Results of the 2014 NRMP Program Director Survey

June 2014

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

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Introduction

In March 2014, 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 52.7 percent. Transitional Year and 22 specialties with 10 or more responses are included in this report. Their response rates are listed in the table below. Response rates for those specialties ranged from a high of 65.4 percent for Emergency Medicine and Pediatrics to a low of 42.6 for Radiology.

Several changes were made to the 2014 questionnaire. In the past, program directors were asked to indicate factors they used in selecting applicants to interview and to rate the importance of each factor in ranking. In this survey, program directors were asked to indicate factors they used in selecting applicants to interview and rank respectively. They were asked to rate the importance on a scale of 1 to 5 *only* for the factors they used in their selection process. In addition, this survey asked program directors how they handled unfilled positions after the 2013 Match and SOAP. Because the number of responses for that question was small, the results are only reported in the "All Specialties" section.

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

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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	127	71	55.9%
Child Neurology	72	41	56.9%
Dermatology	110	60	54.5%
Emergency Medicine	159	104	65.4%
Family Medicine	429	236	55.0%
Internal Medicine	379	197	52.0%
Internal Medicine/Pediatrics	80	35	43.8%
Neurological Surgery	102	55	53.9%
Neurology	129	60	46.5%
Obstetrics and Gynecology	230	123	53.5%
Orthopaedic Surgery	147	87	59.2%
Otolaryngology	100	46	46.0%
Pathology	134	84	62.7%
Pediatrics	185	121	65.4%
Physical Medicine and Rehabilitation	77	34	44.2%
Plastic Surgery	63	39	61.9%
Psychiatry	180	84	46.7%
Radiation Oncology	84	44	52.4%
Radiology-Diagnostic	176	75	42.6%
Surgery	275	121	44.0%
Thoracic Surgery	25	12	48.0%
Transitional Year	91	47	51.6%
Vascular Surgery	44	22	50.0%
All others	101	46	45.5%
Total	**3,499**	**1,844**	**52.7%**

All Specialties Combined
(N=1,844)

Figure 1

All Specialties
Percentage of Programs Citing Each Factor And Mean Importance Rating[1] for Each Factor in Selecting Applicants to Interview
(N=1,793)

	Percent Citing Factor	Average Rating
USMLE Step 1/COMLEX Level 1 score	94%	4.1
Letters of recommendation in the specialty	86%	4.2
Medical Student Performance Evaluation (MSPE/Dean's Letter)	84%	4.0
USMLE Step 2 CK/COMLEX Level 2 CE score	80%	4.1
Personal Statement	78%	3.6
Graduate of U.S. allopathic medical school	75%	4.1
Grades in required clerkships	70%	4.0
Gaps in medical education	70%	4.1
Honors in clinical clerkships	69%	4.0
Perceived commitment to specialty	69%	4.3
Class ranking/quartile	69%	3.9
Evidence of professionalism and ethics	65%	4.5
Personal prior knowledge of the applicant	65%	4.1
Audition elective/rotation within your department	63%	4.0
Leadership qualities	63%	4.0
Honors in clerkship in desired specialty	61%	4.3
Grades in clerkship in desired specialty	61%	4.3
Alpha Omega Alpha (AOA) membership	61%	3.8
Pass USMLE Step2 CS/COMLEX Lvl2 PE	57%	4.1
Perceived interest in program	57%	4.1
Consistency of grades	56%	4.0
Other life experience	56%	3.6
Volunteer/extracurricular experiences	54%	3.6
Graduate of highly regarded U.S. medical school	48%	3.8
Demonstrated involvement and interest in research	43%	3.7
Visa status*	39%	4.0
Applicant was flagged with Match violation by the NRMP	34%	4.8
Interest in academic career	28%	3.7
Honors in basic sciences	27%	3.5
Gold Society membership	27%	3.7
Away rotation in your specialty at another institution	25%	3.7
Fluency in language spoken by your patient population	25%	3.6
USMLE/COMLEX Step 3 score	18%	3.5

100%   50%   0%   1 2 3 4 5

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

NRMP Program Director Survey Results, 2014   3

	Figure 2	All Specialties Percentage of Programs Citing Each Factor And Mean Importance Rating[1] for Each Factor in Ranking Applicants (N=1,799)

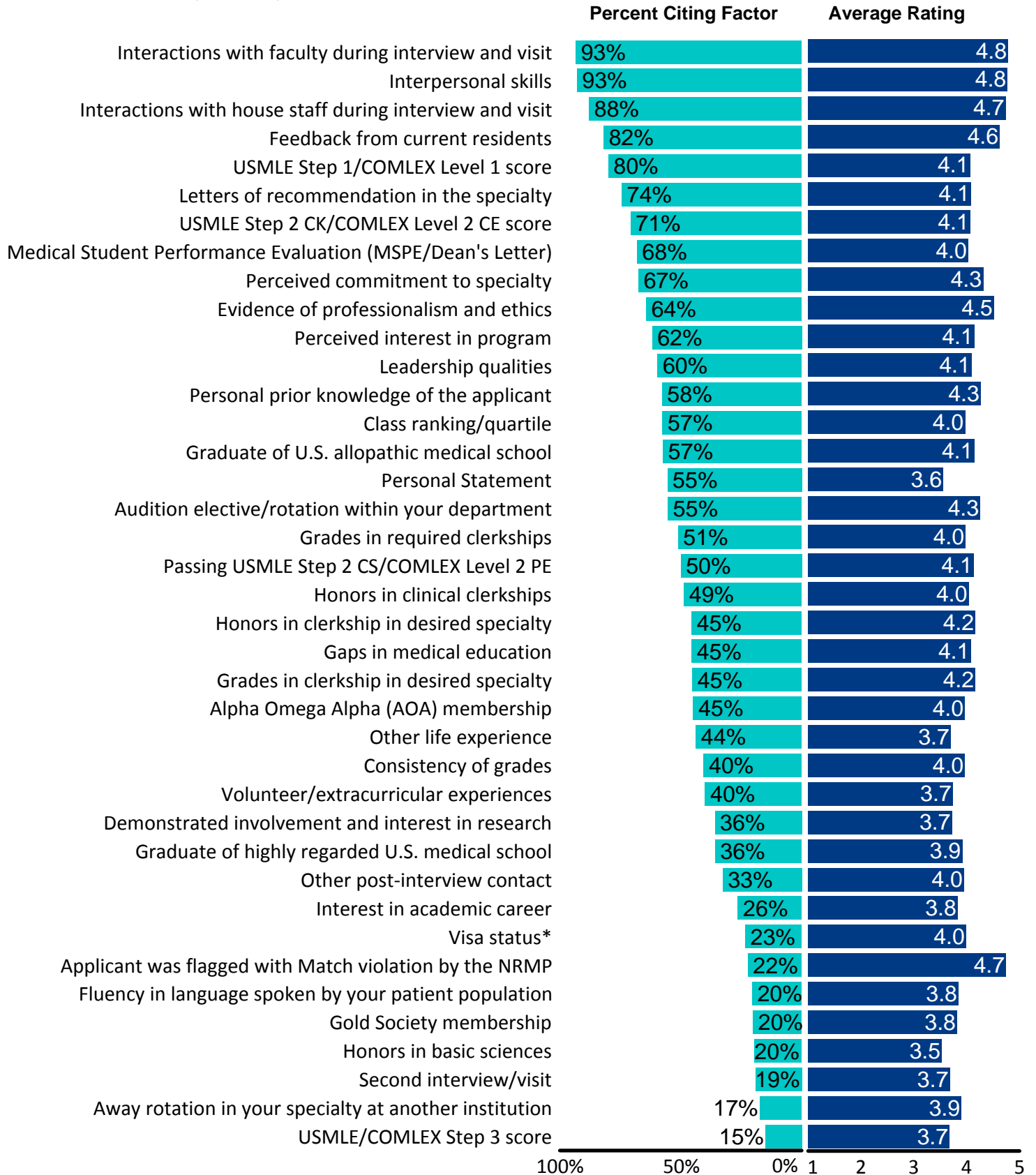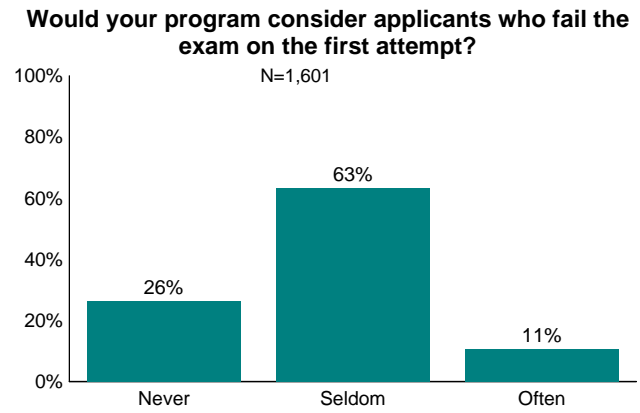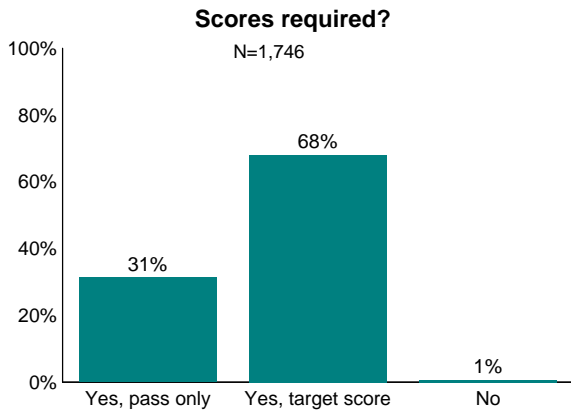| Factor	Percent Citing Factor	Average Rating
Interactions with faculty during interview and visit	93%	4.8
Interpersonal skills	93%	4.8
Interactions with house staff during interview and visit	88%	4.7
Feedback from current residents	82%	4.6
USMLE Step 1/COMLEX Level 1 score	80%	4.1
Letters of recommendation in the specialty	74%	4.1
USMLE Step 2 CK/COMLEX Level 2 CE score	71%	4.1
Medical Student Performance Evaluation (MSPE/Dean's Letter)	68%	4.0
Perceived commitment to specialty	67%	4.3
Evidence of professionalism and ethics	64%	4.5
Perceived interest in program	62%	4.1
Leadership qualities	60%	4.1
Personal prior knowledge of the applicant	58%	4.3
Class ranking/quartile	57%	4.0
Graduate of U.S. allopathic medical school	57%	4.1
Personal Statement	55%	3.6
Audition elective/rotation within your department	55%	4.3
Grades in required clerkships	51%	4.0
Passing USMLE Step 2 CS/COMLEX Level 2 PE	50%	4.1
Honors in clinical clerkships	49%	4.0
Honors in clerkship in desired specialty	45%	4.2
Gaps in medical education	45%	4.1
Grades in clerkship in desired specialty	45%	4.2
Alpha Omega Alpha (AOA) membership	45%	4.0
Other life experience	44%	3.7
Consistency of grades	40%	4.0
Volunteer/extracurricular experiences	40%	3.7
Demonstrated involvement and interest in research	36%	3.7
Graduate of highly regarded U.S. medical school	36%	3.9
Other post-interview contact	33%	4.0
Interest in academic career	26%	3.8
Visa status*	23%	4.0
Applicant was flagged with Match violation by the NRMP	22%	4.7
Fluency in language spoken by your patient population	20%	3.8
Gold Society membership	20%	3.8
Honors in basic sciences	20%	3.5
Second interview/visit	19%	3.7
Away rotation in your specialty at another institution	17%	3.9
USMLE/COMLEX Step 3 score	15%	3.7

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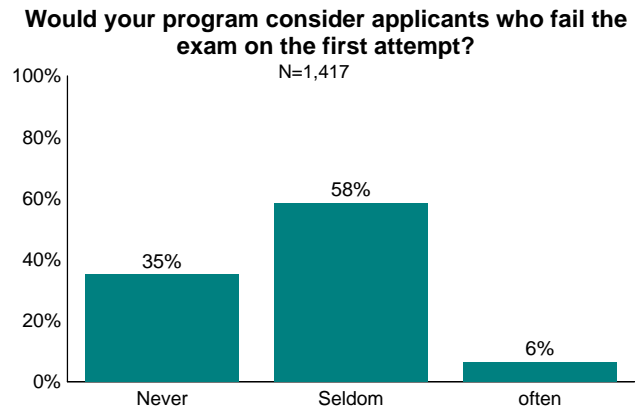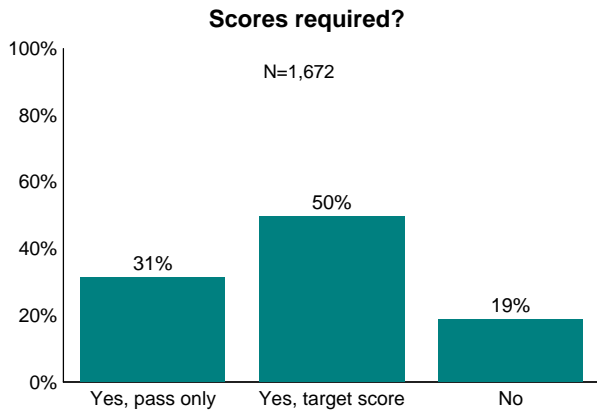* International Medical Graduates only

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

Scores required?
N=1,746

Would your program consider applicants who fail the exam on the first attempt?
N=1,601

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

Scores required?
N=1,672

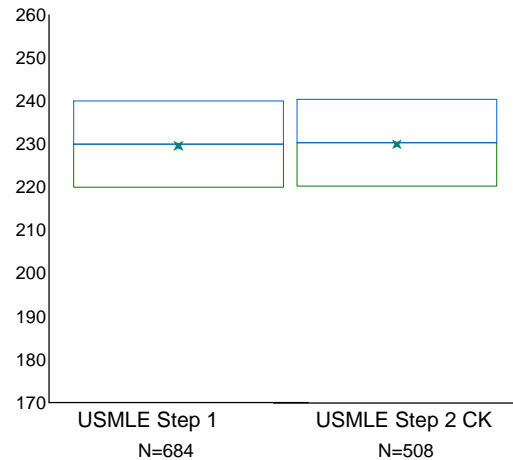**Would your program consider applicants who fail the exam on the first attempt?**
N=1,417

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

Scores Below Which Programs Generally Do Not Grant Interviews
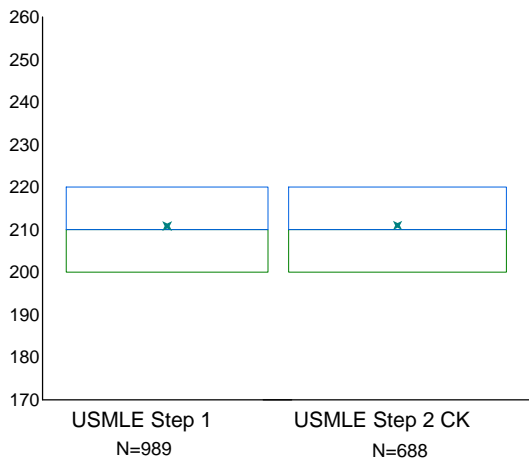
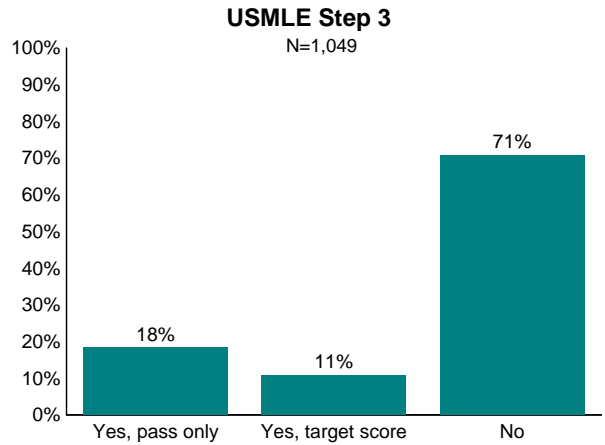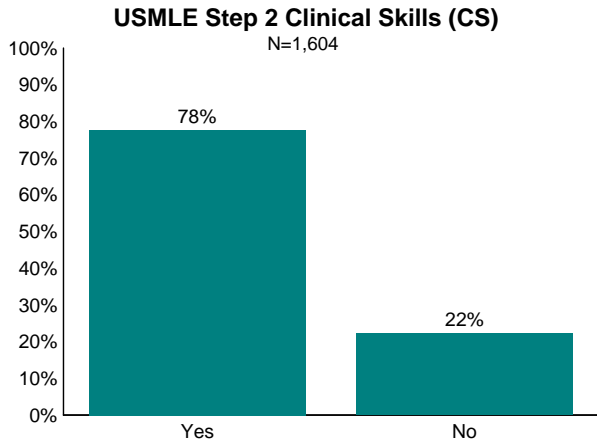**Scores Above Which Programs Almost Always Grant Interviews**

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.
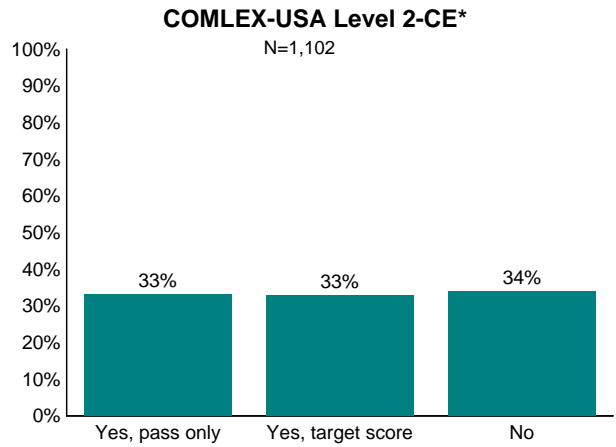
Figure 4

