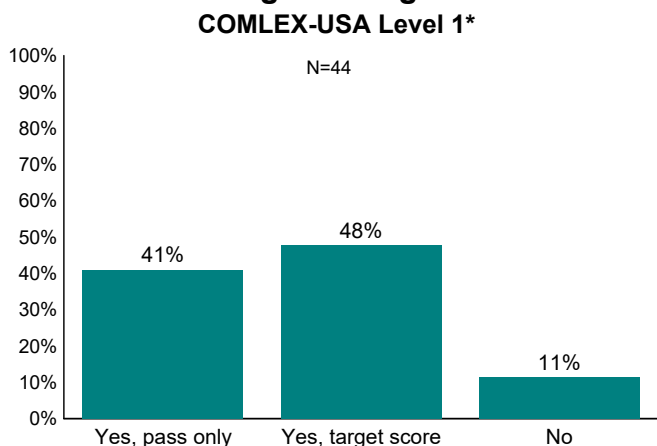
Figure PA-4

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

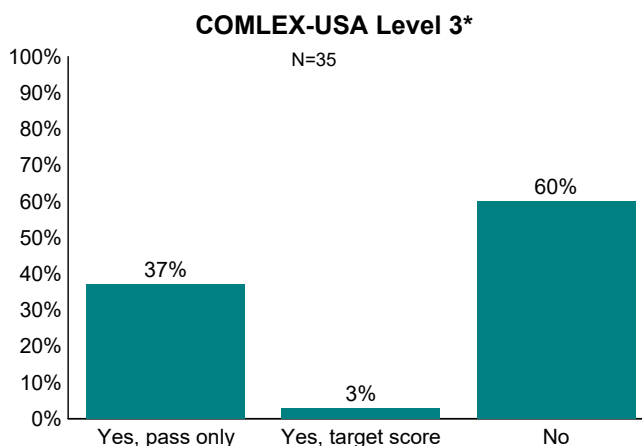
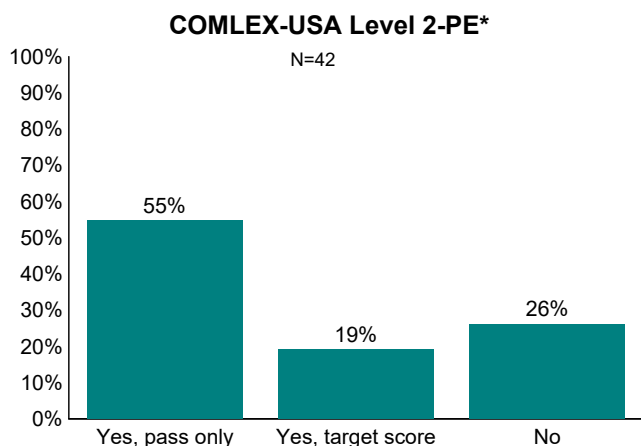
Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



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

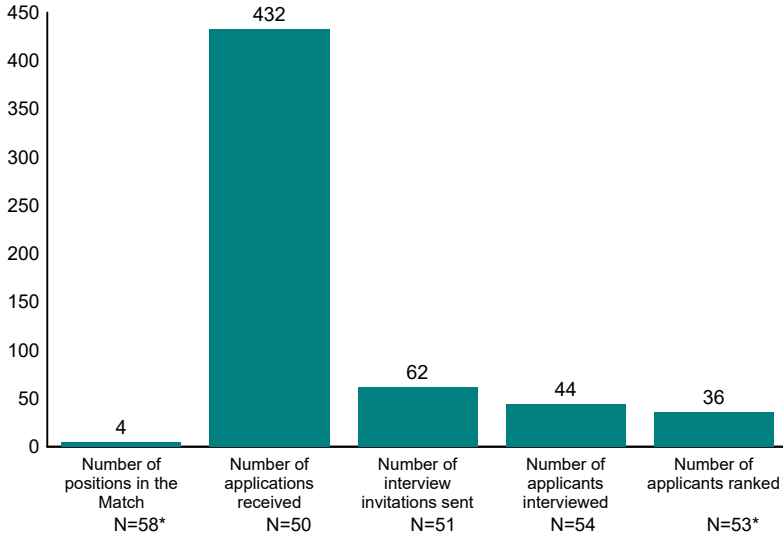


* Osteopathic applicants only

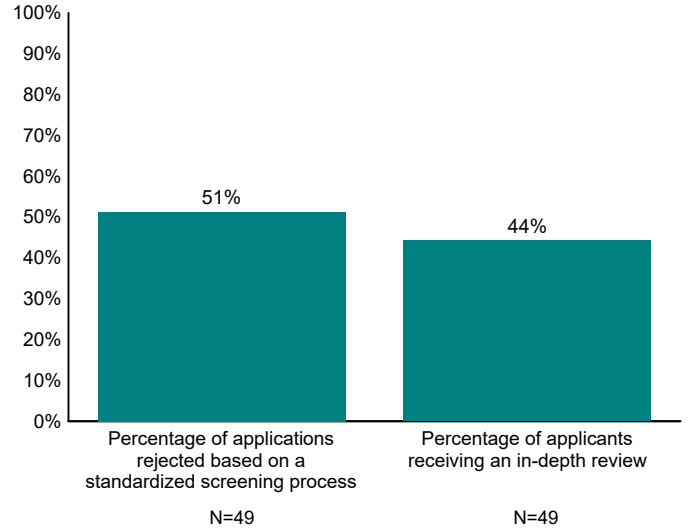
Figure PA-5

Pathology Program's Interview Activities

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

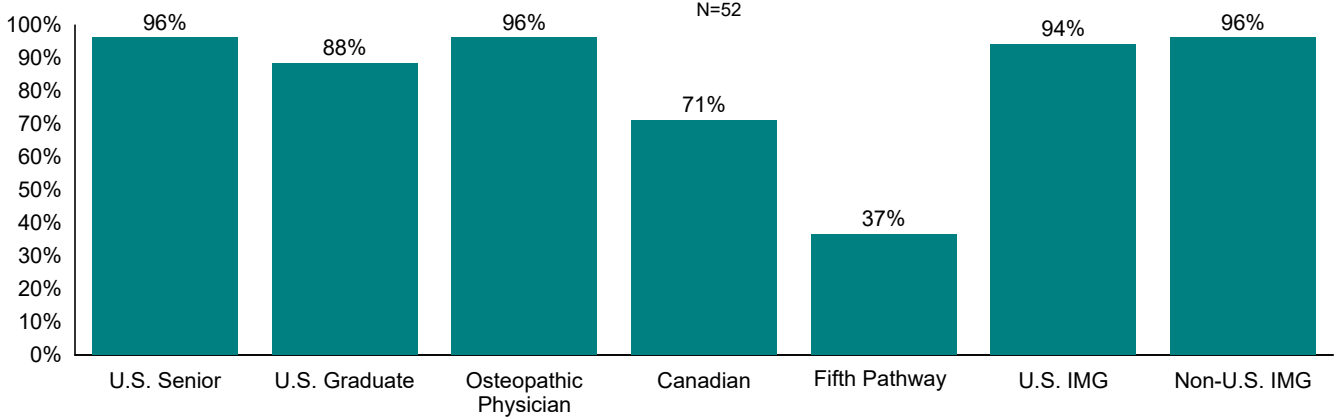


Average Percentage of Applicants Rejected and Reviewed



* 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

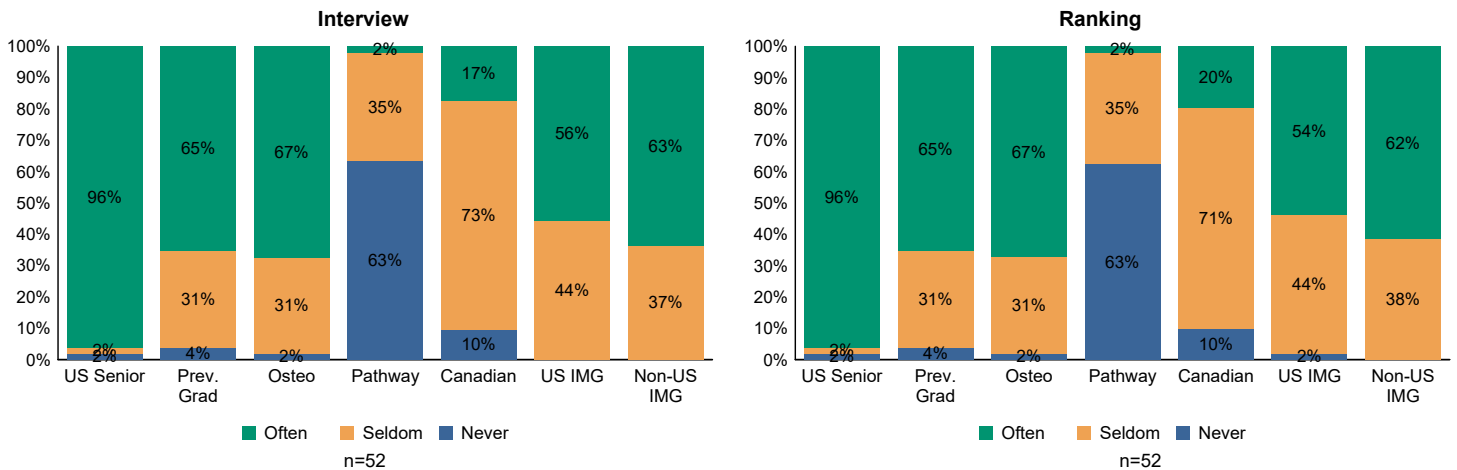
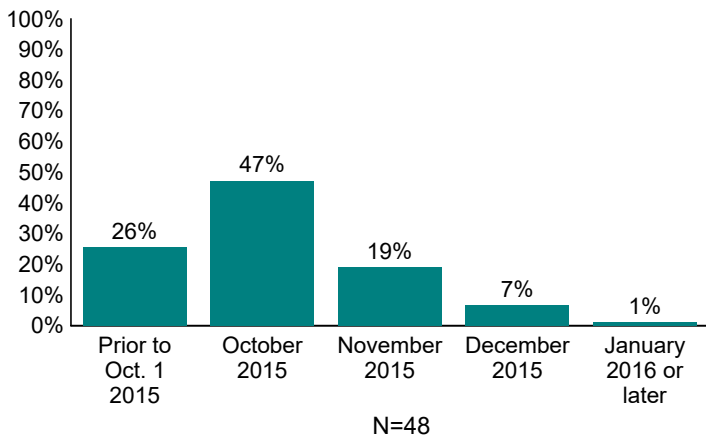


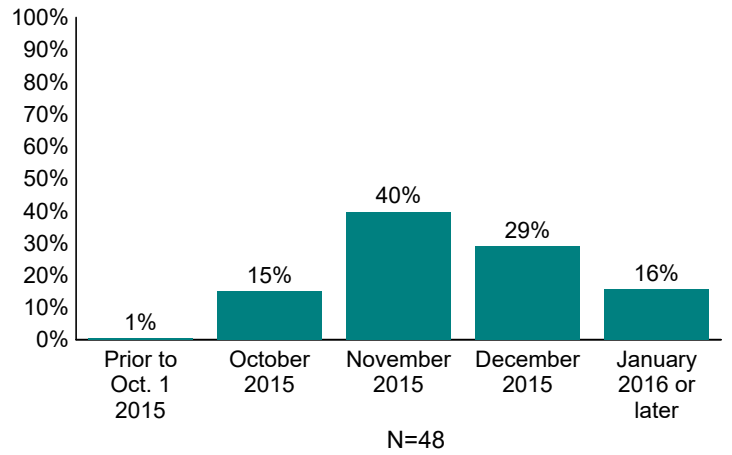
Figure PA-6

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

Percentage of Program's Interviews Extended During Each Time Period

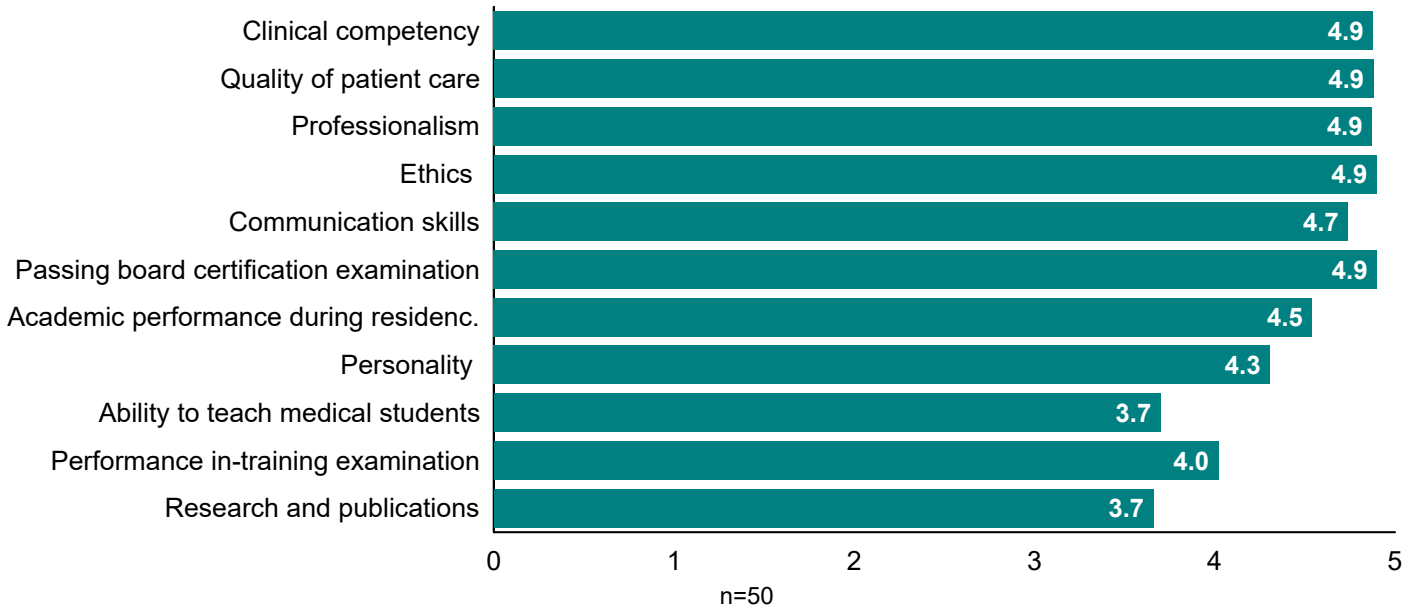



Percentage of Program's Interviews Conducted During Each Time Period



Importance of Factors in Assessing Residents' Success

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





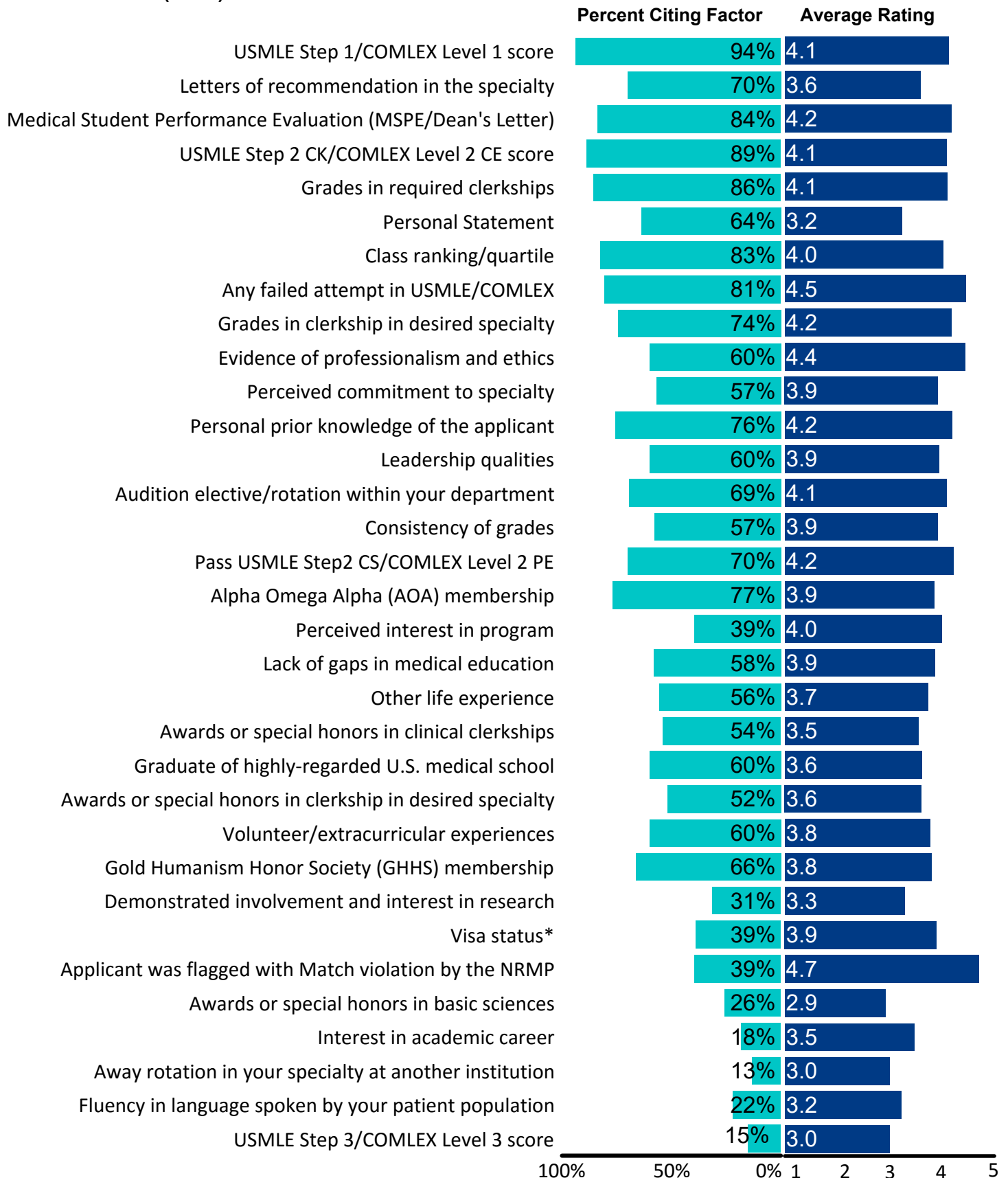
Pediatrics

(N=92)

Figure P-1

Pediatrics

Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Selecting Applicants to Interview (N=80)



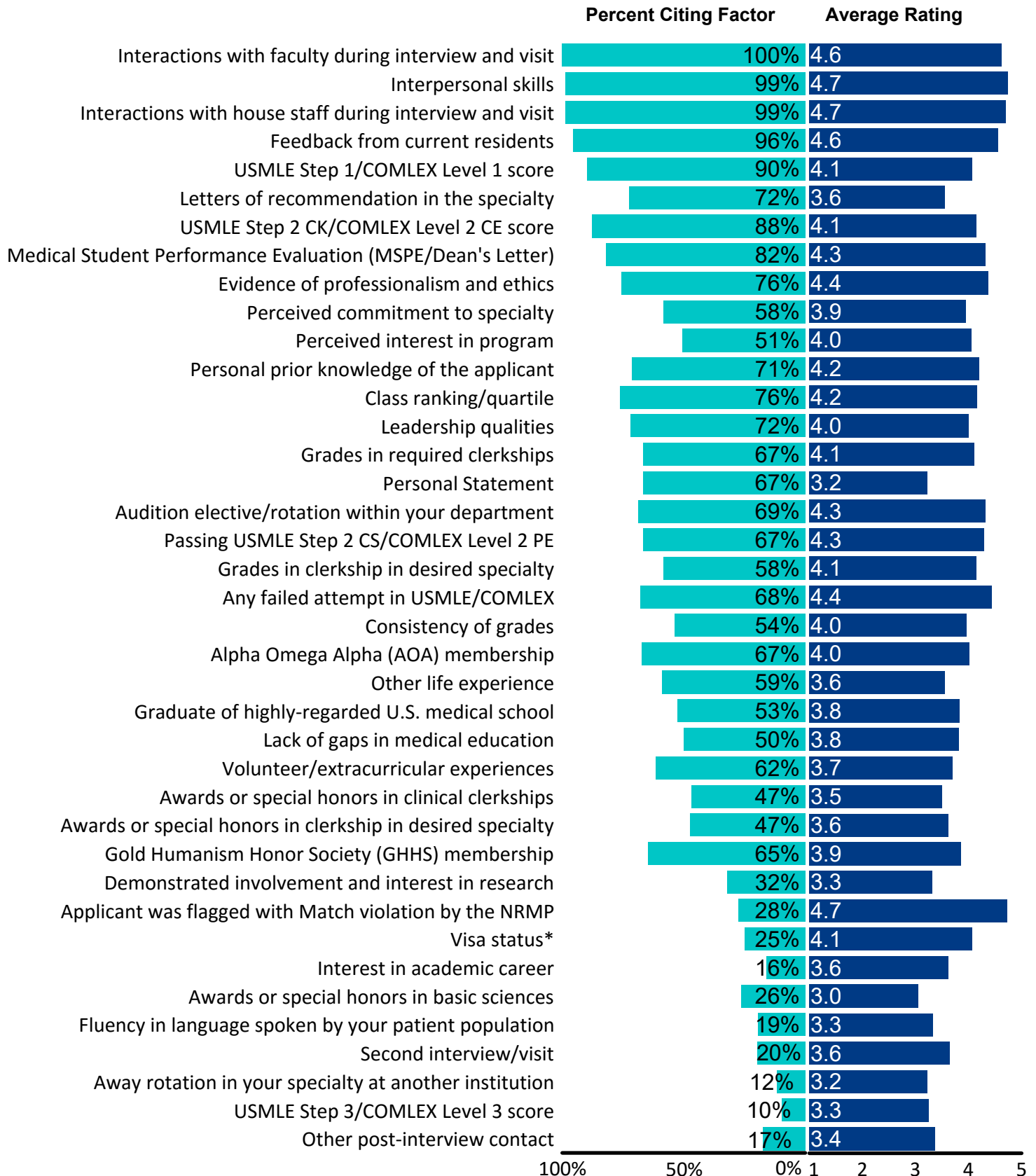
¹ Ratings on a scale from 1 (not at all important) to 5 (very important).

* International Medical Graduates only

Figure P-2

Pediatrics

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



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

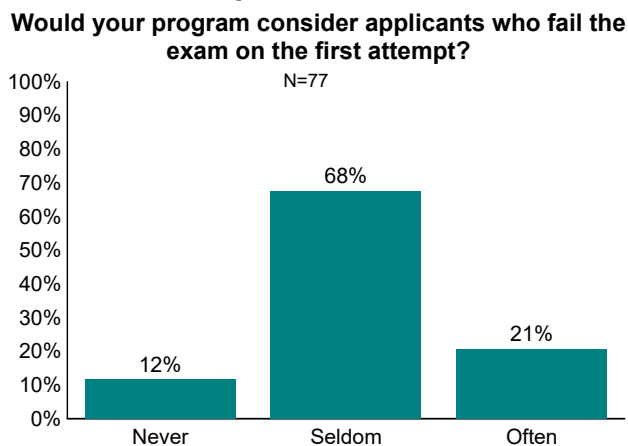
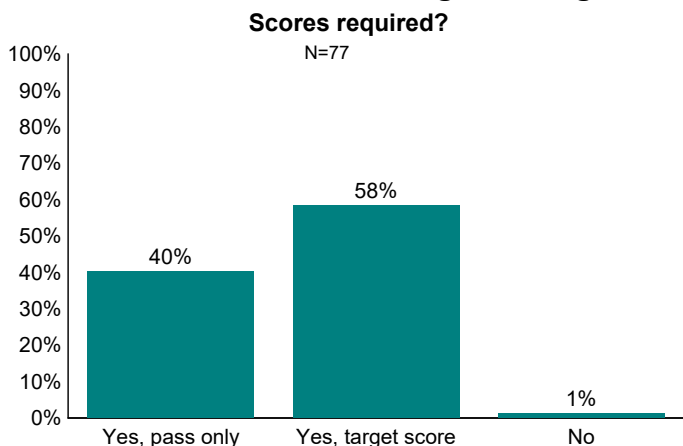
* International Medical Graduates only

Figure P-3

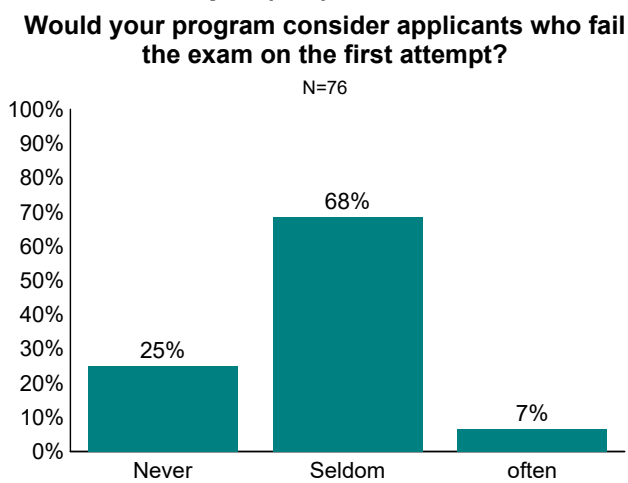
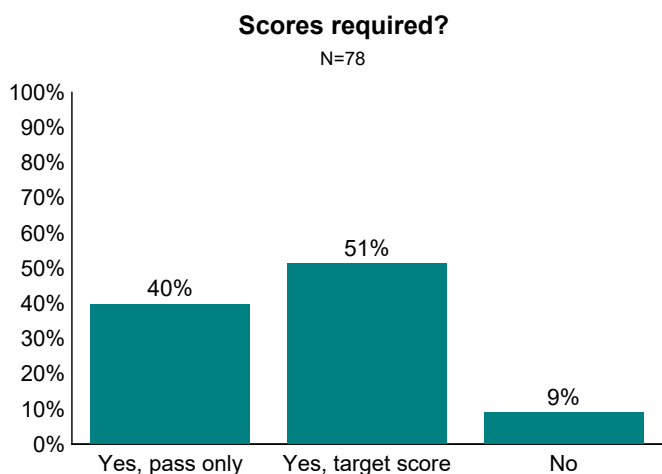
Pediatrics

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

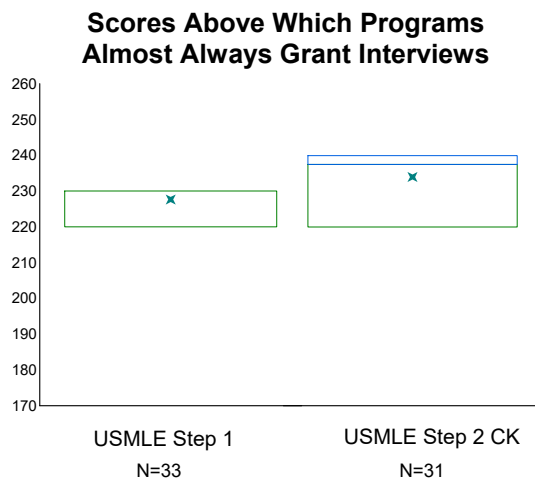
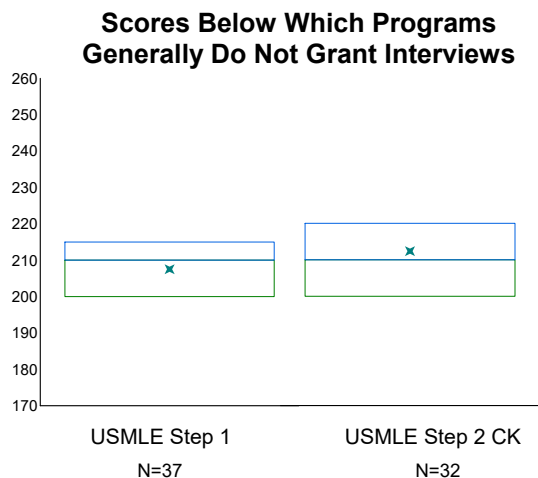
Percentage of Programs That Use USMLE Step 1 Score



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



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



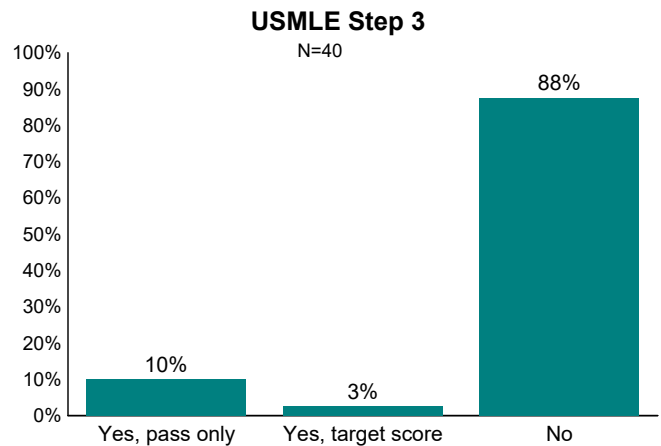
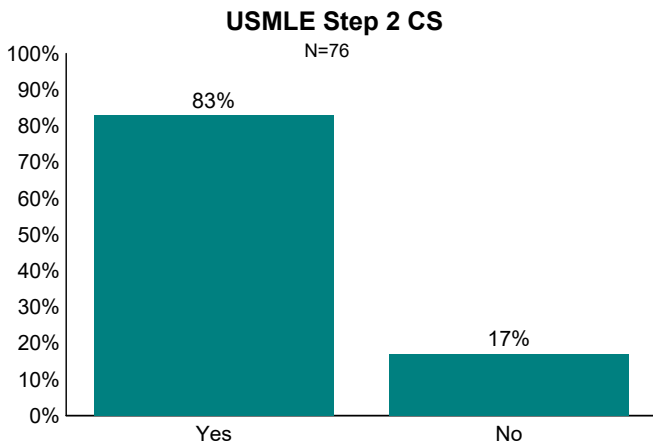
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

Figure P-4

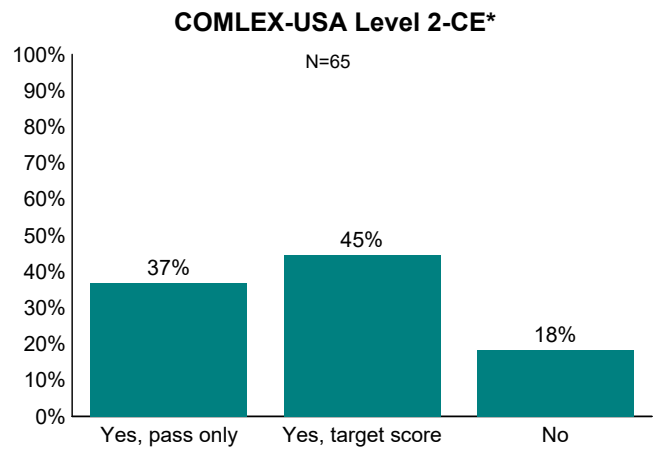
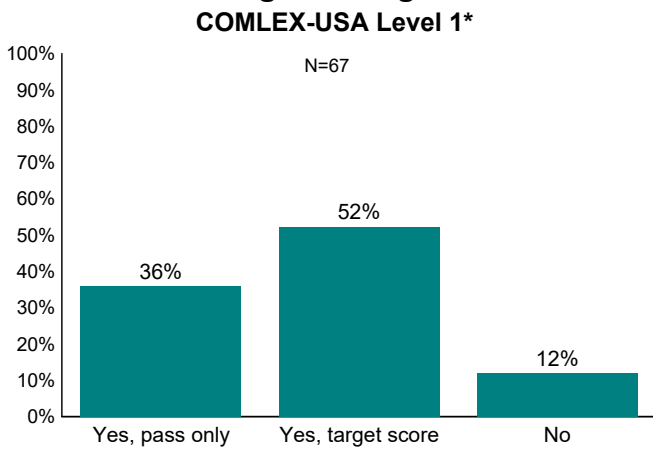
Pediatrics

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

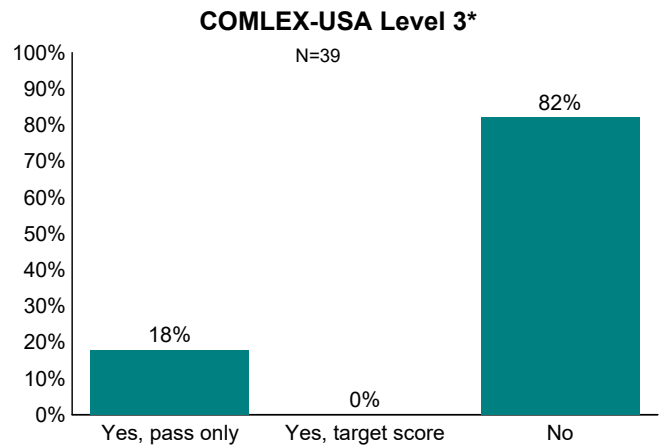
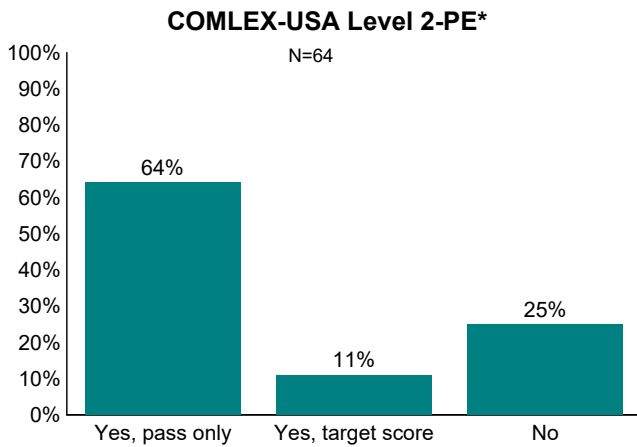
Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



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

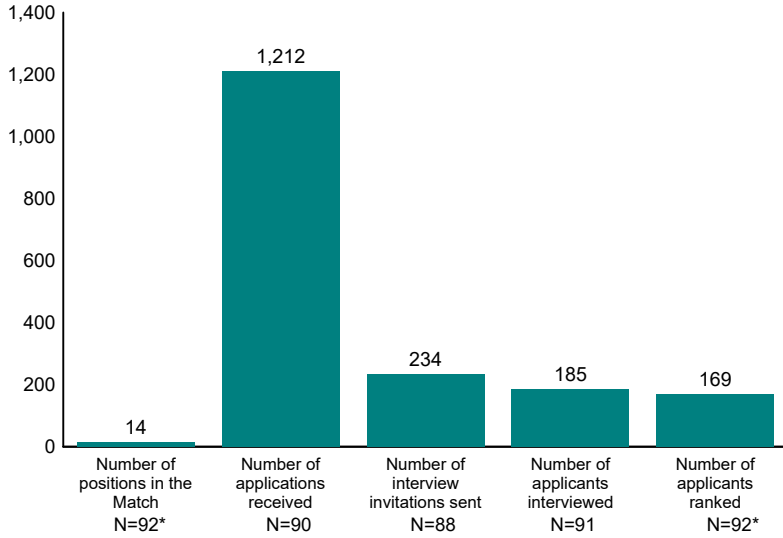


* Osteopathic applicants only

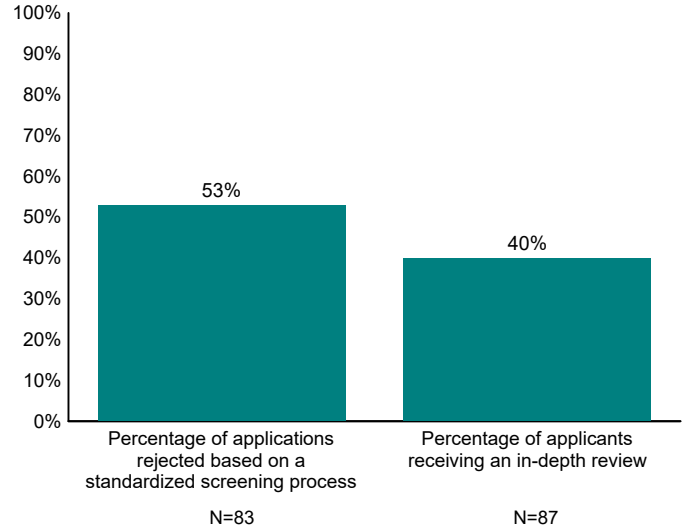
Figure P-5

Pediatrics Program's Interview Activities

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



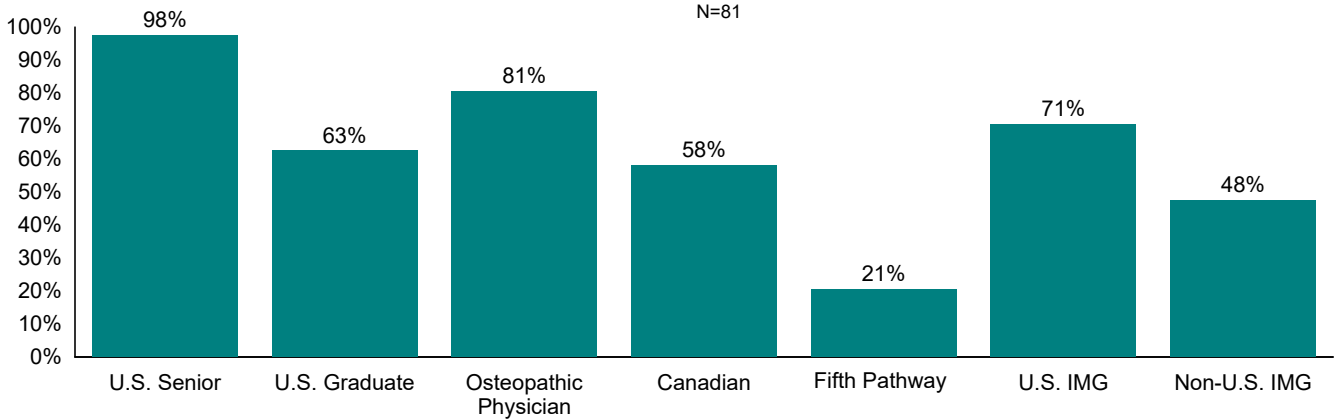
Average Percentage of Applicants Rejected and Reviewed



* 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

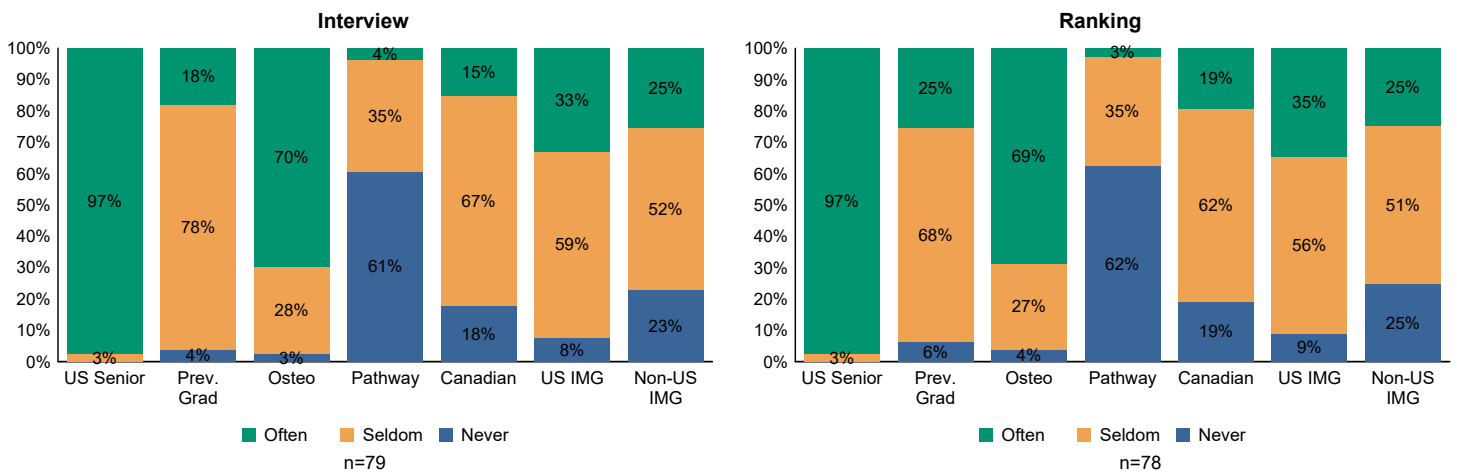
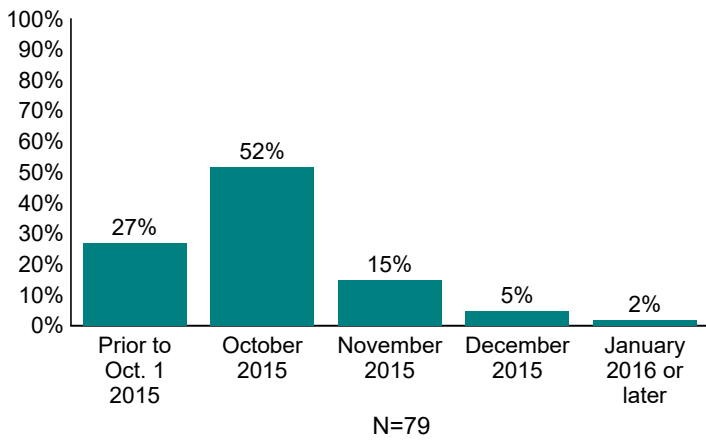


Figure P-6

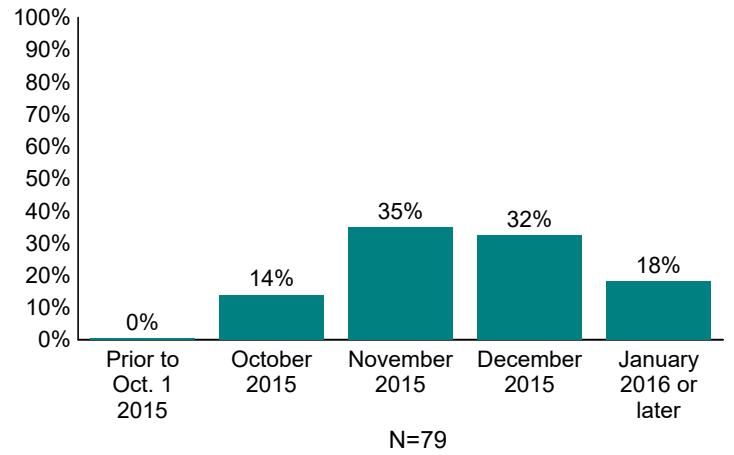
Pediatrics

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

Percentage of Program's Interviews Extended During Each Time Period

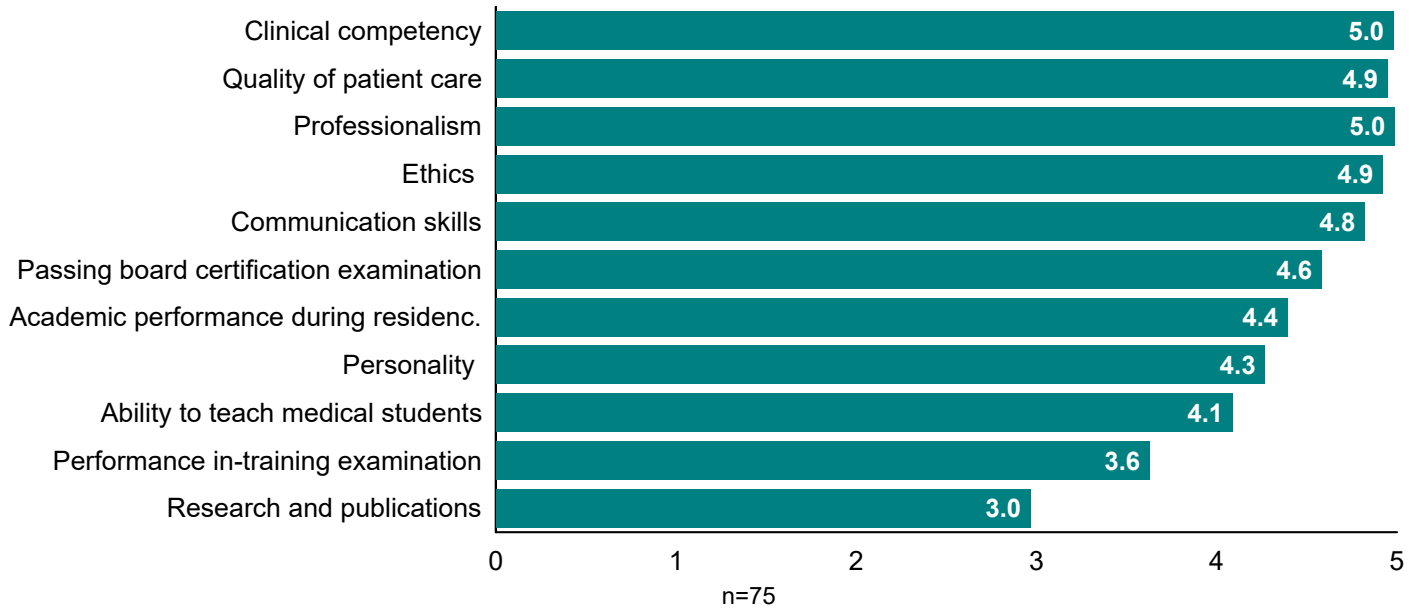



Percentage of Program's Interviews Conducted During Each Time Period



Importance of Factors in Assessing Residents' Success

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



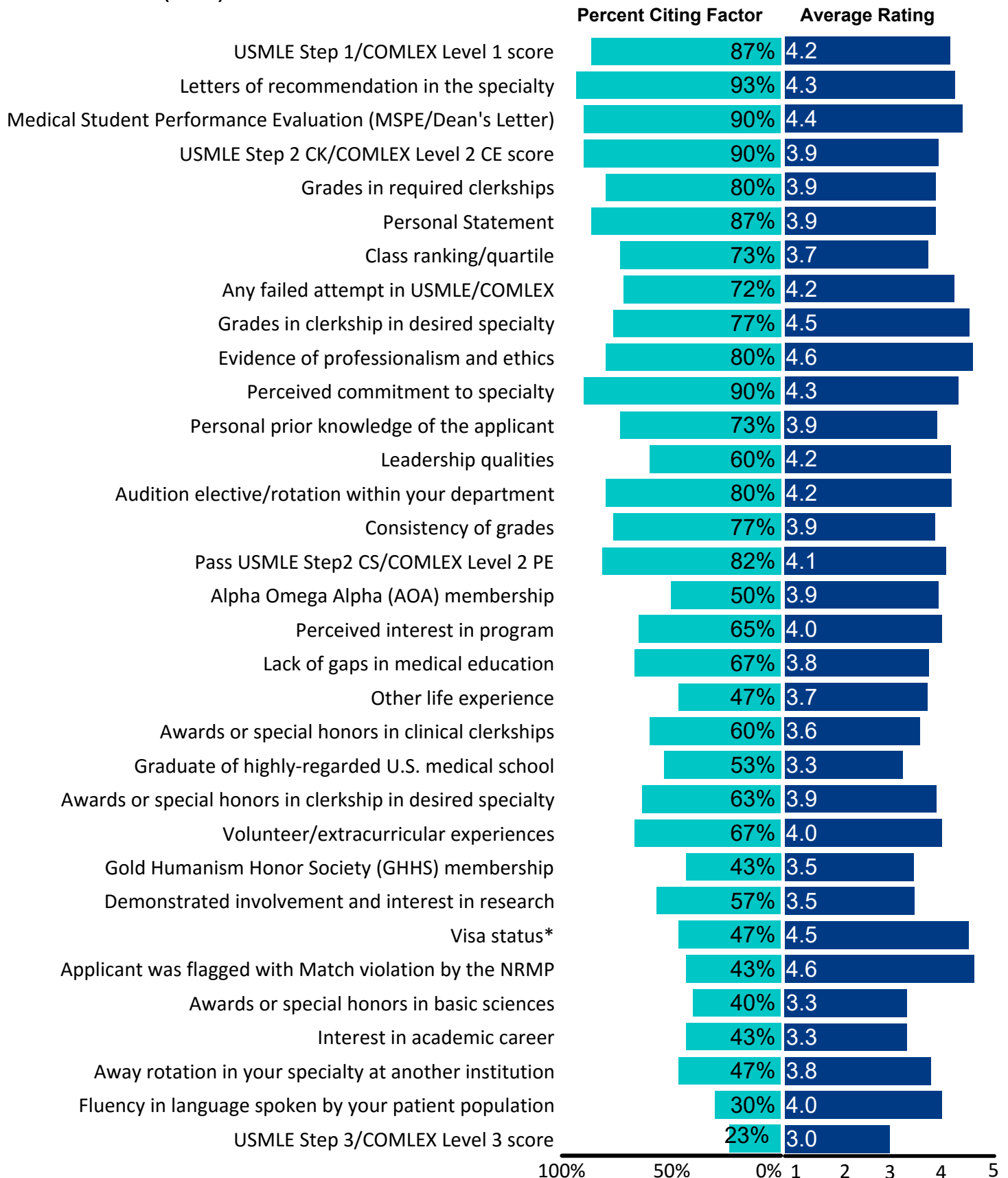


Physical Medicine and Rehabilitation
(N=34)

Figure PMR-1

Physical Medicine and Rehabilitation

Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Selecting Applicants to Interview (N=30)



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

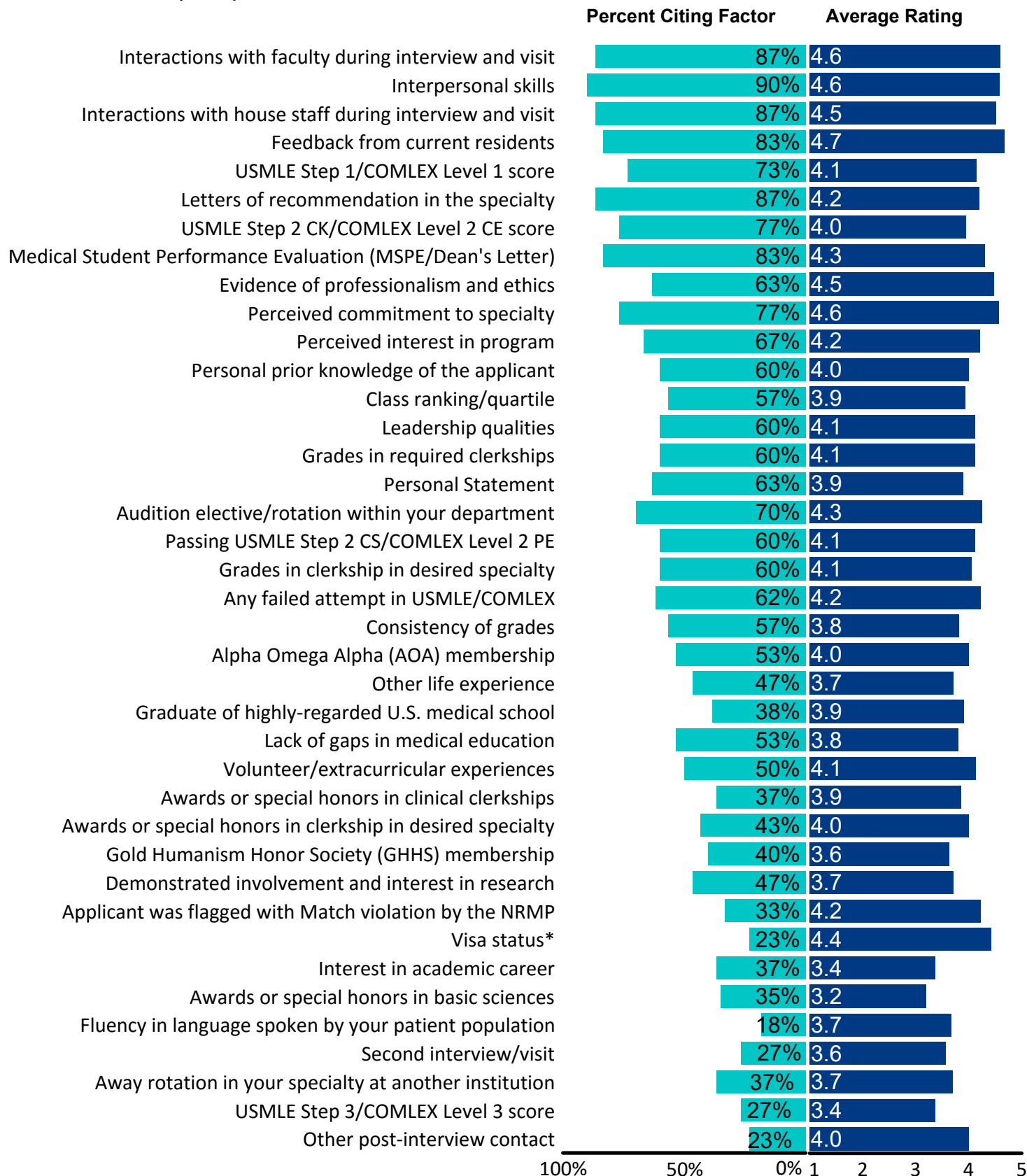
* International Medical Graduates only

Figure PMR-2

Physical Medicine and Rehabilitation

Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Ranking Applicants

(N=30)



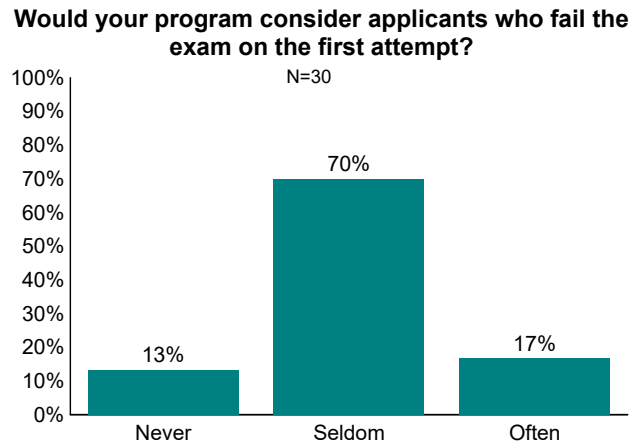
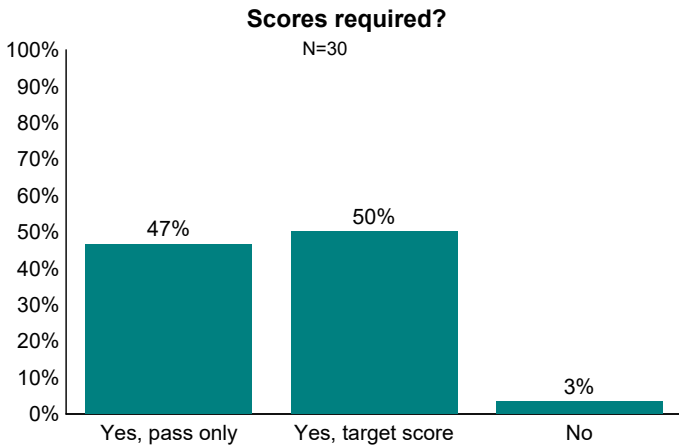
¹ Ratings on a scale from 1 (not at all important) to 5 (very important).

* International Medical Graduates only

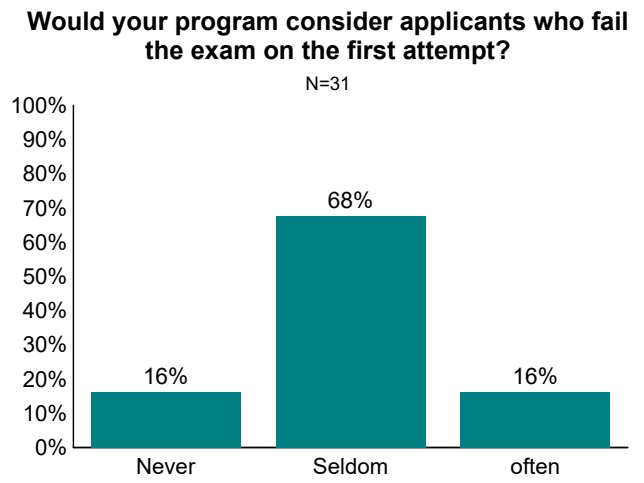
Figure PMR-3

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

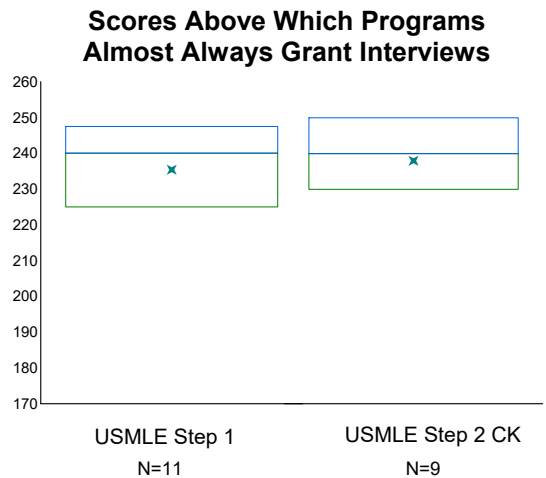
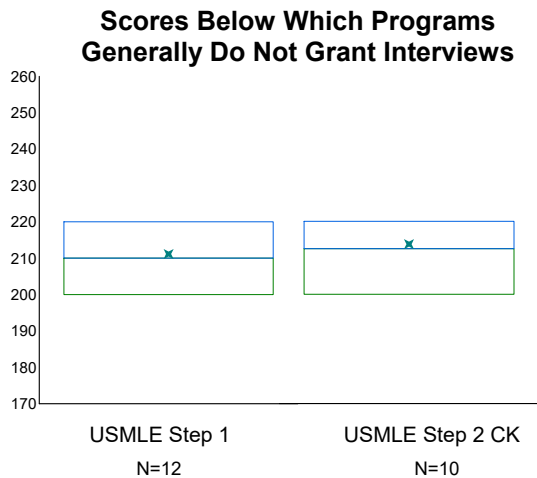
Percentage of Programs That Use USMLE Step 1 Score



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



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

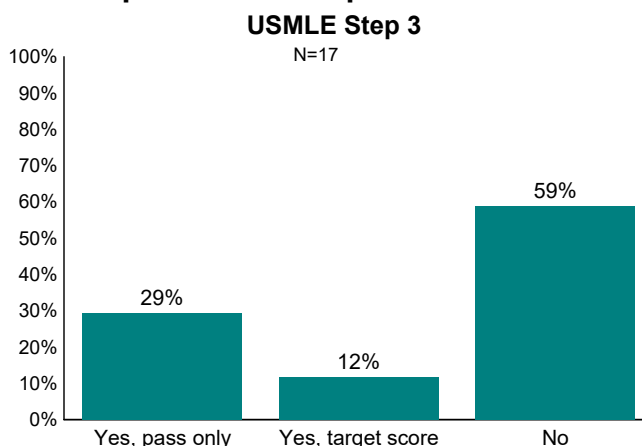
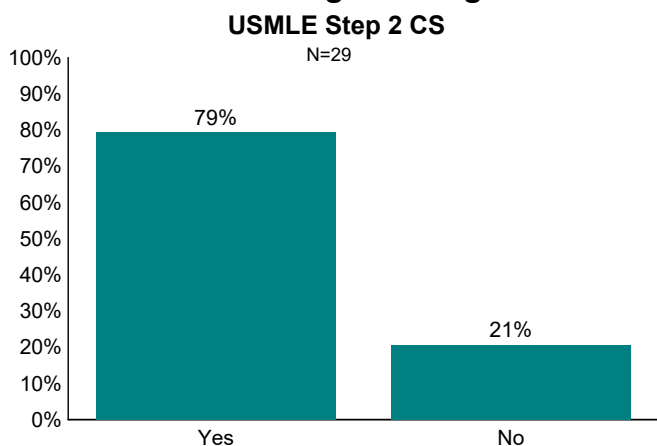


The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

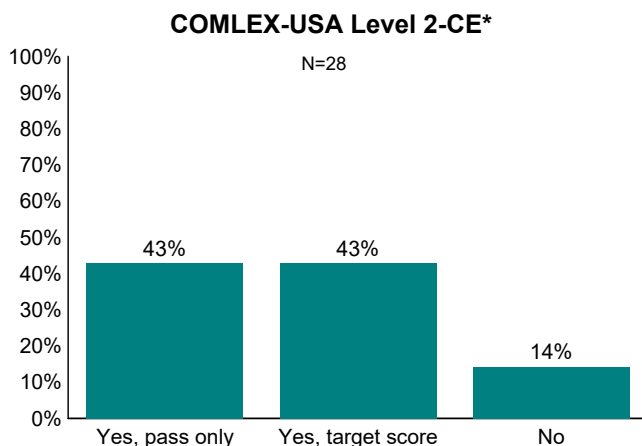
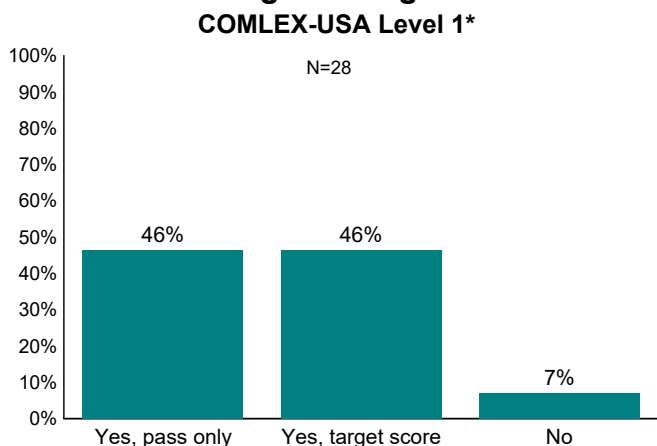
Figure PMR-4

**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**

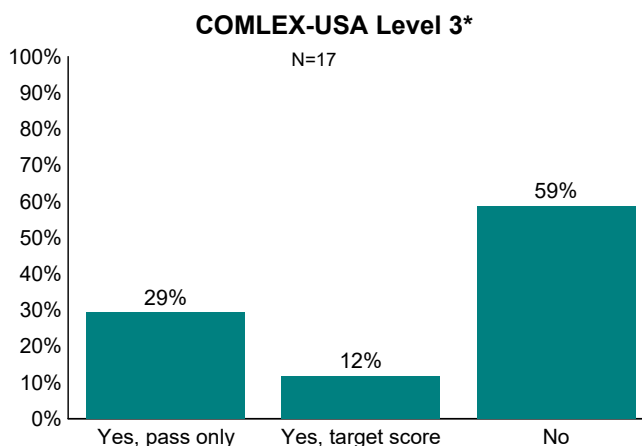
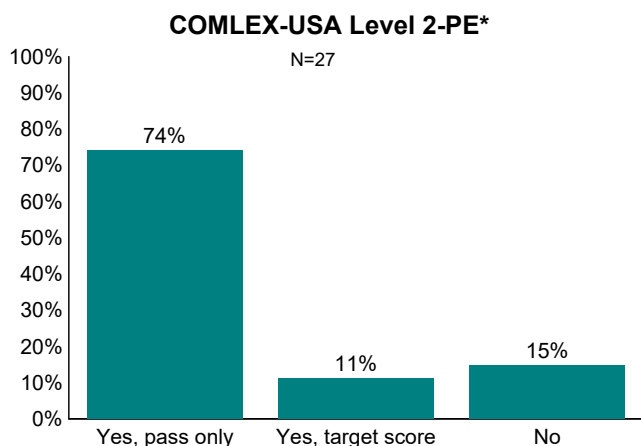
Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



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

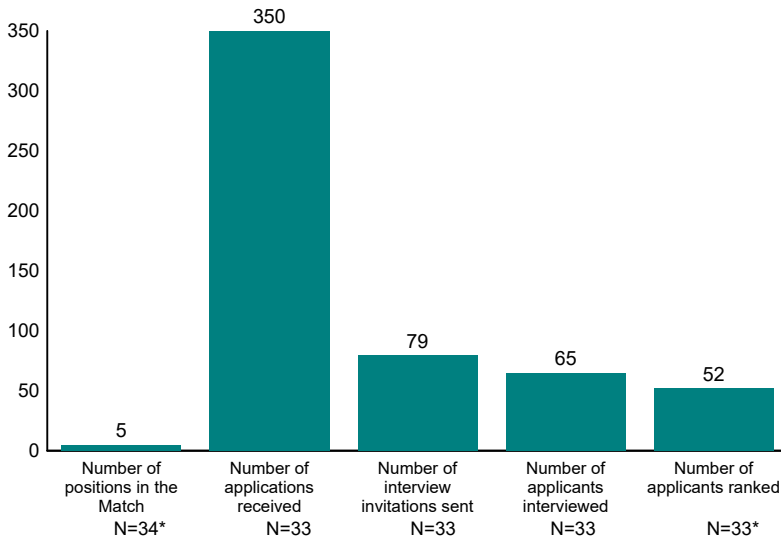


* Osteopathic applicants only

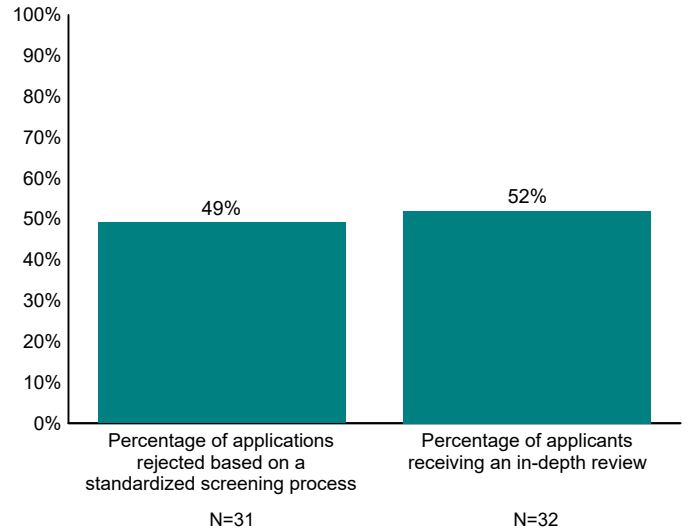
Figure PMR-5

Physical Medicine and Rehabilitation Program's Interview Activities

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



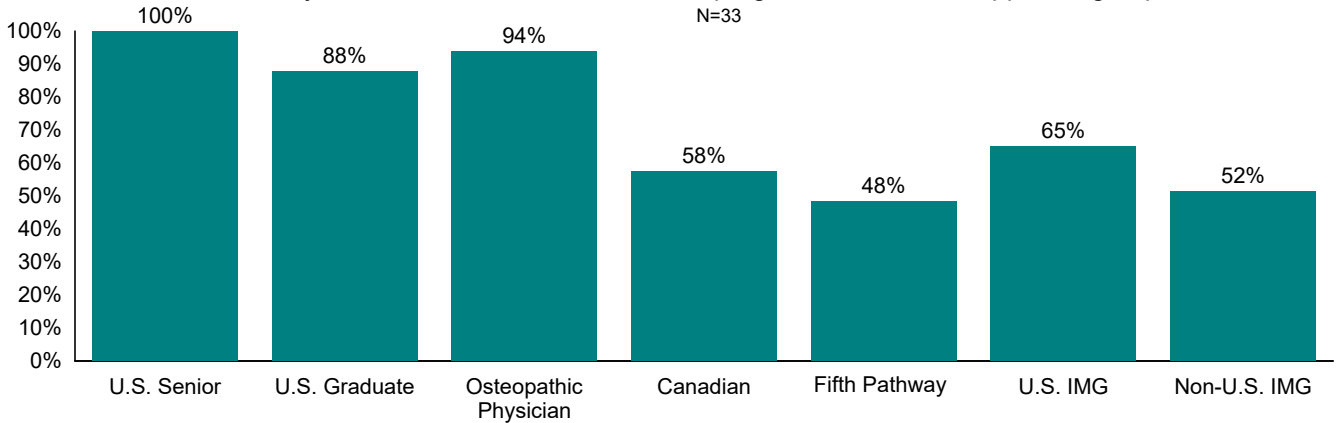
Average Percentage of Applicants Rejected and Reviewed



* 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

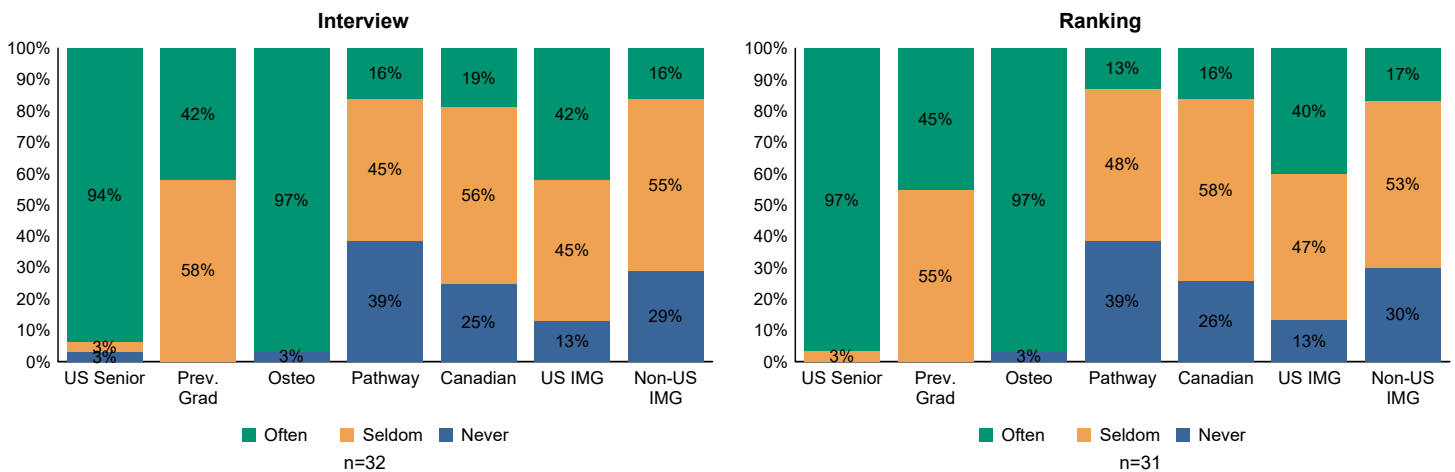
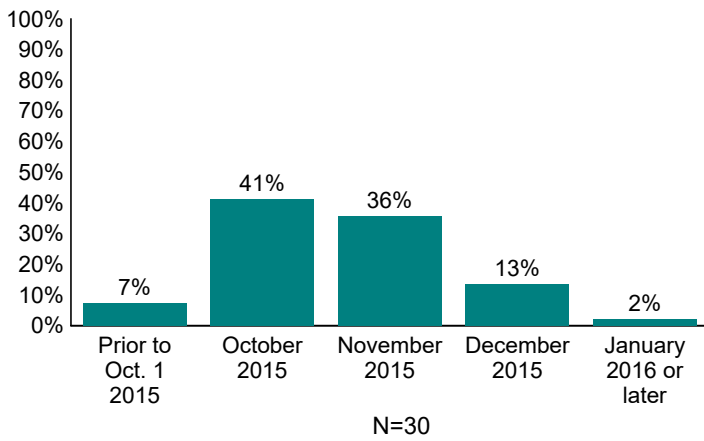


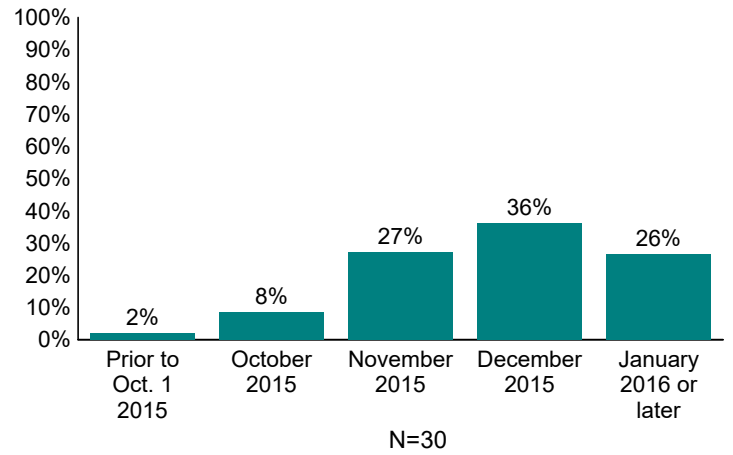
Figure PMR-6

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

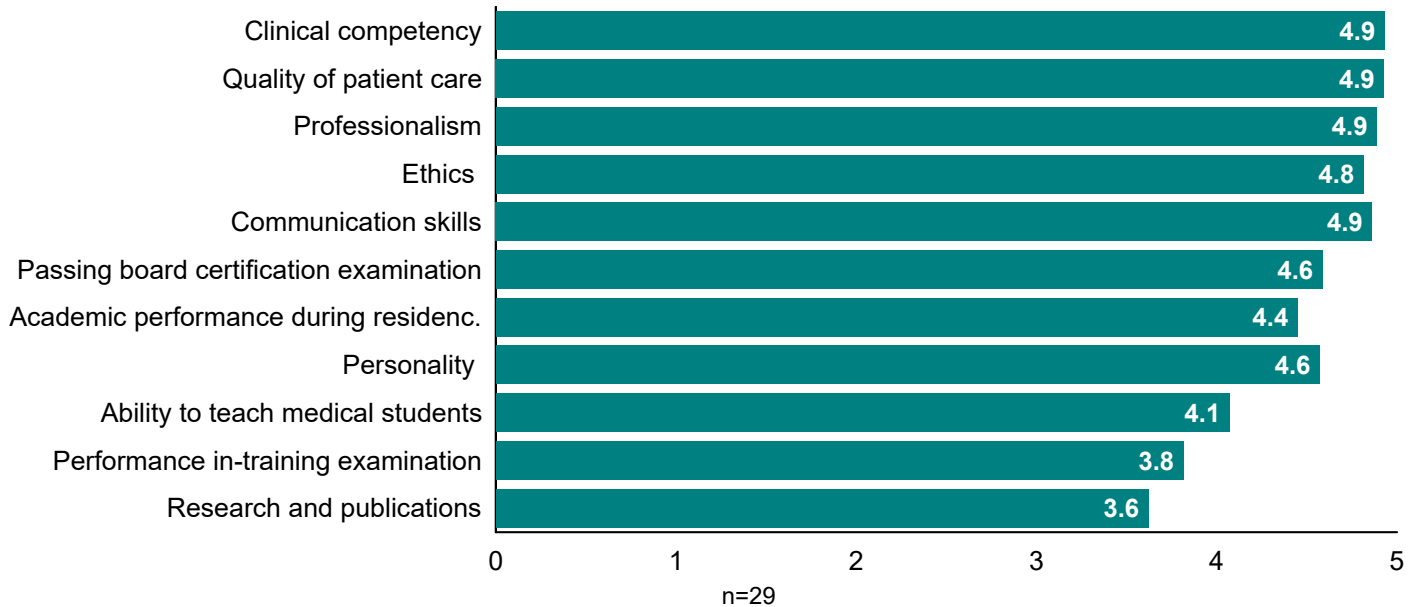


Percentage of Program's Interviews Conducted During Each Time Period



Importance of Factors in Assessing Residents' Success

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



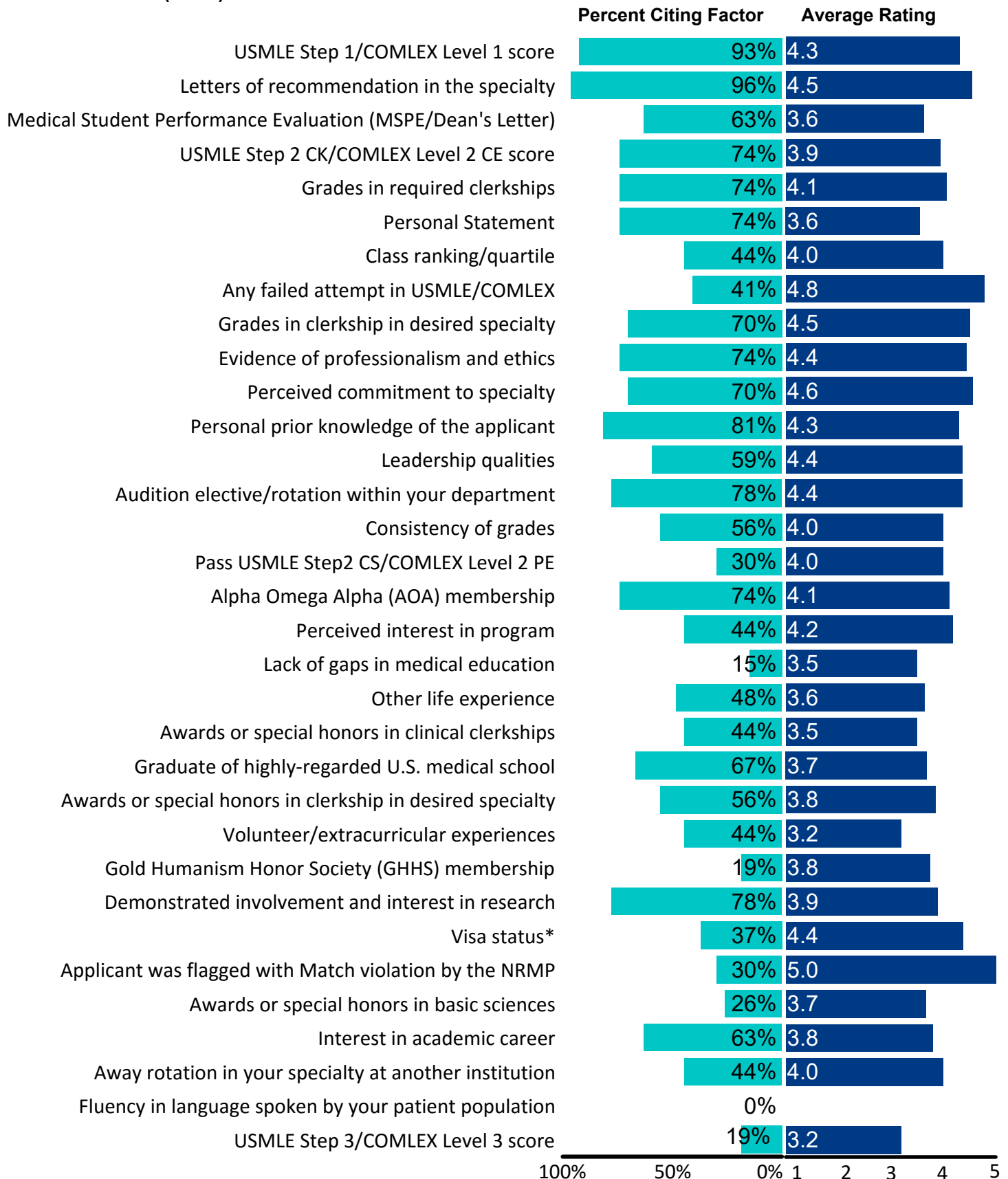


Plastic Surgery
(N=28)

Figure PS-1

Plastic Surgery

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



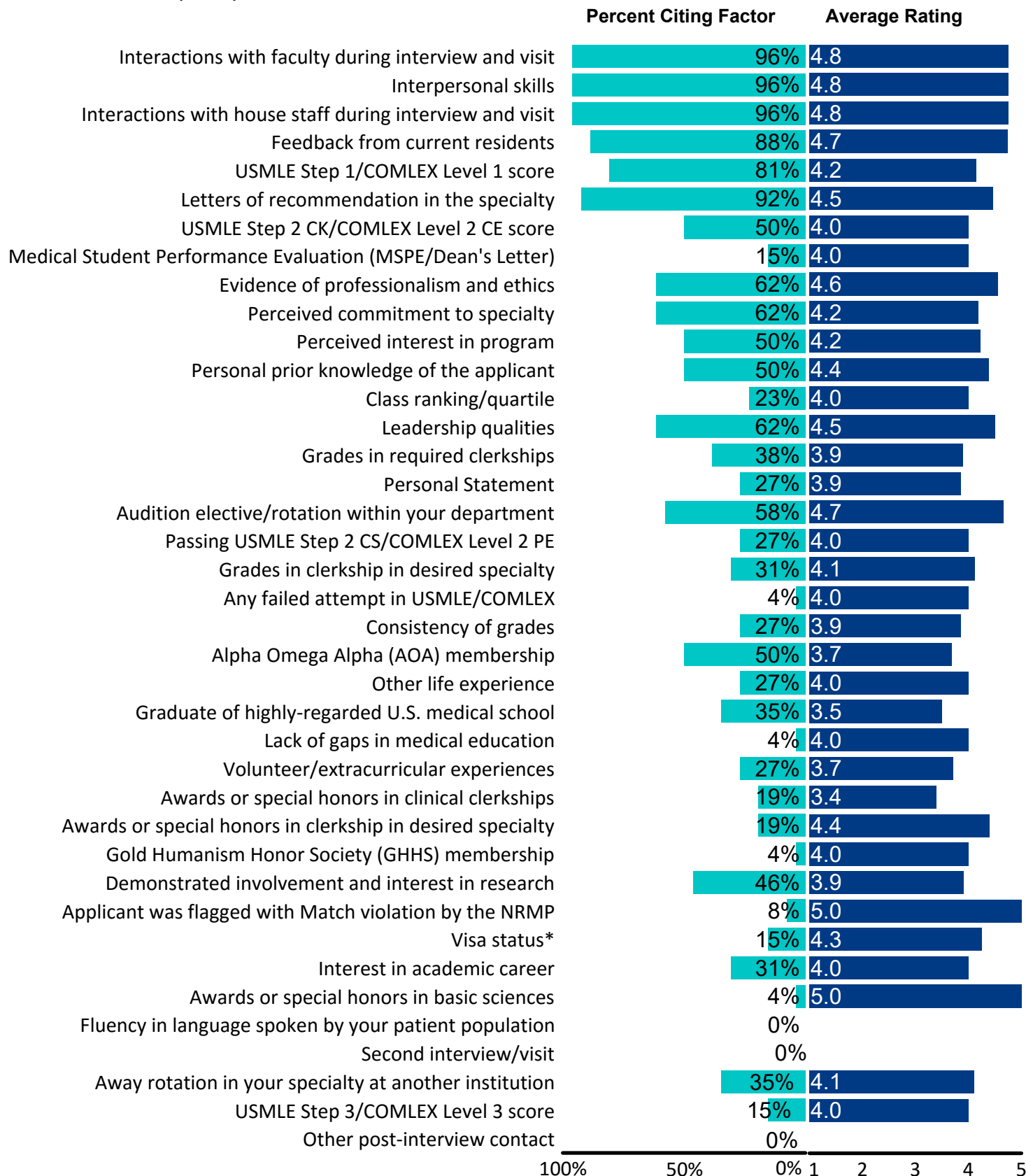
¹ Ratings on a scale from 1 (not at all important) to 5 (very important).