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

USMLE Step 2 Clinical Skills (CS)
N=1,604

Yes	78%
No	22%

USMLE Step 3
N=1,049

Yes, pass only	18%
Yes, target score	11%
No	71%

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

COMLEX-USA Level 1*
N=1,140

Yes, pass only	36%
Yes, target score	41%
No	23%

COMLEX-USA Level 2-CE*
N=1,102

Yes, pass only	33%
Yes, target score	33%
No	34%

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

COMLEX-USA Level 2-PE*
N=1,057

Yes, pass only	50%
Yes, target score	12%
No	38%

COMLEX-USA Level 3*
N=789

Yes, pass only	17%
Yes, target score	10%
No	73%
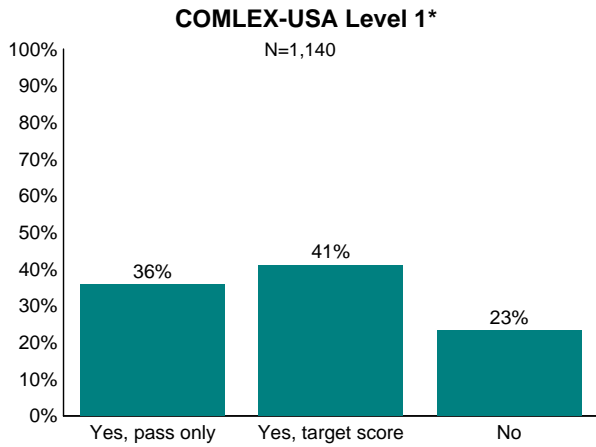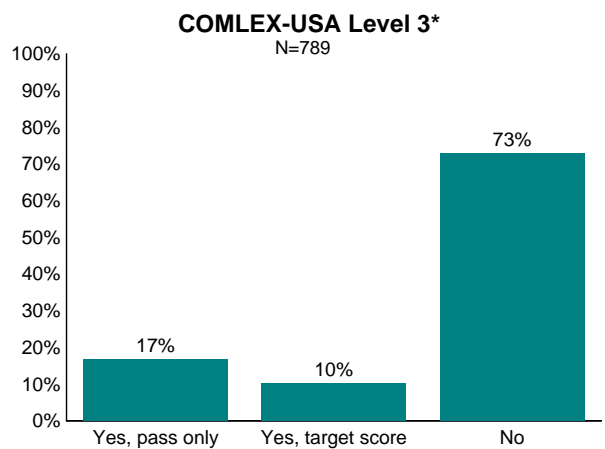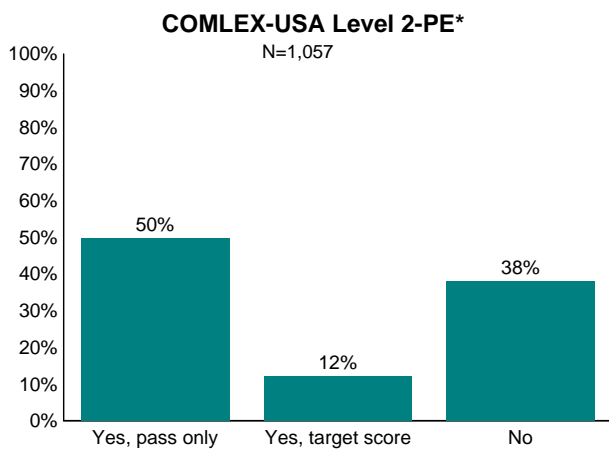
* Osteopathic applicants only

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 Programs that Typically Interview and Rank Each Applicant Type

31% of all programs consider all applicant groups

N=1,772
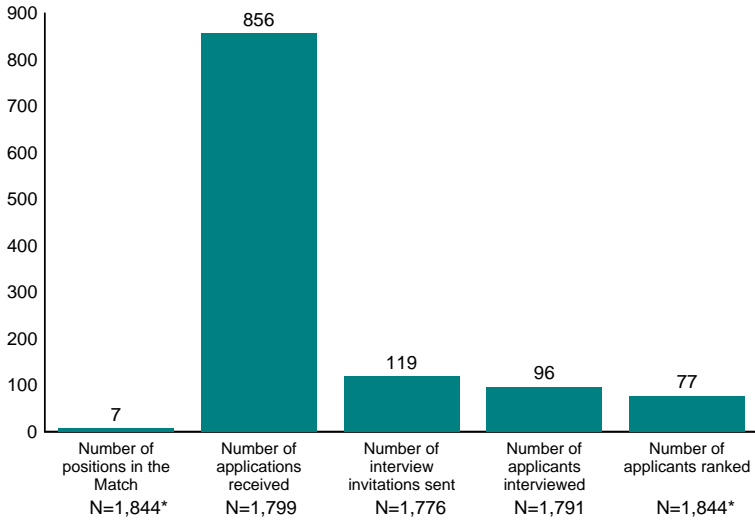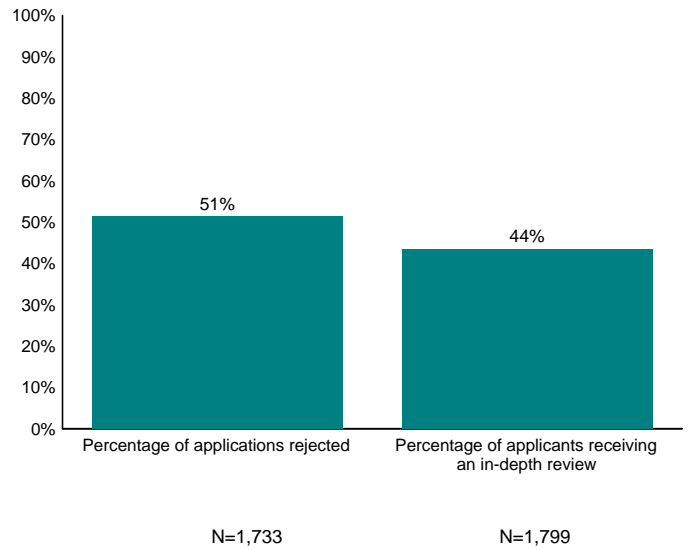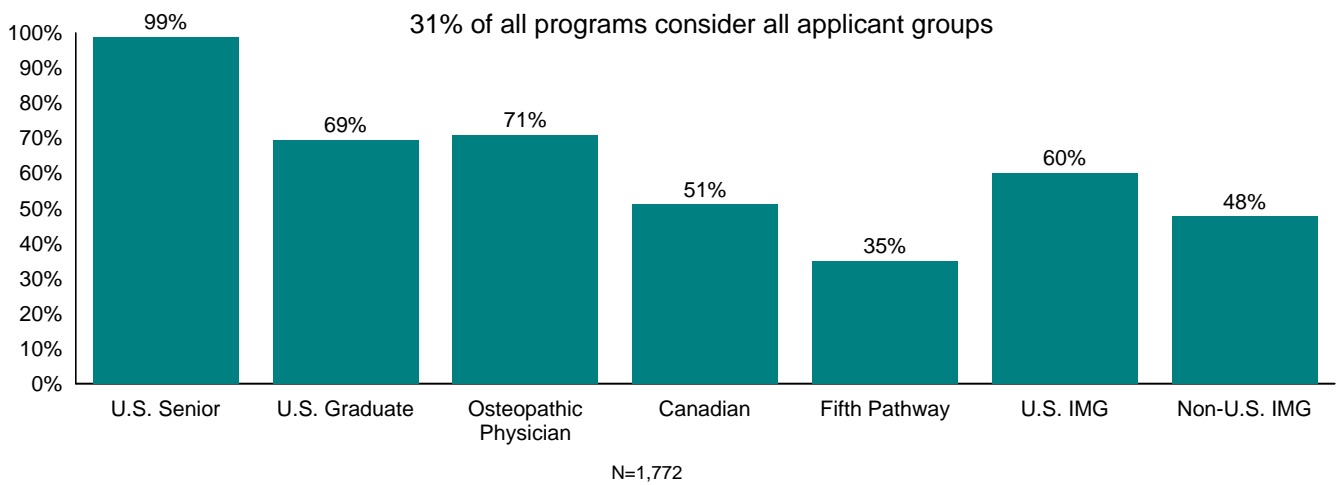
Preferred Type of Communication About Applicants During SOAP

N=1,582

Anesthesiology
(N=71)

Anesthesiology
Percentage of Programs Citing Each Factor And Mean Importance Rating[1] for Each Factor in Selecting Applicants to Interview
(N=67)

Factor	Percent Citing Factor	Average Rating
USMLE Step 1/COMLEX Level 1 score	99%	4.5
Letters of recommendation in the specialty	81%	3.9
Medical Student Performance Evaluation (MSPE/Dean's Letter)	87%	4.2
USMLE Step 2 CK/COMLEX Level 2 CE score	82%	4.1
Personal Statement	78%	3.4
Graduate of U.S. allopathic medical school	85%	4.1
Grades in required clerkships	69%	4.1
Gaps in medical education	75%	4.2
Honors in clinical clerkships	75%	4.0
Perceived commitment to specialty	60%	4.2
Class ranking/quartile	81%	4.1
Evidence of professionalism and ethics	70%	4.5
Personal prior knowledge of the applicant	75%	4.2
Audition elective/rotation within your department	75%	4.0
Leadership qualities	67%	4.2
Honors in clerkship in desired specialty	48%	4.2
Grades in clerkship in desired specialty	52%	4.2
Alpha Omega Alpha (AOA) membership	69%	3.8
Pass USMLE Step2 CS/COMLEX Lvl2 PE	46%	3.9
Perceived interest in program	51%	4.0
Consistency of grades	69%	4.2
Other life experience	60%	3.6
Volunteer/extracurricular experiences	57%	3.6
Graduate of highly regarded U.S. medical school	52%	3.7
Demonstrated involvement and interest in research	51%	3.4
Visa status*	45%	3.8
Applicant was flagged with Match violation by the NRMP	45%	4.9
Interest in academic career	27%	3.2
Honors in basic sciences	40%	3.3
Gold Society membership	36%	3.8
Away rotation in your specialty at another institution	25%	2.9
Fluency in language spoken by your patient population	13%	3.8
USMLE/COMLEX Step 3 score	15%	3.1

100%   50%   0%   1   2   3   4   5

[1] Ratings on a scale from 1 (not at all important) to 5 (very important).
* International Medical Graduates only
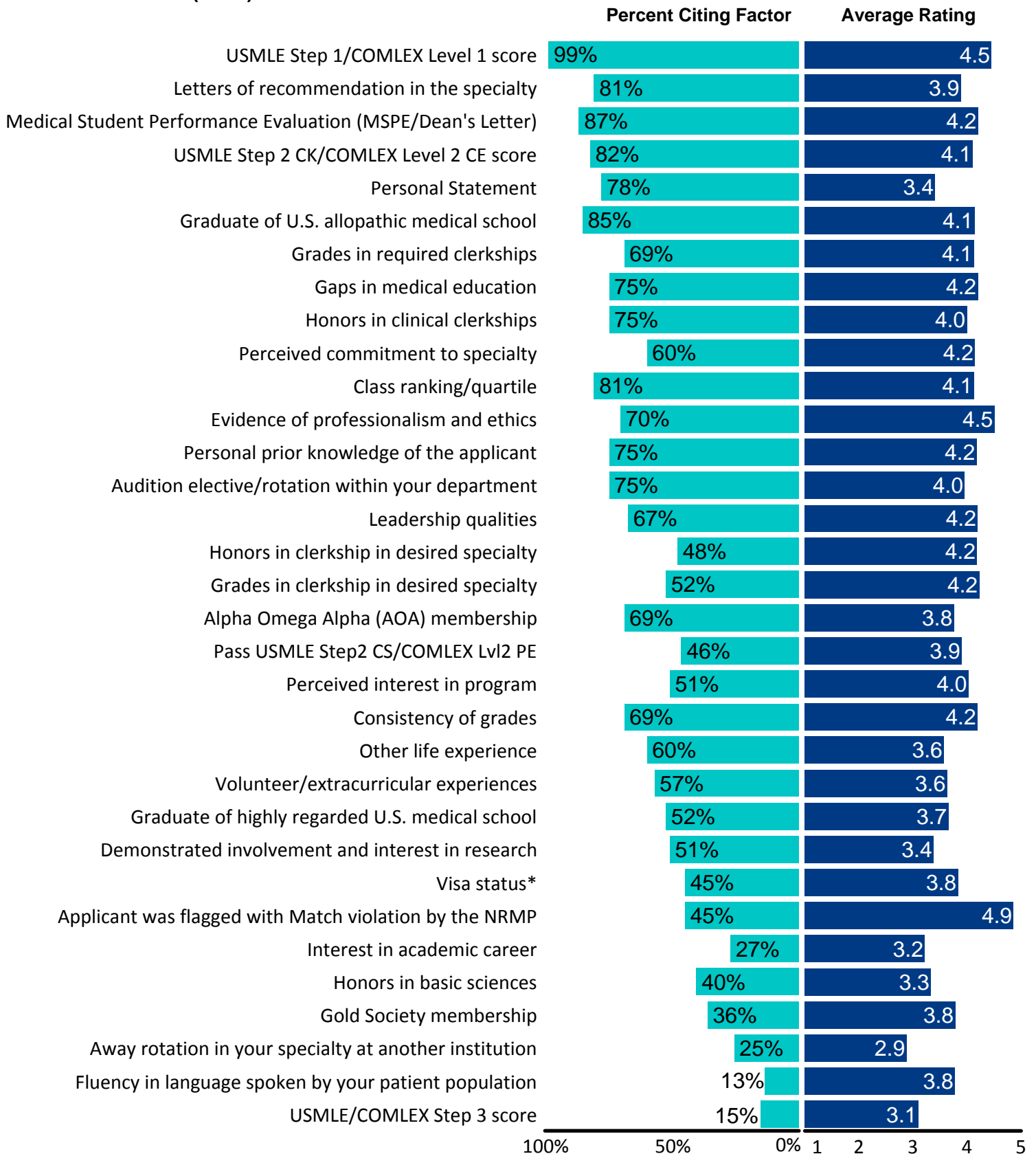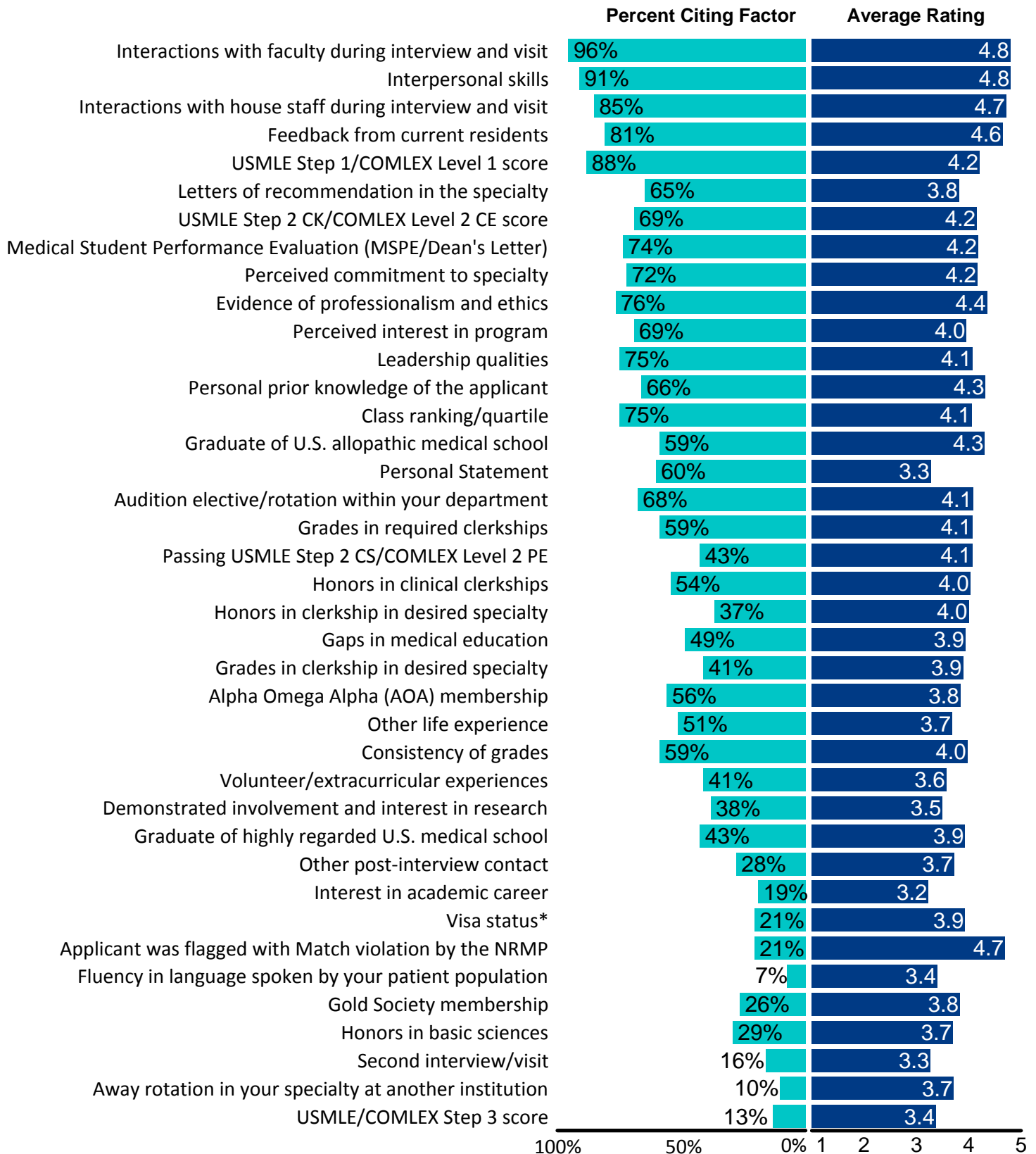
Figure AN-2