* International Medical Graduates only

Figure PS-2

Plastic Surgery

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



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

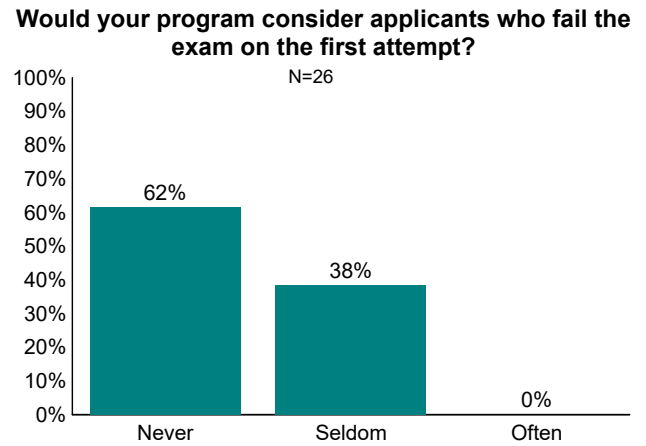
* International Medical Graduates only

Figure PS-3

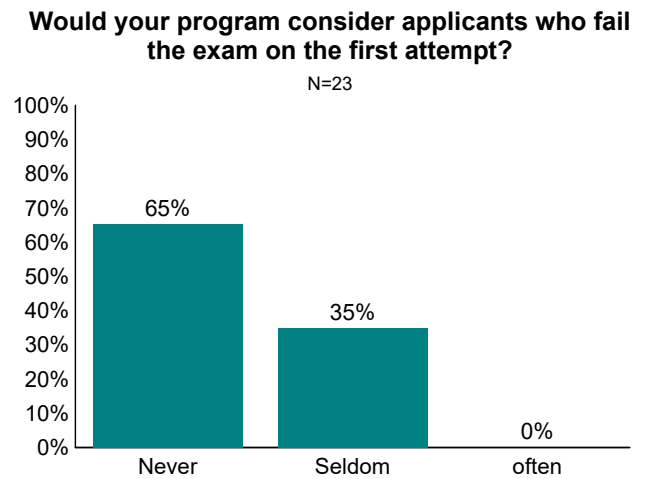
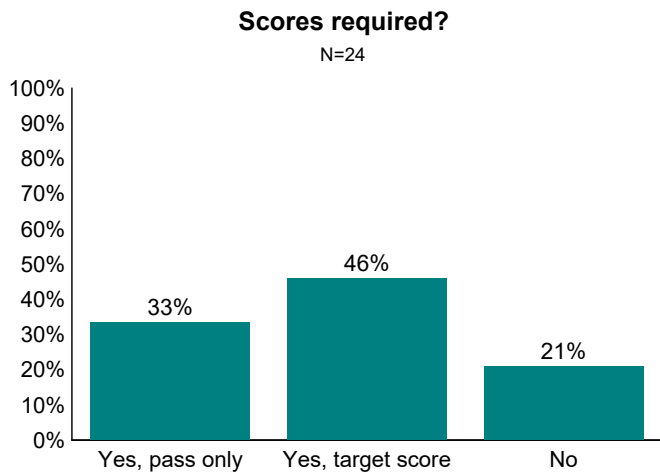
Plastic Surgery

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

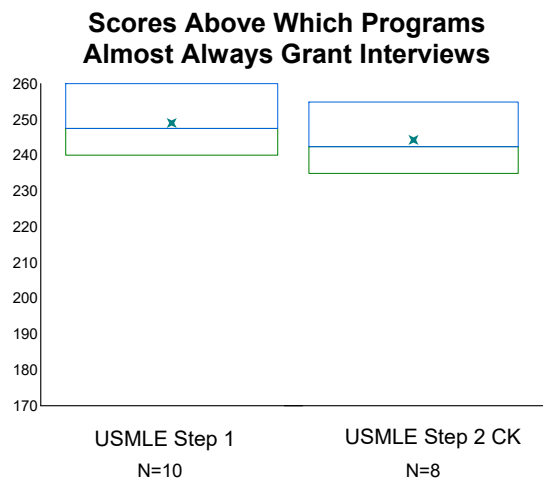
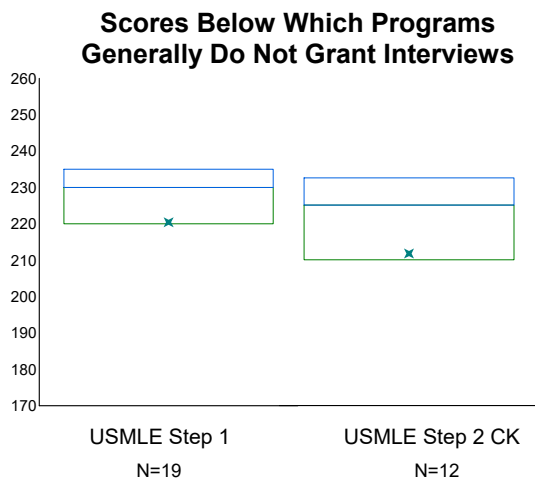
Percentage of Programs That Use USMLE Step 1 Score



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



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

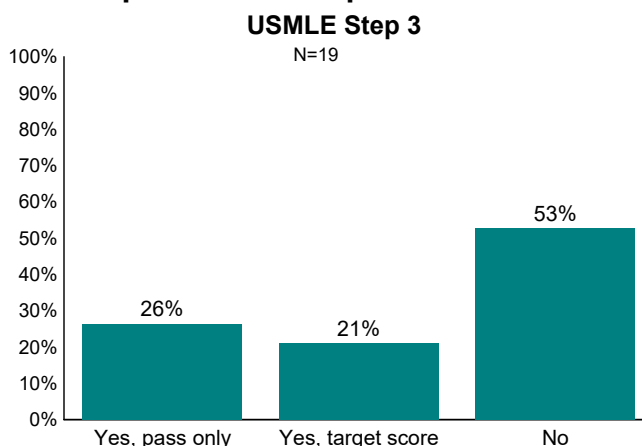
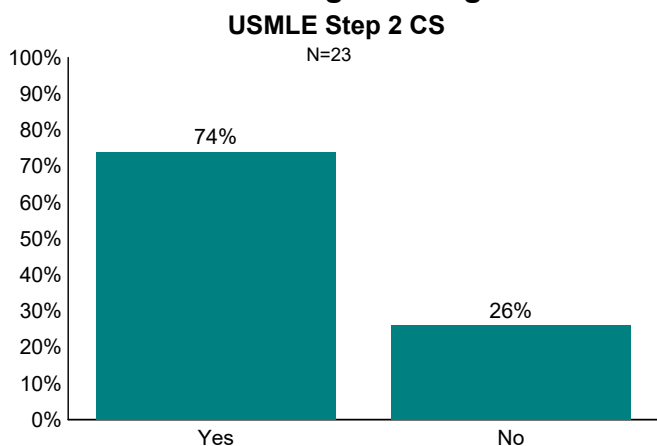


The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

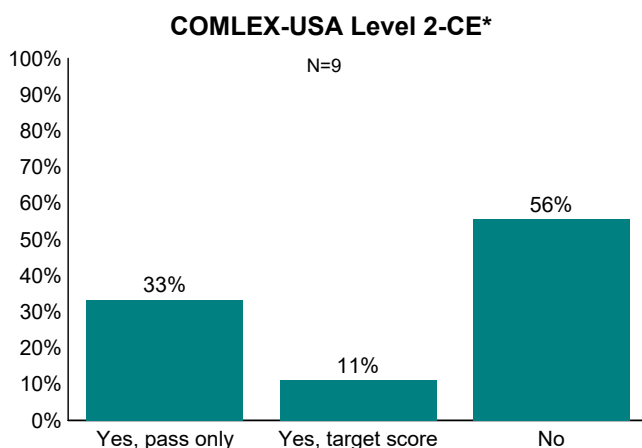
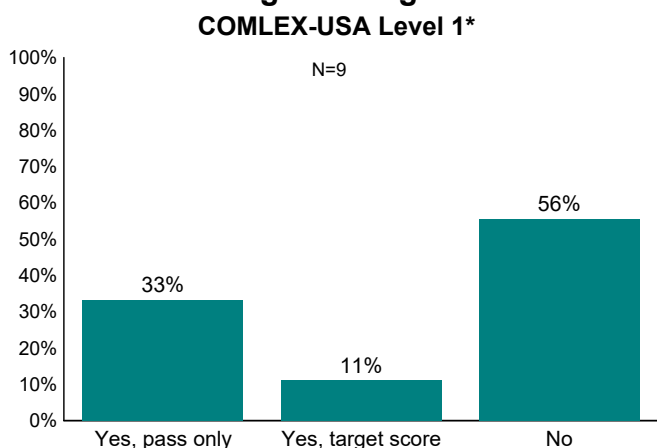
Figure PS-4

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

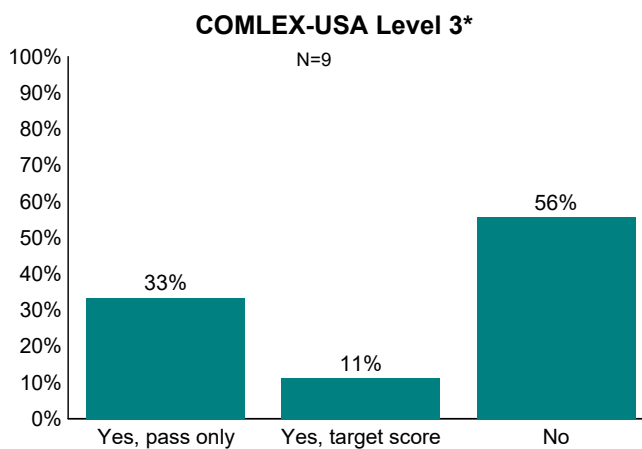
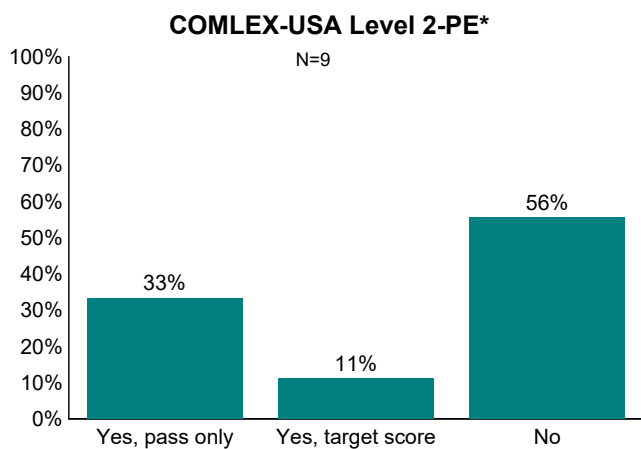
Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



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

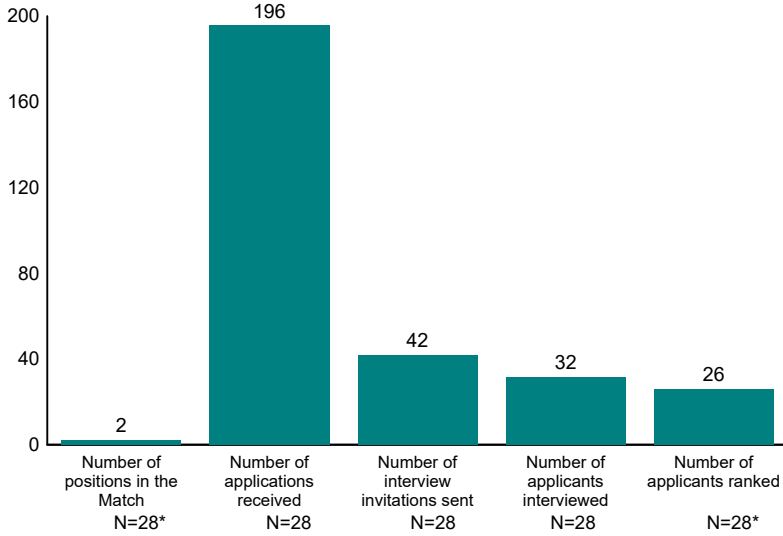


* Osteopathic applicants only

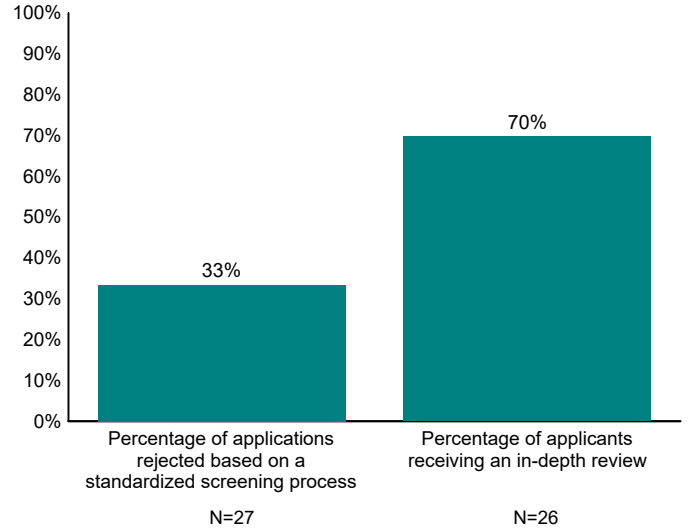
Figure PS-5

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

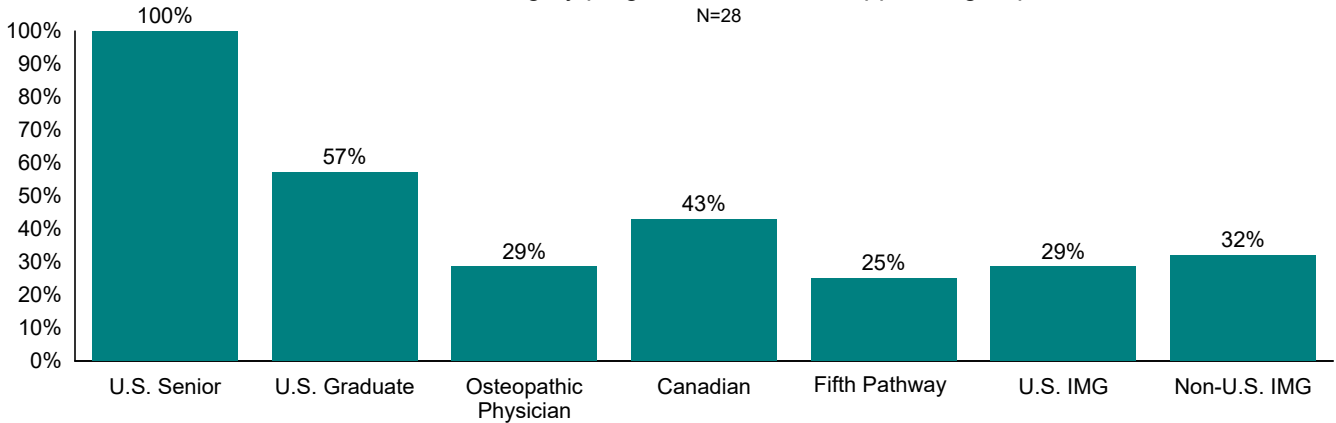


* Data from the NRMP database. All Responding programs included

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

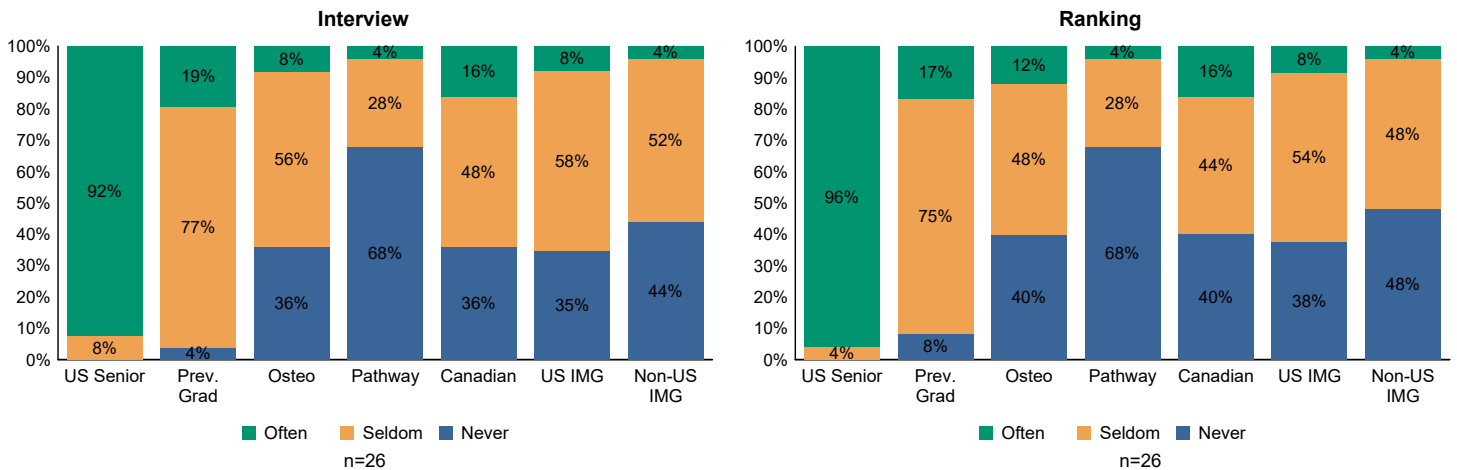
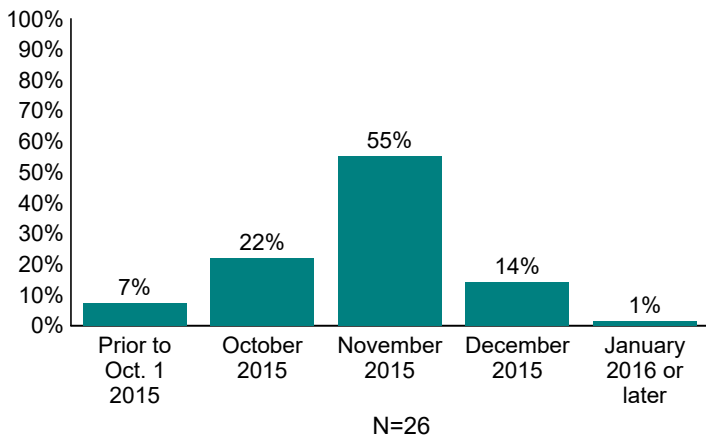


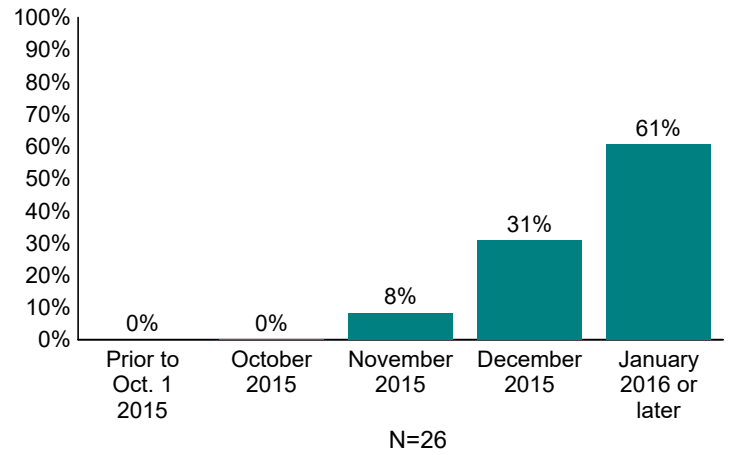
Figure PS-6

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

Percentage of Program's Interviews Extended During Each Time Period

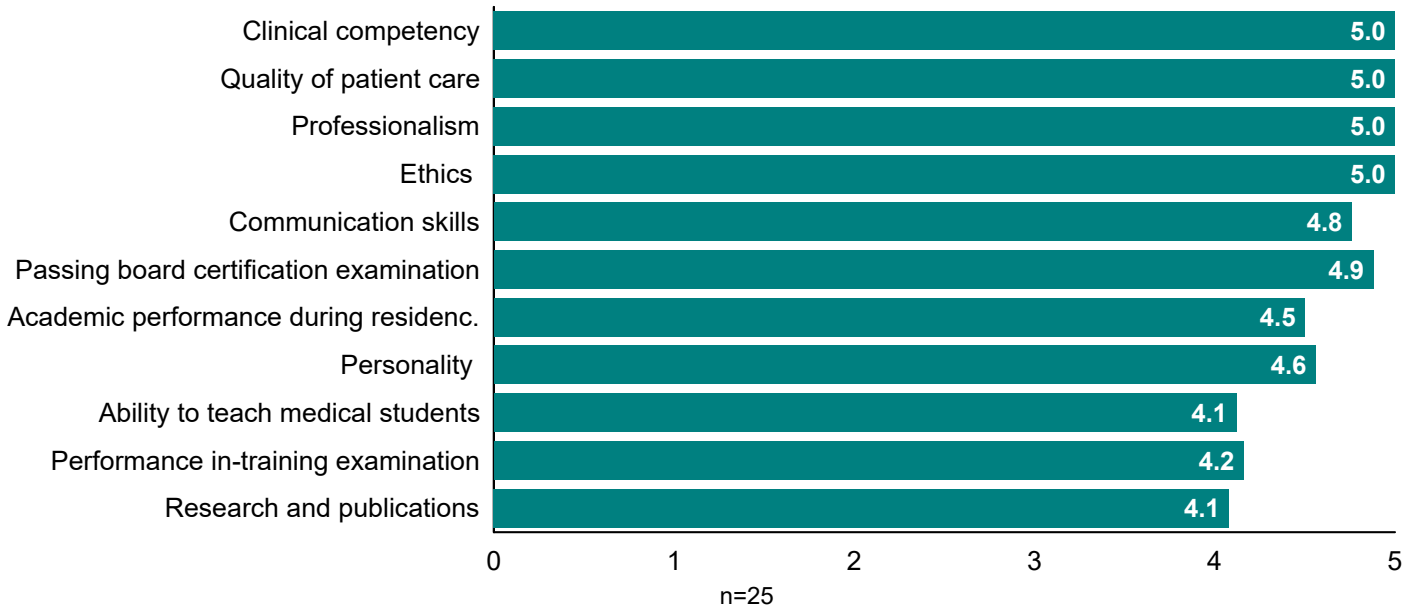



Percentage of Program's Interviews Conducted During Each Time Period



Importance of Factors in Assessing Residents' Success

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



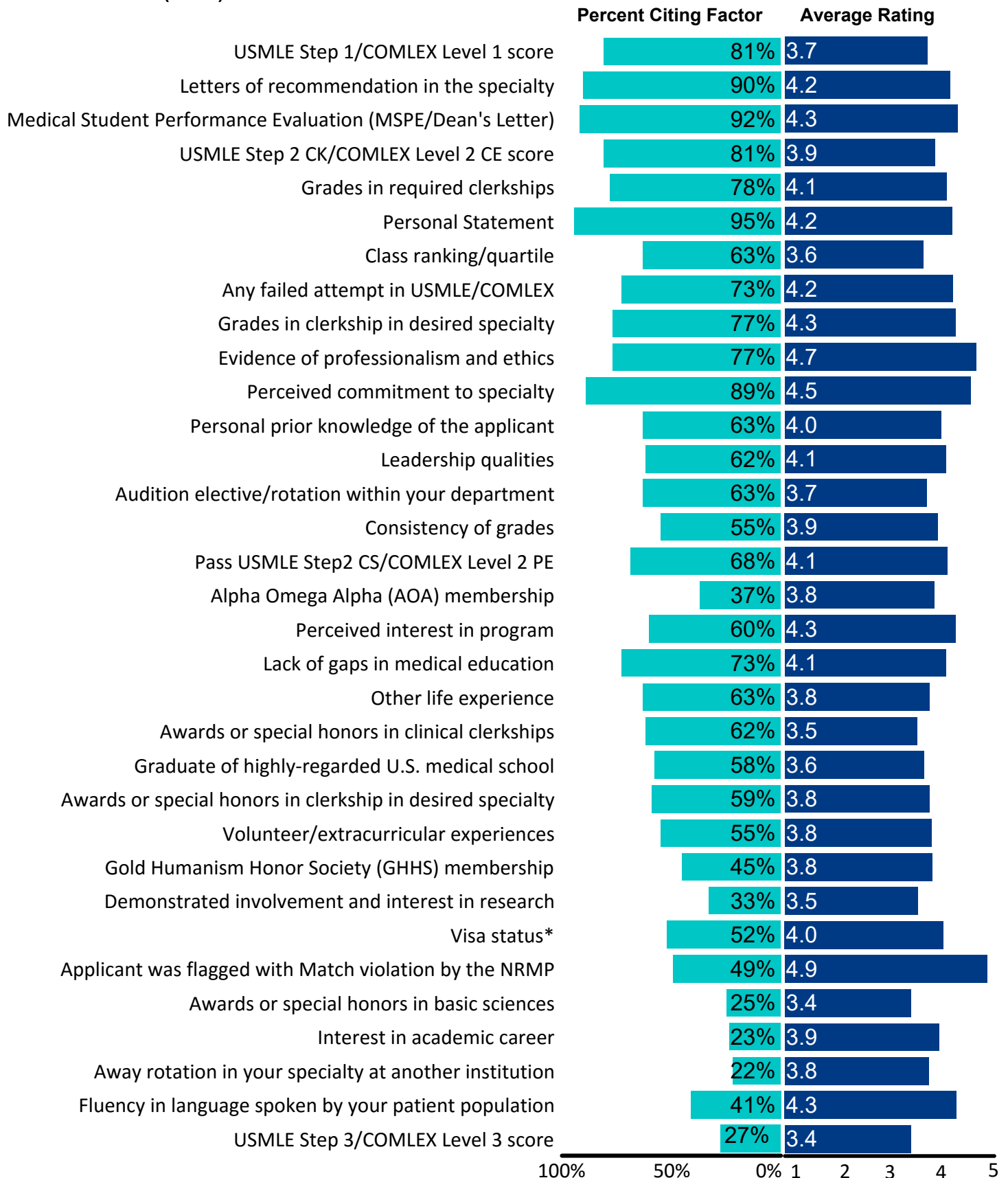


Psychiatry
(N=80)

Figure PSY-1

Psychiatry

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



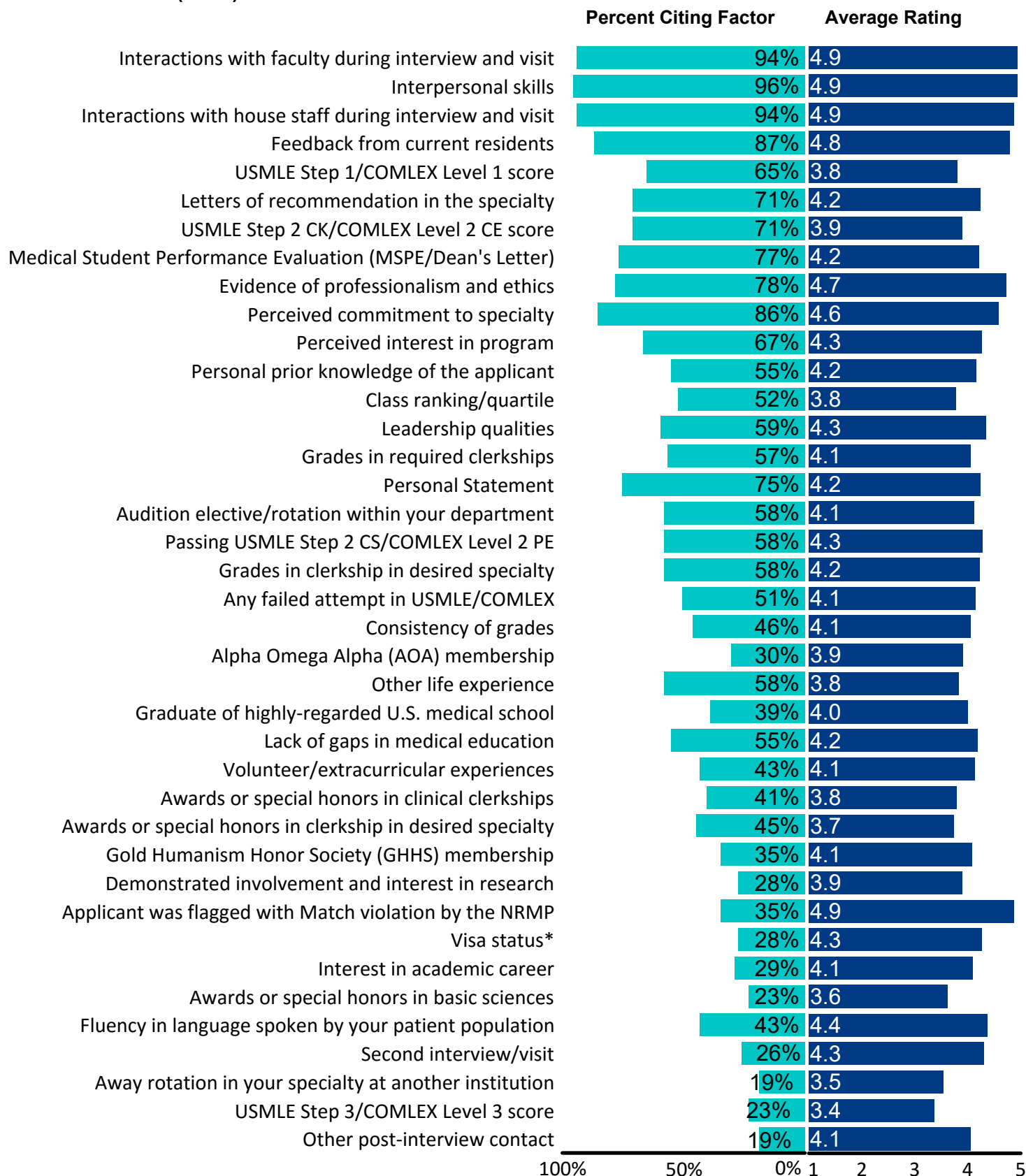
¹ Ratings on a scale from 1 (not at all important) to 5 (very important).

* International Medical Graduates only

Figure PSY-2

Psychiatry

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



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

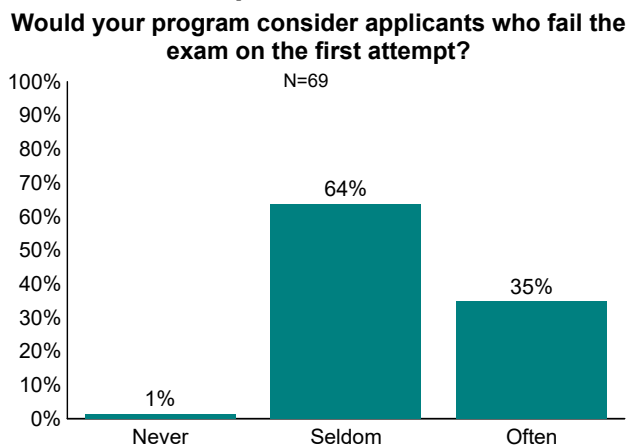
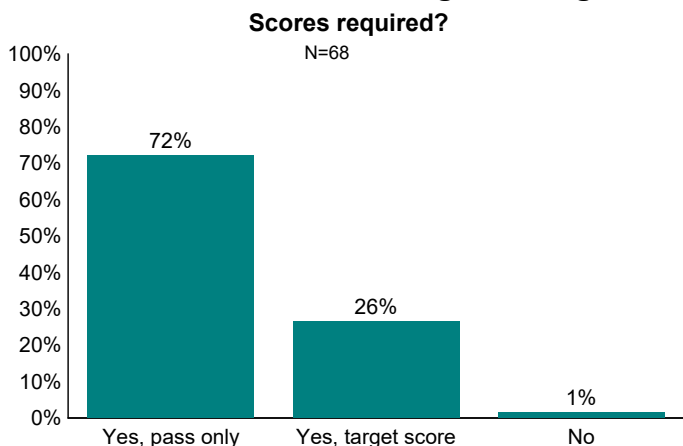
* International Medical Graduates only

Figure PSY-3

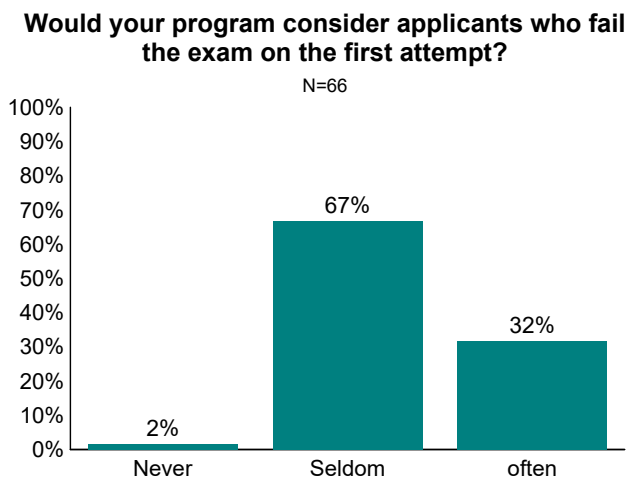
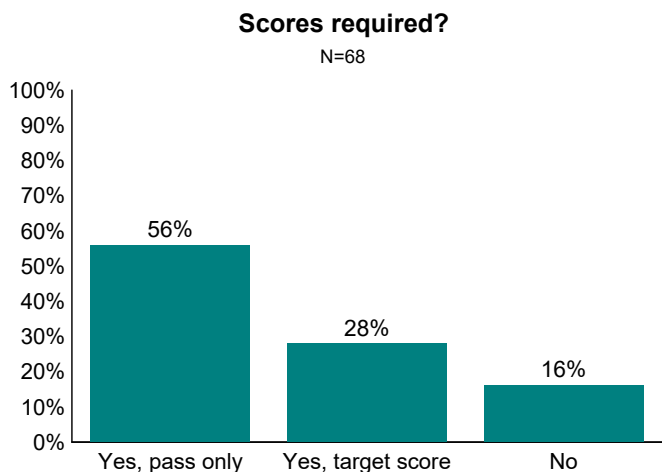
Psychiatry

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

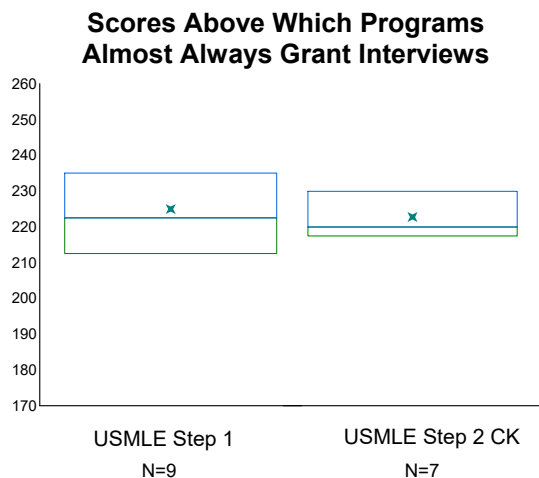
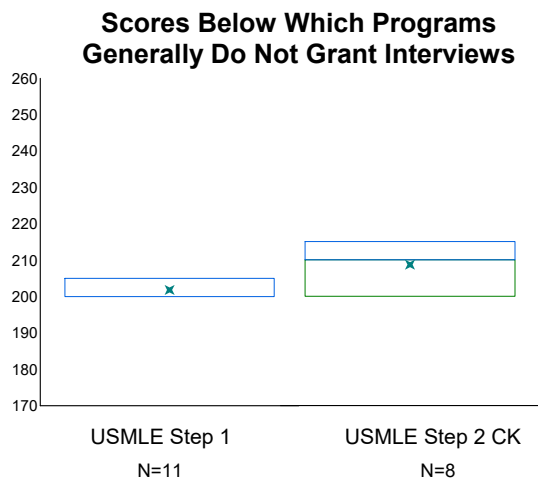
Percentage of Programs That Use USMLE Step 1 Score



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



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

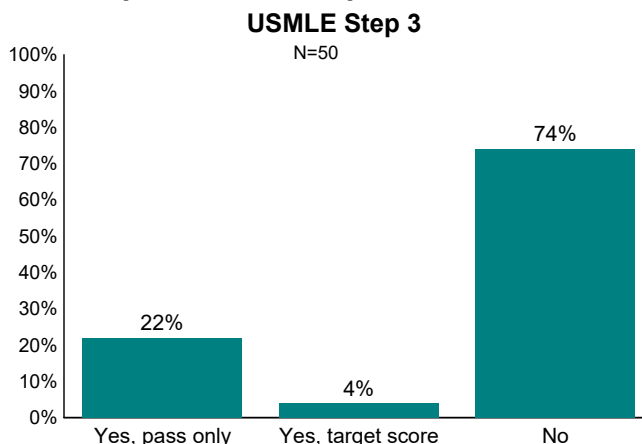
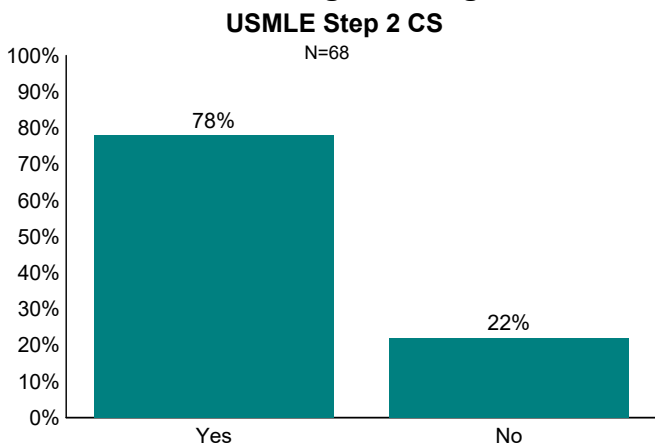


The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

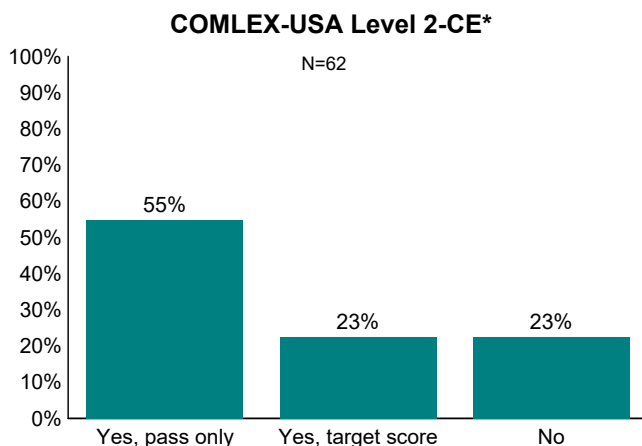
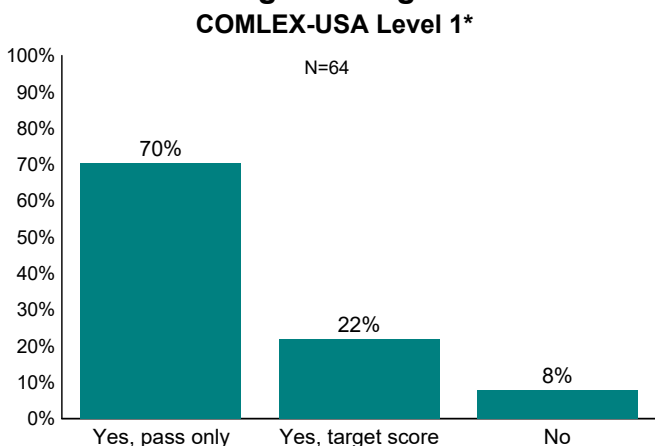
Figure PSY-4

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

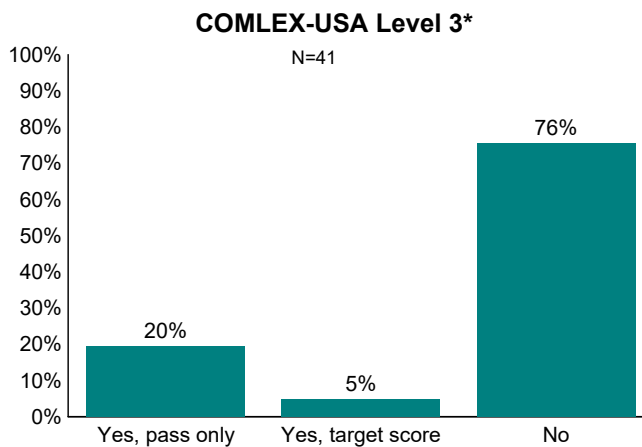
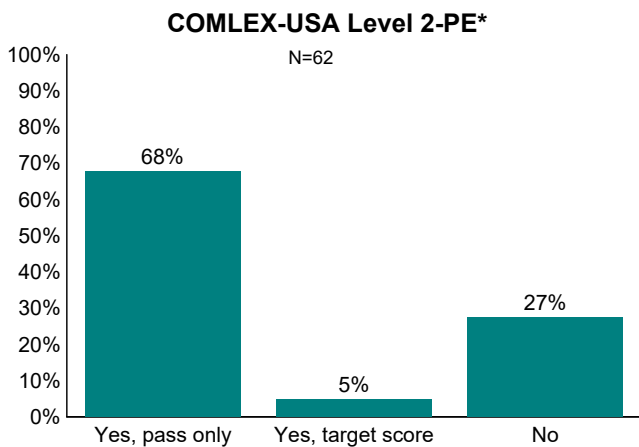
Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



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

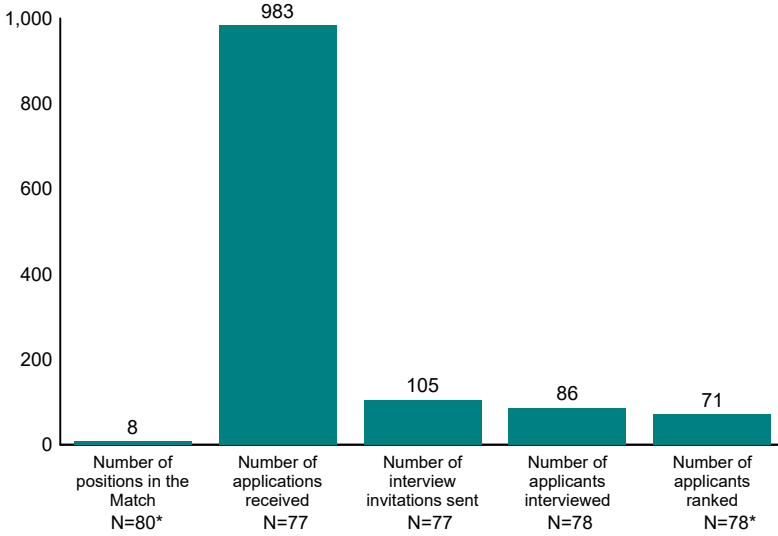


* Osteopathic applicants only

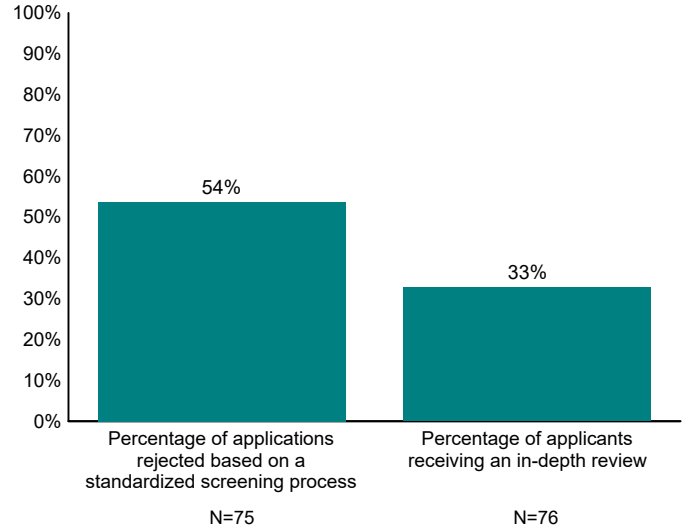
Figure PSY-5

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

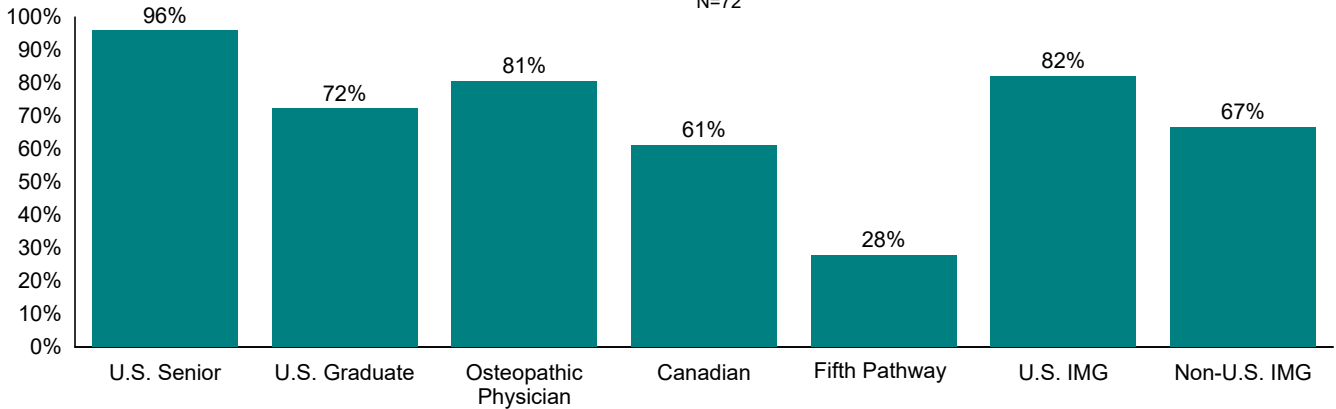


* Data from the NRMP database. All Responding programs included

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

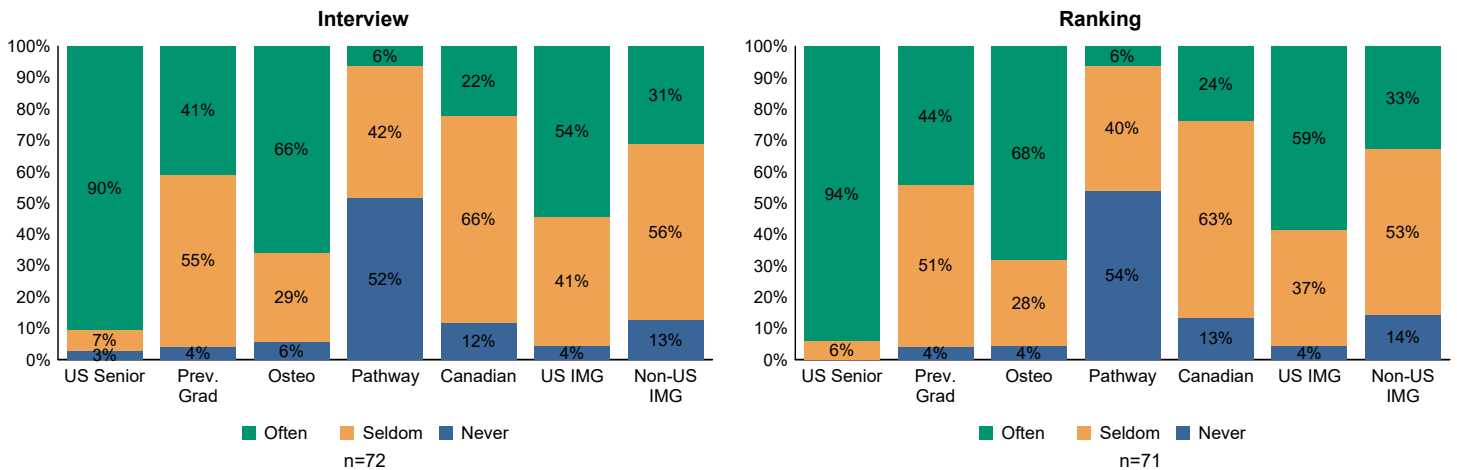
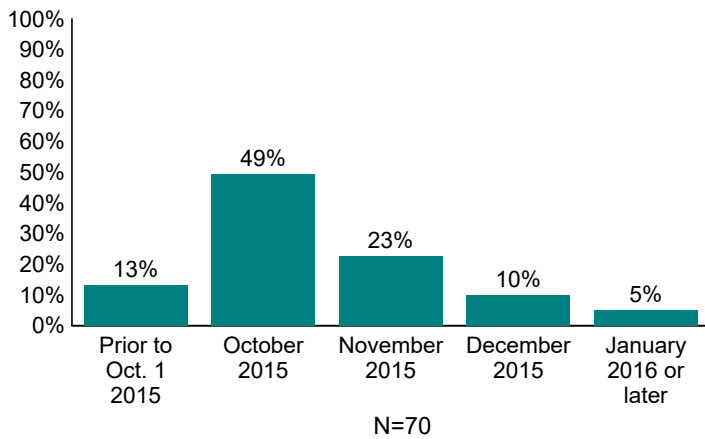


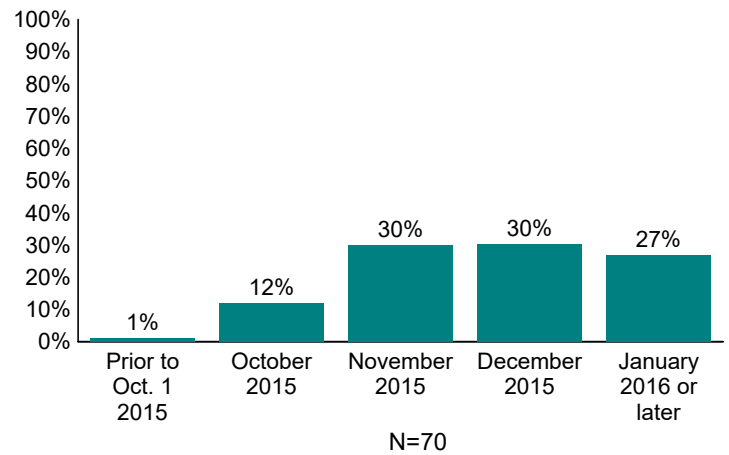
Figure PSY-6

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

Percentage of Program's Interviews Extended During Each Time Period

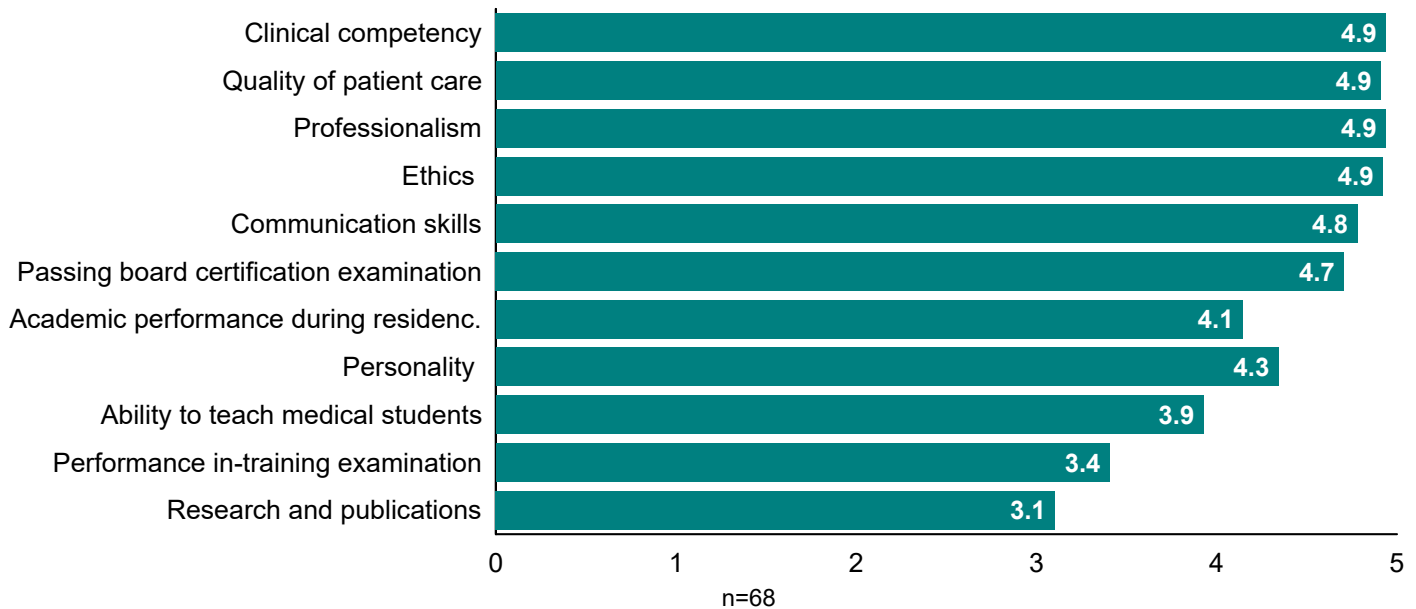


Percentage of Program's Interviews Conducted During Each Time Period



Importance of Factors in Assessing Residents' Success

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



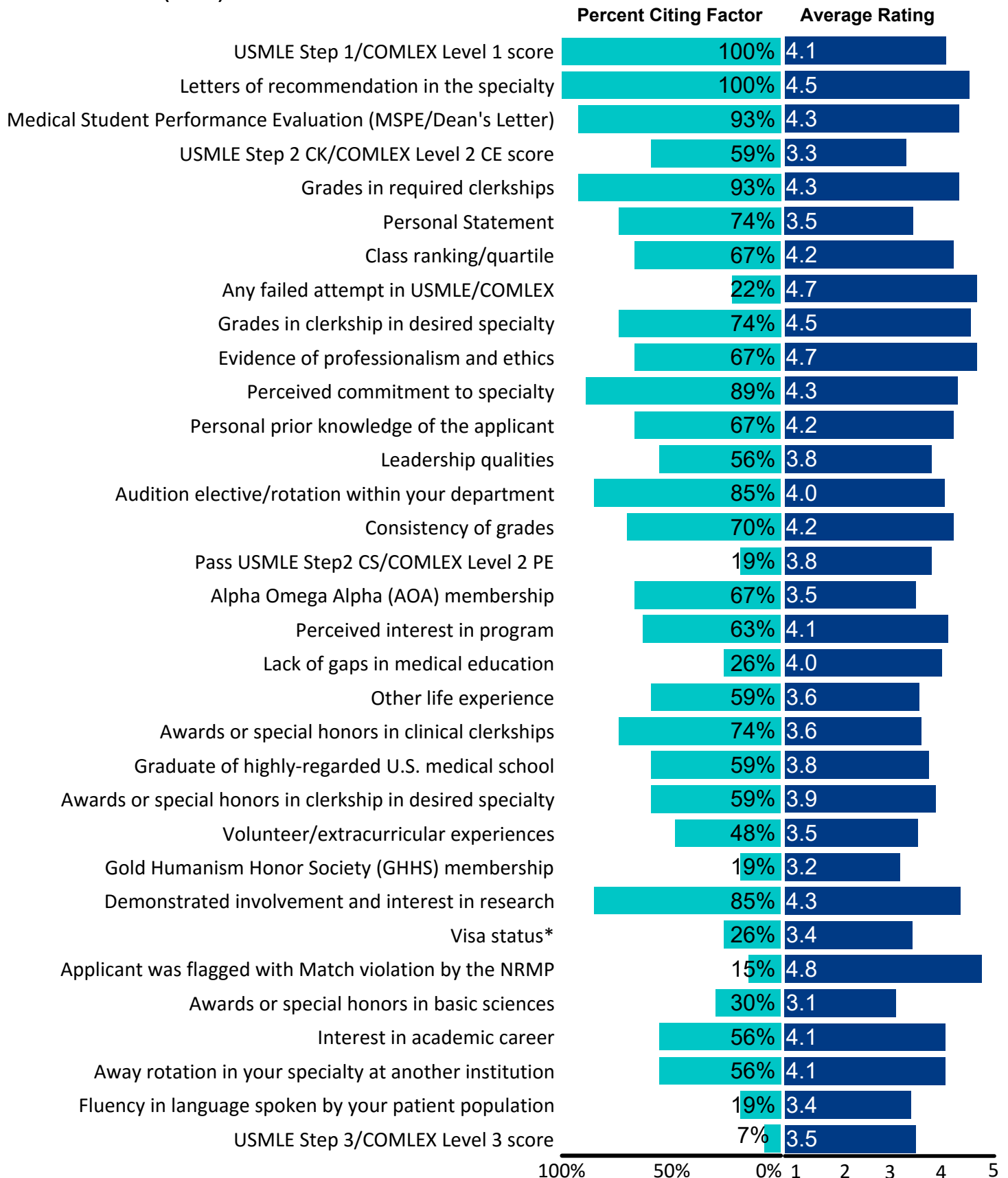


Radiation Oncology
(N=28)

Figure RO-1

Radiation Oncology

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



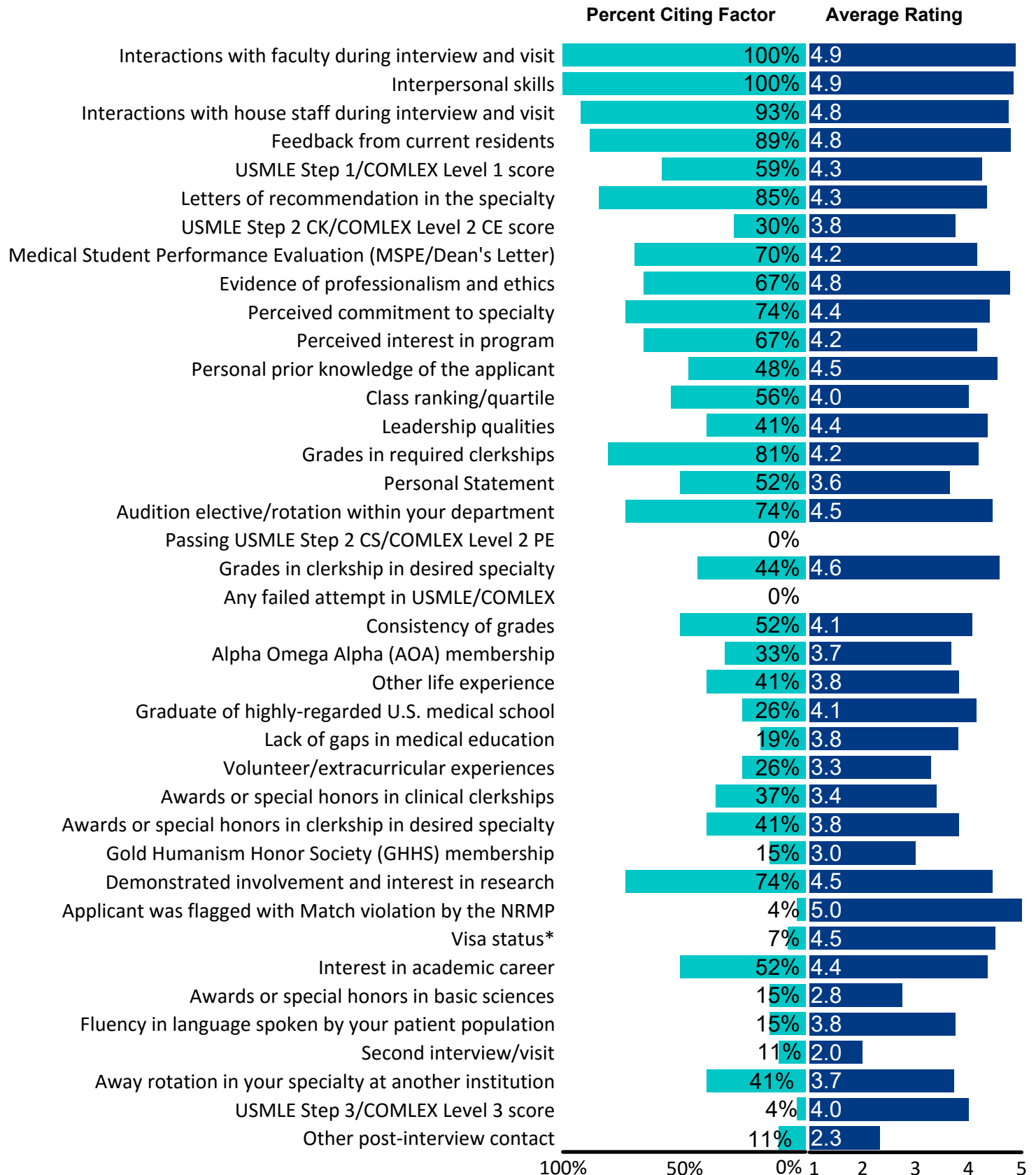
¹ Ratings on a scale from 1 (not at all important) to 5 (very important).

* International Medical Graduates only

Figure RO-2

Radiation Oncology

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



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

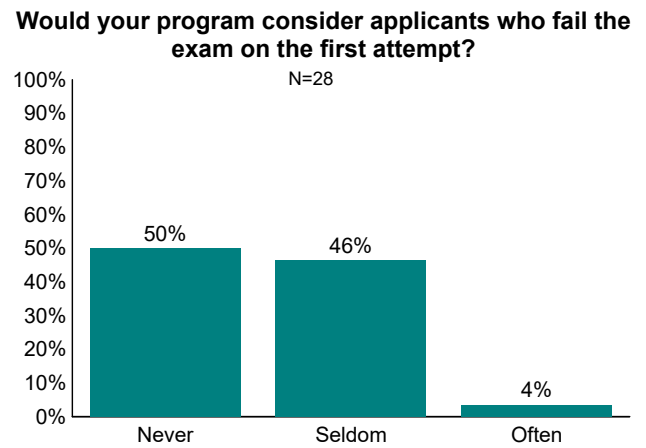
* International Medical Graduates only

Figure RO-3

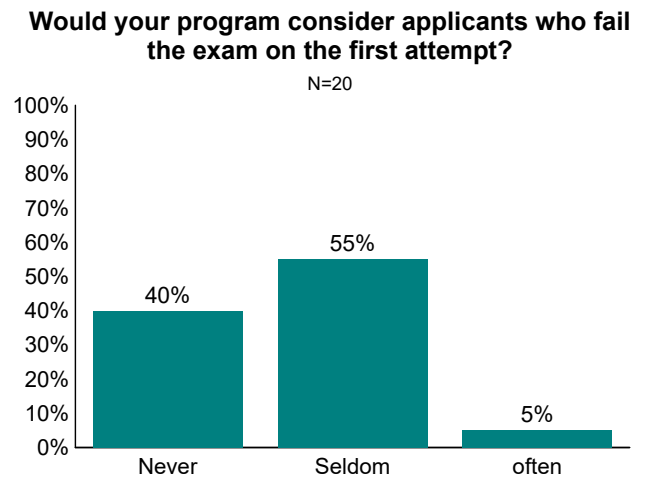
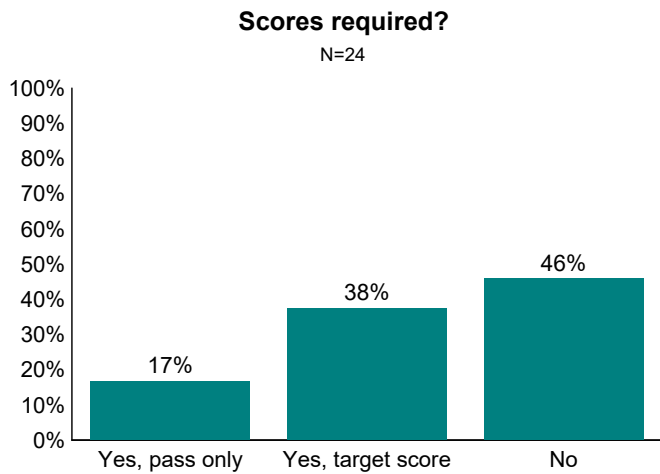
Radiation Oncology

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

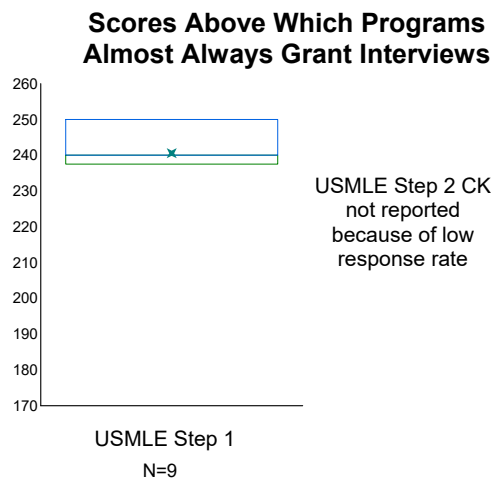
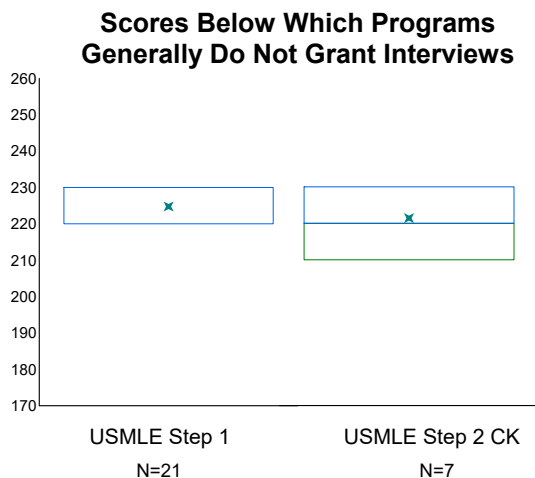
Percentage of Programs That Use USMLE Step 1 Score



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



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



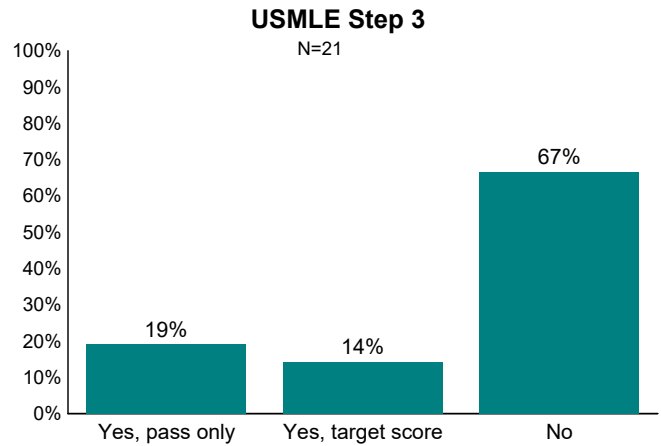
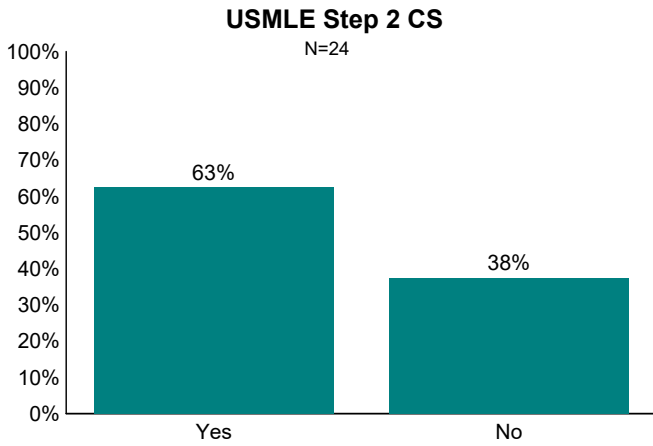
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

Figure RO-4

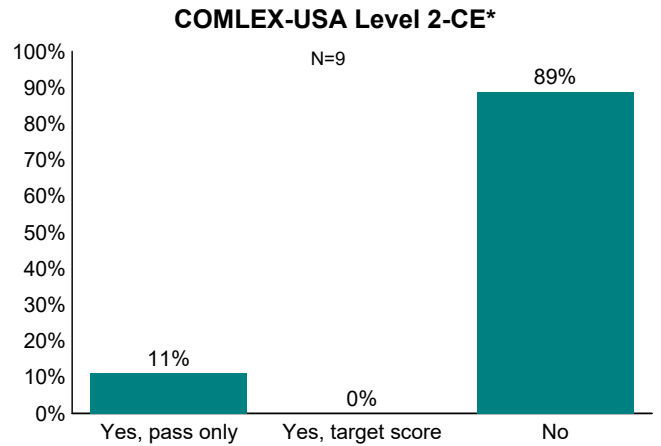
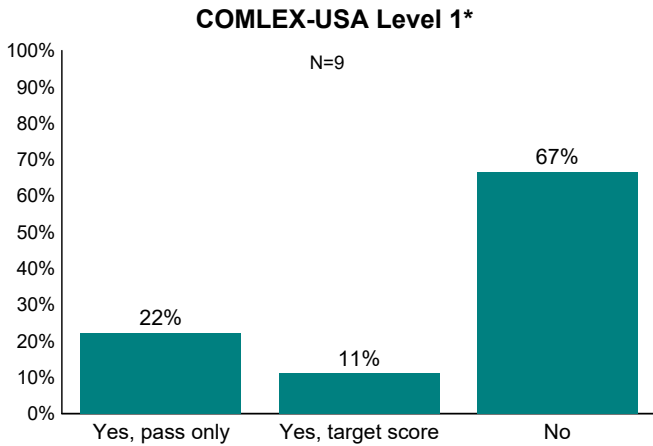
Radiation Oncology

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

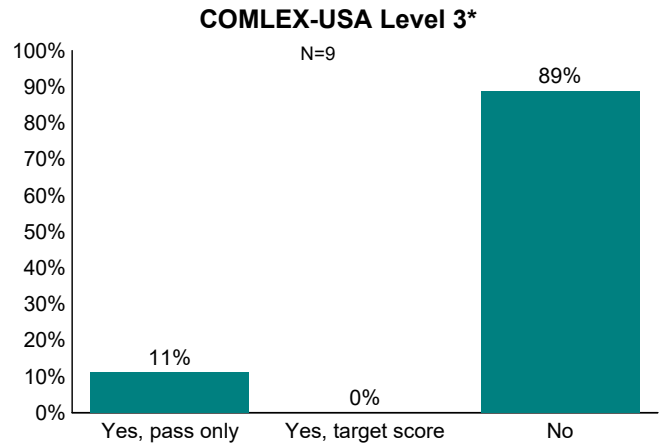
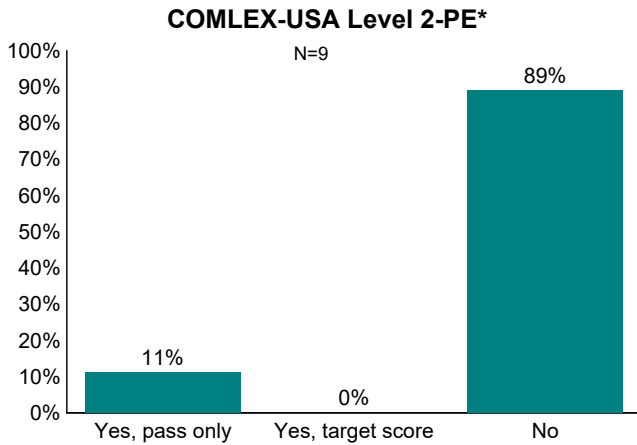
Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



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

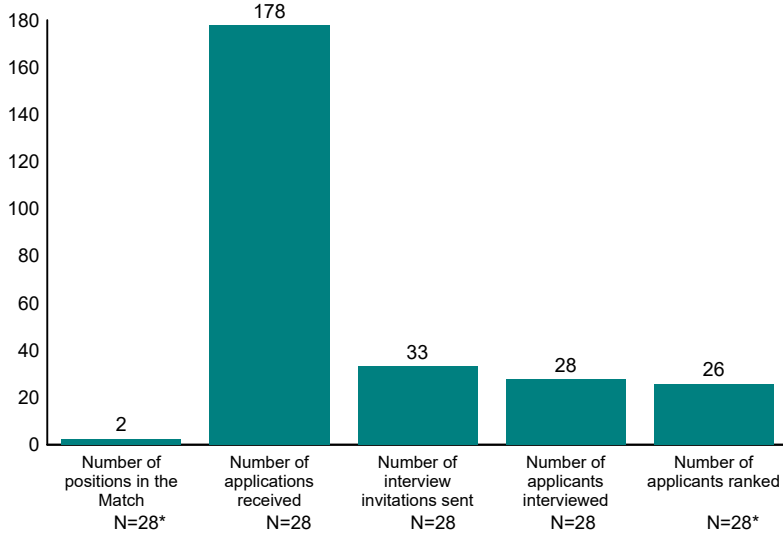


* Osteopathic applicants only

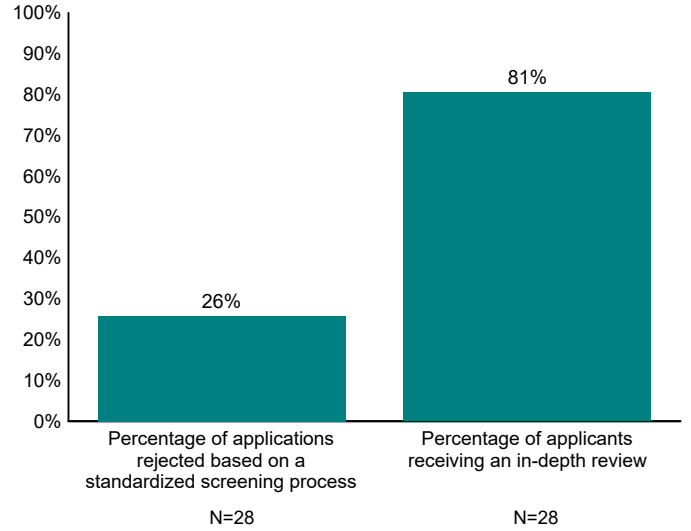
Figure RO-5

Radiation Oncology Program's Interview Activities

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



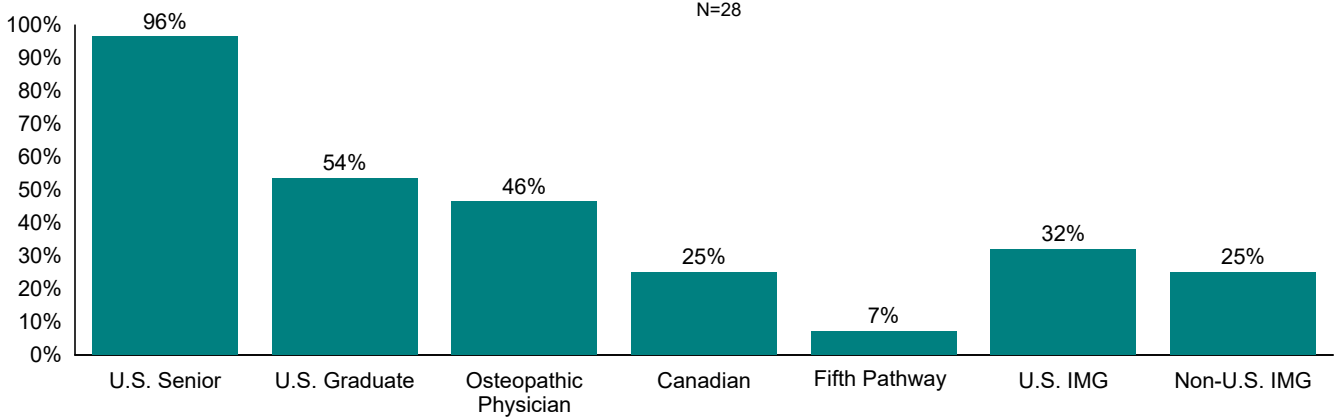
Average Percentage of Applicants Rejected and Reviewed