Anesthesiology
Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Ranking Applicants
(N=67)

Factor	Percent Citing Factor	Average Rating
Interactions with faculty during interview and visit	96%	4.8
Interpersonal skills	91%	4.8
Interactions with house staff during interview and visit	85%	4.7
Feedback from current residents	81%	4.6
USMLE Step 1/COMLEX Level 1 score	88%	4.2
Letters of recommendation in the specialty	65%	3.8
USMLE Step 2 CK/COMLEX Level 2 CE score	69%	4.2
Medical Student Performance Evaluation (MSPE/Dean's Letter)	74%	4.2
Perceived commitment to specialty	72%	4.2
Evidence of professionalism and ethics	76%	4.4
Perceived interest in program	69%	4.0
Leadership qualities	75%	4.1
Personal prior knowledge of the applicant	66%	4.3
Class ranking/quartile	75%	4.1
Graduate of U.S. allopathic medical school	59%	4.3
Personal Statement	60%	3.3
Audition elective/rotation within your department	68%	4.1
Grades in required clerkships	59%	4.1
Passing USMLE Step 2 CS/COMLEX Level 2 PE	43%	4.1
Honors in clinical clerkships	54%	4.0
Honors in clerkship in desired specialty	37%	4.0
Gaps in medical education	49%	3.9
Grades in clerkship in desired specialty	41%	3.9
Alpha Omega Alpha (AOA) membership	56%	3.8
Other life experience	51%	3.7
Consistency of grades	59%	4.0
Volunteer/extracurricular experiences	41%	3.6
Demonstrated involvement and interest in research	38%	3.5
Graduate of highly regarded U.S. medical school	43%	3.9
Other post-interview contact	28%	3.7
Interest in academic career	19%	3.2
Visa status*	21%	3.9
Applicant was flagged with Match violation by the NRMP	21%	4.7
Fluency in language spoken by your patient population	7%	3.4
Gold Society membership	26%	3.8
Honors in basic sciences	29%	3.7
Second interview/visit	16%	3.3
Away rotation in your specialty at another institution	10%	3.7
USMLE/COMLEX Step 3 score	13%	3.4

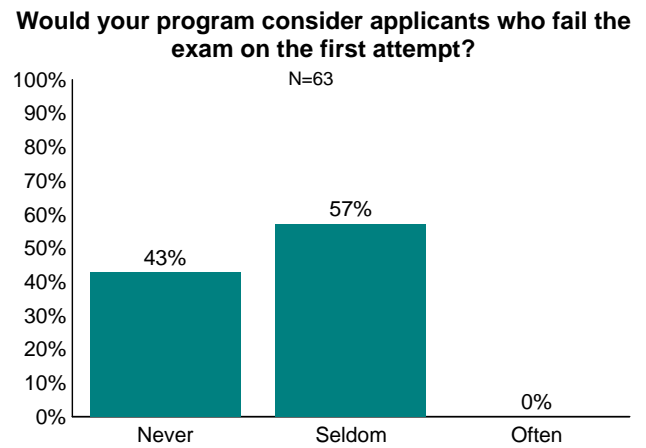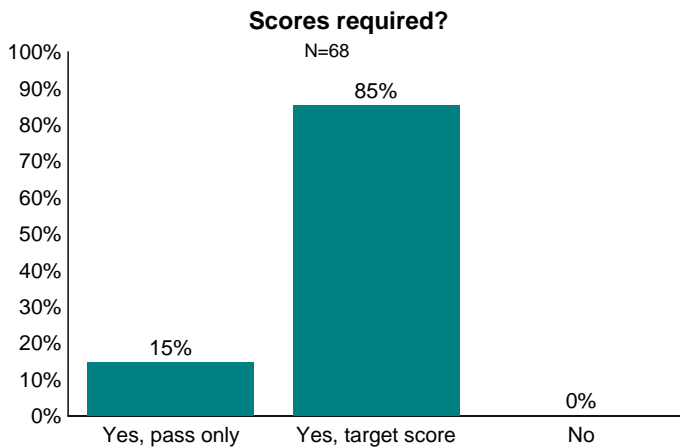¹ Ratings on a scale from 1 (not at all important) to 5 (very important).
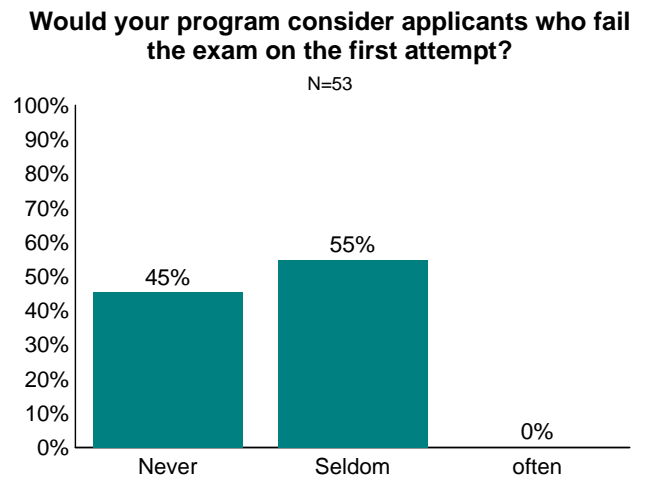* International Medical Graduates only

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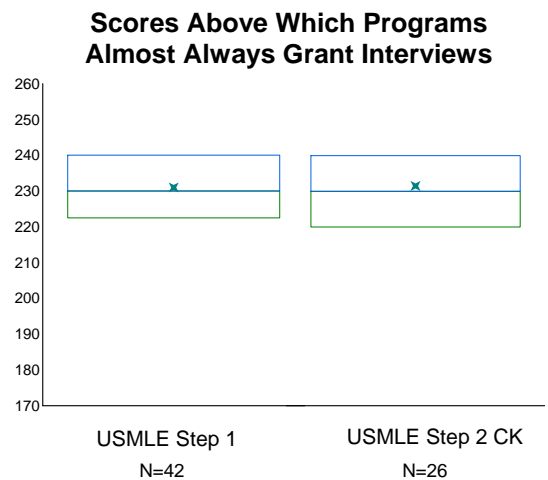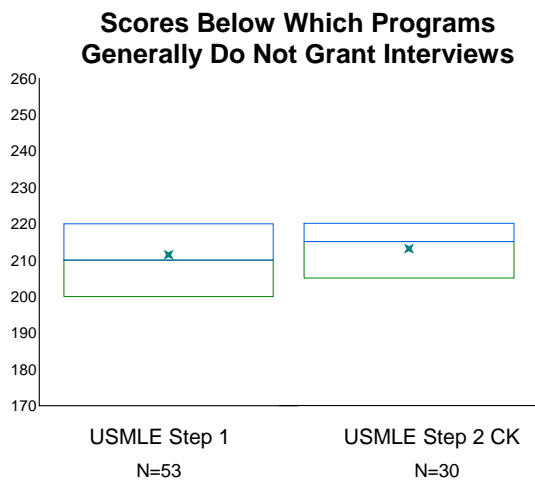
Percentage of Programs That Use USMLE Step 1 Score

Scores required?
N=68

Would your program consider applicants who fail the exam on the first attempt?
N=63

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

Scores required?
N=64

Would your program consider applicants who fail the exam on the first attempt?
N=53

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

Scores Below Which Programs Generally Do Not Grant Interviews

USMLE Step 1	USMLE Step 2 CK
N=53	N=30

Scores Above Which Programs Almost Always Grant Interviews

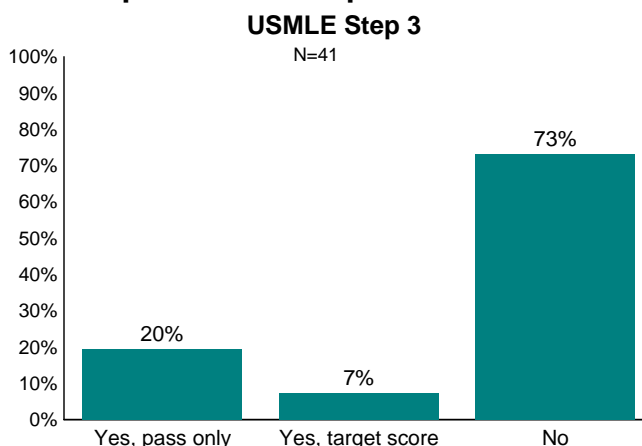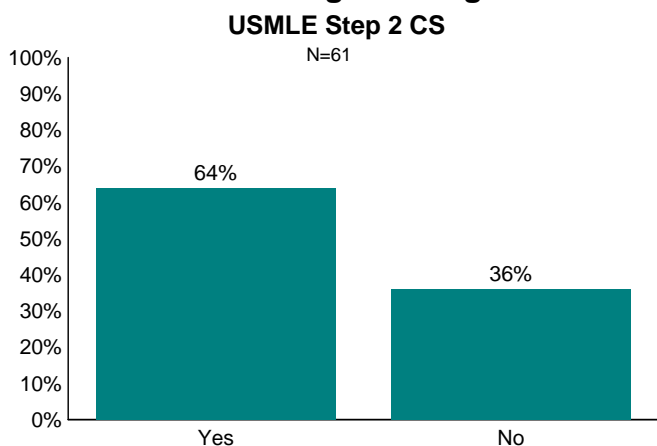| USMLE Step 1	USMLE Step 2 CK
N=42	N=26

The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.
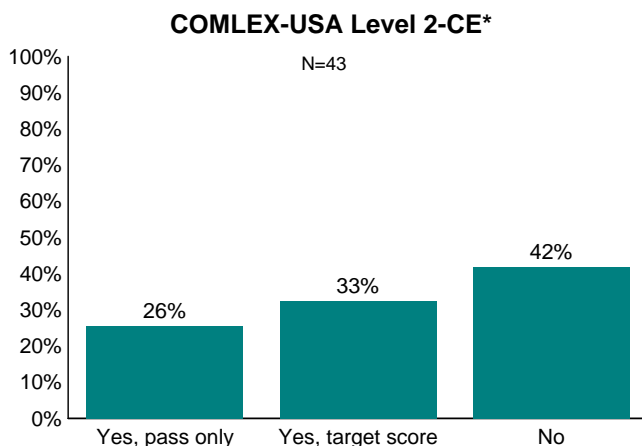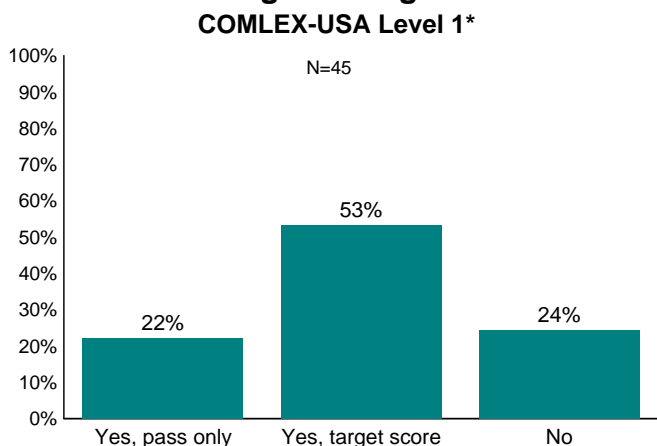
Anesthesiology
Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

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

USMLE Step 2 CS — N=61: Yes 64%, No 36%

USMLE Step 3 — N=41: Yes, pass only 20%, Yes, target score 7%, No 73%

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

COMLEX-USA Level 1* — N=45: Yes, pass only 22%, Yes, target score 53%, No 24%

COMLEX-USA Level 2-CE* — N=43: Yes, pass only 26%, Yes, target score 33%, No 42%

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

COMLEX-USA Level 2-PE* — N=38: Yes, pass only 47%, Yes, target score 8%, No 45%

COMLEX-USA Level 3* — N=30: Yes, pass only 13%, Yes, target score 13%, No 73%

* Osteopathic applicants only

**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

30% of Anesthesiology programs consider all applicant groups

N=67

Child Neurology
(N=41)

Figure CN-1

Child Neurology
Percentage of Programs Citing Each Factor And Mean Importance Rating[1] for Each Factor in Selecting Applicants to Interview
(N=40)

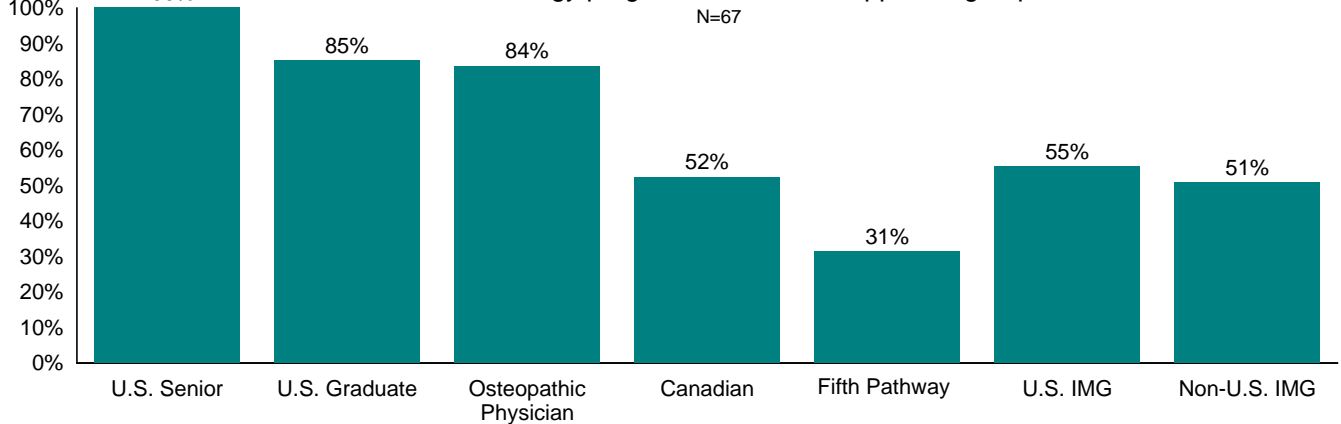| Factor	Percent Citing Factor	Average Rating
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Personal Statement	83%	3.7
Graduate of U.S. allopathic medical school	65%	4.0
Grades in required clerkships	80%	4.1
Gaps in medical education	57%	4.1
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Class ranking/quartile	73%	3.8
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Volunteer/extracurricular experiences	53%	3.5
Graduate of highly regarded U.S. medical school	45%	3.9
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Honors in basic sciences	35%	3.8
Gold Society membership	28%	3.6
Away rotation in your specialty at another institution	23%	3.4
Fluency in language spoken by your patient population	28%	3.5
USMLE/COMLEX Step 3 score	53%	3.8

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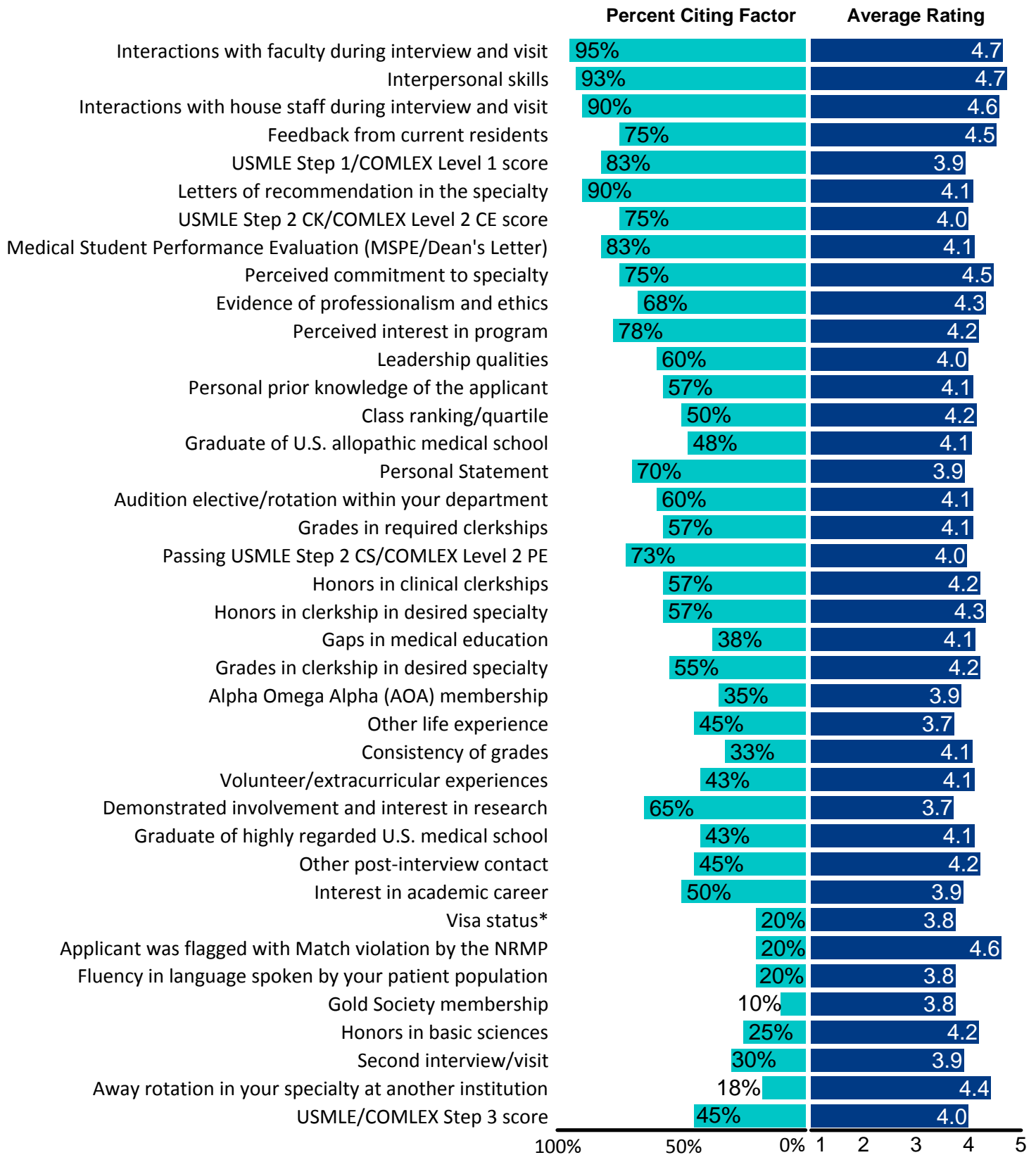* International Medical Graduates only