* 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



Frequency of Programs Interviewing and Ranking Candidates

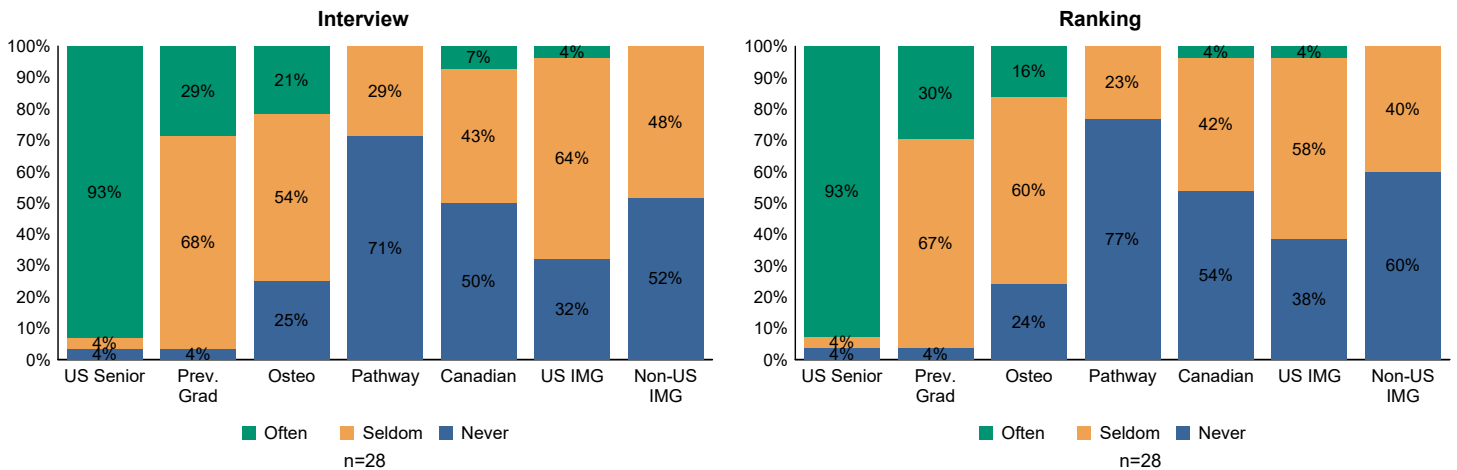
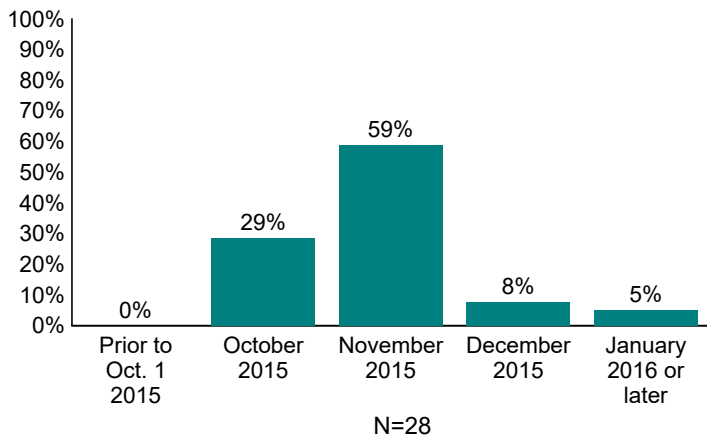


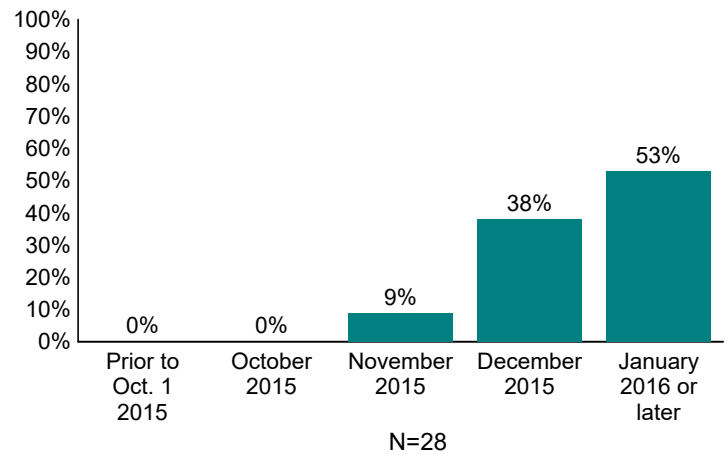
Figure RO-6

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

Percentage of Program's Interviews Extended During Each Time Period

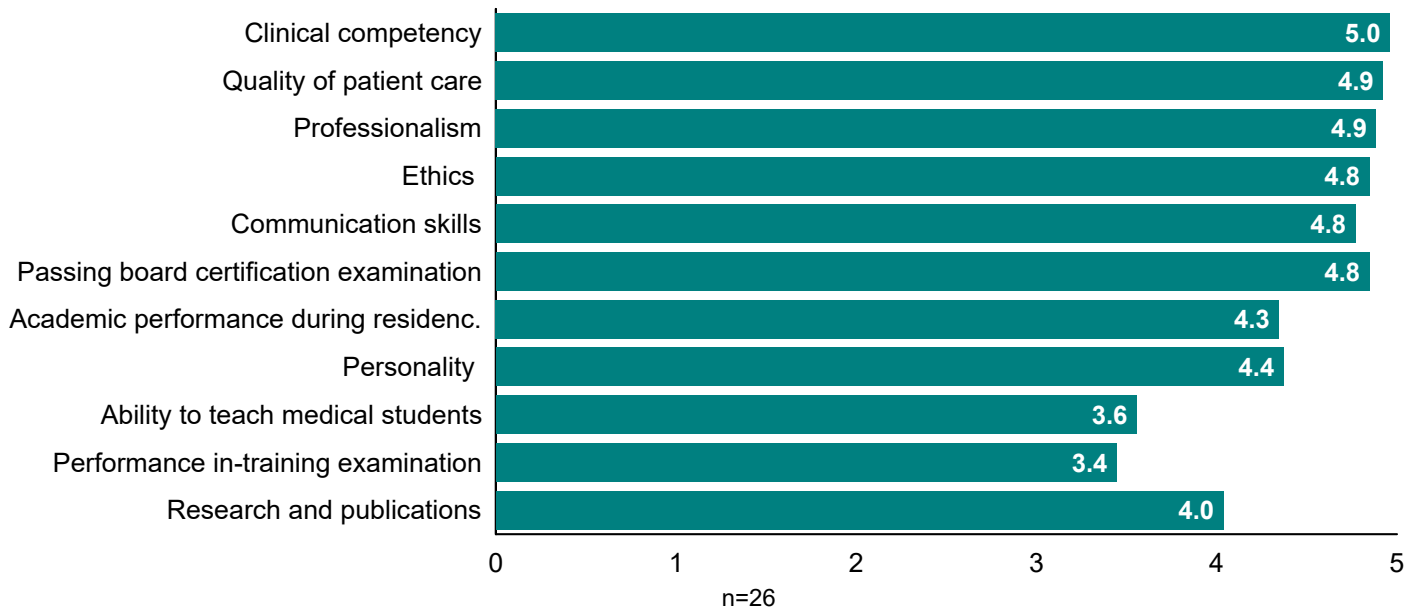



Percentage of Program's Interviews Conducted During Each Time Period



Importance of Factors in Assessing Residents' Success

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





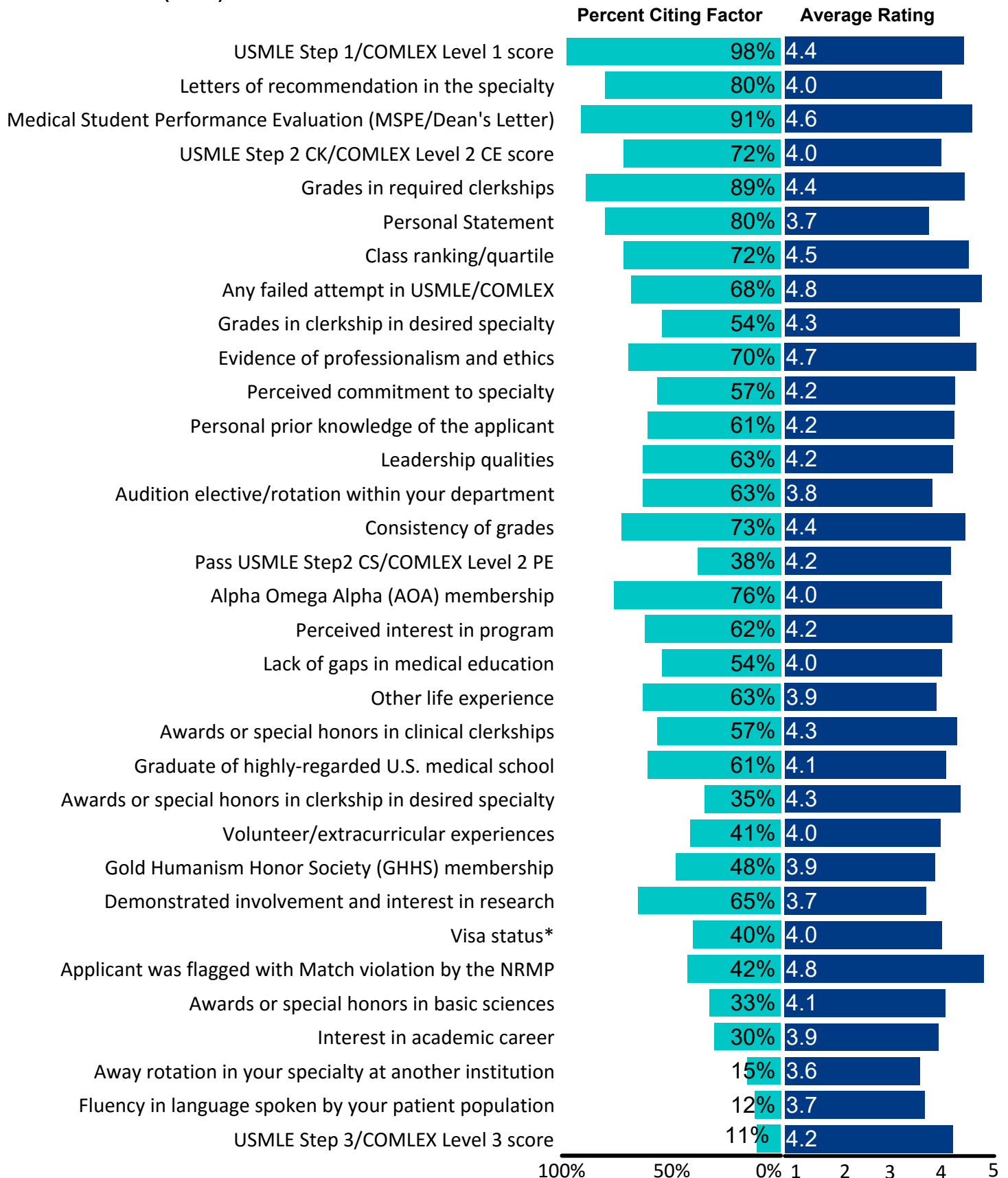
Radiology

(N=55)

Figure RD-1

Radiology-Diagnostic

Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Selecting Applicants to Interview (N=46)



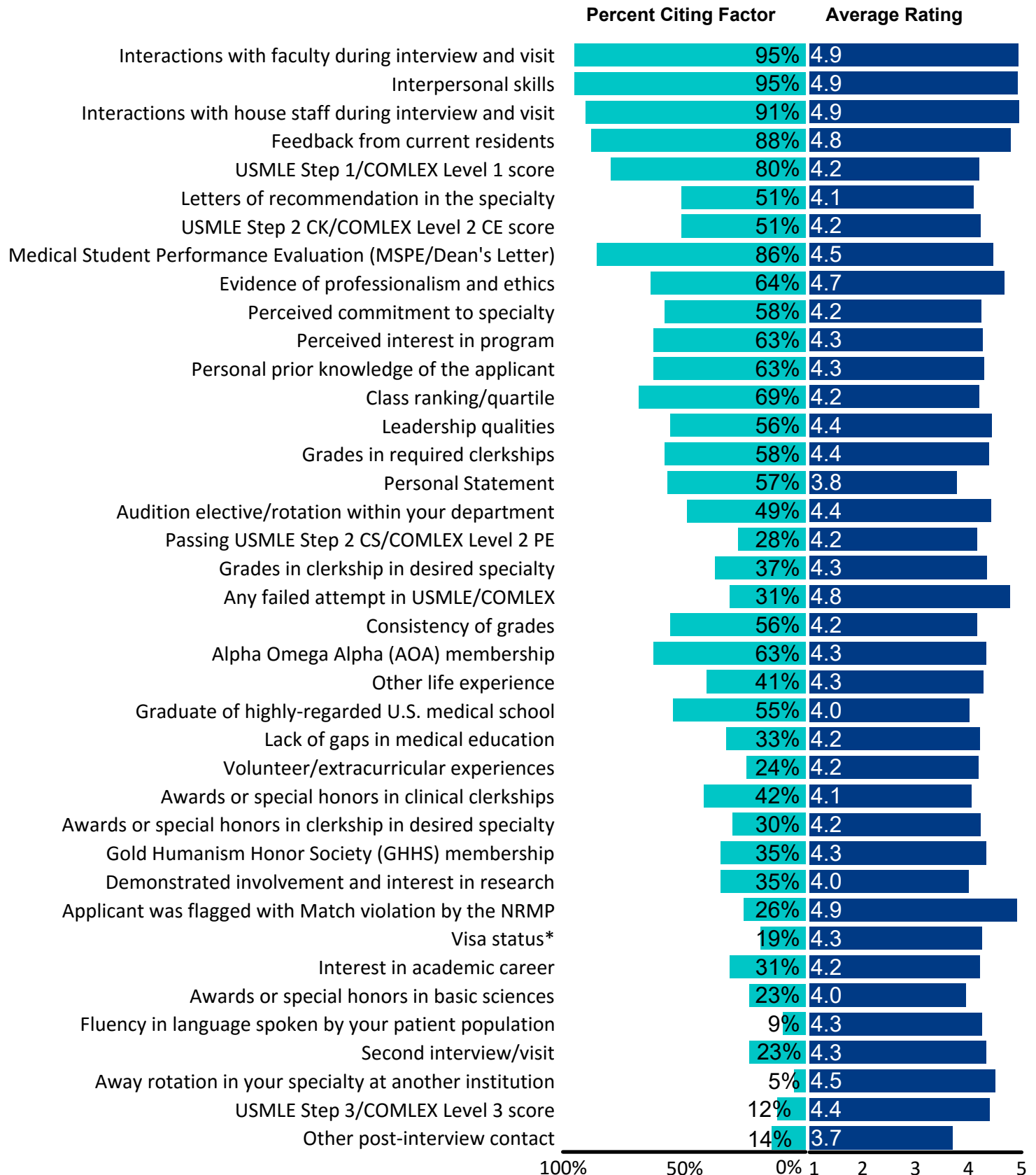
¹ Ratings on a scale from 1 (not at all important) to 5 (very important).

* International Medical Graduates only

Figure RD-2

Radiology-Diagnostic

Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Ranking Applicants (N=46)



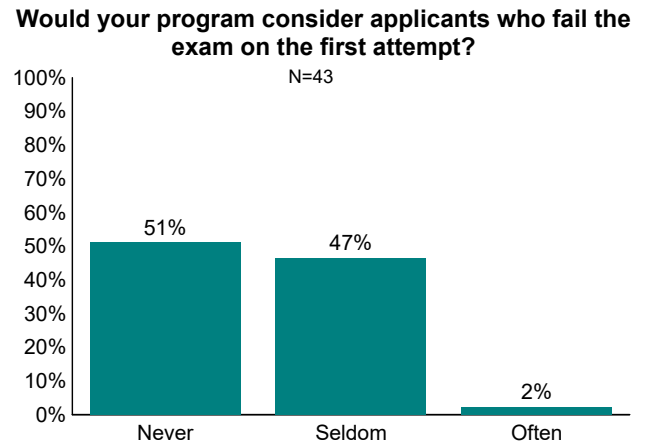
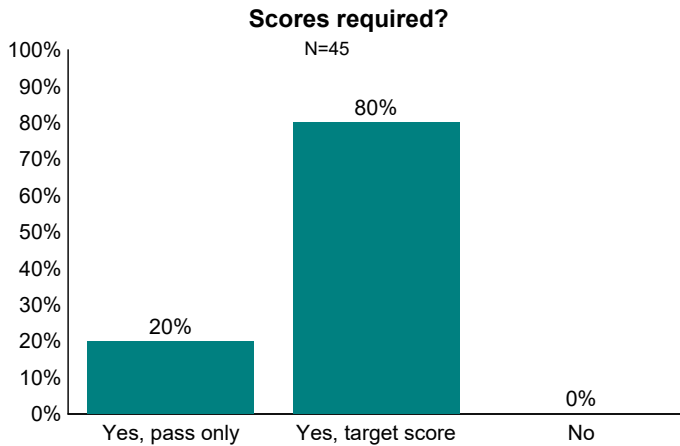
¹ Ratings on a scale from 1 (not at all important) to 5 (very important).

* International Medical Graduates only

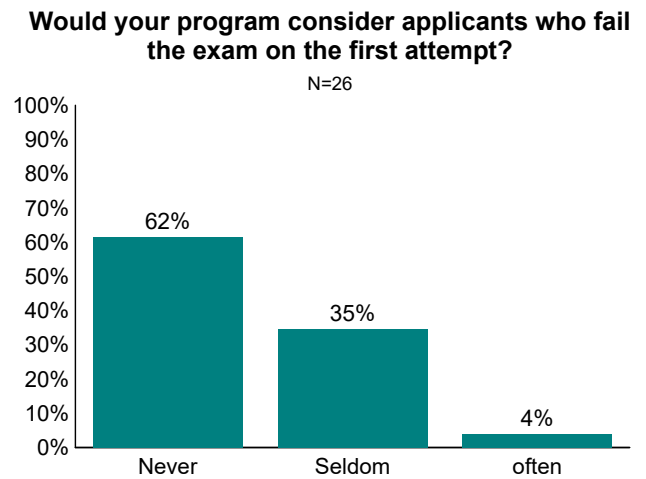
Figure RD-3

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

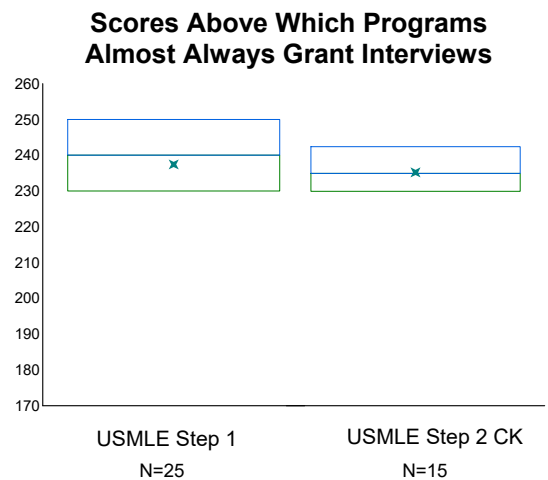
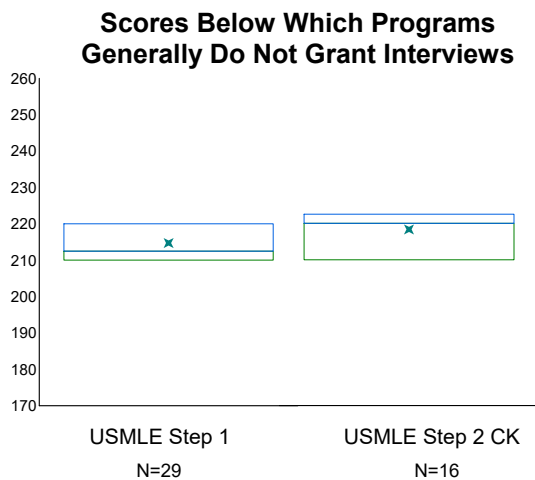
Percentage of Programs That Use USMLE Step 1 Score



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



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



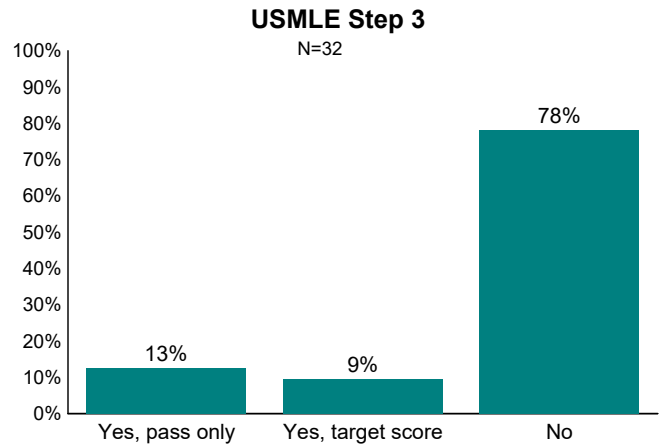
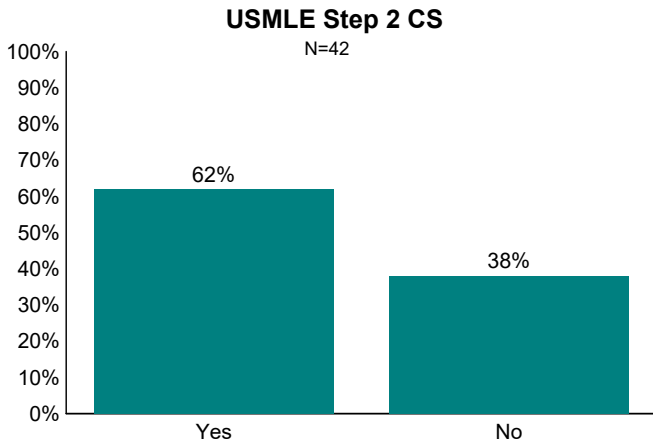
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

Figure RD-4

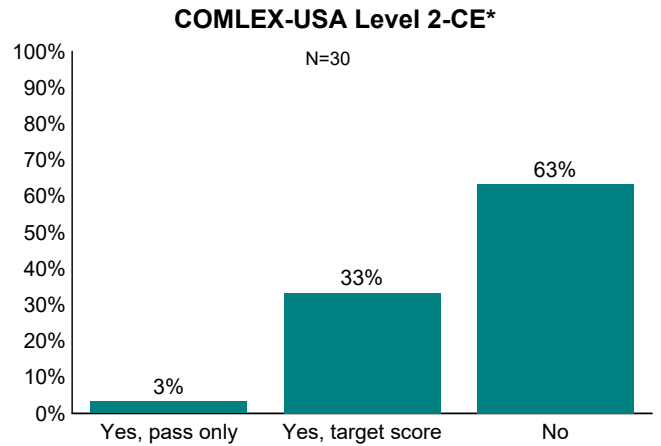
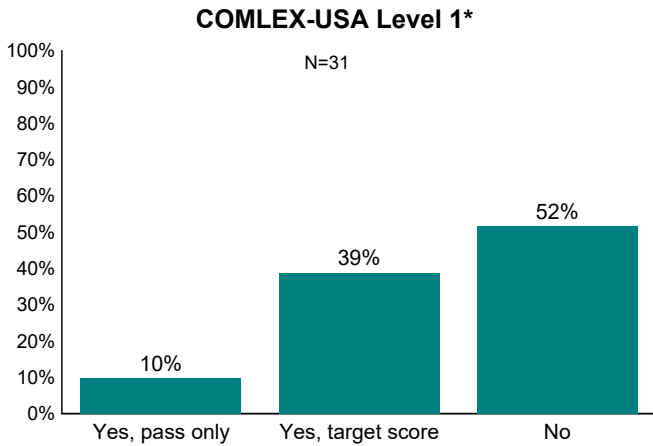
Radiology-Diagnostic

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

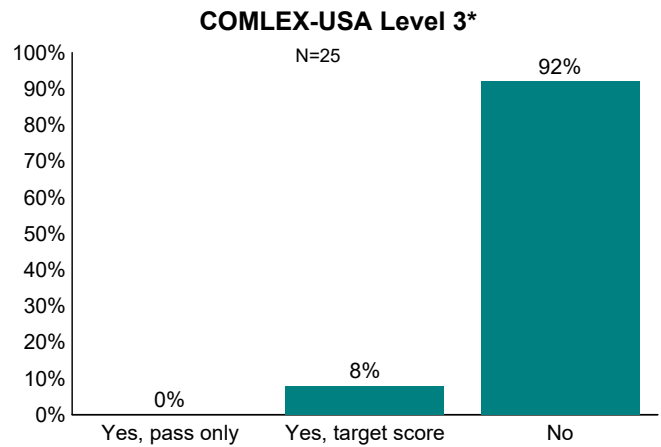
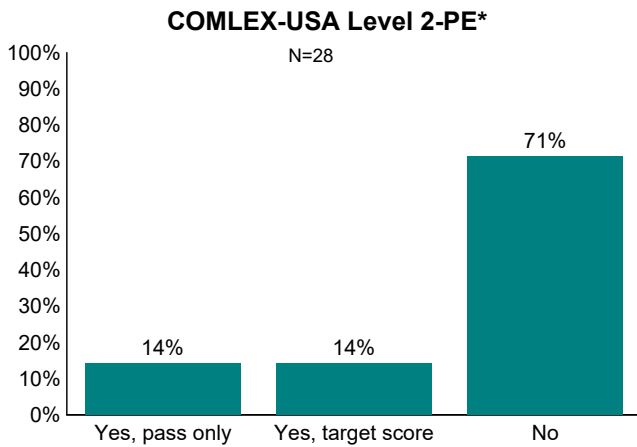
Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



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

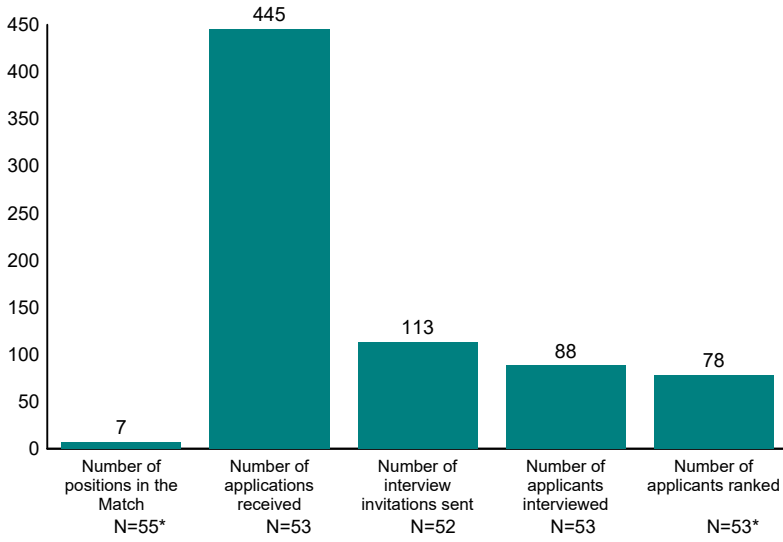


* Osteopathic applicants only

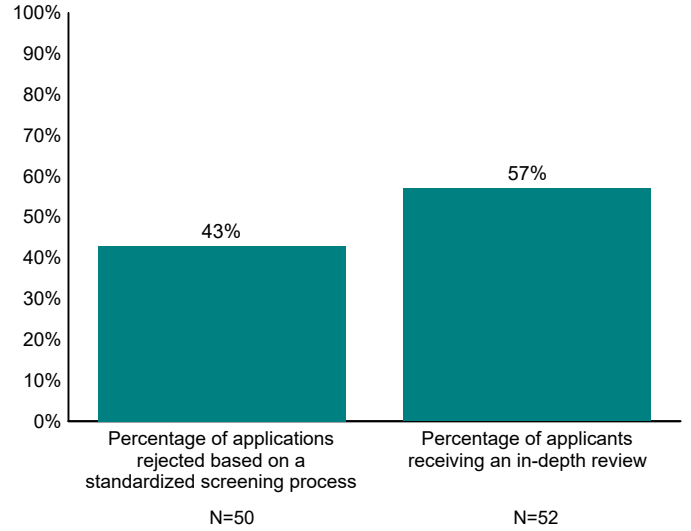
Figure RD-5

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

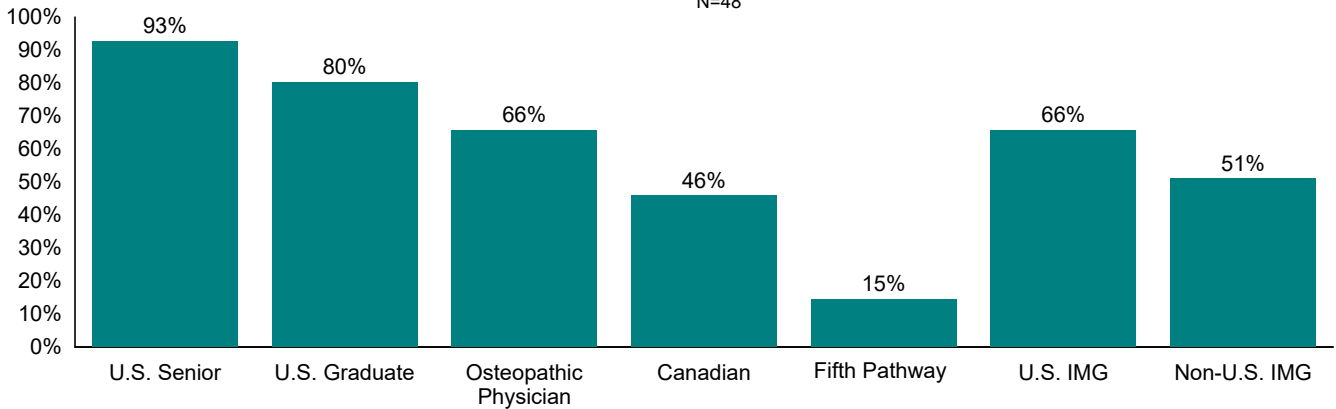


* Data from the NRMP database. All Responding programs included

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

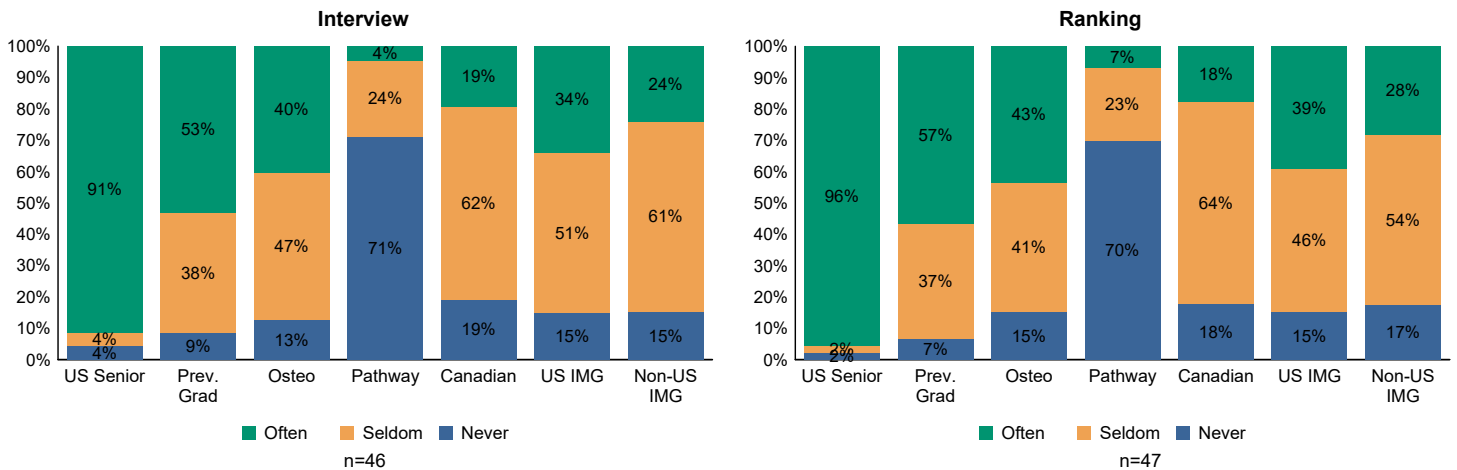
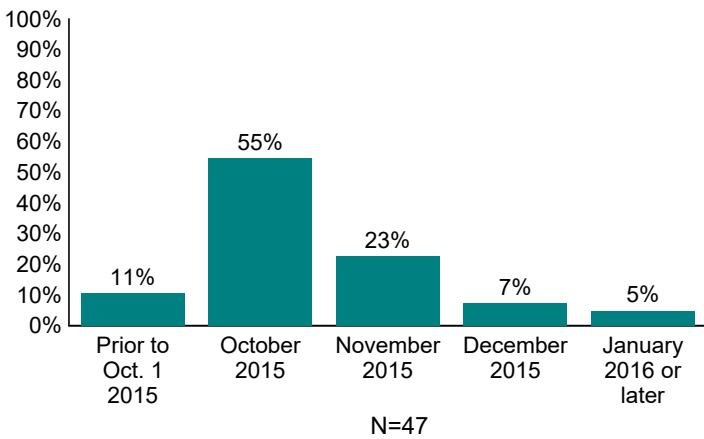


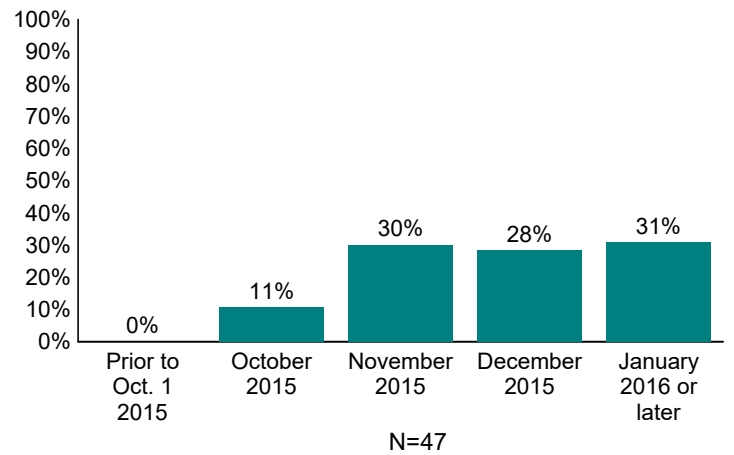
Figure RD-6

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

Percentage of Program's Interviews Extended During Each Time Period

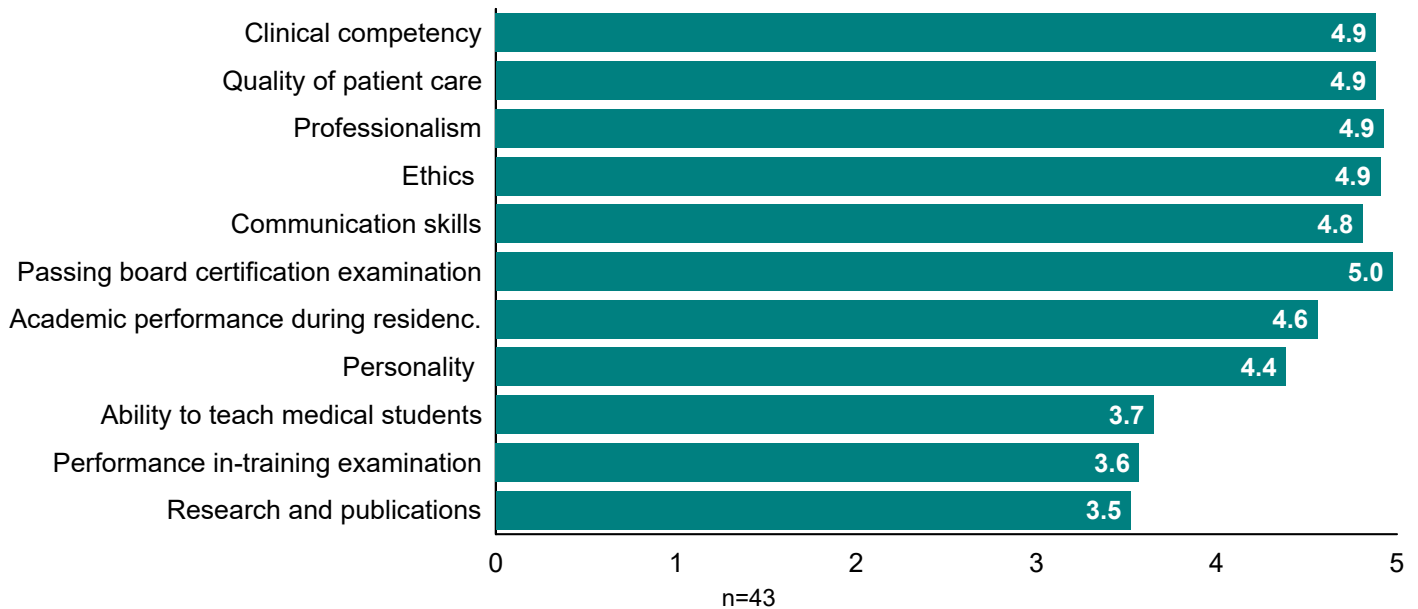



Percentage of Program's Interviews Conducted During Each Time Period



Importance of Factors in Assessing Residents' Success

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



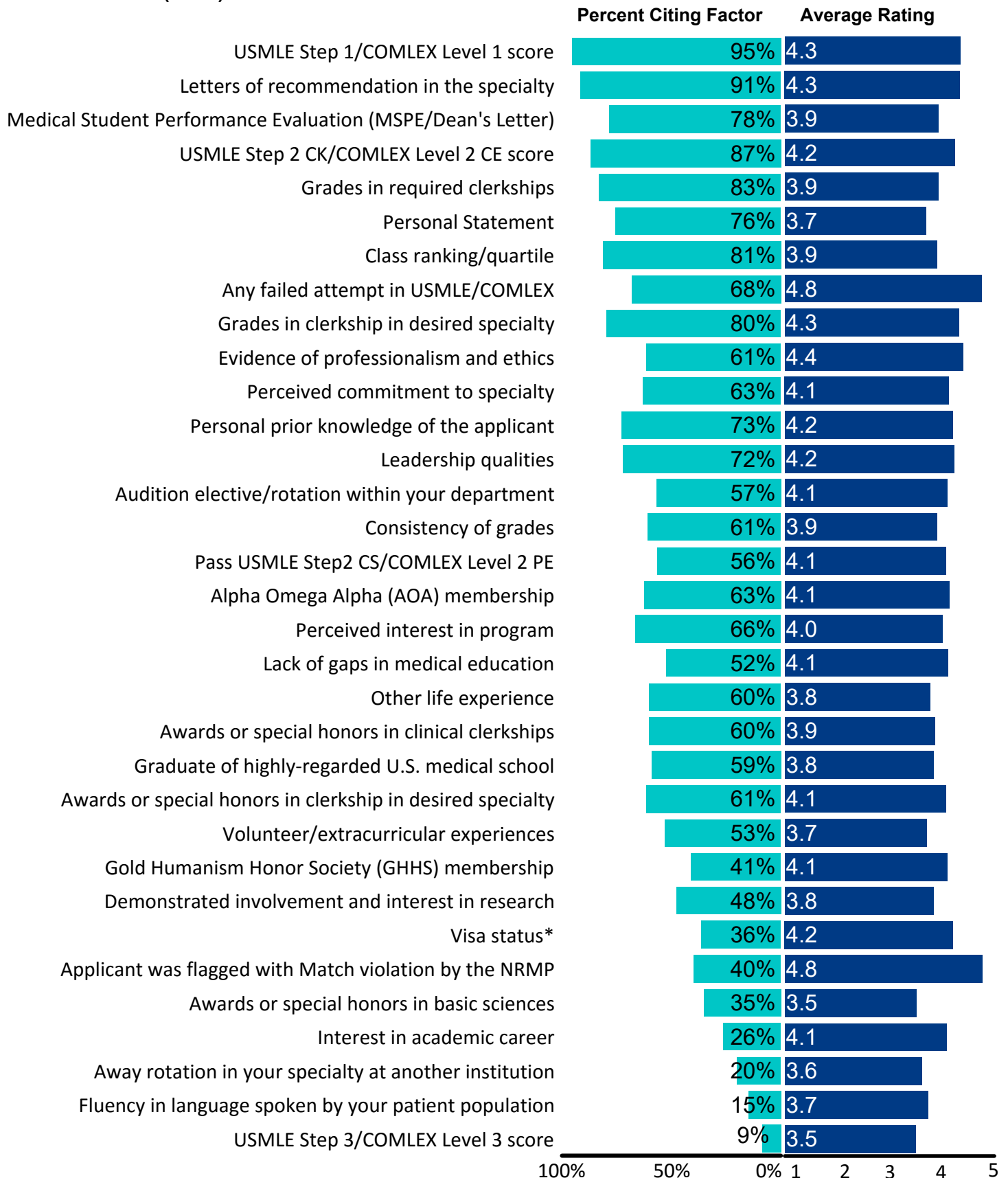


Surgery
(N=96)