Figure CN-2

Child Neurology
Percentage of Programs Citing Each Factor And Mean Importance Rating[1] for Each Factor in Ranking Applicants
(N=40)

Factor	Percent Citing Factor	Average Rating
Interactions with faculty during interview and visit	95%	4.7
Interpersonal skills	93%	4.7
Interactions with house staff during interview and visit	90%	4.6
Feedback from current residents	75%	4.5
USMLE Step 1/COMLEX Level 1 score	83%	3.9
Letters of recommendation in the specialty	90%	4.1
USMLE Step 2 CK/COMLEX Level 2 CE score	75%	4.0
Medical Student Performance Evaluation (MSPE/Dean's Letter)	83%	4.1
Perceived commitment to specialty	75%	4.5
Evidence of professionalism and ethics	68%	4.3
Perceived interest in program	78%	4.2
Leadership qualities	60%	4.0
Personal prior knowledge of the applicant	57%	4.1
Class ranking/quartile	50%	4.2
Graduate of U.S. allopathic medical school	48%	4.1
Personal Statement	70%	3.9
Audition elective/rotation within your department	60%	4.1
Grades in required clerkships	57%	4.1
Passing USMLE Step 2 CS/COMLEX Level 2 PE	73%	4.0
Honors in clinical clerkships	57%	4.2
Honors in clerkship in desired specialty	57%	4.3
Gaps in medical education	38%	4.1
Grades in clerkship in desired specialty	55%	4.2
Alpha Omega Alpha (AOA) membership	35%	3.9
Other life experience	45%	3.7
Consistency of grades	33%	4.1
Volunteer/extracurricular experiences	43%	4.1
Demonstrated involvement and interest in research	65%	3.7
Graduate of highly regarded U.S. medical school	43%	4.1
Other post-interview contact	45%	4.2
Interest in academic career	50%	3.9
Visa status*	20%	3.8
Applicant was flagged with Match violation by the NRMP	20%	4.6
Fluency in language spoken by your patient population	20%	3.8
Gold Society membership	10%	3.8
Honors in basic sciences	25%	4.2
Second interview/visit	30%	3.9
Away rotation in your specialty at another institution	18%	4.4
USMLE/COMLEX Step 3 score	45%	4.0

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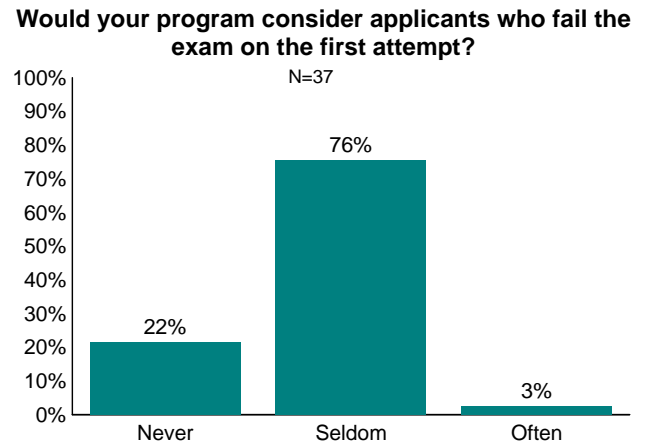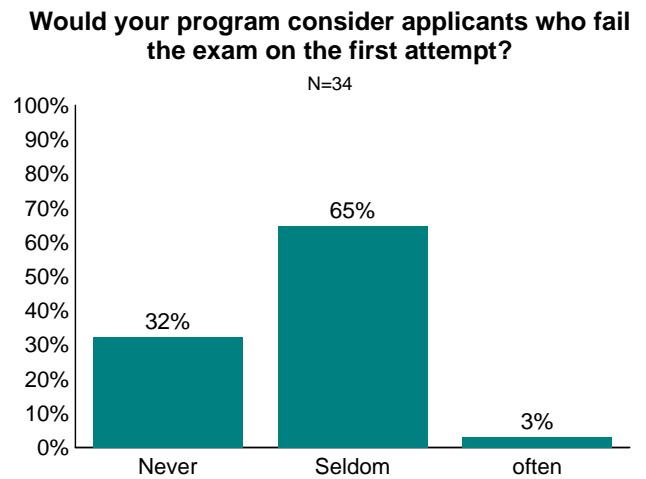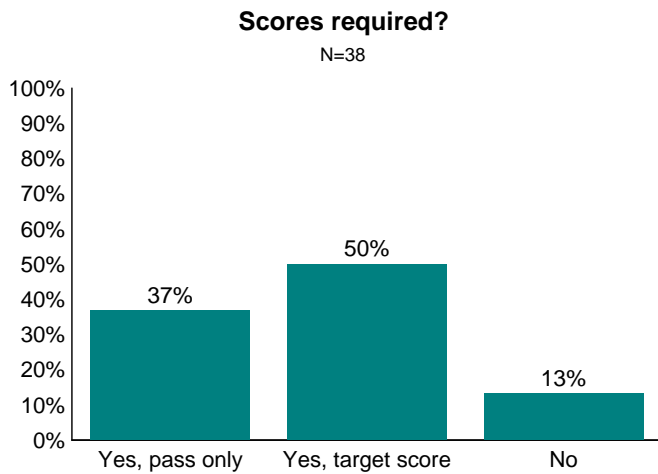* International Medical Graduates only

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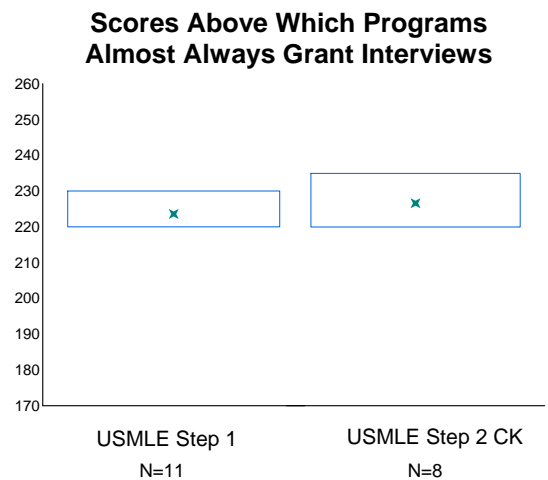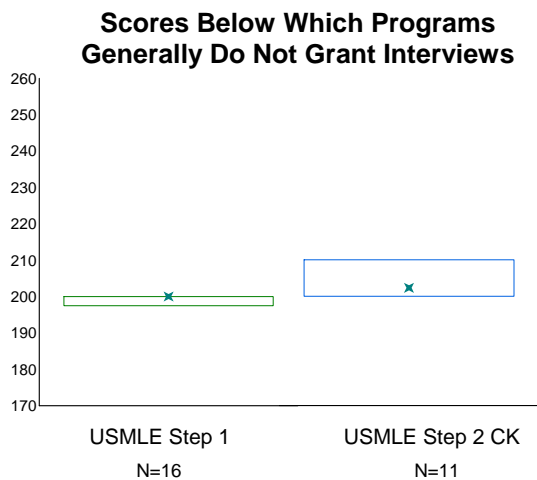
Percentage of Programs That Use USMLE Step 1 Score

Scores required?
N=39

Would your program consider applicants who fail the exam on the first attempt?
N=37

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

Scores required?
N=38

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

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

Scores Below Which Programs Generally Do Not Grant Interviews

USMLE Step 1
N=16

USMLE Step 2 CK
N=11

Scores Above Which Programs Almost Always Grant Interviews

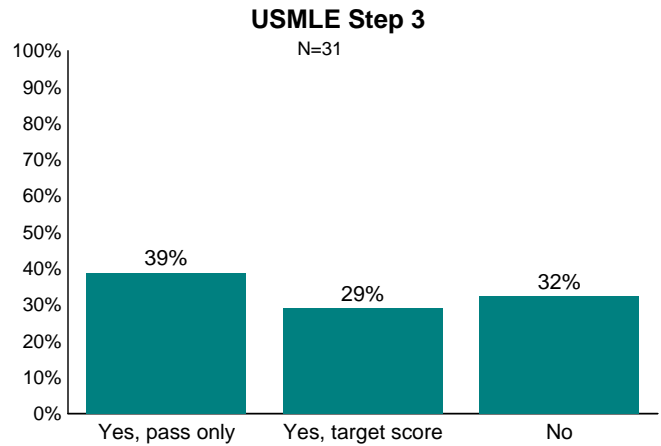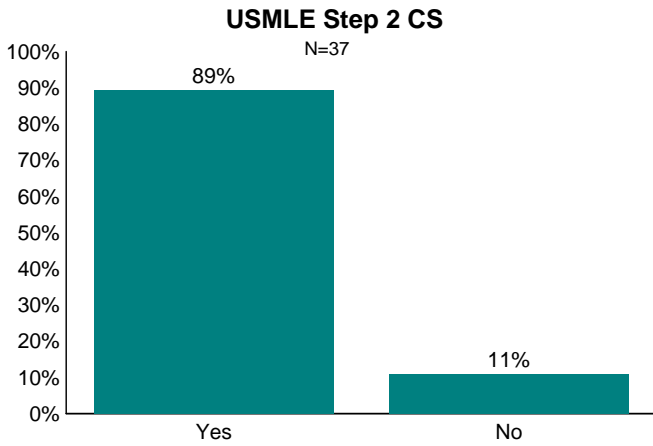USMLE Step 1
N=11

USMLE Step 2 CK
N=8

The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.
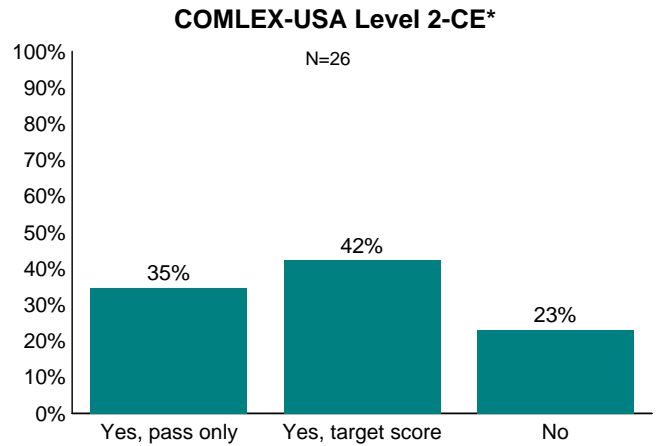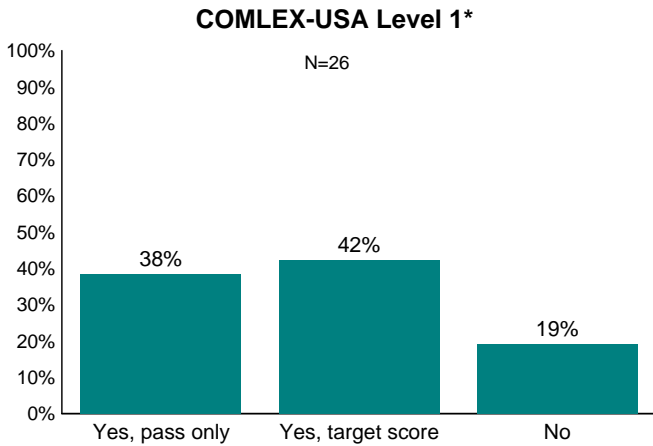
Child Neurology
Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

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

USMLE Step 2 CS — N=37: Yes 89%, No 11%

USMLE Step 3 — N=31: Yes, pass only 39%, Yes, target score 29%, No 32%

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

COMLEX-USA Level 1* — N=26: Yes, pass only 38%, Yes, target score 42%, No 19%

COMLEX-USA Level 2-CE* — N=26: Yes, pass only 35%, Yes, target score 42%, No 23%

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

COMLEX-USA Level 2-PE* — N=23: Yes, pass only 39%, Yes, target score 39%, No 22%

COMLEX-USA Level 3* — N=20: Yes, pass only 25%, Yes, target score 35%, No 40%

* Osteopathic applicants only

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 Programs that Typically Interview and Rank Each Applicant Type

43% of Child Neurology programs consider all applicant groups

N=40

Dermatology
(N=60)

20

Figure D-1

Dermatology
Percentage of Programs Citing Each Factor And Mean Importance Rating[1] for Each Factor in Selecting Applicants to Interview
(N=59)

Factor	Percent Citing Factor	Average Rating
USMLE Step 1/COMLEX Level 1 score	92%	4.3
Letters of recommendation in the specialty	93%	4.5
Medical Student Performance Evaluation (MSPE/Dean's Letter)	83%	4.0
USMLE Step 2 CK/COMLEX Level 2 CE score	64%	4.1
Personal Statement	85%	4.0
Graduate of U.S. allopathic medical school	59%	4.2
Grades in required clerkships	64%	4.2
Gaps in medical education	42%	3.6
Honors in clinical clerkships	76%	4.3
Perceived commitment to specialty	73%	4.5
Class ranking/quartile	59%	4.3
Evidence of professionalism and ethics	64%	4.6
Personal prior knowledge of the applicant	75%	4.5
Audition elective/rotation within your department	64%	4.4
Leadership qualities	63%	4.3
Honors in clerkship in desired specialty	69%	4.5
Grades in clerkship in desired specialty	58%	4.4
Alpha Omega Alpha (AOA) membership	64%	4.0
Pass USMLE Step2 CS/COMLEX Lvl2 PE	25%	4.1
Perceived interest in program	61%	4.2
Consistency of grades	68%	4.3
Other life experience	54%	3.8
Volunteer/extracurricular experiences	51%	3.7
Graduate of highly regarded U.S. medical school	46%	3.8
Demonstrated involvement and interest in research	53%	3.9
Visa status*	24%	4.1
Applicant was flagged with Match violation by the NRMP	17%	4.9
Interest in academic career	49%	4.1
Honors in basic sciences	39%	3.9
Gold Society membership	22%	4.2
Away rotation in your specialty at another institution	29%	3.9
Fluency in language spoken by your patient population	15%	3.1
USMLE/COMLEX Step 3 score	10%	4.0

100% 50% 0% 1 2 3 4 5

[1] Ratings on a scale from 1 (not at all important) to 5 (very important).
* International Medical Graduates only
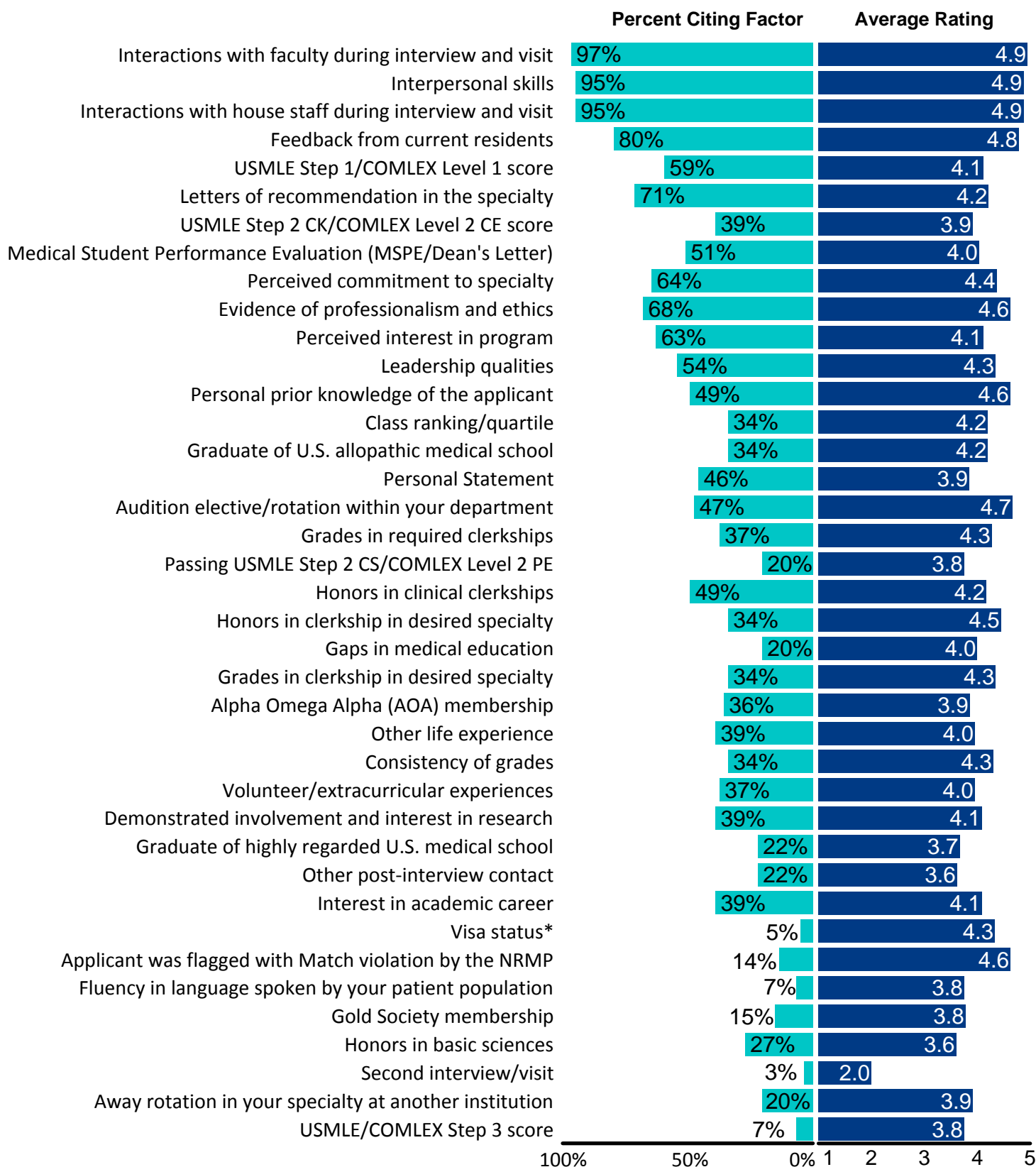
Dermatology
Percentage of Programs Citing Each Factor And Mean Importance Rating[1] for Each Factor in Ranking Applicants
(N=59)

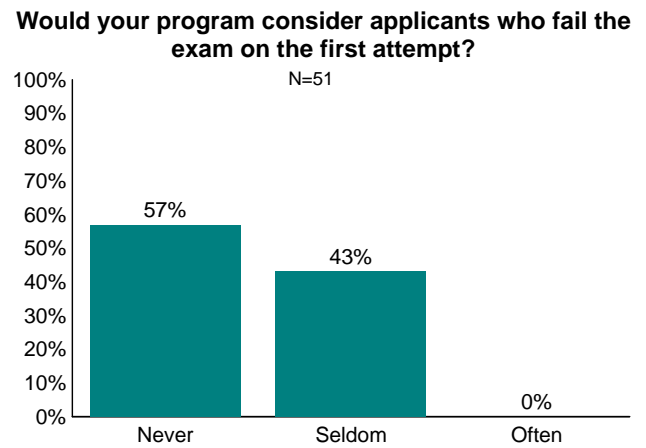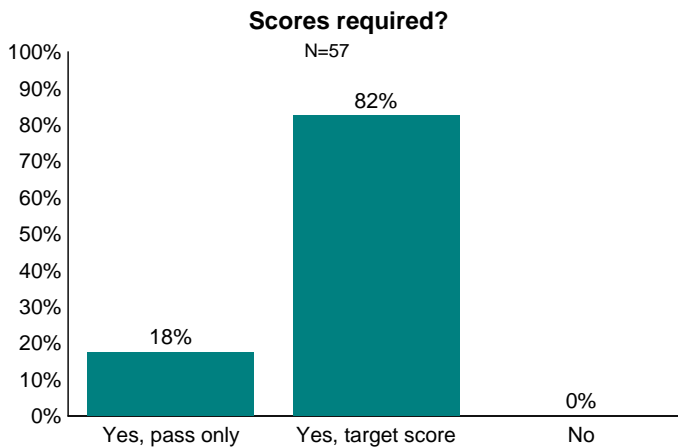| Factor	Percent Citing Factor	Average Rating
Interactions with faculty during interview and visit	97%	4.9
Interpersonal skills	95%	4.9
Interactions with house staff during interview and visit	95%	4.9
Feedback from current residents	80%	4.8
USMLE Step 1/COMLEX Level 1 score	59%	4.1
Letters of recommendation in the specialty	71%	4.2
USMLE Step 2 CK/COMLEX Level 2 CE score	39%	3.9
Medical Student Performance Evaluation (MSPE/Dean's Letter)	51%	4.0
Perceived commitment to specialty	64%	4.4
Evidence of professionalism and ethics	68%	4.6
Perceived interest in program	63%	4.1
Leadership qualities	54%	4.3
Personal prior knowledge of the applicant	49%	4.6
Class ranking/quartile	34%	4.2
Graduate of U.S. allopathic medical school	34%	4.2
Personal Statement	46%	3.9
Audition elective/rotation within your department	47%	4.7
Grades in required clerkships	37%	4.3
Passing USMLE Step 2 CS/COMLEX Level 2 PE	20%	3.8
Honors in clinical clerkships	49%	4.2
Honors in clerkship in desired specialty	34%	4.5
Gaps in medical education	20%	4.0
Grades in clerkship in desired specialty	34%	4.3
Alpha Omega Alpha (AOA) membership	36%	3.9
Other life experience	39%	4.0
Consistency of grades	34%	4.3
Volunteer/extracurricular experiences	37%	4.0
Demonstrated involvement and interest in research	39%	4.1
Graduate of highly regarded U.S. medical school	22%	3.7
Other post-interview contact	22%	3.6
Interest in academic career	39%	4.1
Visa status*	5%	4.3
Applicant was flagged with Match violation by the NRMP	14%	4.6
Fluency in language spoken by your patient population	7%	3.8
Gold Society membership	15%	3.8
Honors in basic sciences	27%	3.6
Second interview/visit	3%	2.0
Away rotation in your specialty at another institution	20%	3.9
USMLE/COMLEX Step 3 score	7%	3.8

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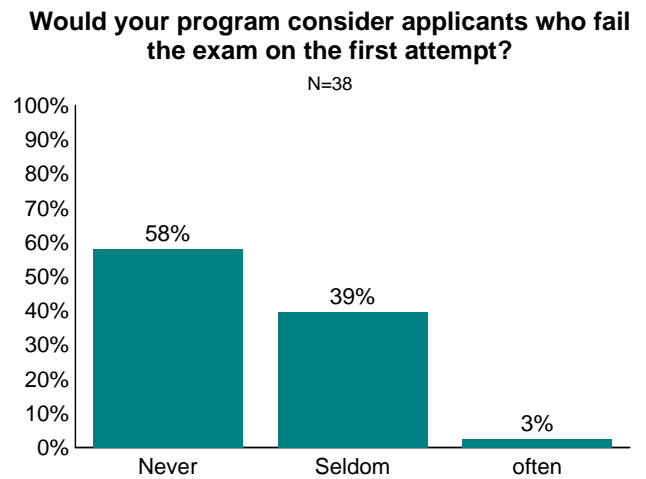* International Medical Graduates only

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

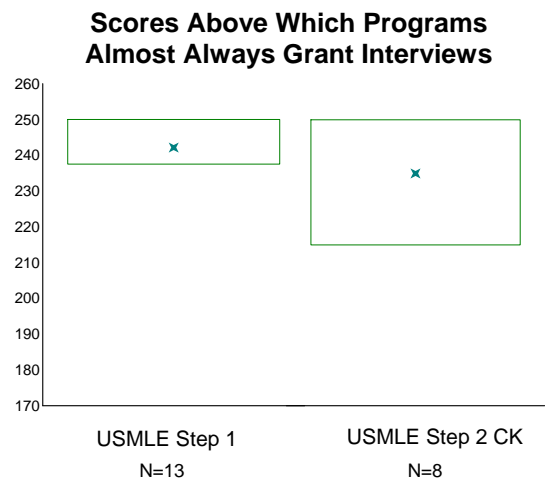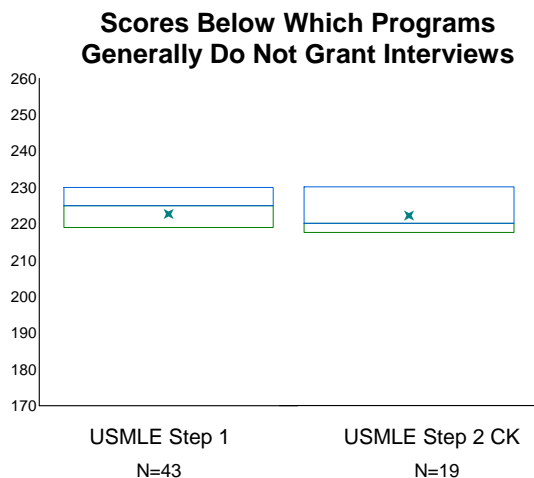## Percentage of Programs That Use USMLE Step 1 Score

Scores required?
N=57

Would your program consider applicants who fail the exam on the first attempt?
N=51

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

Scores required?
N=51

Would your program consider applicants who fail the exam on the first attempt?
N=38

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

Scores Below Which Programs Generally Do Not Grant Interviews

USMLE Step 1	USMLE Step 2 CK
N=43	N=19

Scores Above Which Programs Almost Always Grant Interviews

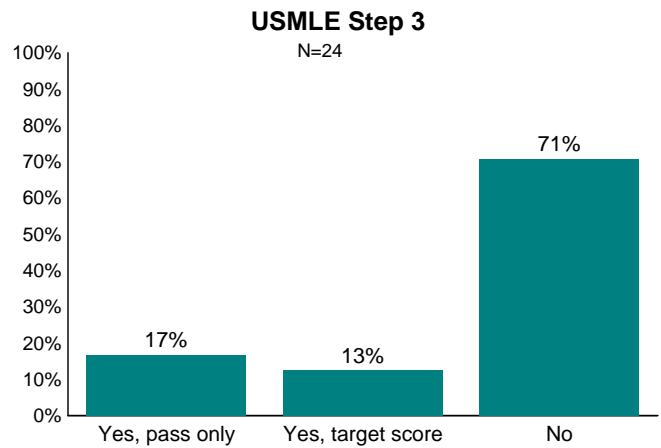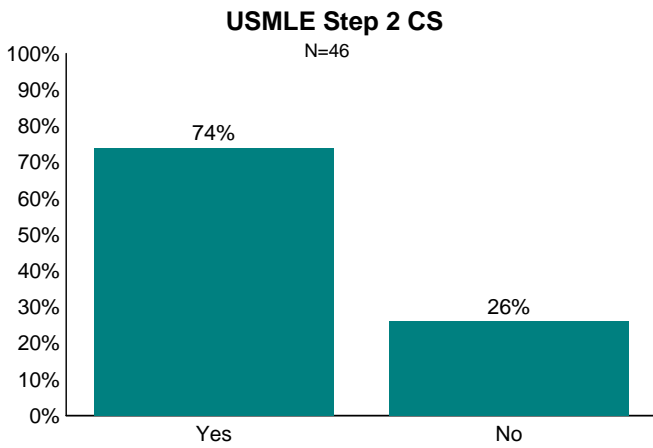| USMLE Step 1	USMLE Step 2 CK
N=13	N=8

The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.
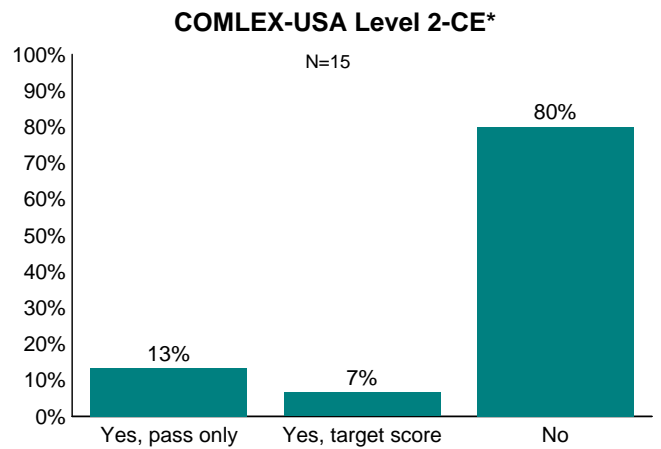
Dermatology
Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

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

USMLE Step 2 CS
N=46

USMLE Step 3
N=24

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

COMLEX-USA Level 1*
N=17

COMLEX-USA Level 2-CE*
N=15

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

COMLEX-USA Level 2-PE*
N=15

COMLEX-USA Level 3*
N=12

* Osteopathic applicants only

Dermatology
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 Programs that Typically Interview and Rank Each Applicant Type
18% of Dermatology programs consider all applicant groups
N=57

Emergency Medicine
(N=104)

Emergency Medicine
Percentage of Programs Citing Each Factor And Mean Importance Rating[1] for Each Factor in Selecting Applicants to Interview
(N=101)

Factor	Percent Citing Factor	Average Rating
USMLE Step 1/COMLEX Level 1 score	97%	3.9
Letters of recommendation in the specialty	99%	4.8
Medical Student Performance Evaluation (MSPE/Dean's Letter)	91%	3.9
USMLE Step 2 CK/COMLEX Level 2 CE score	94%	4.0
Personal Statement	67%	3.0
Graduate of U.S. allopathic medical school	83%	4.0
Grades in required clerkships	88%	3.8
Gaps in medical education	72%	3.8
Honors in clinical clerkships	82%	4.0
Perceived commitment to specialty	81%	4.1
Class ranking/quartile	83%	3.7
Evidence of professionalism and ethics	69%	4.4
Personal prior knowledge of the applicant	68%	4.3
Audition elective/rotation within your department	87%	4.4
Leadership qualities	80%	3.9
Honors in clerkship in desired specialty	86%	4.6
Grades in clerkship in desired specialty	90%	4.6
Alpha Omega Alpha (AOA) membership	75%	3.7
Pass USMLE Step2 CS/COMLEX Lvl2 PE	50%	3.9
Perceived interest in program	65%	3.9
Consistency of grades	52%	3.8
Other life experience	72%	3.5
Volunteer/extracurricular experiences	63%	3.6
Graduate of highly regarded U.S. medical school	61%	3.4
Demonstrated involvement and interest in research	43%	3.1
Visa status*	37%	3.9
Applicant was flagged with Match violation by the NRMP	29%	4.6
Interest in academic career	30%	3.5
Honors in basic sciences	22%	3.0
Gold Society membership	39%	3.3
Away rotation in your specialty at another institution	78%	4.3
Fluency in language spoken by your patient population	22%	3.2
USMLE/COMLEX Step 3 score	18%	3.4

100%   50%   0%   1   2   3   4   5

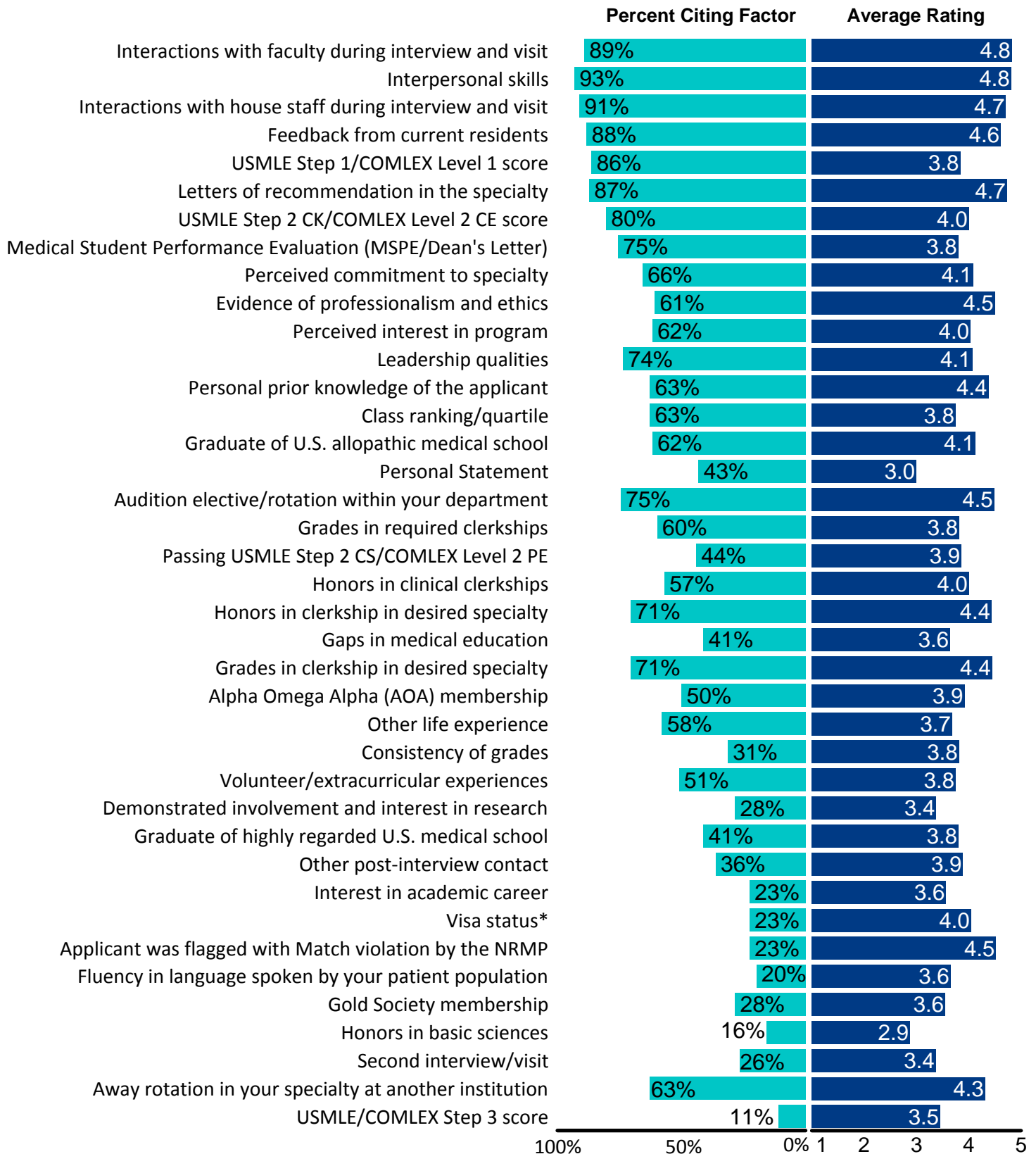[1] Ratings on a scale from 1 (not at all important) to 5 (very important).
* International Medical Graduates only