Figure GS-1

Surgery

Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Selecting Applicants to Interview (N=88)



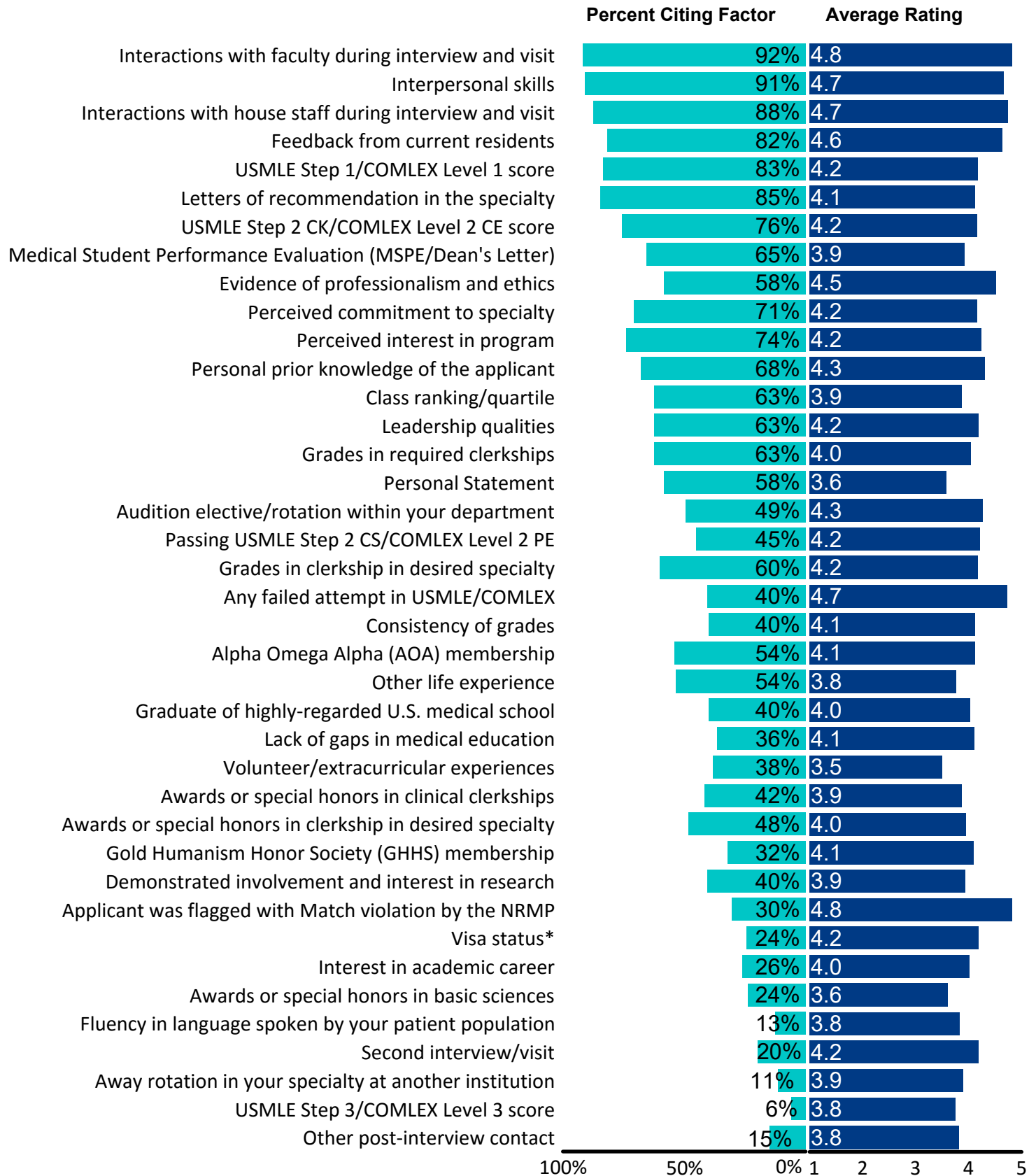
¹ Ratings on a scale from 1 (not at all important) to 5 (very important).

* International Medical Graduates only

Figure GS-2

Surgery

Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Ranking Applicants (N=88)



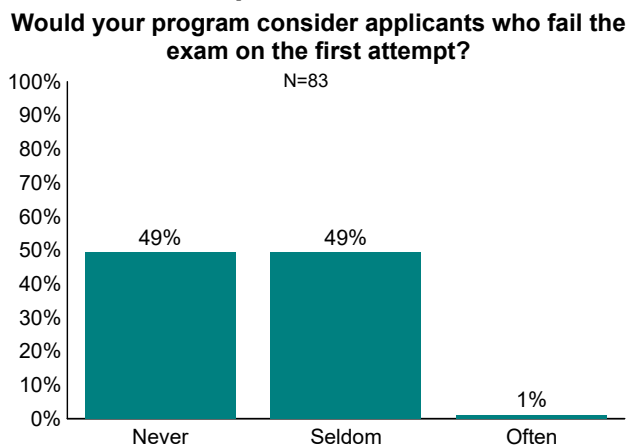
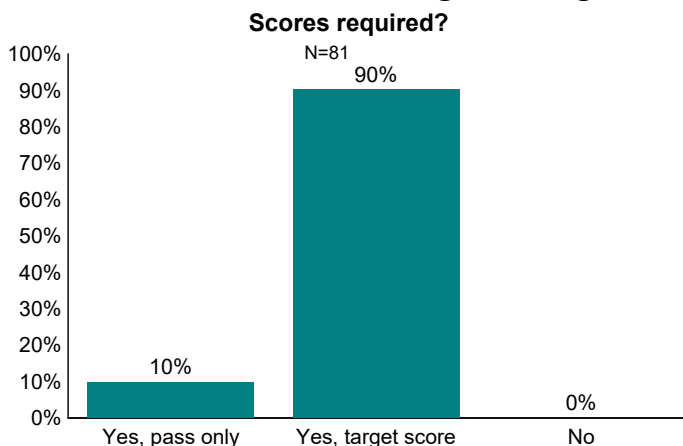
¹ Ratings on a scale from 1 (not at all important) to 5 (very important).

* International Medical Graduates only

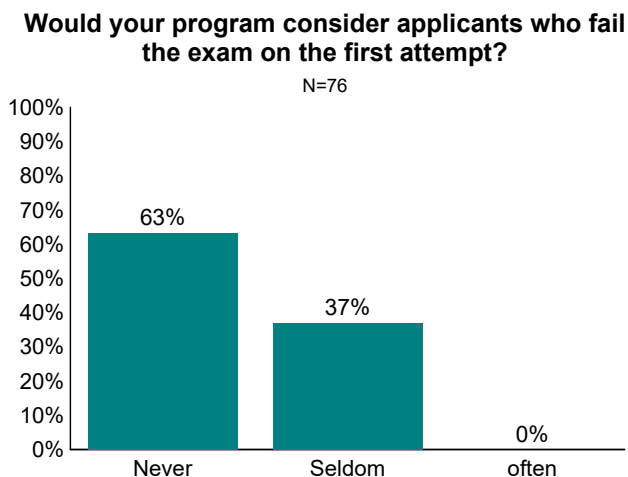
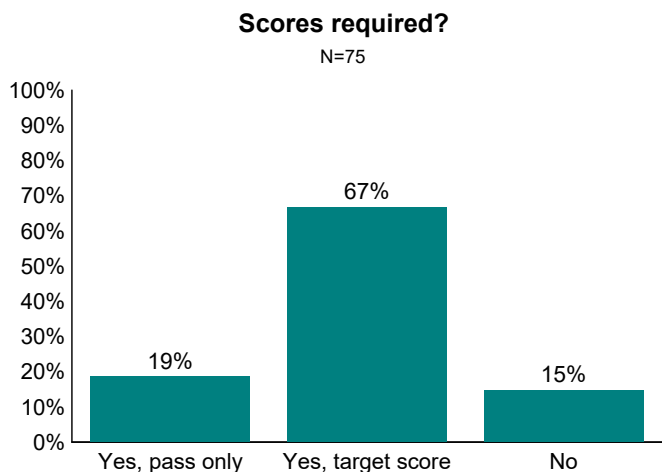
Figure GS-3

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

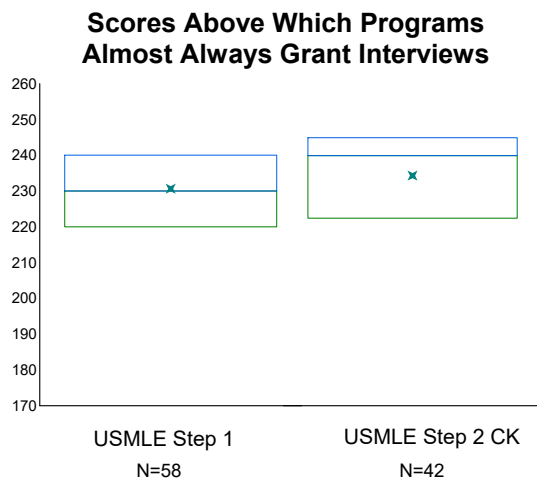
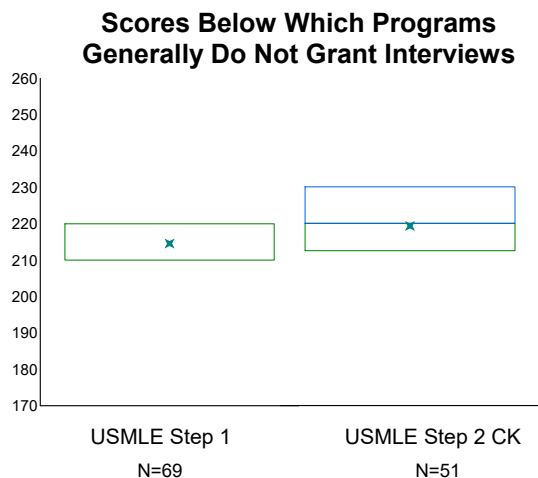
Percentage of Programs That Use USMLE Step 1 Score



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



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

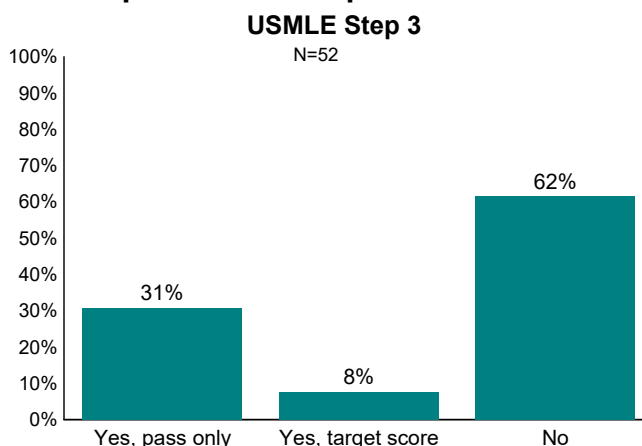
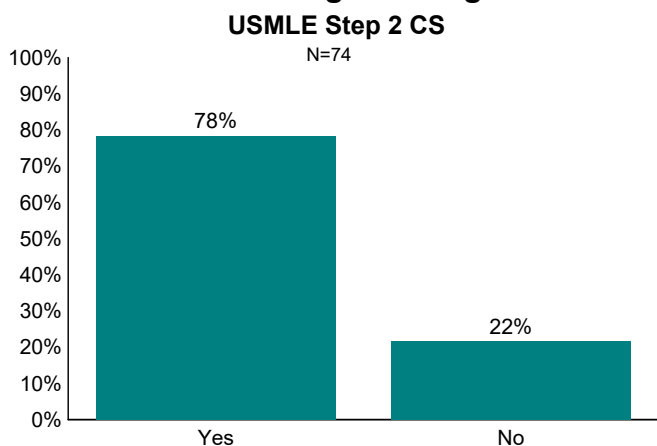


The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

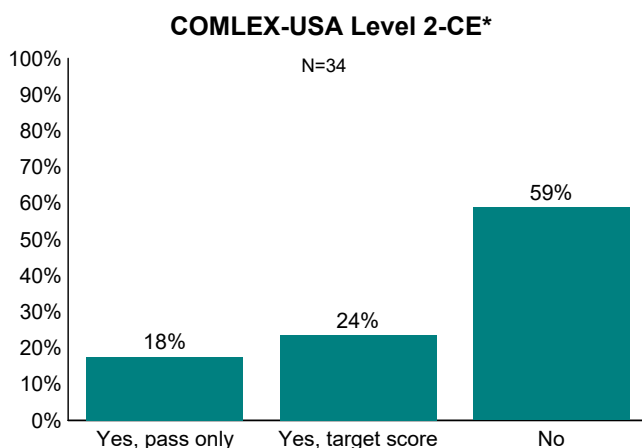
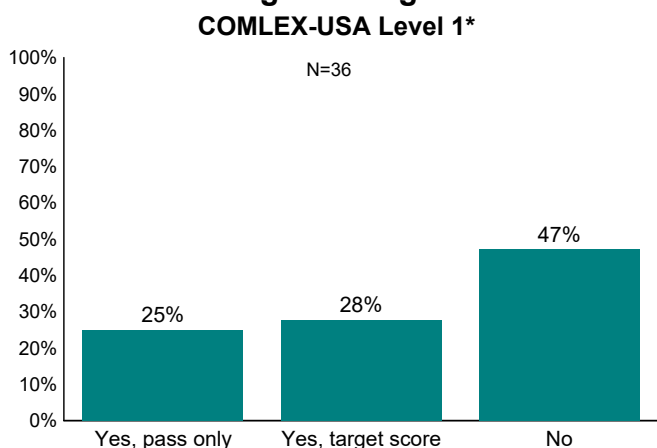
Figure GS-4

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

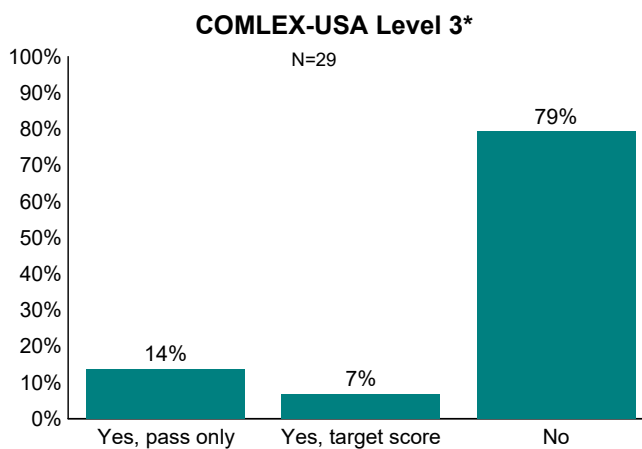
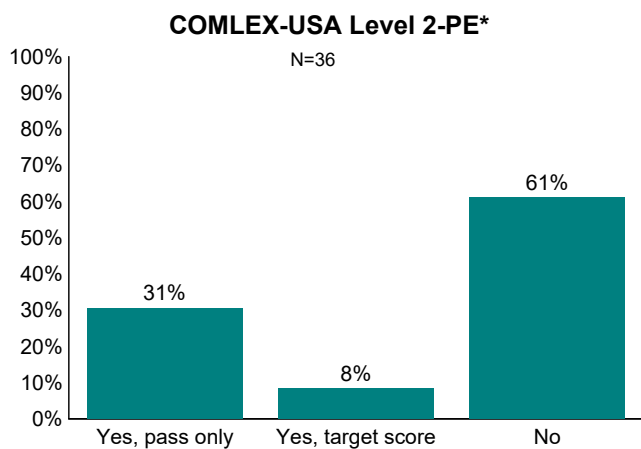
Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



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

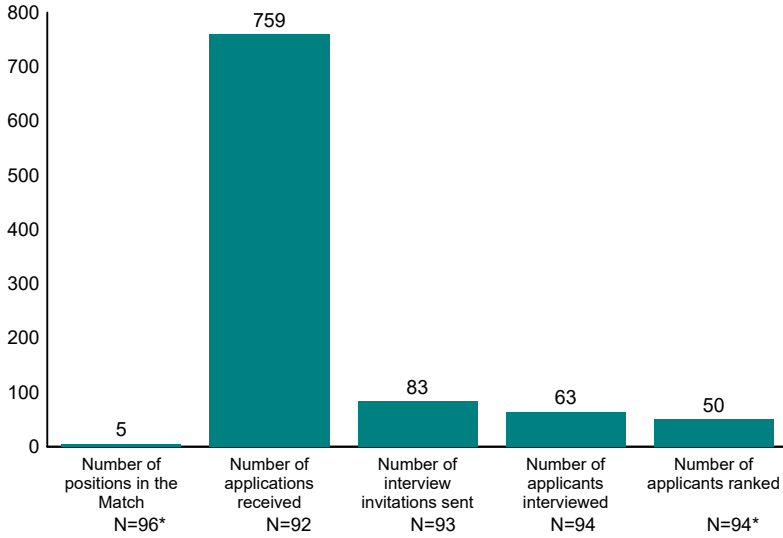


* Osteopathic applicants only

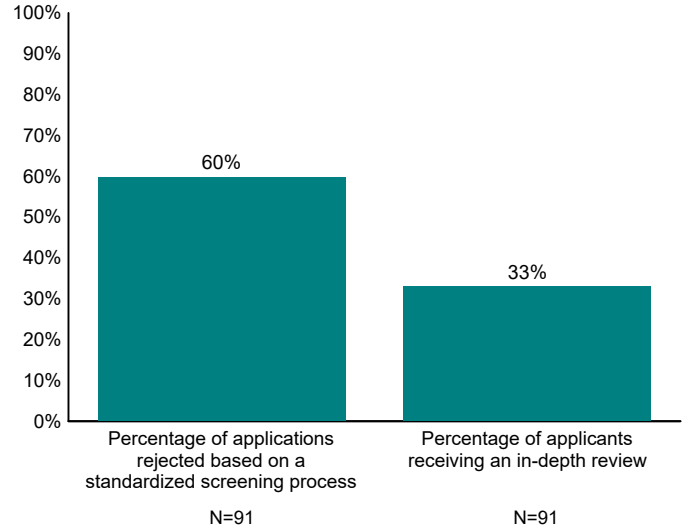
Figure GS-5

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

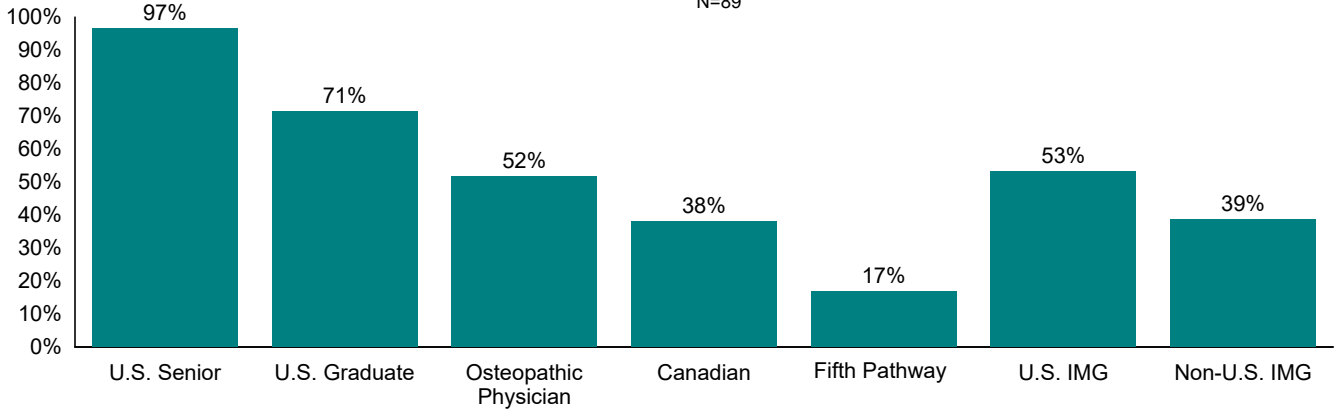


* Data from the NRMP database. All Responding programs included

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

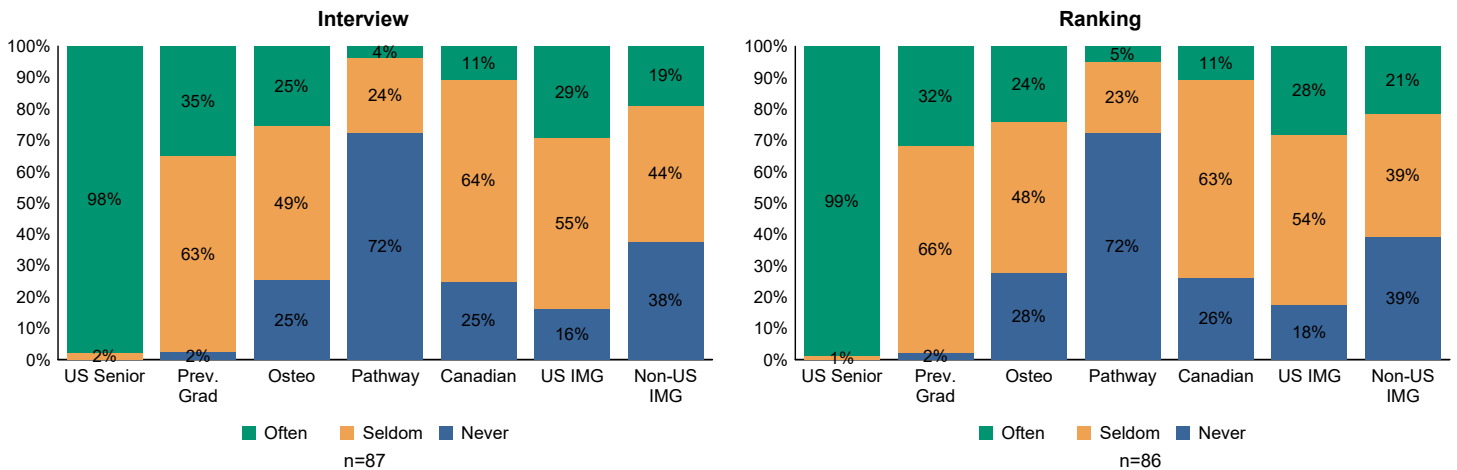
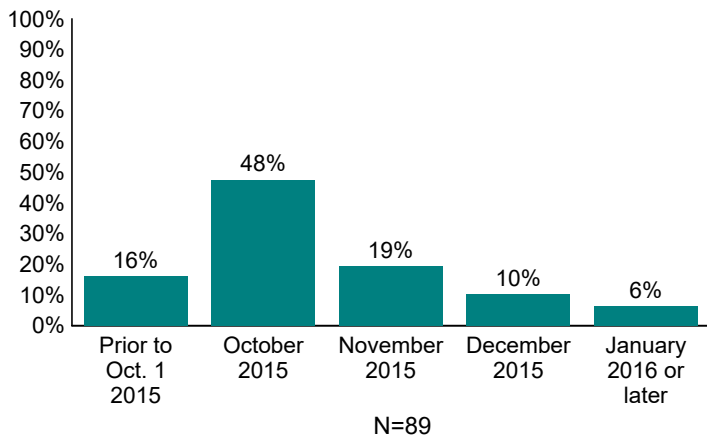


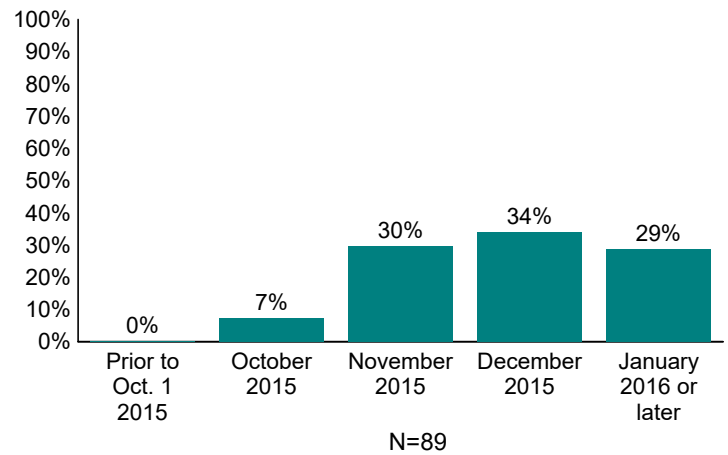
Figure GS-6

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

Percentage of Program's Interviews Extended During Each Time Period

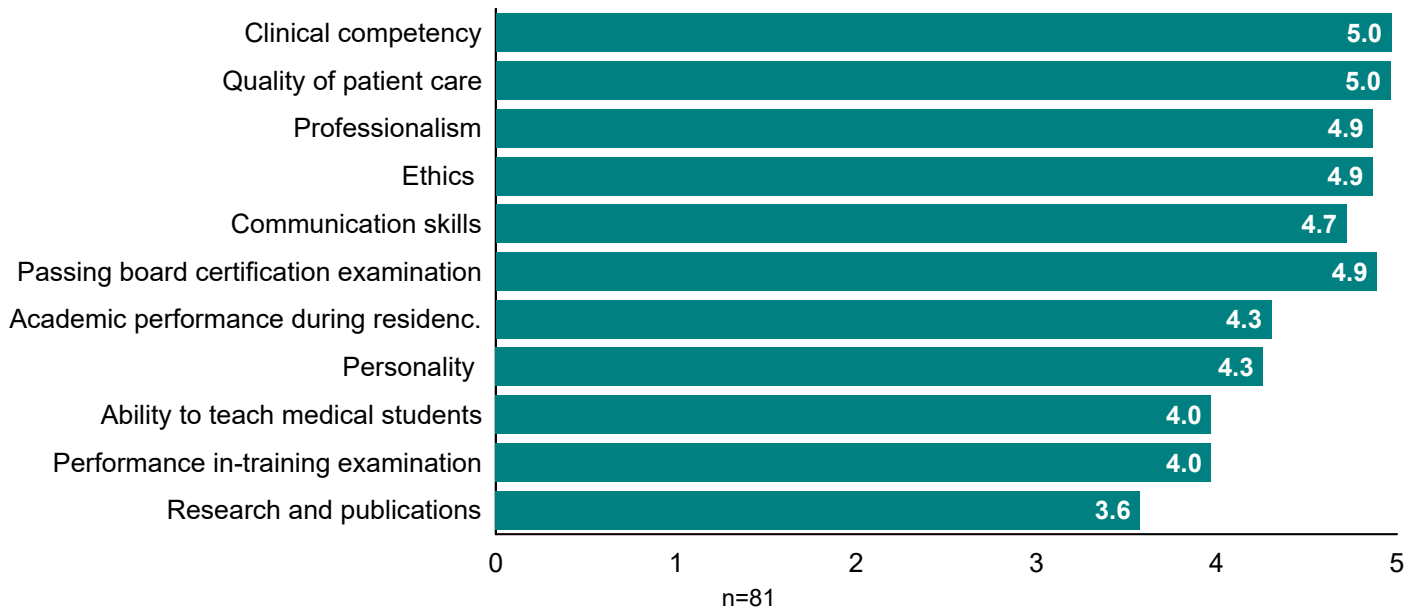


Percentage of Program's Interviews Conducted During Each Time Period



Importance of Factors in Assessing Residents' Success

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





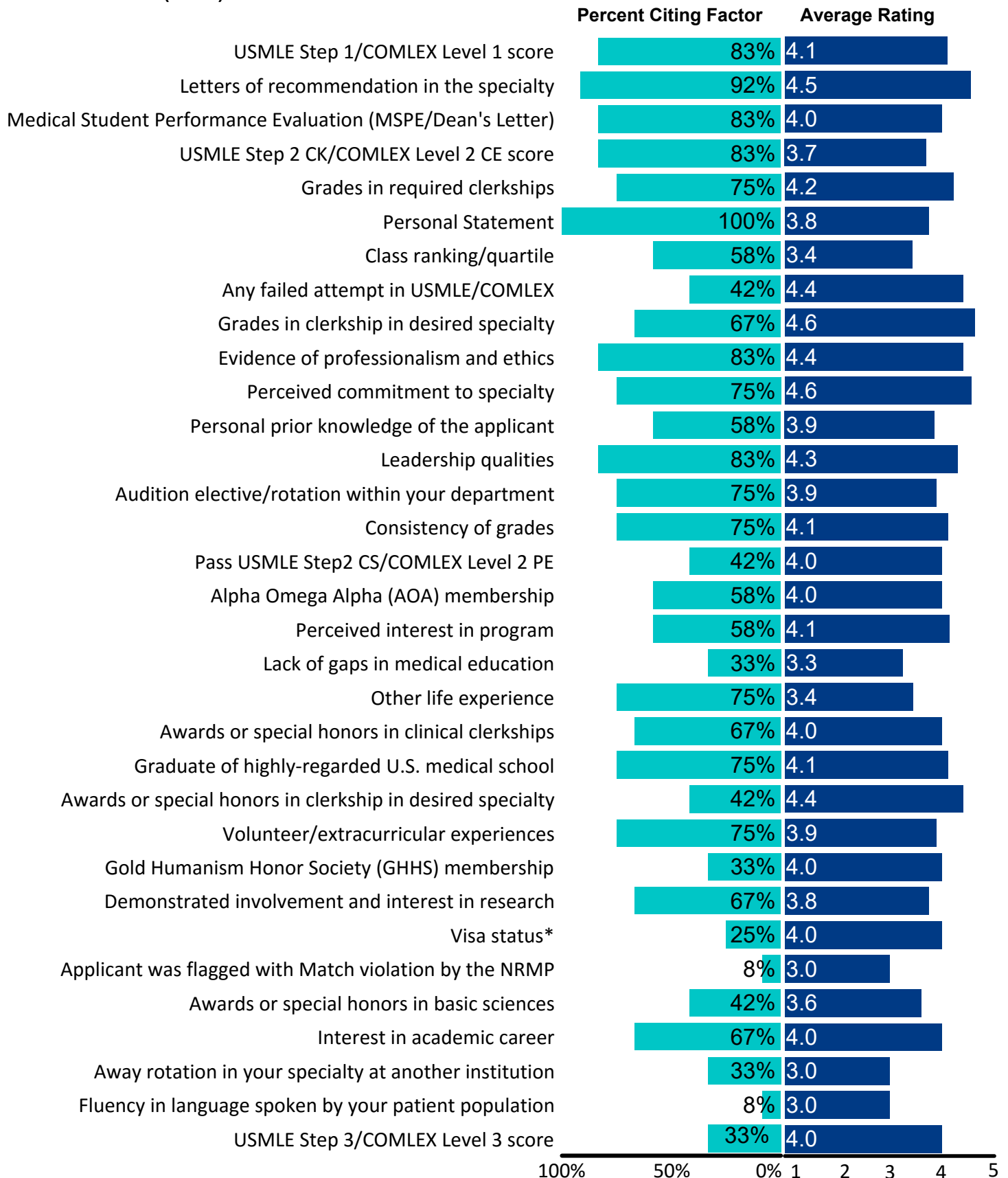
Thoracic Surgery

(N=12)

Figure TS-1

Thoracic Surgery

Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Selecting Applicants to Interview (N=12)



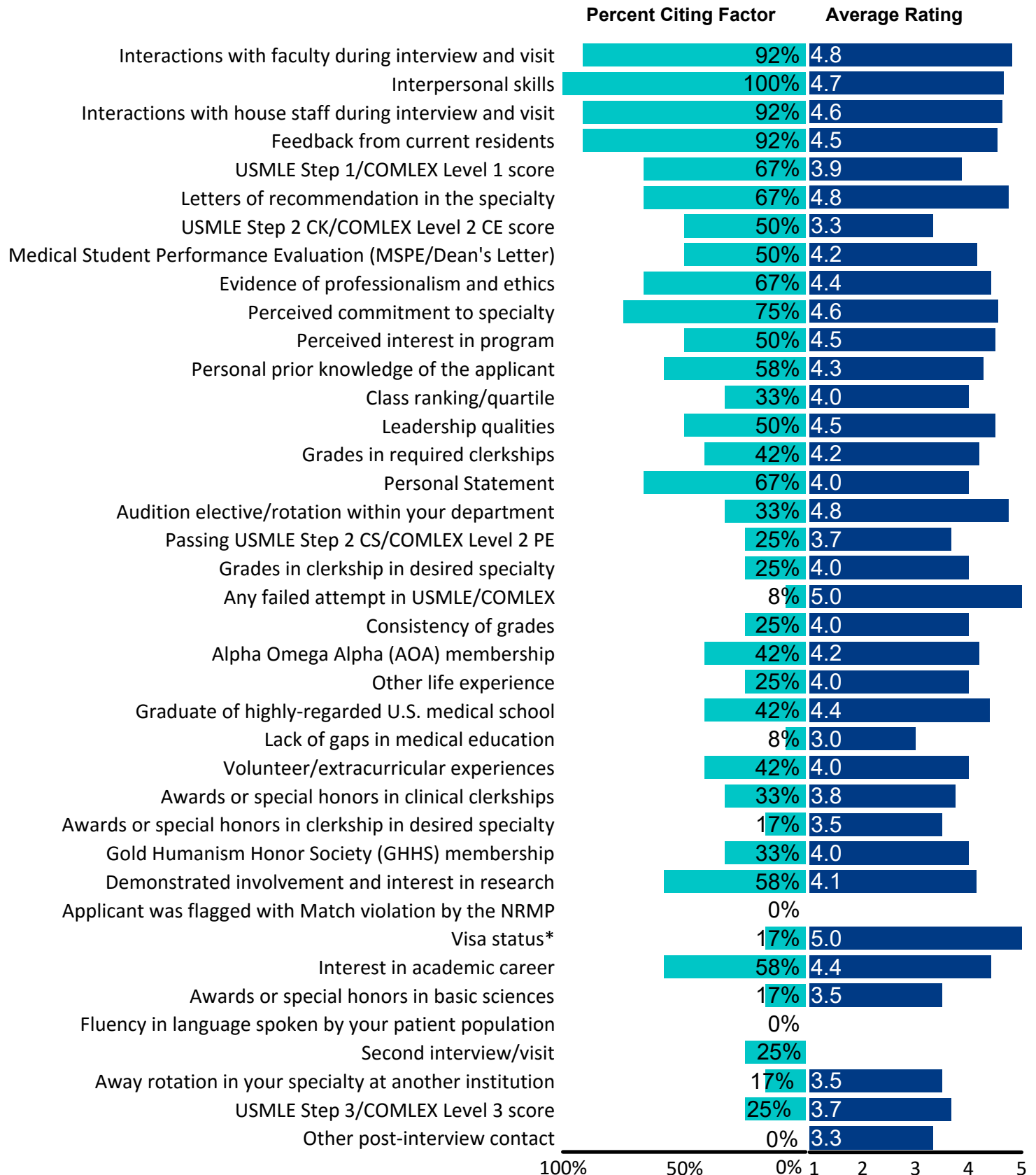
¹ Ratings on a scale from 1 (not at all important) to 5 (very important).

* International Medical Graduates only

Figure TS-2

Thoracic Surgery

Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Ranking Applicants (N=12)



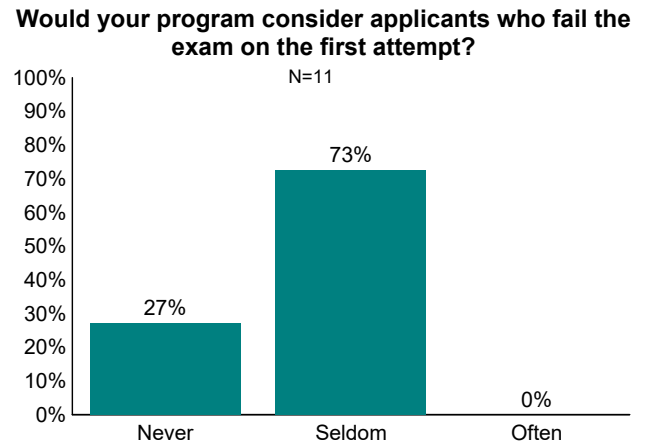
¹ Ratings on a scale from 1 (not at all important) to 5 (very important).