Emergency Medicine
Percentage of Programs Citing Each Factor And Mean Importance Rating[1] for Each Factor in Ranking Applicants
(N=101)

	Percent Citing Factor	Average Rating
Interactions with faculty during interview and visit	89%	4.8
Interpersonal skills	93%	4.8
Interactions with house staff during interview and visit	91%	4.7
Feedback from current residents	88%	4.6
USMLE Step 1/COMLEX Level 1 score	86%	3.8
Letters of recommendation in the specialty	87%	4.7
USMLE Step 2 CK/COMLEX Level 2 CE score	80%	4.0
Medical Student Performance Evaluation (MSPE/Dean's Letter)	75%	3.8
Perceived commitment to specialty	66%	4.1
Evidence of professionalism and ethics	61%	4.5
Perceived interest in program	62%	4.0
Leadership qualities	74%	4.1
Personal prior knowledge of the applicant	63%	4.4
Class ranking/quartile	63%	3.8
Graduate of U.S. allopathic medical school	62%	4.1
Personal Statement	43%	3.0
Audition elective/rotation within your department	75%	4.5
Grades in required clerkships	60%	3.8
Passing USMLE Step 2 CS/COMLEX Level 2 PE	44%	3.9
Honors in clinical clerkships	57%	4.0
Honors in clerkship in desired specialty	71%	4.4
Gaps in medical education	41%	3.6
Grades in clerkship in desired specialty	71%	4.4
Alpha Omega Alpha (AOA) membership	50%	3.9
Other life experience	58%	3.7
Consistency of grades	31%	3.8
Volunteer/extracurricular experiences	51%	3.8
Demonstrated involvement and interest in research	28%	3.4
Graduate of highly regarded U.S. medical school	41%	3.8
Other post-interview contact	36%	3.9
Interest in academic career	23%	3.6
Visa status*	23%	4.0
Applicant was flagged with Match violation by the NRMP	23%	4.5
Fluency in language spoken by your patient population	20%	3.6
Gold Society membership	28%	3.6
Honors in basic sciences	16%	2.9
Second interview/visit	26%	3.4
Away rotation in your specialty at another institution	63%	4.3
USMLE/COMLEX Step 3 score	11%	3.5

100%   50%   0% 1 2 3 4 5

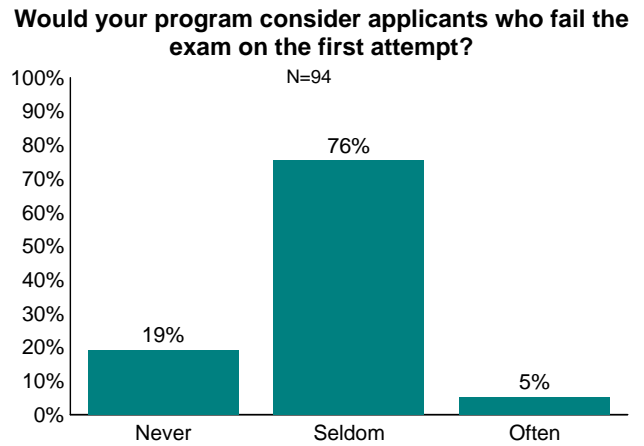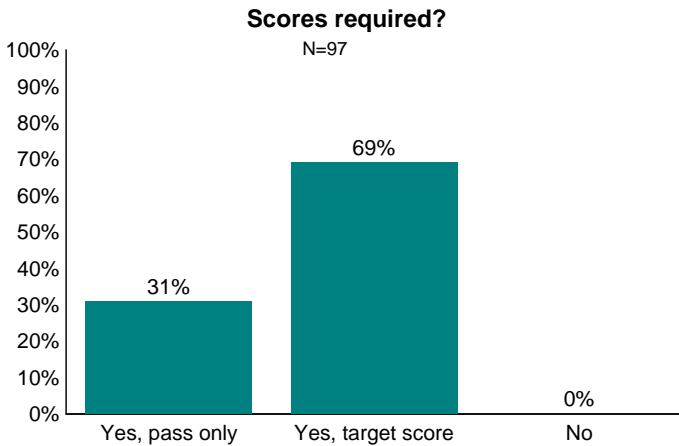[1] Ratings on a scale from 1 (not at all important) to 5 (very important).
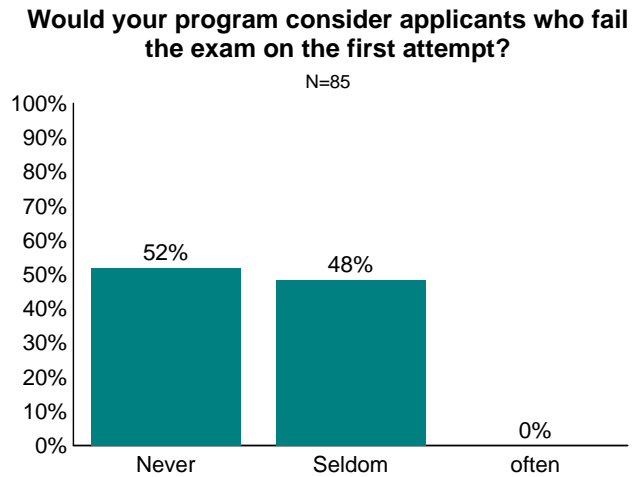* International Medical Graduates only

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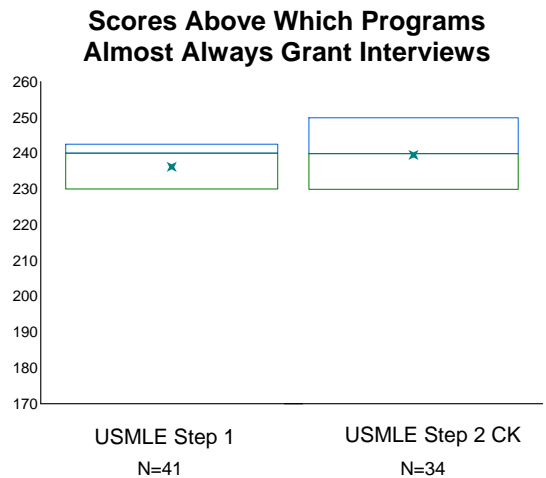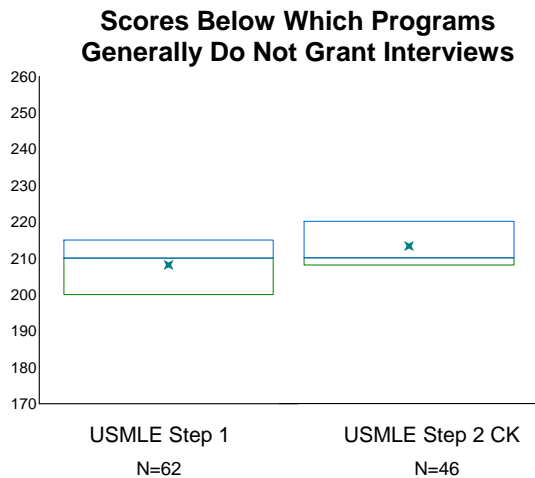
Percentage of Programs That Use USMLE Step 1 Score

Scores required?
N=97

- Yes, pass only: 31%
- Yes, target score: 69%
- No: 0%

Would your program consider applicants who fail the exam on the first attempt?
N=94

- Never: 19%
- Seldom: 76%
- Often: 5%

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

Scores required?
N=96

- Yes, pass only: 22%
- Yes, target score: 54%
- No: 24%

Would your program consider applicants who fail the exam on the first attempt?
N=85

- Never: 52%
- Seldom: 48%
- often: 0%

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

Scores Below Which Programs Generally Do Not Grant Interviews

USMLE Step 1
N=62

USMLE Step 2 CK
N=46

Scores Above Which Programs Almost Always Grant Interviews
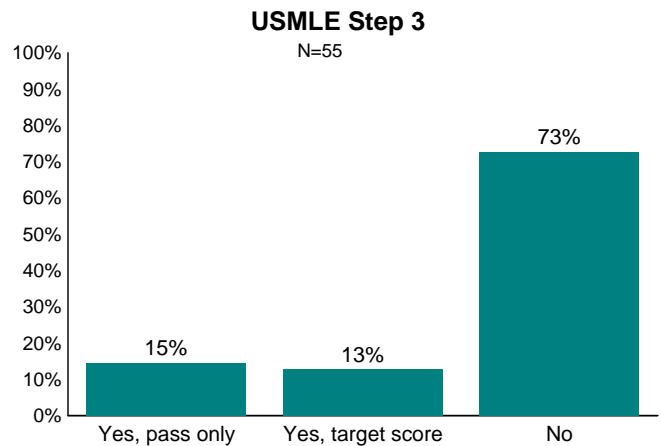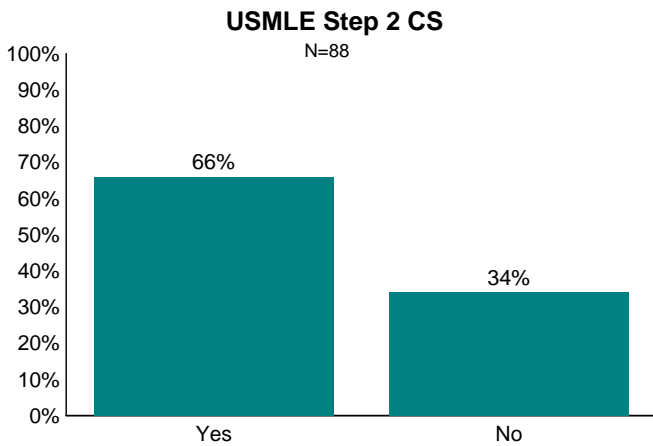

USMLE Step 1
N=41

USMLE Step 2 CK
N=34

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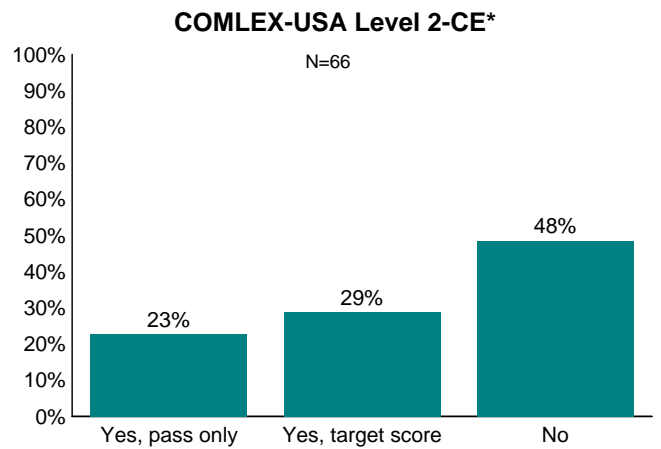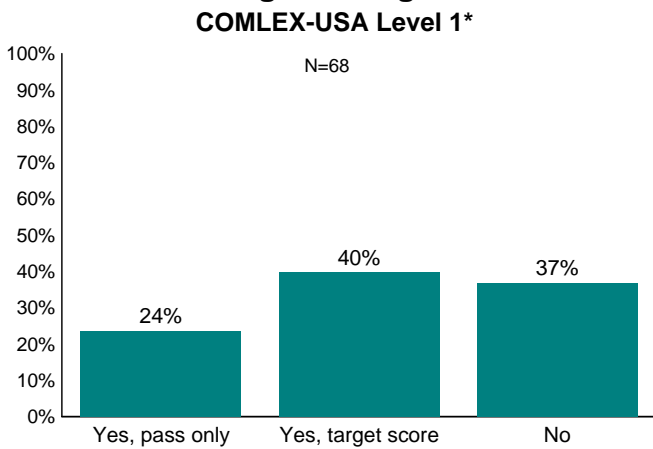
Emergency Medicine
Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

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

USMLE Step 2 CS (N=88): Yes 66%, No 34%

USMLE Step 3 (N=55): Yes, pass only 15%, Yes, target score 13%, No 73%

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

COMLEX-USA Level 1* (N=68): Yes, pass only 24%, Yes, target score 40%, No 37%

COMLEX-USA Level 2-CE* (N=66): Yes, pass only 23%, Yes, target score 29%, No 48%

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

COMLEX-USA Level 2-PE* (N=58): Yes, pass only 31%, Yes, target score 10%, No 59%

COMLEX-USA Level 3* (N=45): Yes, pass only 11%, Yes, target score 11%, No 78%

* Osteopathic applicants only

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

20% of Emergency Medicine programs consider all applicant groups

N=101

Family Medicine
(N=236)

Figure FM-1

Family Medicine
Percentage of Programs Citing Each Factor And Mean Importance Rating[1] for Each Factor in Selecting Applicants to Interview
(N=227)