* International Medical Graduates only

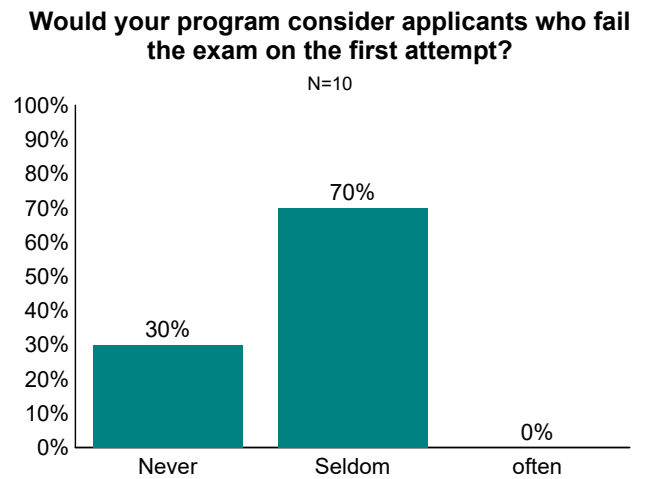
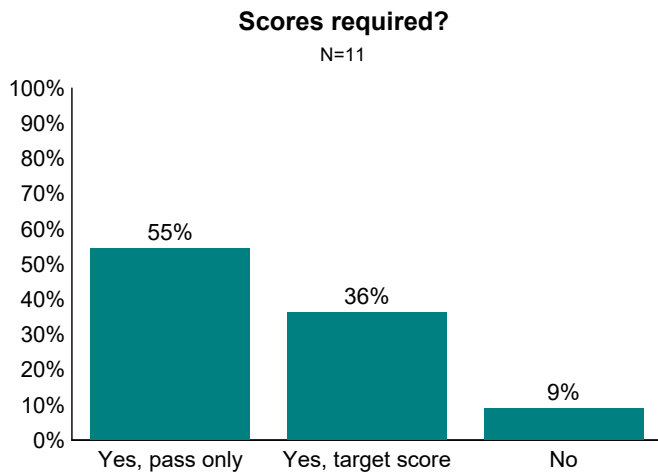
Figure TS-3

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

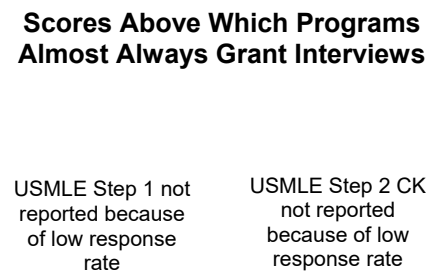
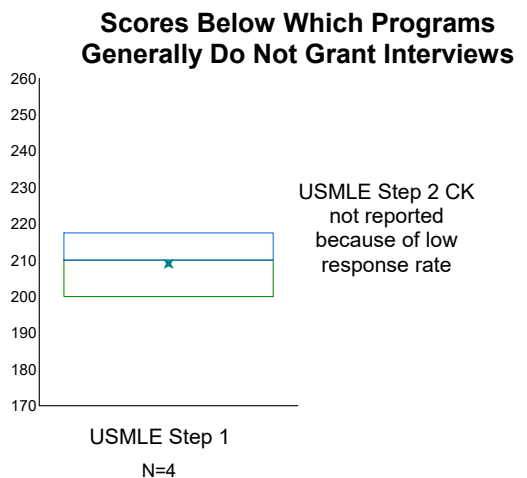
Percentage of Programs That Use USMLE Step 1 Score



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



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



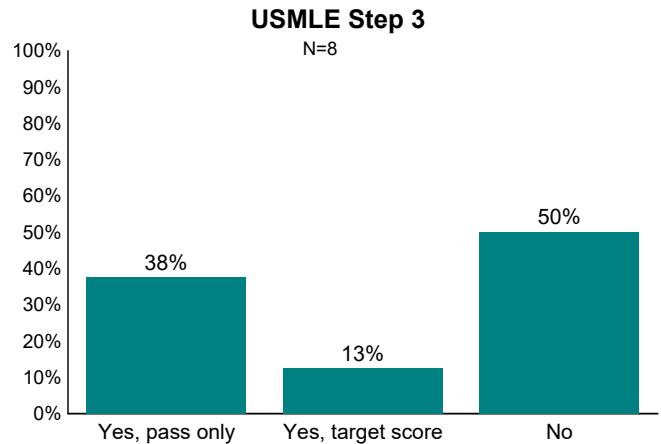
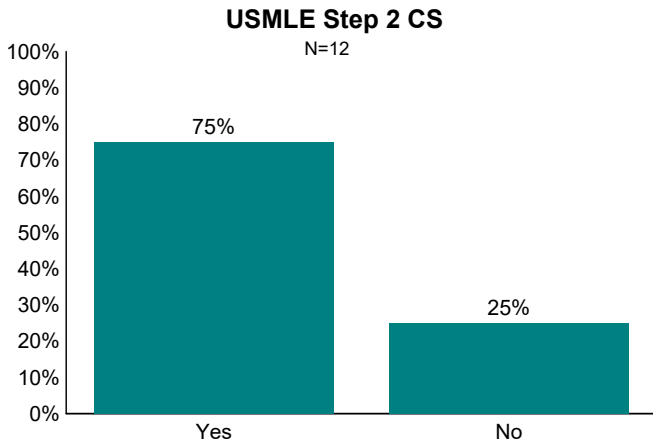
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

Figure TS-4

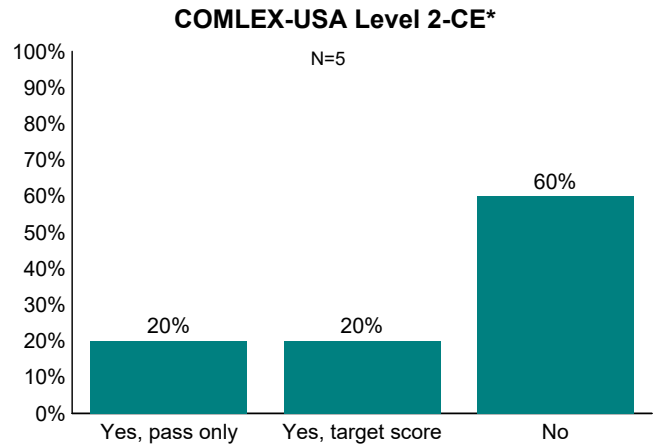
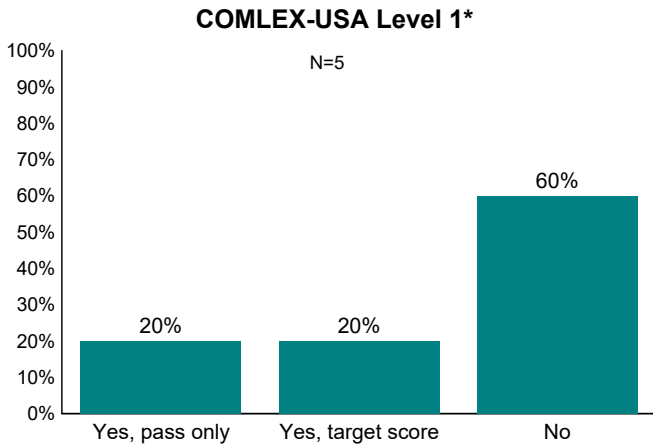
Thoracic Surgery

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

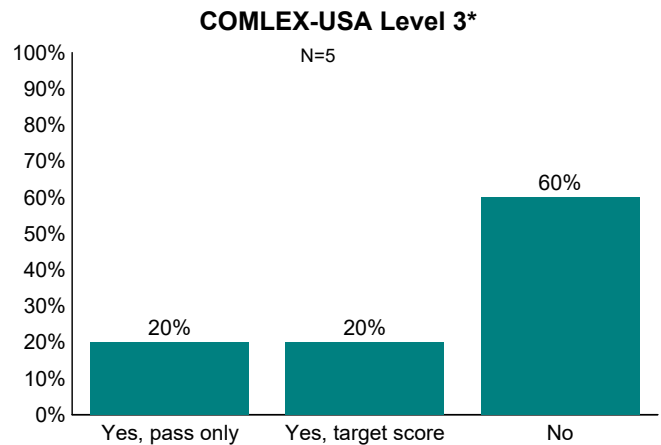
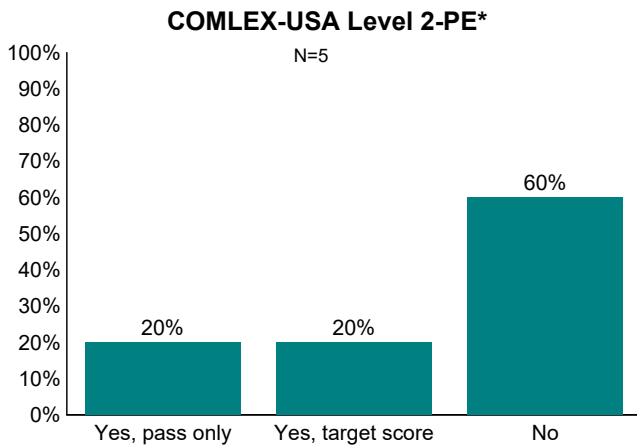
Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



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

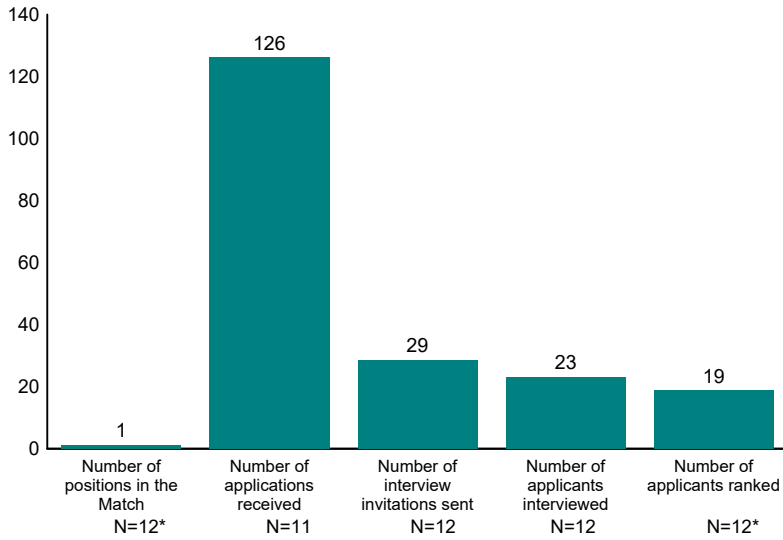


* Osteopathic applicants only

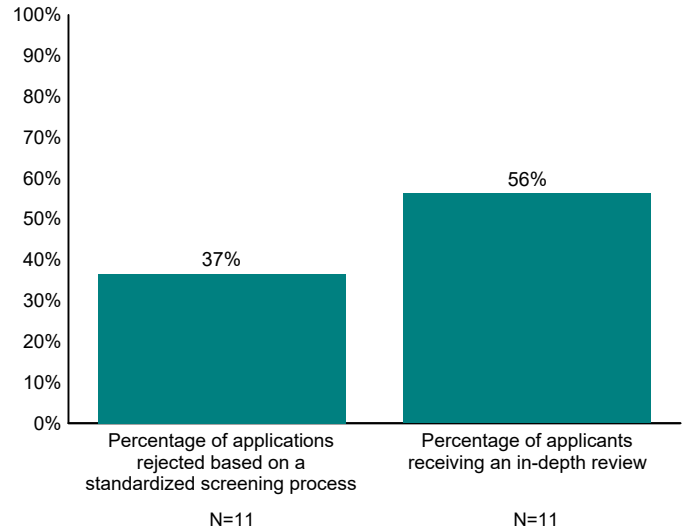
Figure TS-5

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

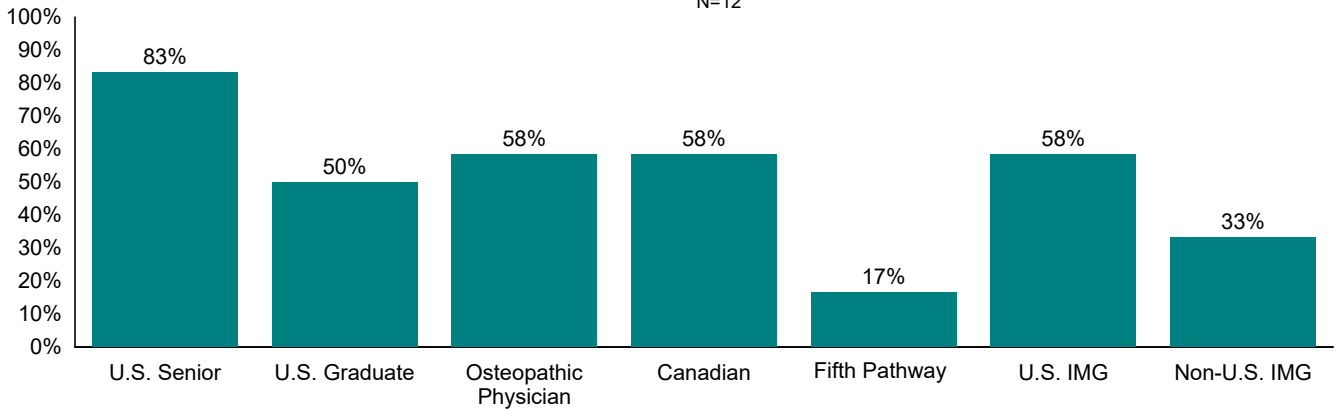


* Data from the NRMP database. All Responding programs included

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

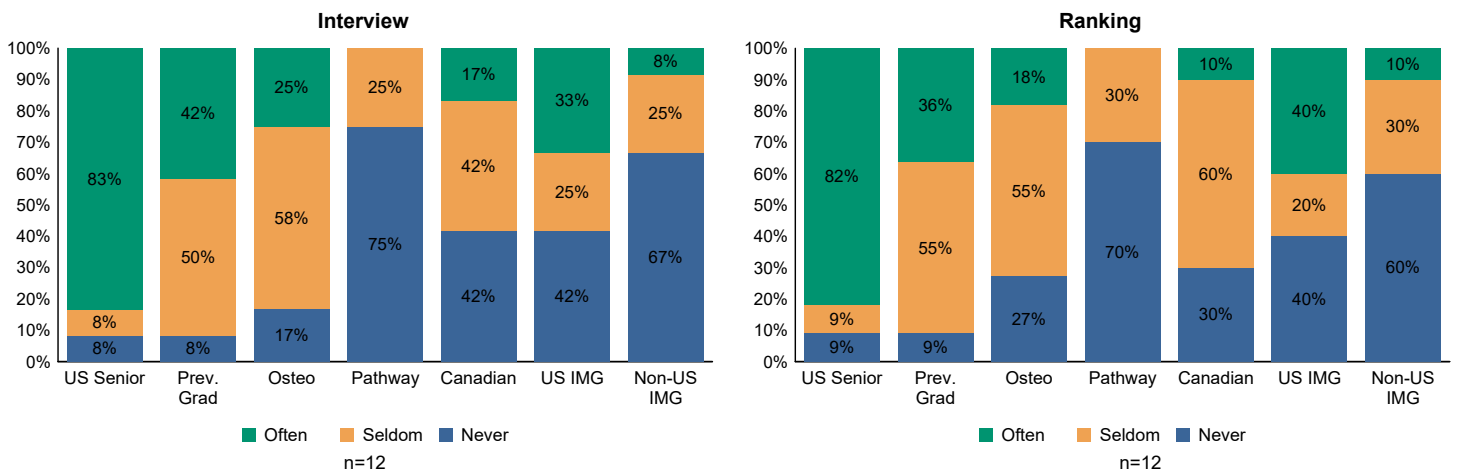
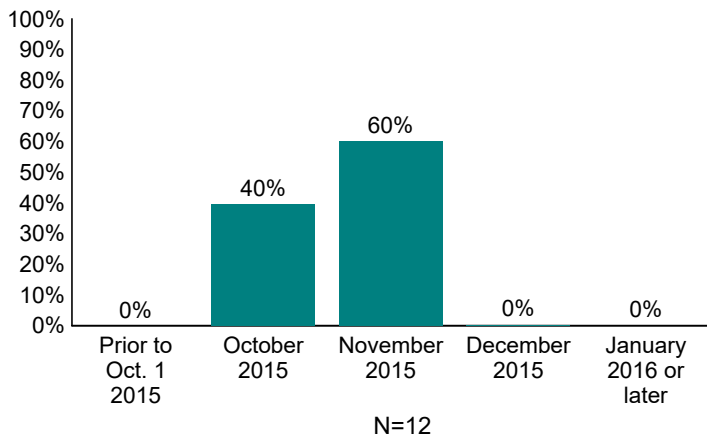


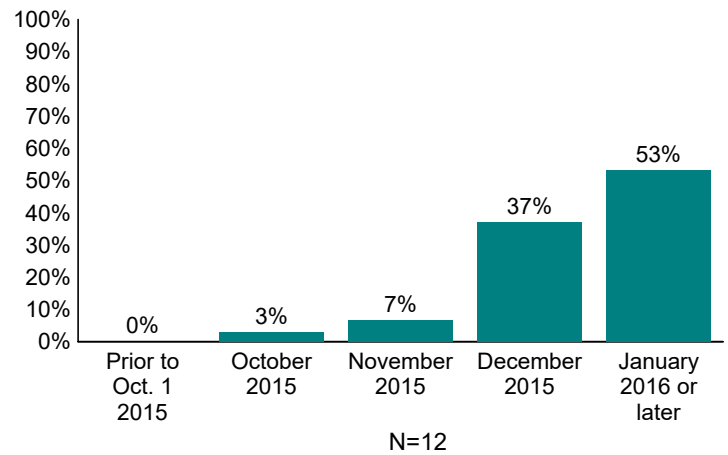
Figure TS-6

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

Percentage of Program's Interviews Extended During Each Time Period

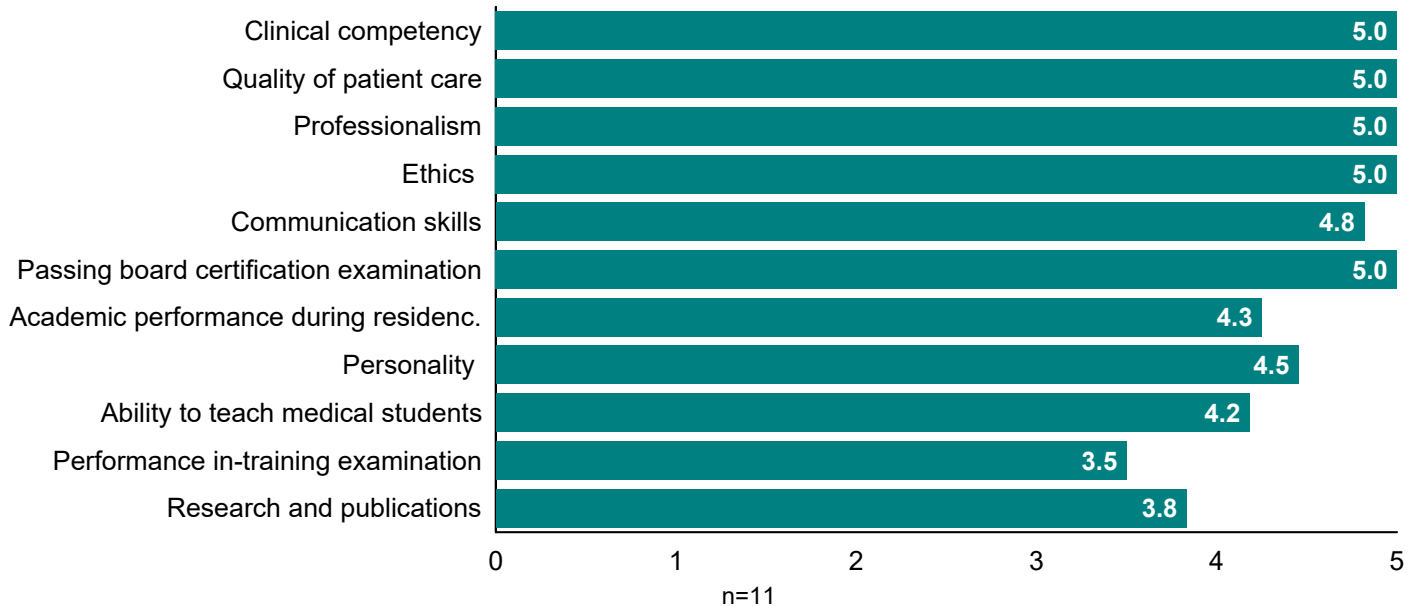


Percentage of Program's Interviews Conducted During Each Time Period



Importance of Factors in Assessing Residents' Success

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

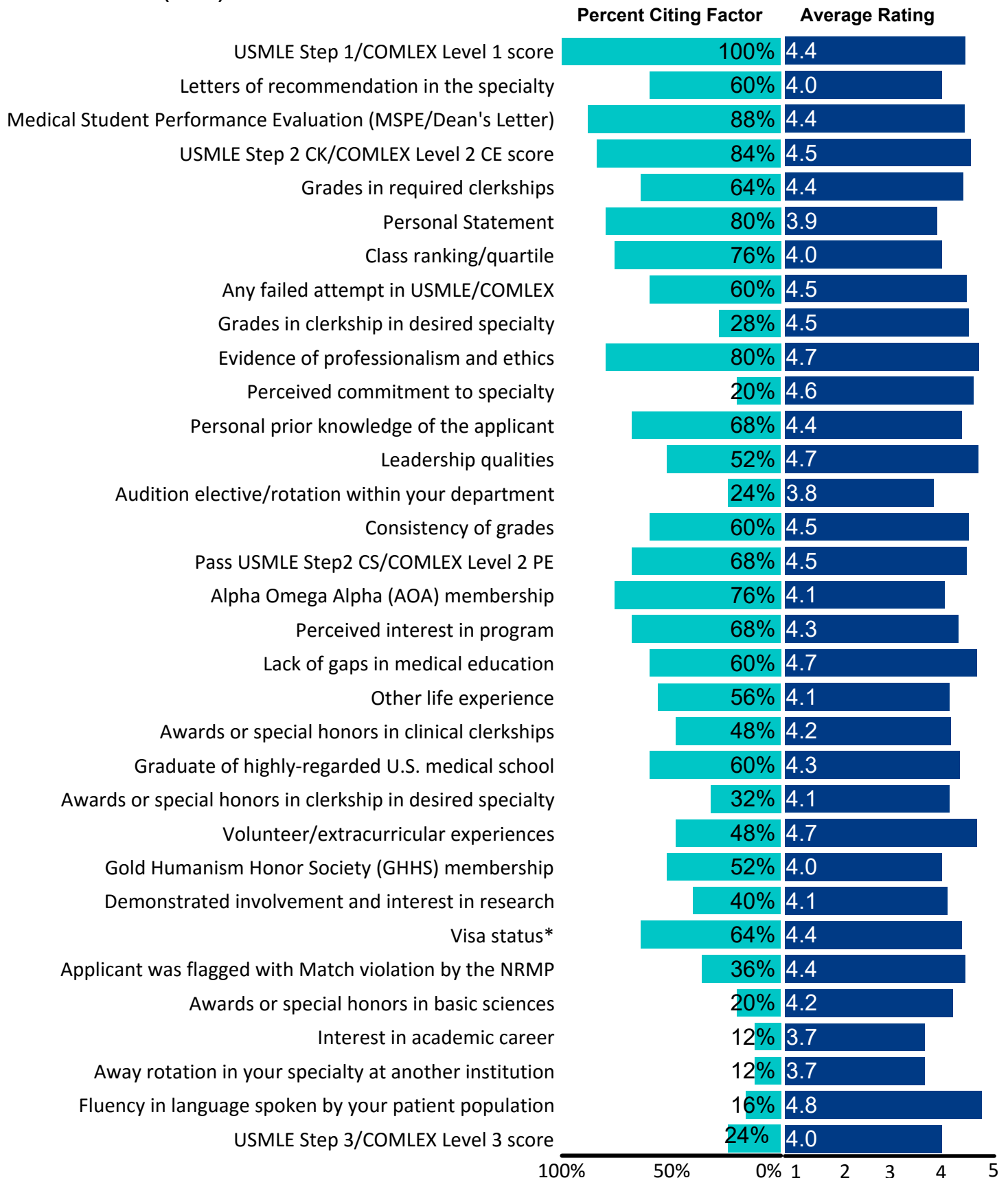




Transitional Year
(N=27)

Figure TY-1

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



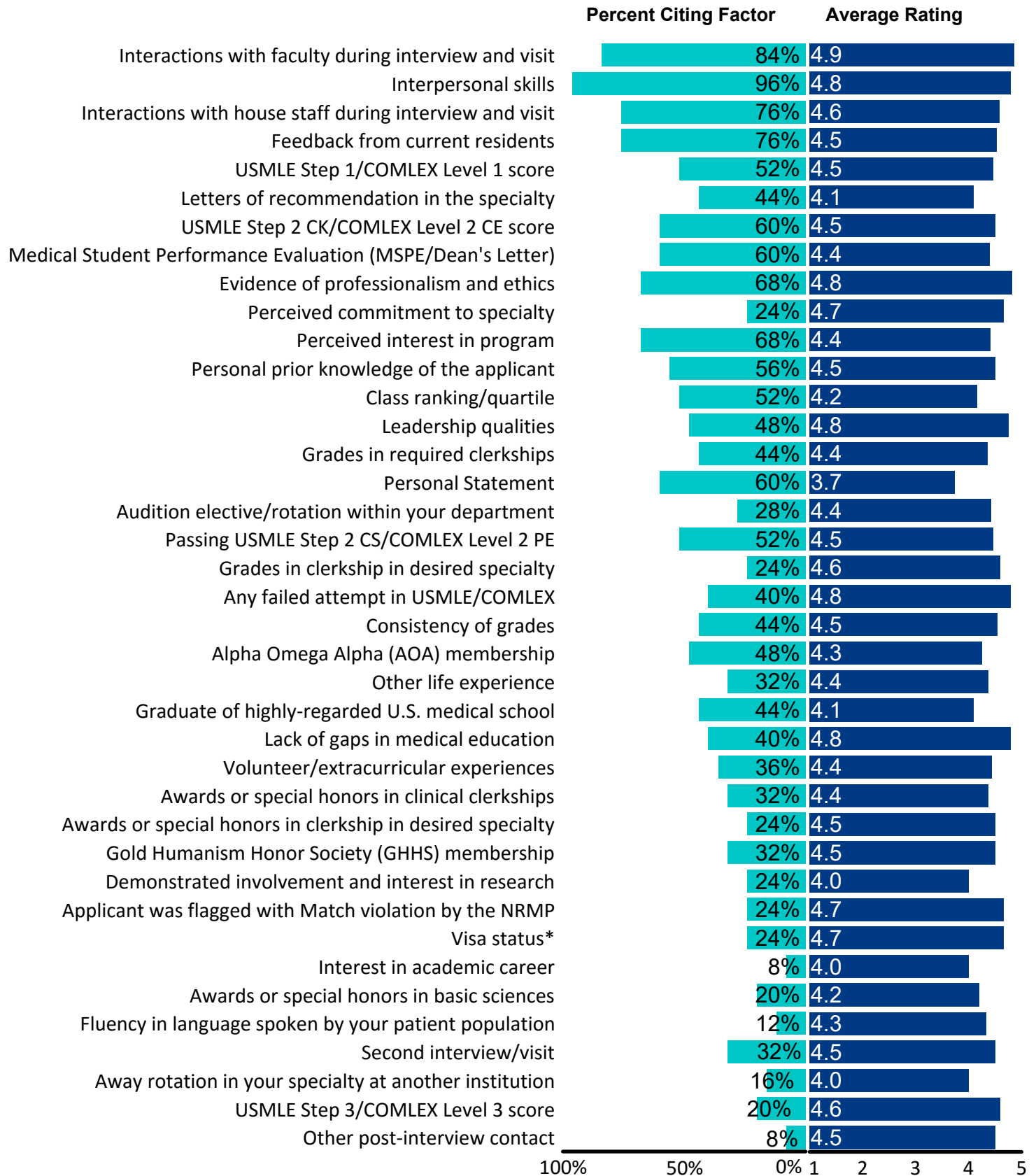
¹ Ratings on a scale from 1 (not at all important) to 5 (very important).

* International Medical Graduates only

Figure TY-2

Transitional Year

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



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

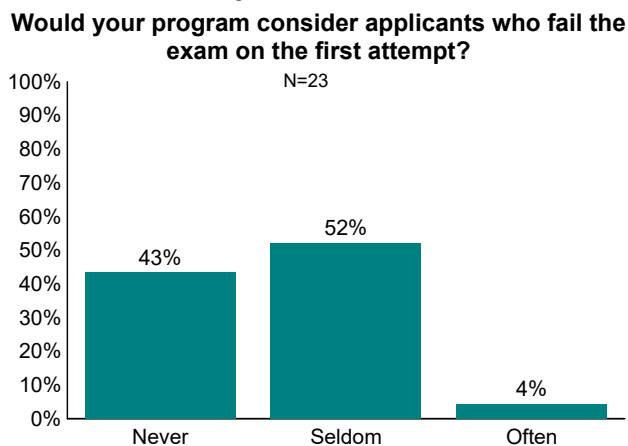
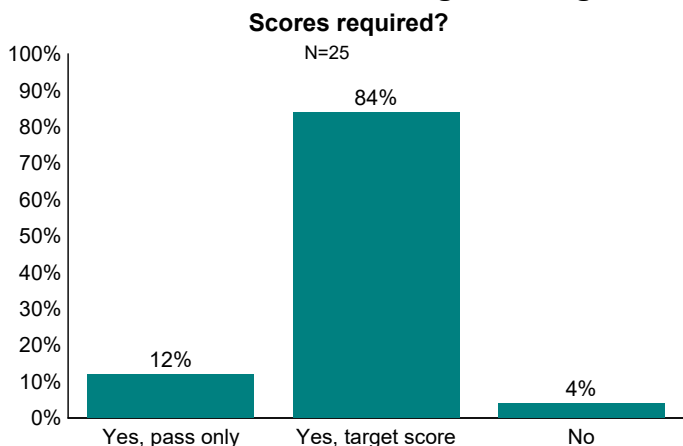
* International Medical Graduates only

Figure TY-3

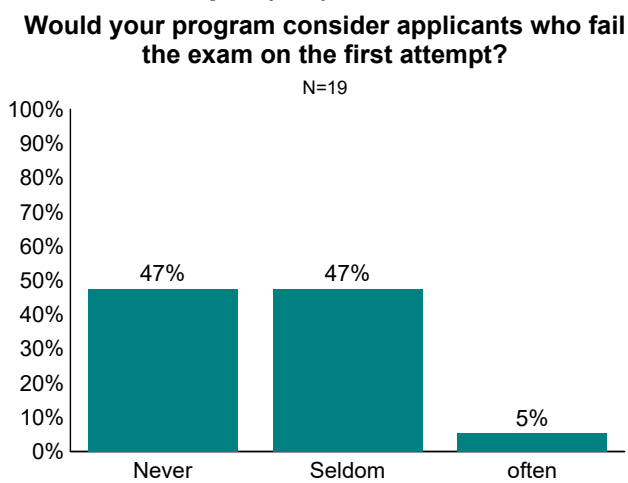
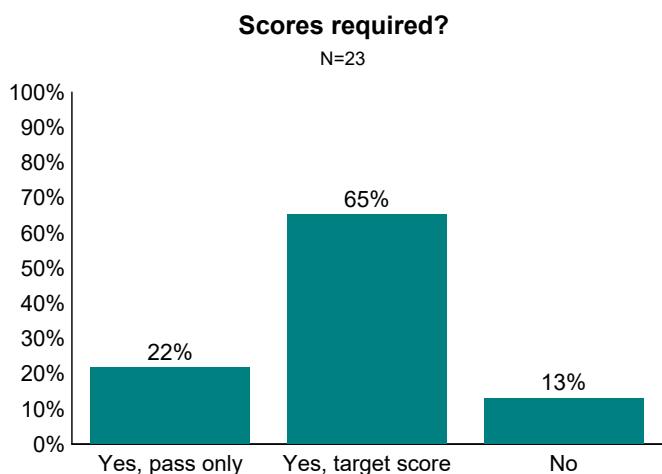
Transitional Year

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

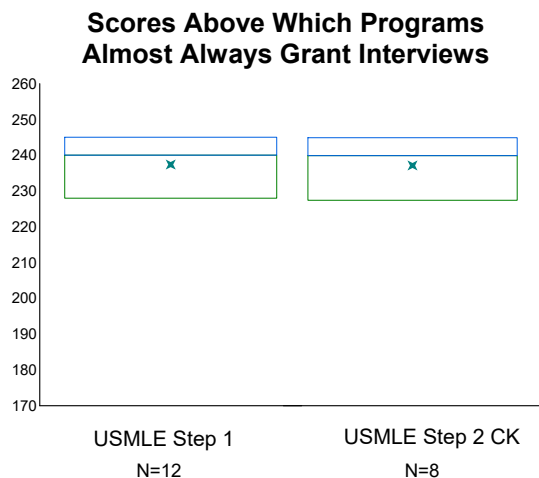
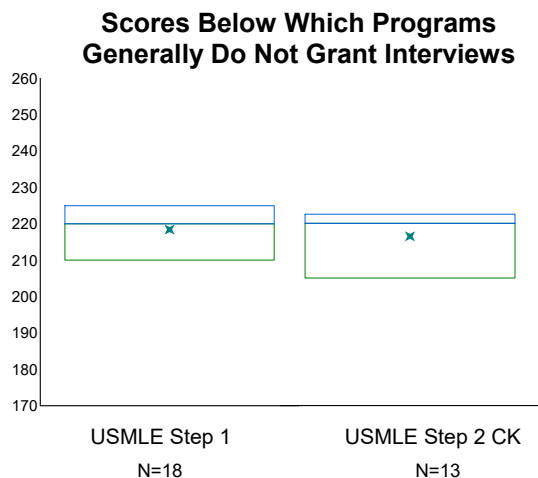
Percentage of Programs That Use USMLE Step 1 Score



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



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

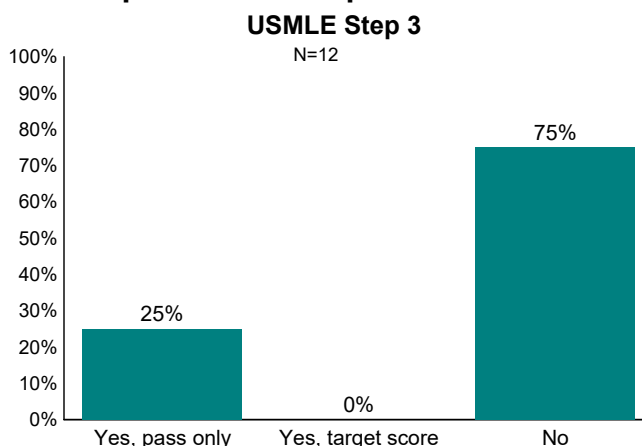
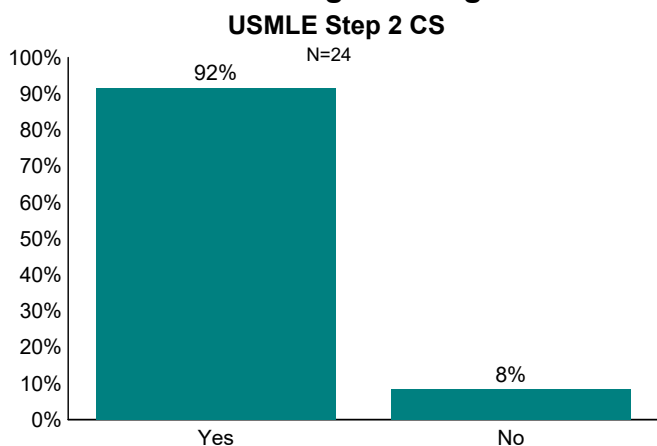


The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

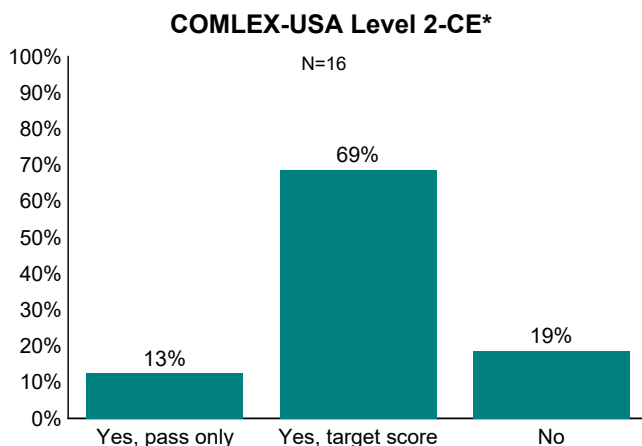
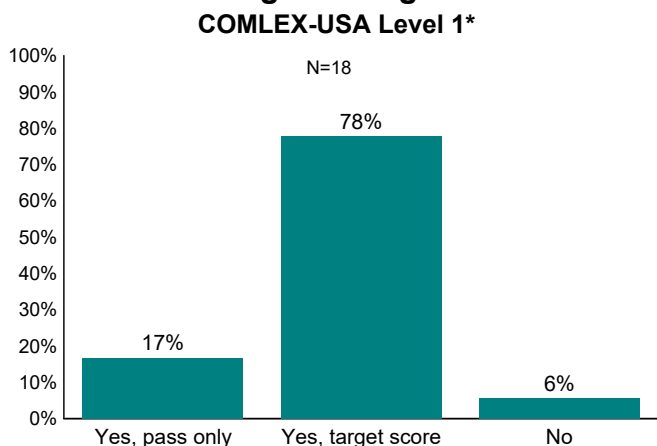
Figure TY-4

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

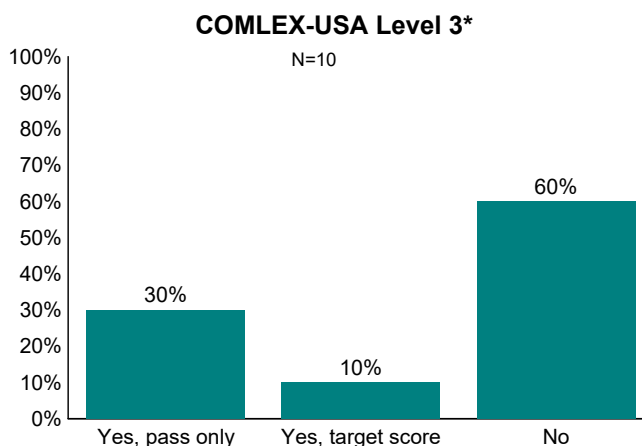
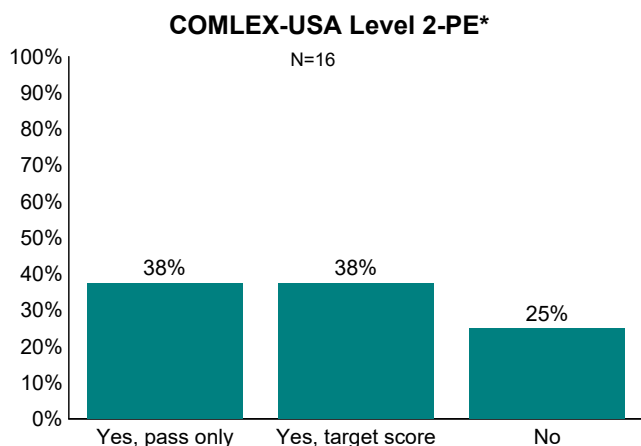
Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