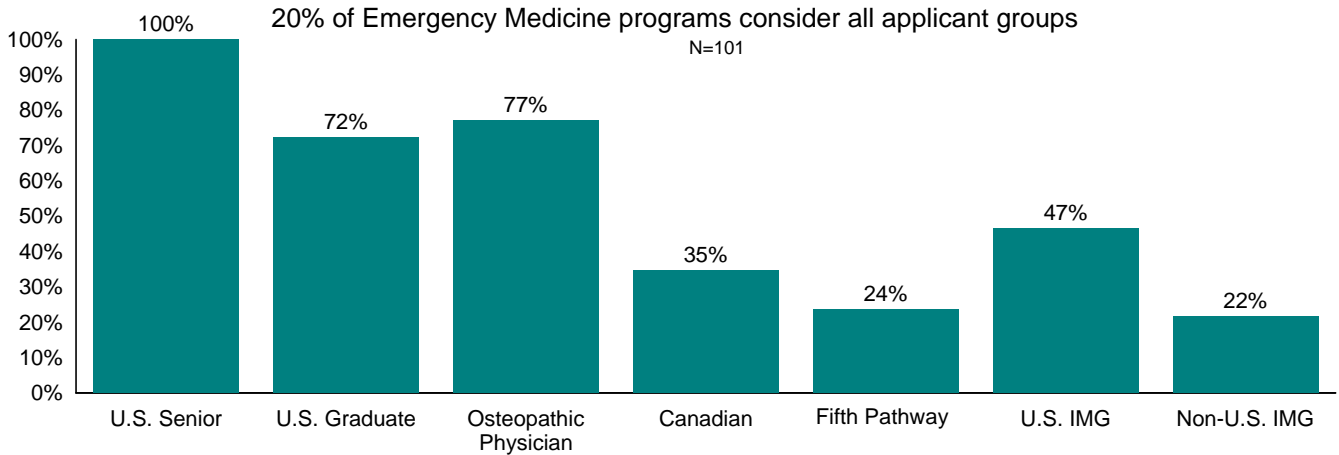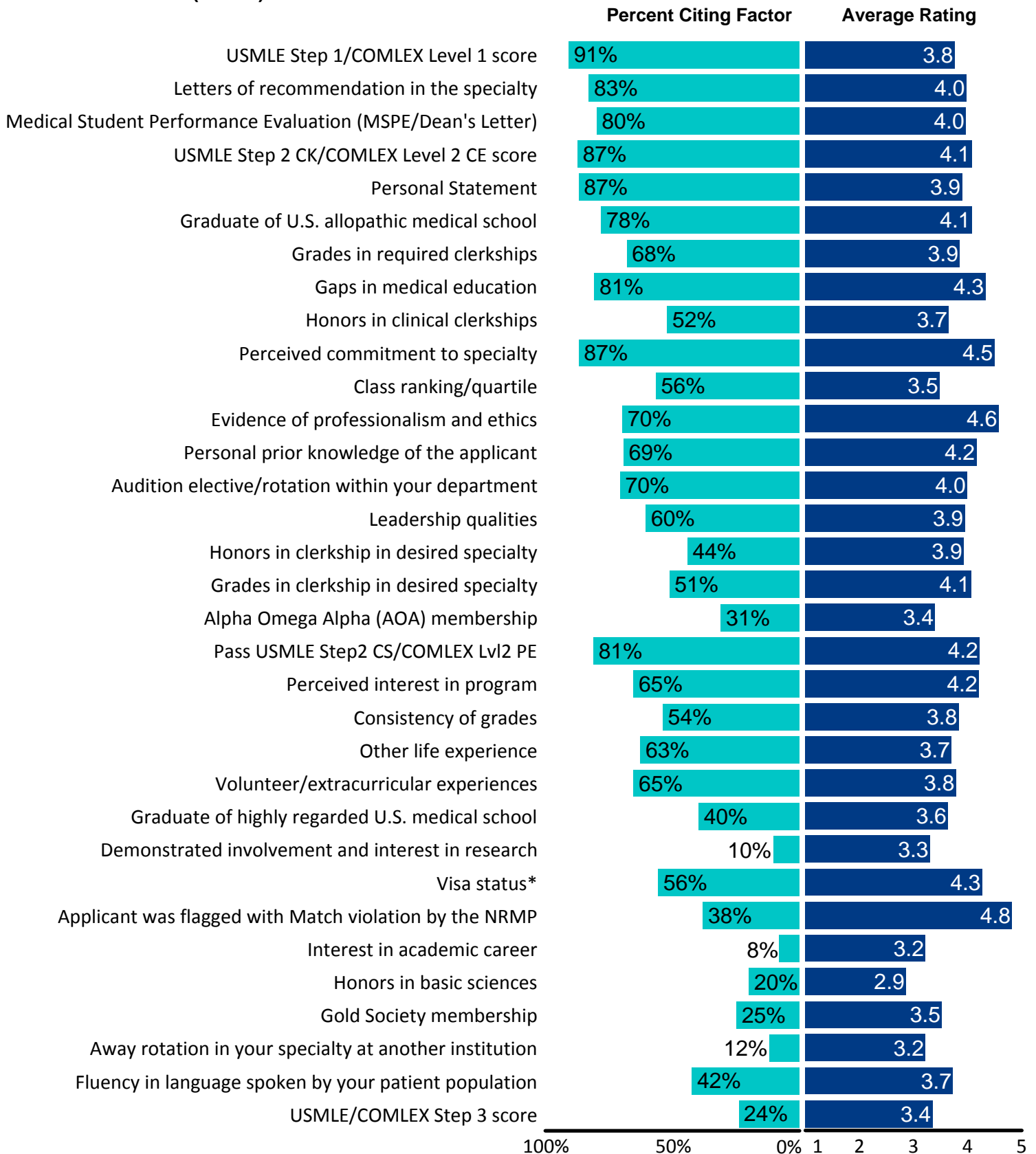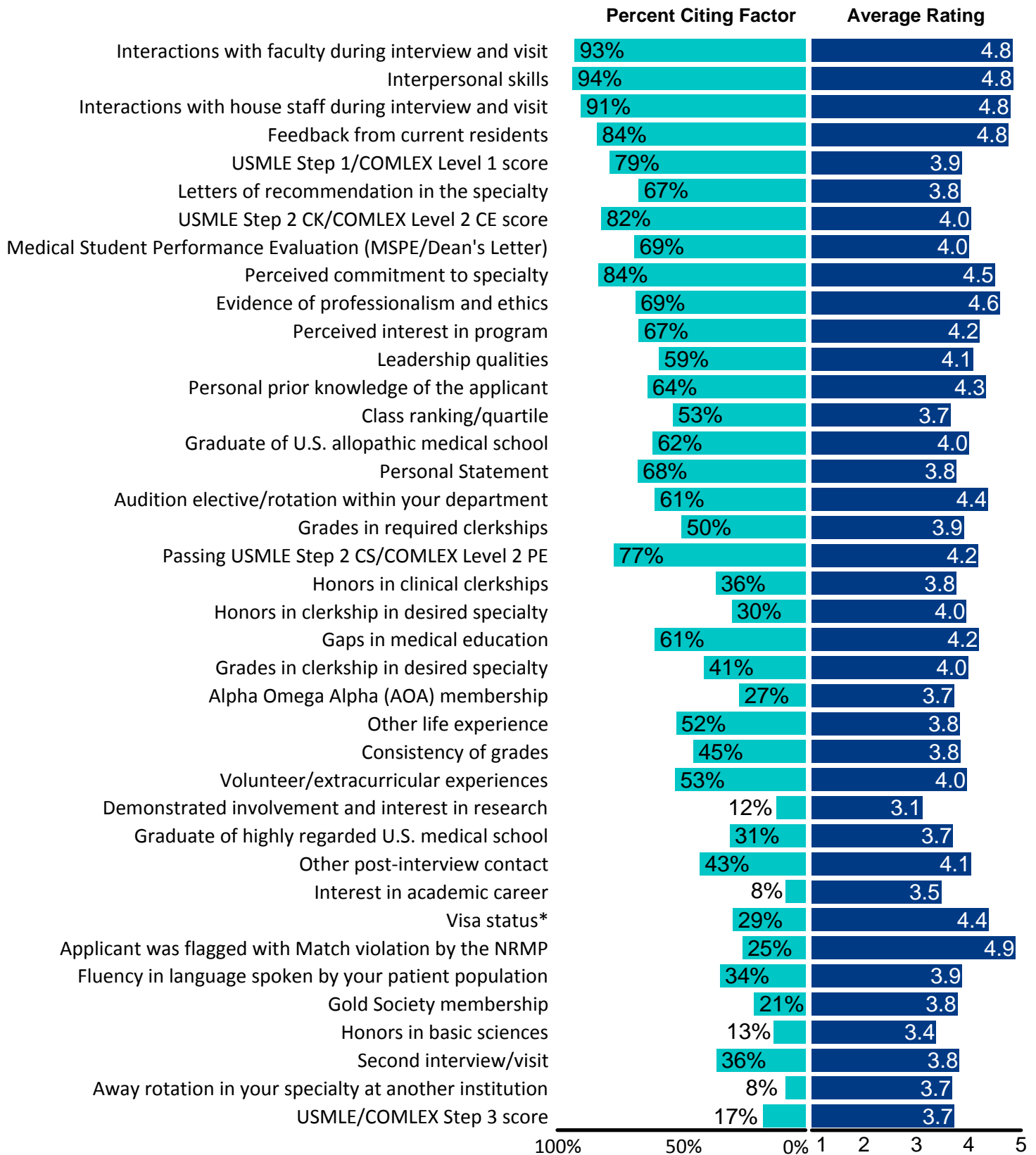| Factor	Percent Citing Factor	Average Rating
USMLE Step 1/COMLEX Level 1 score	91%	3.8
Letters of recommendation in the specialty	83%	4.0
Medical Student Performance Evaluation (MSPE/Dean's Letter)	80%	4.0
USMLE Step 2 CK/COMLEX Level 2 CE score	87%	4.1
Personal Statement	87%	3.9
Graduate of U.S. allopathic medical school	78%	4.1
Grades in required clerkships	68%	3.9
Gaps in medical education	81%	4.3
Honors in clinical clerkships	52%	3.7
Perceived commitment to specialty	87%	4.5
Class ranking/quartile	56%	3.5
Evidence of professionalism and ethics	70%	4.6
Personal prior knowledge of the applicant	69%	4.2
Audition elective/rotation within your department	70%	4.0
Leadership qualities	60%	3.9
Honors in clerkship in desired specialty	44%	3.9
Grades in clerkship in desired specialty	51%	4.1
Alpha Omega Alpha (AOA) membership	31%	3.4
Pass USMLE Step2 CS/COMLEX Lvl2 PE	81%	4.2
Perceived interest in program	65%	4.2
Consistency of grades	54%	3.8
Other life experience	63%	3.7
Volunteer/extracurricular experiences	65%	3.8
Graduate of highly regarded U.S. medical school	40%	3.6
Demonstrated involvement and interest in research	10%	3.3
Visa status*	56%	4.3
Applicant was flagged with Match violation by the NRMP	38%	4.8
Interest in academic career	8%	3.2
Honors in basic sciences	20%	2.9
Gold Society membership	25%	3.5
Away rotation in your specialty at another institution	12%	3.2
Fluency in language spoken by your patient population	42%	3.7
USMLE/COMLEX Step 3 score	24%	3.4

[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 Rating[1] for Each Factor in Ranking Applicants
(N=227)

Factor	Percent Citing Factor	Average Rating
Interactions with faculty during interview and visit	93%	4.8
Interpersonal skills	94%	4.8
Interactions with house staff during interview and visit	91%	4.8
Feedback from current residents	84%	4.8
USMLE Step 1/COMLEX Level 1 score	79%	3.9
Letters of recommendation in the specialty	67%	3.8
USMLE Step 2 CK/COMLEX Level 2 CE score	82%	4.0
Medical Student Performance Evaluation (MSPE/Dean's Letter)	69%	4.0
Perceived commitment to specialty	84%	4.5
Evidence of professionalism and ethics	69%	4.6
Perceived interest in program	67%	4.2
Leadership qualities	59%	4.1
Personal prior knowledge of the applicant	64%	4.3
Class ranking/quartile	53%	3.7
Graduate of U.S. allopathic medical school	62%	4.0
Personal Statement	68%	3.8
Audition elective/rotation within your department	61%	4.4
Grades in required clerkships	50%	3.9
Passing USMLE Step 2 CS/COMLEX Level 2 PE	77%	4.2
Honors in clinical clerkships	36%	3.8
Honors in clerkship in desired specialty	30%	4.0
Gaps in medical education	61%	4.2
Grades in clerkship in desired specialty	41%	4.0
Alpha Omega Alpha (AOA) membership	27%	3.7
Other life experience	52%	3.8
Consistency of grades	45%	3.8
Volunteer/extracurricular experiences	53%	4.0
Demonstrated involvement and interest in research	12%	3.1
Graduate of highly regarded U.S. medical school	31%	3.7
Other post-interview contact	43%	4.1
Interest in academic career	8%	3.5
Visa status*	29%	4.4
Applicant was flagged with Match violation by the NRMP	25%	4.9
Fluency in language spoken by your patient population	34%	3.9
Gold Society membership	21%	3.8
Honors in basic sciences	13%	3.4
Second interview/visit	36%	3.8
Away rotation in your specialty at another institution	8%	3.7
USMLE/COMLEX Step 3 score	17%	3.7

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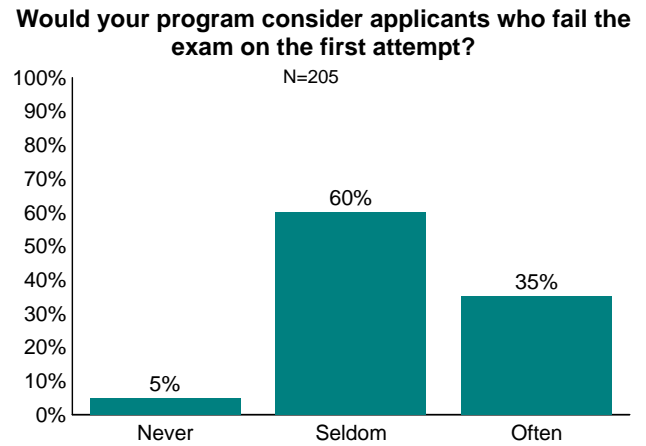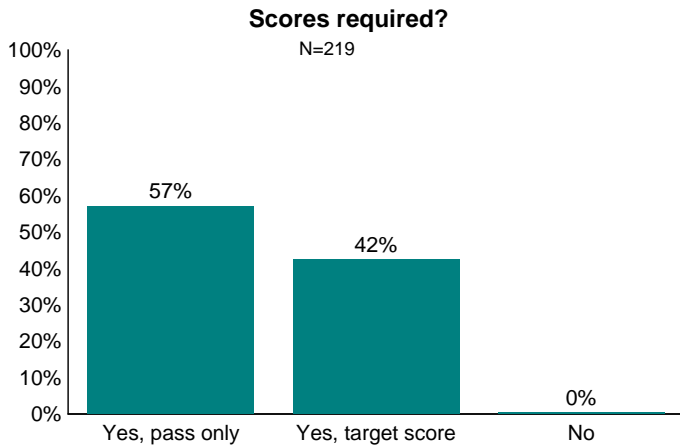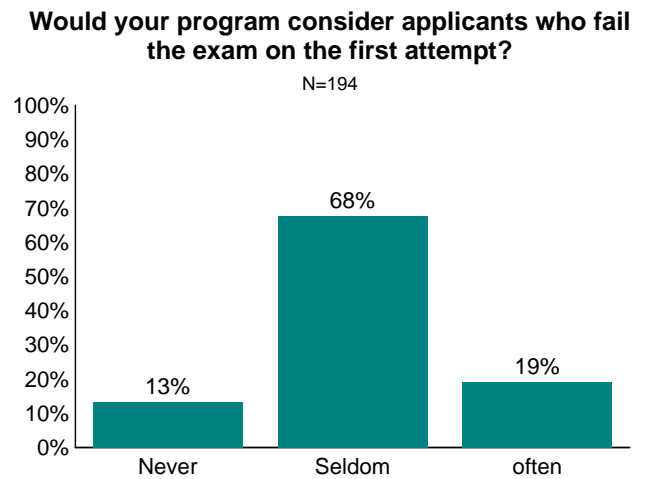* International Medical Graduates only

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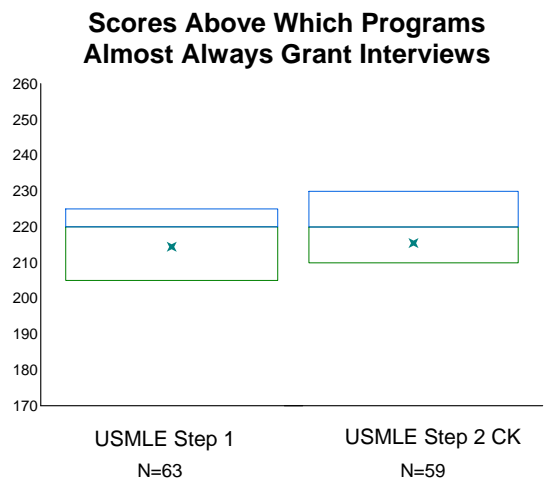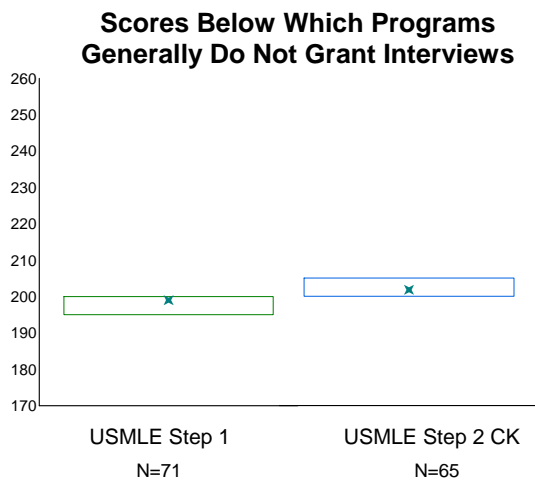
Percentage of Programs That Use USMLE Step 1 Score

Scores required?
N=219

Would your program consider applicants who fail the exam on the first attempt?
N=205

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

Scores required?
N=213

Would your program consider applicants who fail the exam on the first attempt?
N=194

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

Scores Below Which Programs Generally Do Not Grant Interviews

Scores Above Which Programs Almost Always Grant Interviews

USMLE Step 1	USMLE Step 2 CK
N=71	N=65

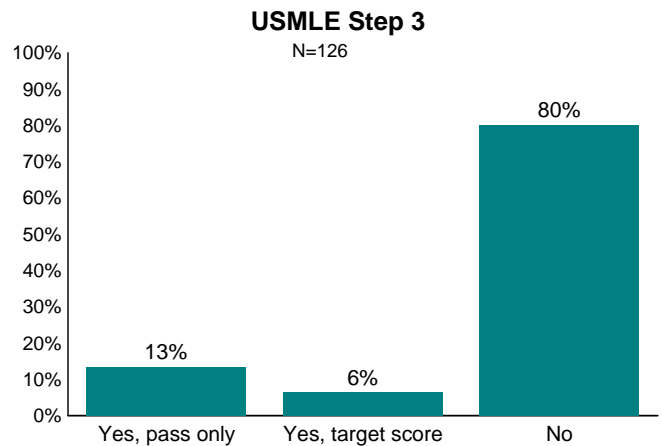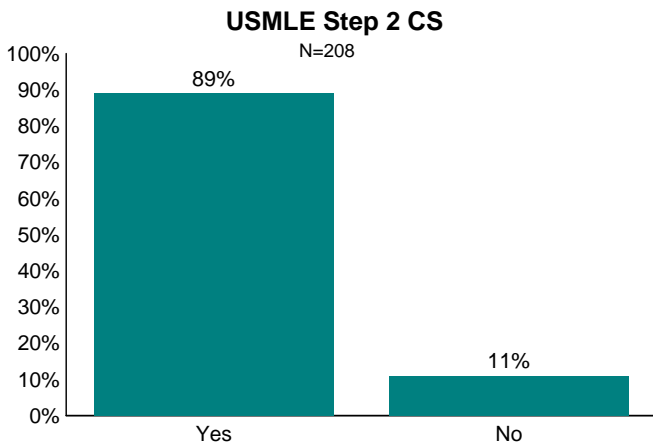| USMLE Step 1	USMLE Step 2 CK
N=63	N=59