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

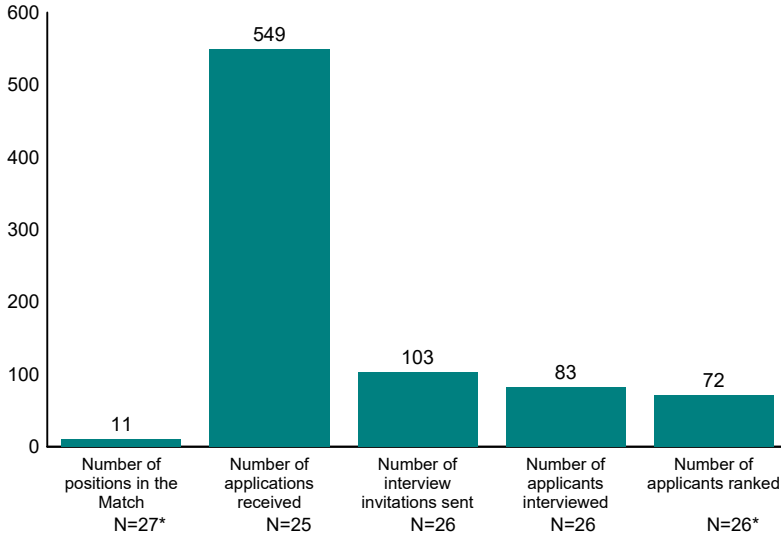


* Osteopathic applicants only

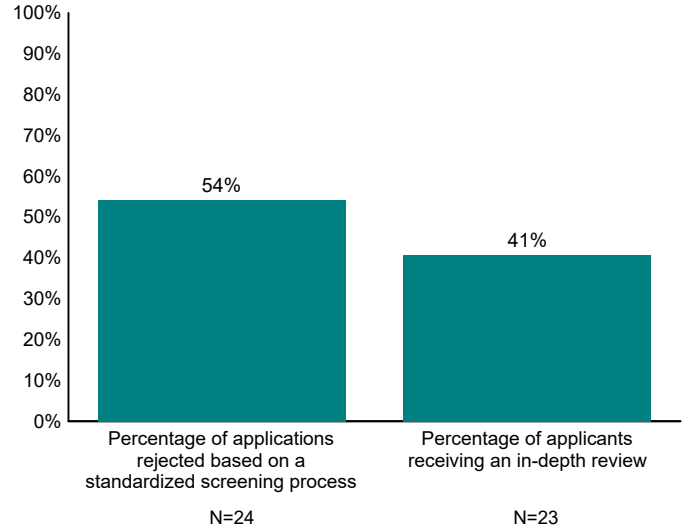
Figure TY-5

Transitional Year Program's Interview Activities

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



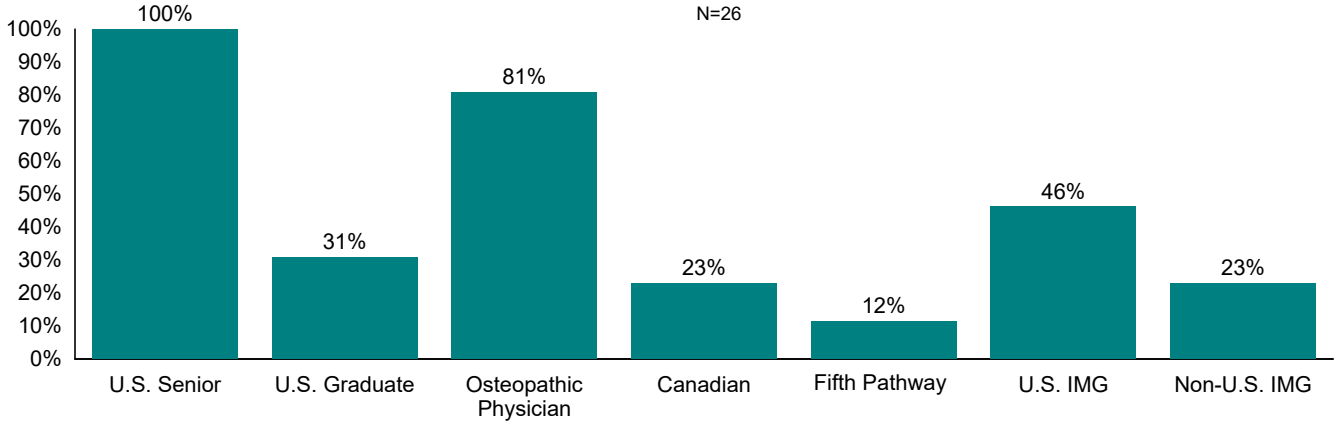
Average Percentage of Applicants Rejected and Reviewed



* 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



Frequency of Programs Interviewing and Ranking Candidates

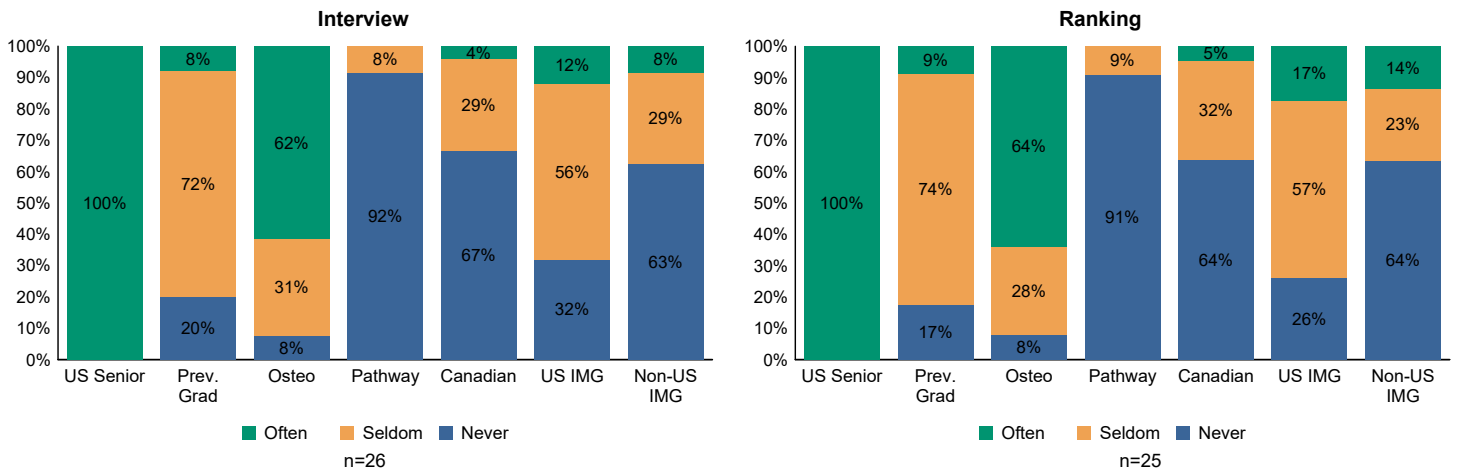
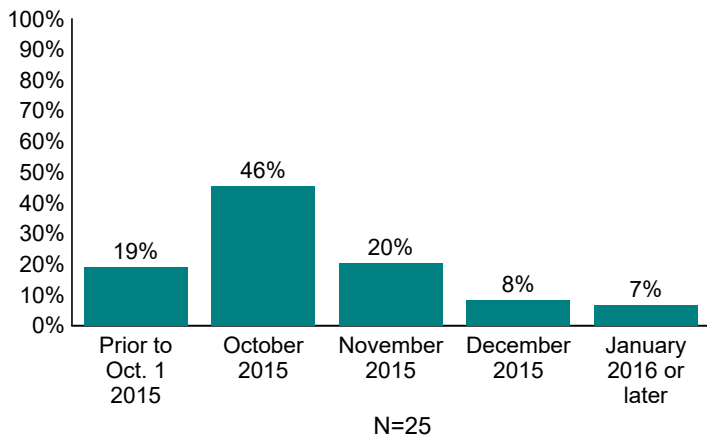


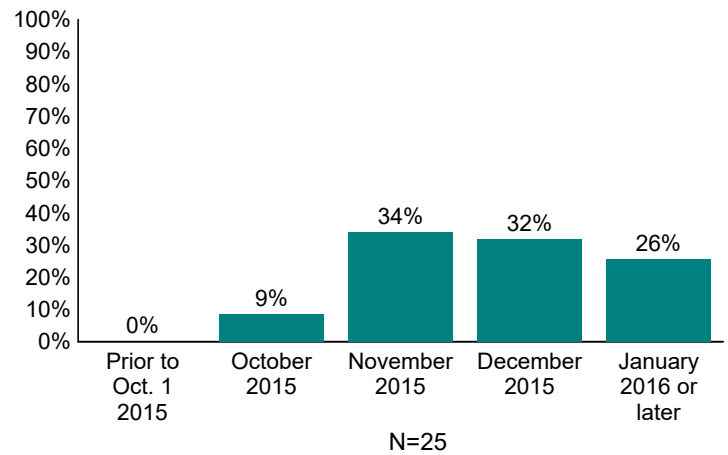
Figure TY-6

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

Percentage of Program's Interviews Extended During Each Time Period

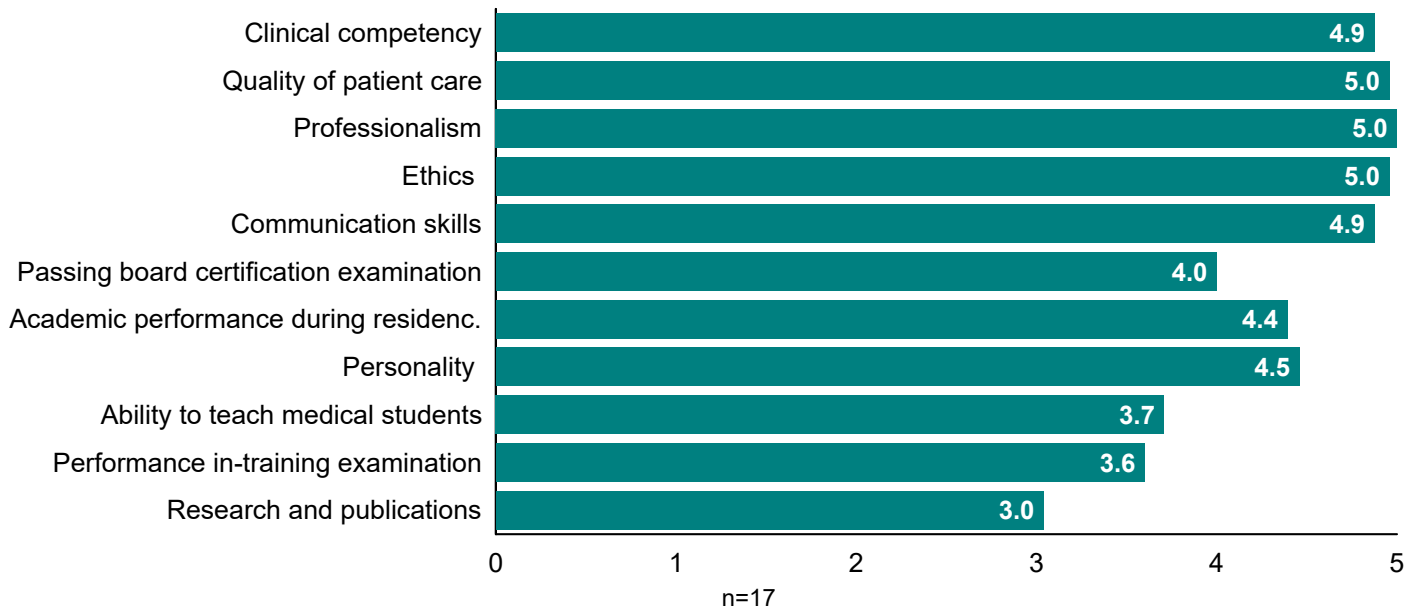


Percentage of Program's Interviews Conducted During Each Time Period



Importance of Factors in Assessing Residents' Success

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



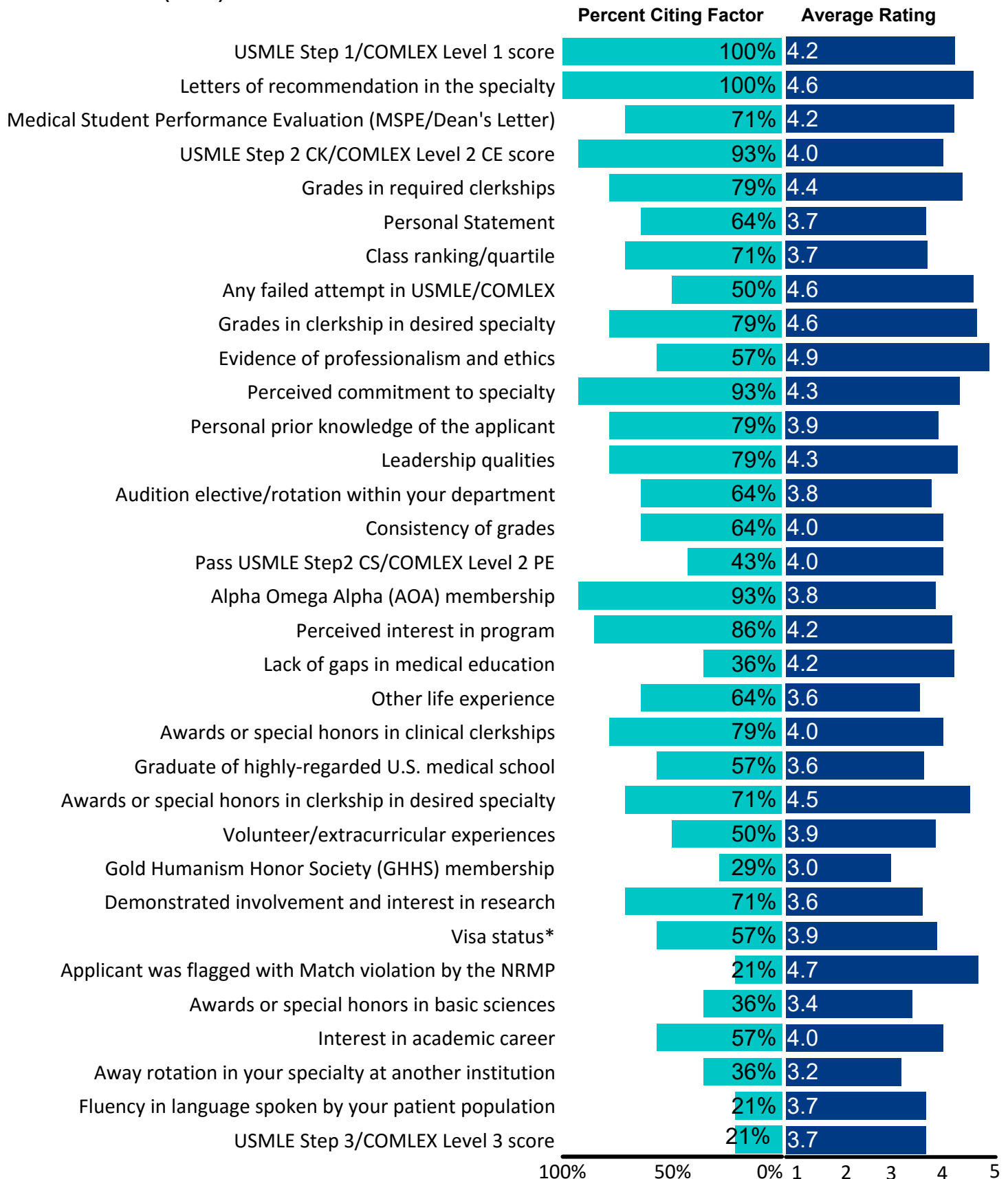


Vascular Surgery
(N=15)

Figure VS-1

Vascular Surgery

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



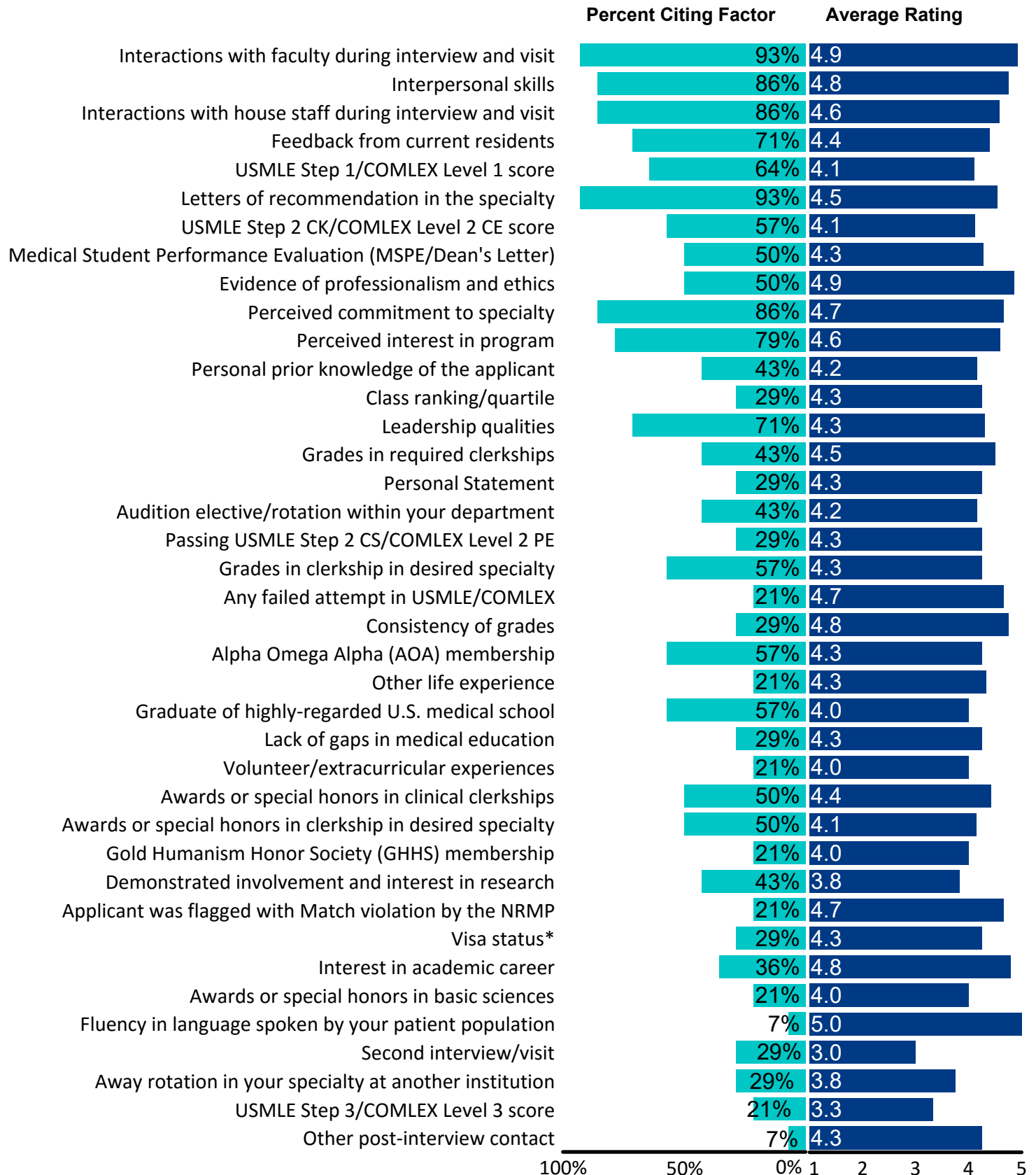
¹ Ratings on a scale from 1 (not at all important) to 5 (very important).

* International Medical Graduates only

Figure VS-2

Vascular Surgery

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



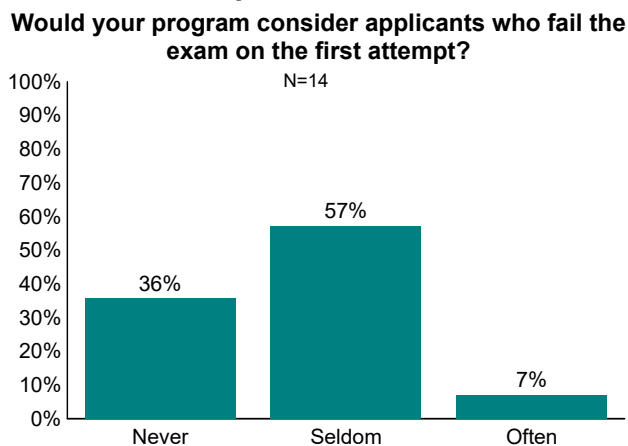
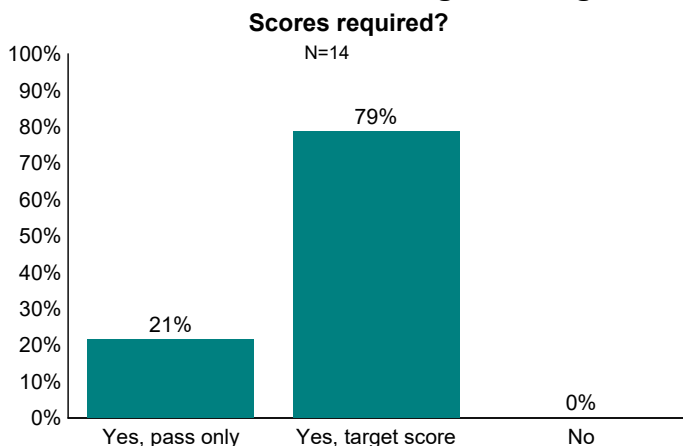
¹ Ratings on a scale from 1 (not at all important) to 5 (very important).

* International Medical Graduates only

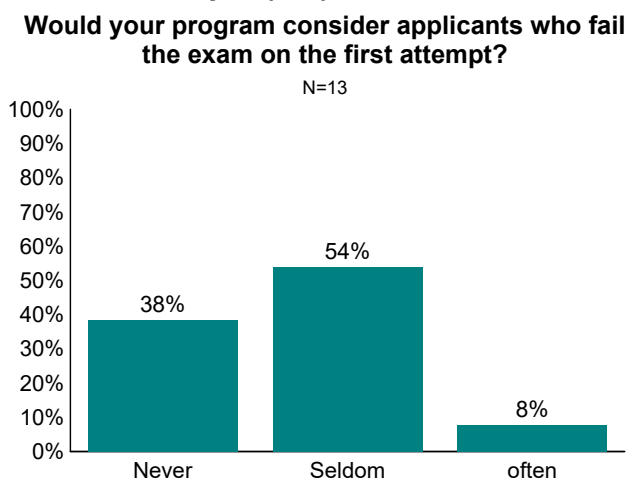
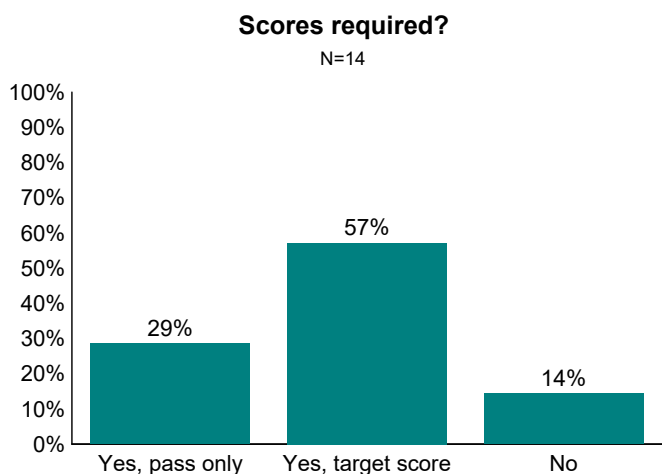
Figure VS-3

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

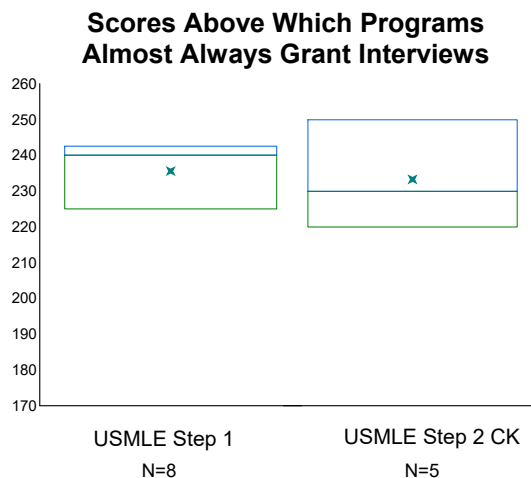
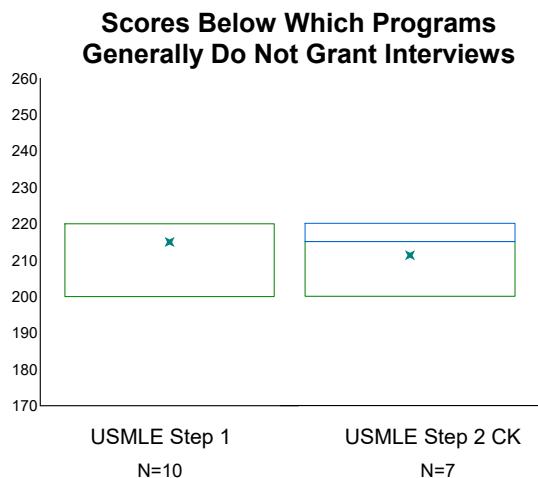
Percentage of Programs That Use USMLE Step 1 Score



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



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



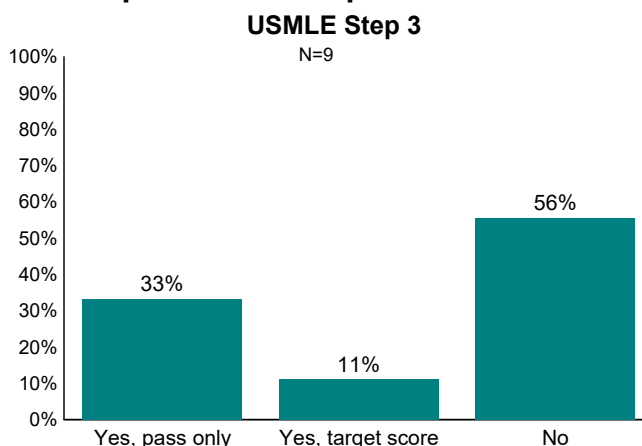
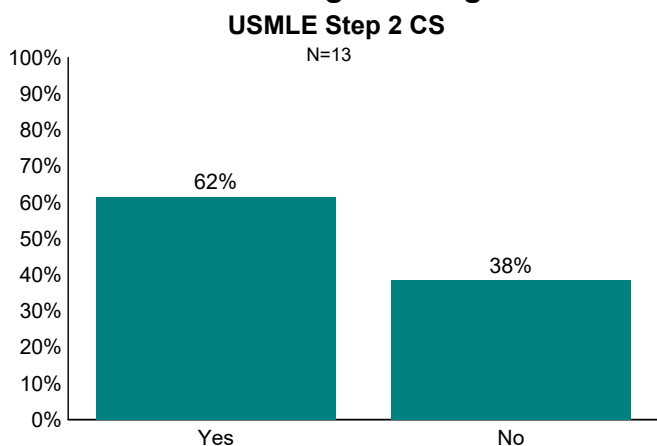
The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

Figure VS-4

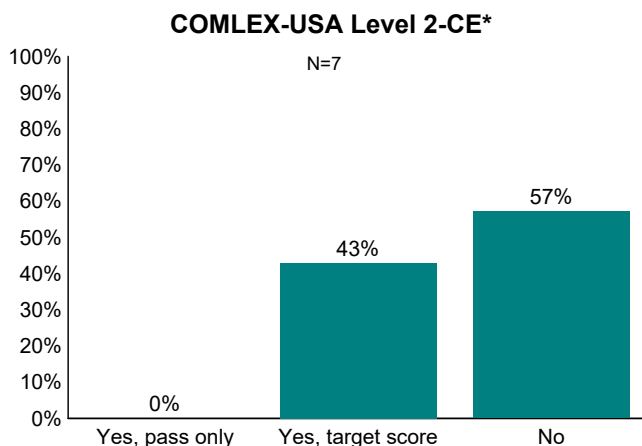
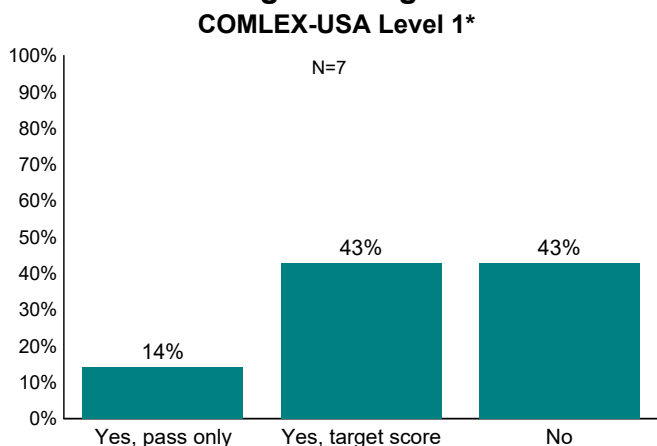
Vascular Surgery

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

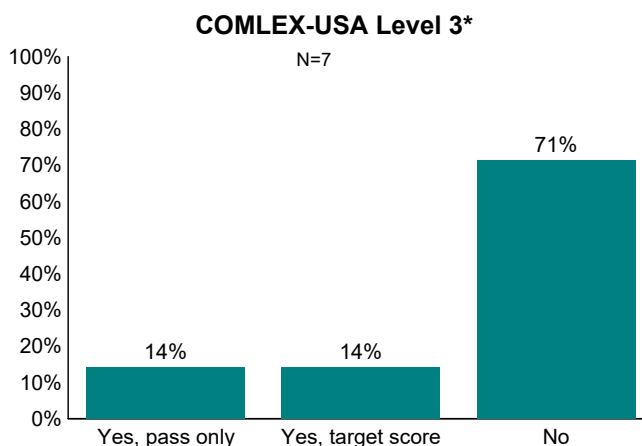
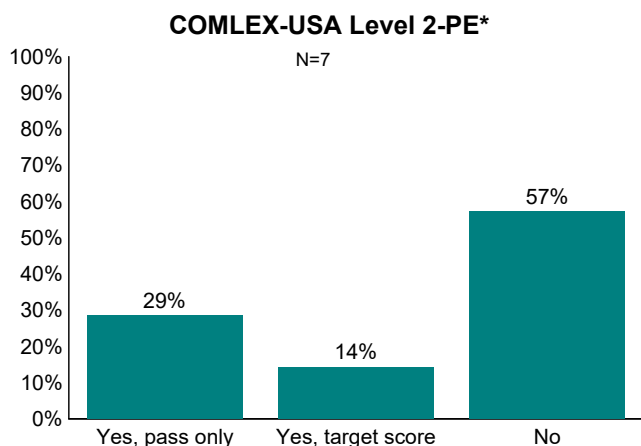
Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores



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

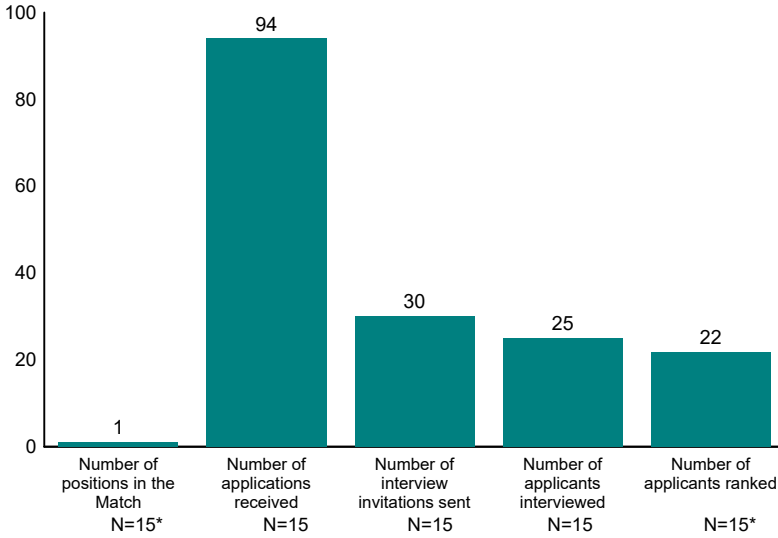


* Osteopathic applicants only

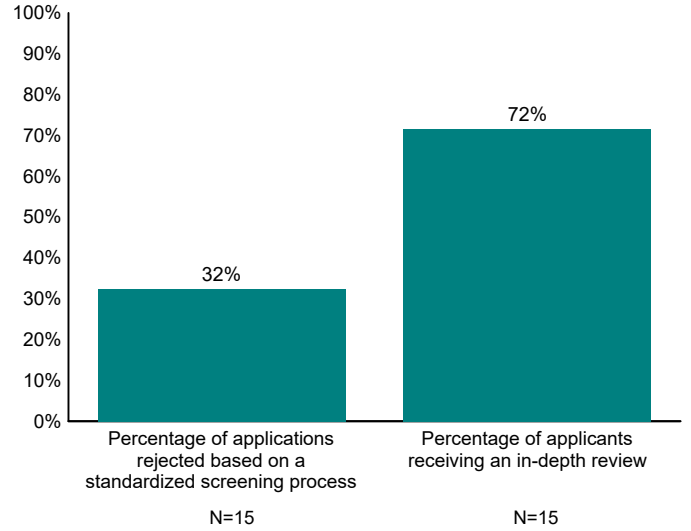
Figure VS-5

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

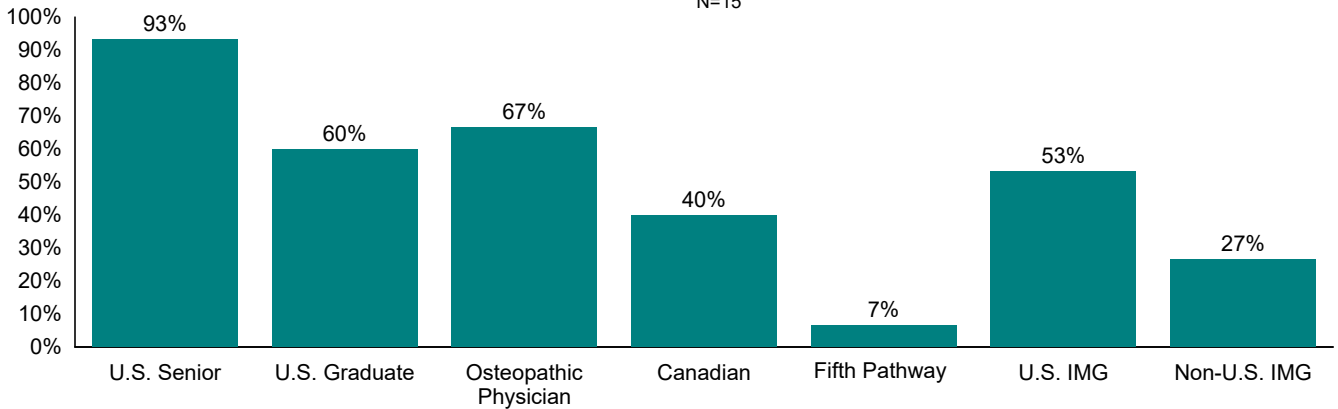


* Data from the NRMP database. All Responding programs included

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

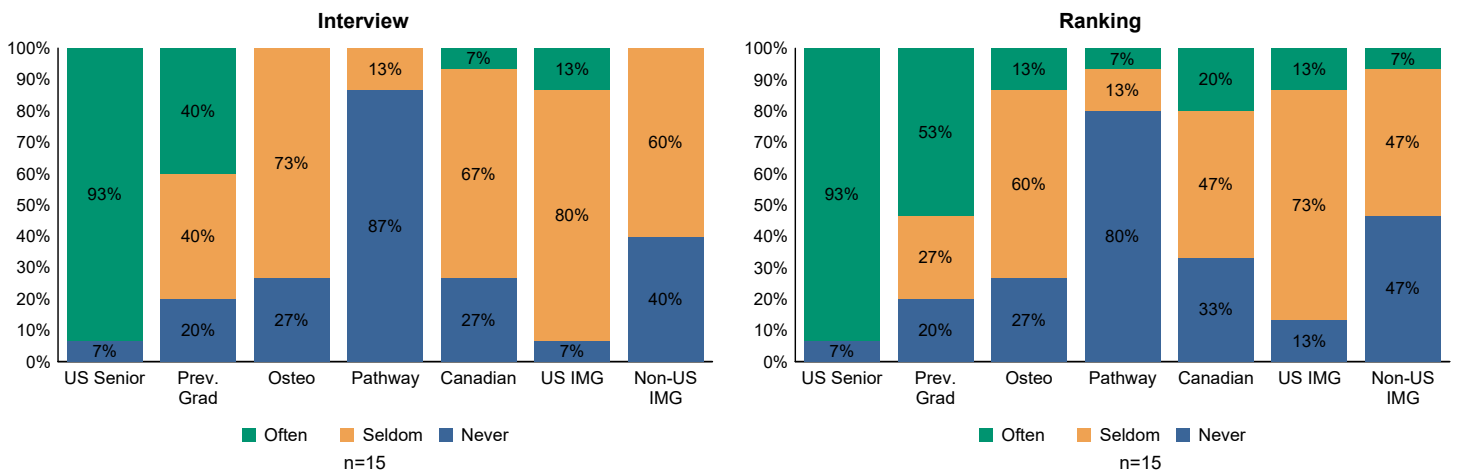
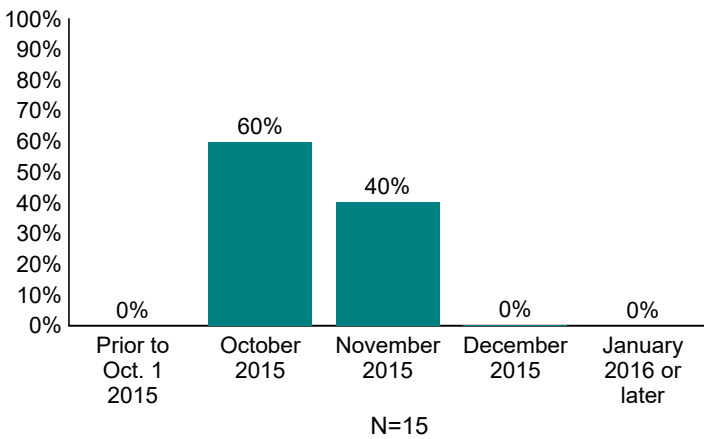


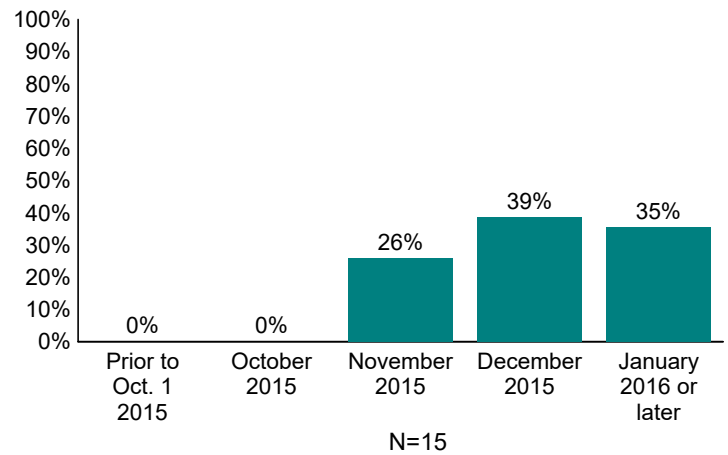
Figure VS-6

**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)