The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.
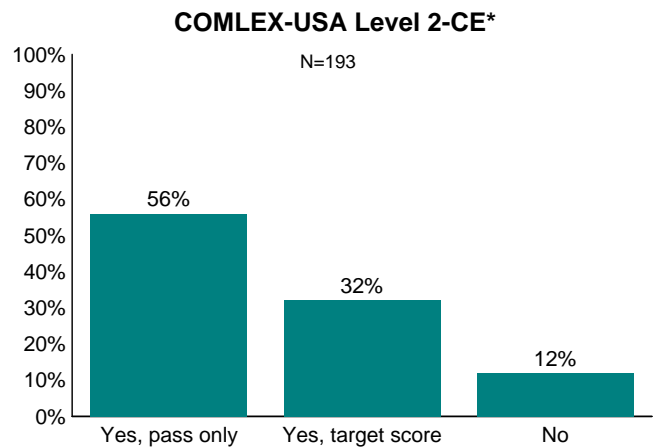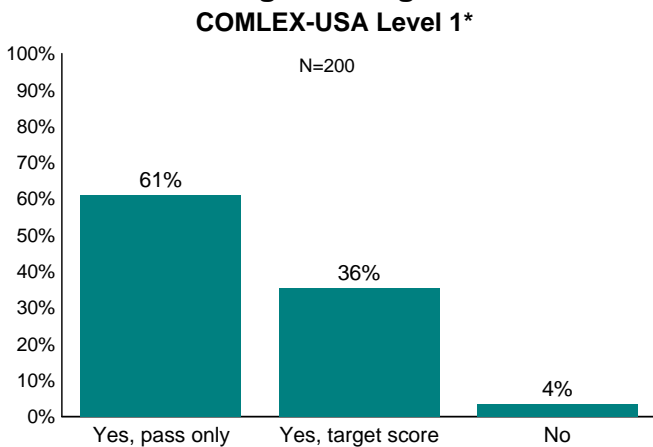
Family Medicine
Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

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

USMLE Step 2 CS — N=208: Yes 89%, No 11%

USMLE Step 3 — N=126: Yes, pass only 13%, Yes, target score 6%, No 80%

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

COMLEX-USA Level 1* — N=200: Yes, pass only 61%, Yes, target score 36%, No 4%

COMLEX-USA Level 2-CE* — N=193: Yes, pass only 56%, Yes, target score 32%, No 12%

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

COMLEX-USA Level 2-PE* — N=191: Yes, pass only 75%, Yes, target score 9%, No 16%

COMLEX-USA Level 3* — N=117: Yes, pass only 16%, Yes, target score 7%, No 77%

* Osteopathic applicants only

**Family Medicine
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 Programs that Typically Interview and Rank Each Applicant Type

36% of Family Medicine programs consider all applicant groups

N=224

Internal Medicine
(N=197)

Internal Medicine
Percentage of Programs Citing Each Factor And Mean Importance Rating[1] for Each Factor in Selecting Applicants to Interview
(N=194)

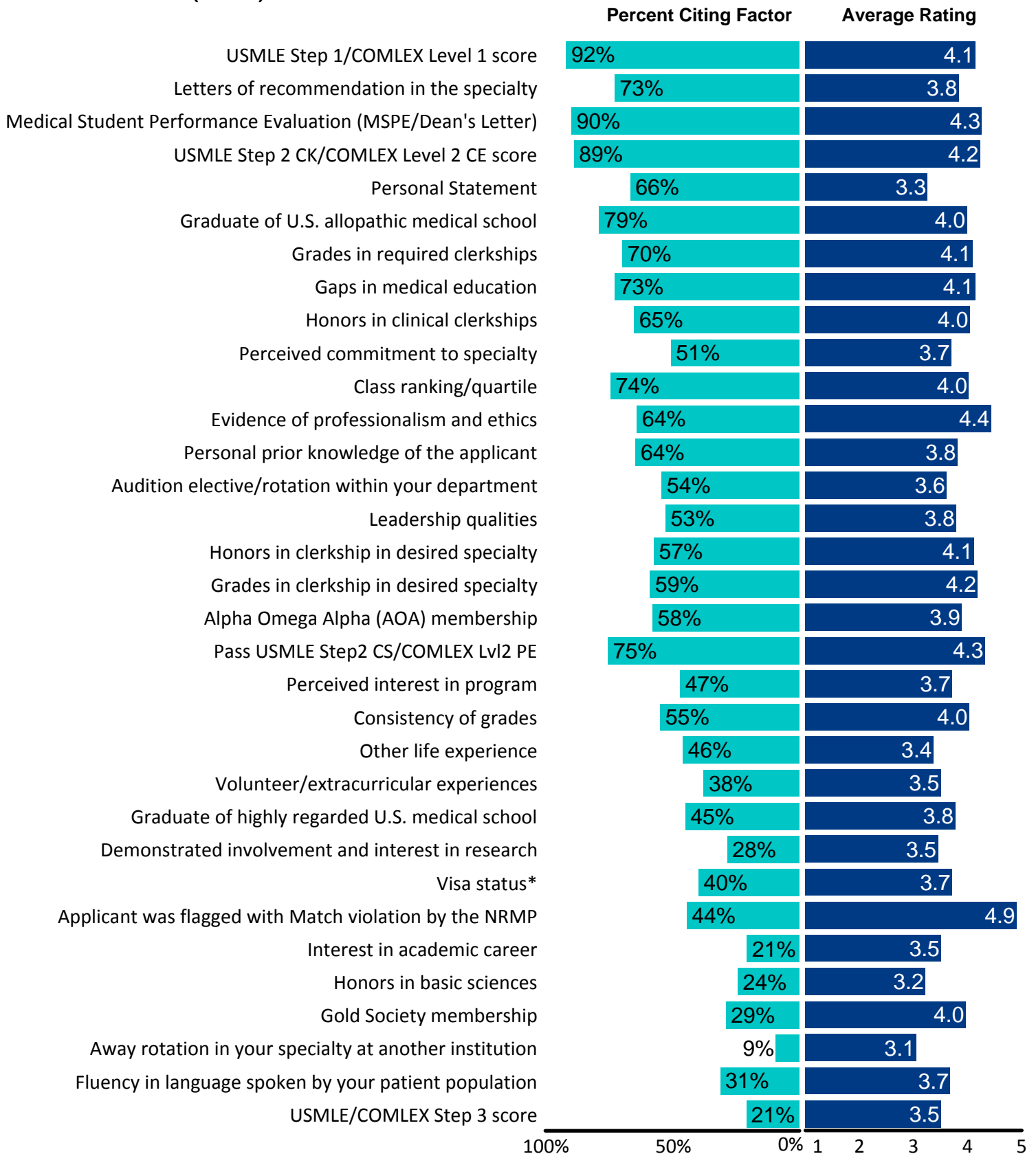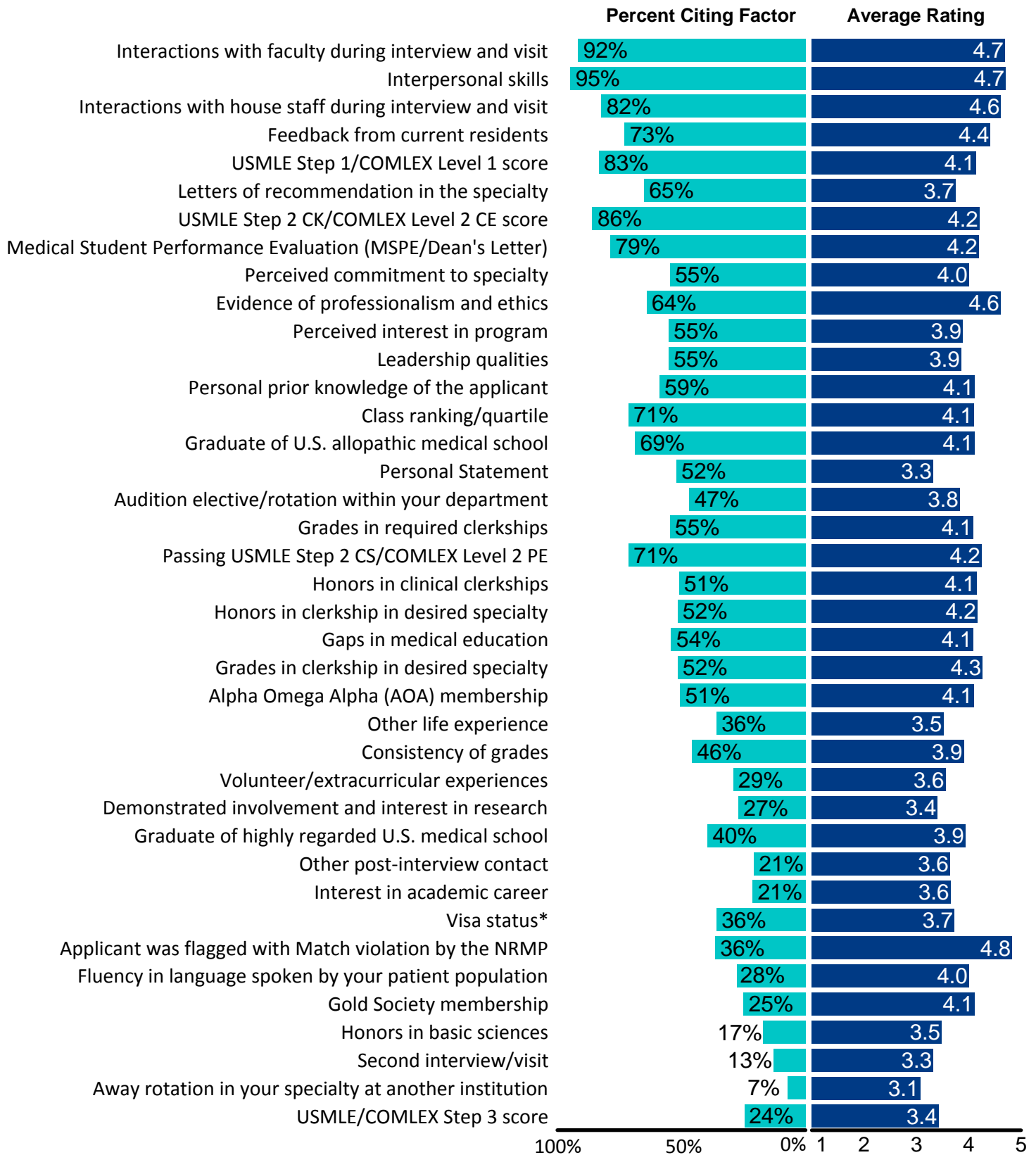| Factor	Percent Citing Factor	Average Rating
USMLE Step 1/COMLEX Level 1 score	92%	4.1
Letters of recommendation in the specialty	73%	3.8
Medical Student Performance Evaluation (MSPE/Dean's Letter)	90%	4.3
USMLE Step 2 CK/COMLEX Level 2 CE score	89%	4.2
Personal Statement	66%	3.3
Graduate of U.S. allopathic medical school	79%	4.0
Grades in required clerkships	70%	4.1
Gaps in medical education	73%	4.1
Honors in clinical clerkships	65%	4.0
Perceived commitment to specialty	51%	3.7
Class ranking/quartile	74%	4.0
Evidence of professionalism and ethics	64%	4.4
Personal prior knowledge of the applicant	64%	3.8
Audition elective/rotation within your department	54%	3.6
Leadership qualities	53%	3.8
Honors in clerkship in desired specialty	57%	4.1
Grades in clerkship in desired specialty	59%	4.2
Alpha Omega Alpha (AOA) membership	58%	3.9
Pass USMLE Step2 CS/COMLEX Lvl2 PE	75%	4.3
Perceived interest in program	47%	3.7
Consistency of grades	55%	4.0
Other life experience	46%	3.4
Volunteer/extracurricular experiences	38%	3.5
Graduate of highly regarded U.S. medical school	45%	3.8
Demonstrated involvement and interest in research	28%	3.5
Visa status*	40%	3.7
Applicant was flagged with Match violation by the NRMP	44%	4.9
Interest in academic career	21%	3.5
Honors in basic sciences	24%	3.2
Gold Society membership	29%	4.0
Away rotation in your specialty at another institution	9%	3.1
Fluency in language spoken by your patient population	31%	3.7
USMLE/COMLEX Step 3 score	21%	3.5

100% 50% 0% 1 2 3 4 5

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

Figure IM-2

Internal Medicine
Percentage of Programs Citing Each Factor And Mean Importance Rating¹ for Each Factor in Ranking Applicants
(N=194)

Factor	Percent Citing Factor	Average Rating
Interactions with faculty during interview and visit	92%	4.7
Interpersonal skills	95%	4.7
Interactions with house staff during interview and visit	82%	4.6
Feedback from current residents	73%	4.4
USMLE Step 1/COMLEX Level 1 score	83%	4.1
Letters of recommendation in the specialty	65%	3.7
USMLE Step 2 CK/COMLEX Level 2 CE score	86%	4.2
Medical Student Performance Evaluation (MSPE/Dean's Letter)	79%	4.2
Perceived commitment to specialty	55%	4.0
Evidence of professionalism and ethics	64%	4.6
Perceived interest in program	55%	3.9
Leadership qualities	55%	3.9
Personal prior knowledge of the applicant	59%	4.1
Class ranking/quartile	71%	4.1
Graduate of U.S. allopathic medical school	69%	4.1
Personal Statement	52%	3.3
Audition elective/rotation within your department	47%	3.8
Grades in required clerkships	55%	4.1
Passing USMLE Step 2 CS/COMLEX Level 2 PE	71%	4.2
Honors in clinical clerkships	51%	4.1
Honors in clerkship in desired specialty	52%	4.2
Gaps in medical education	54%	4.1
Grades in clerkship in desired specialty	52%	4.3
Alpha Omega Alpha (AOA) membership	51%	4.1
Other life experience	36%	3.5
Consistency of grades	46%	3.9
Volunteer/extracurricular experiences	29%	3.6
Demonstrated involvement and interest in research	27%	3.4
Graduate of highly regarded U.S. medical school	40%	3.9
Other post-interview contact	21%	3.6
Interest in academic career	21%	3.6
Visa status*	36%	3.7
Applicant was flagged with Match violation by the NRMP	36%	4.8
Fluency in language spoken by your patient population	28%	4.0
Gold Society membership	25%	4.1
Honors in basic sciences	17%	3.5
Second interview/visit	13%	3.3
Away rotation in your specialty at another institution	7%	3.1
USMLE/COMLEX Step 3 score	24%	3.4

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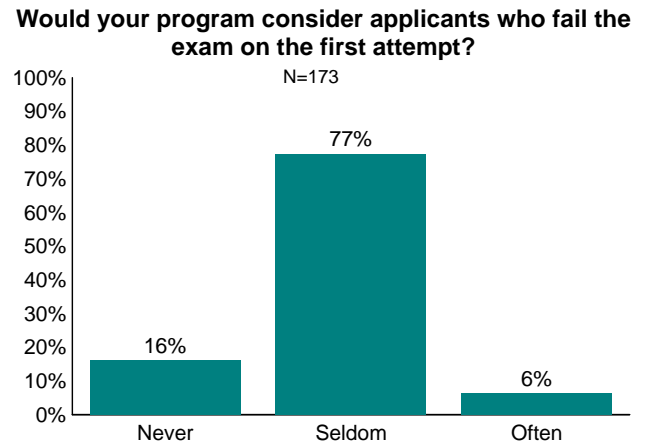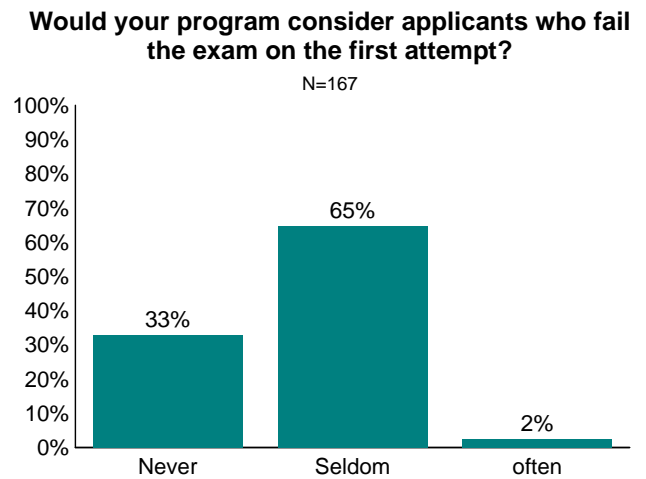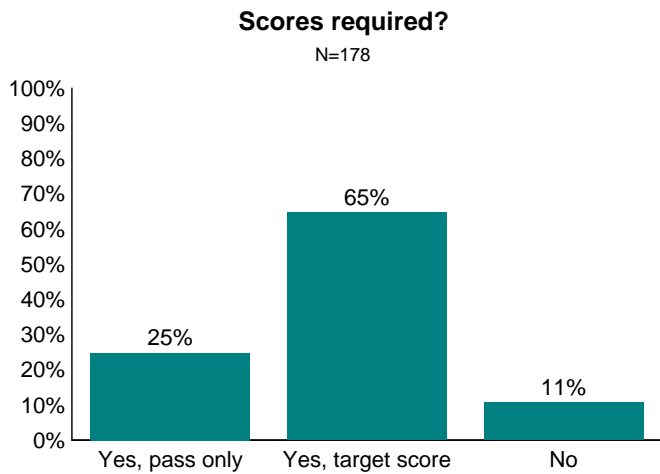* International Medical Graduates only

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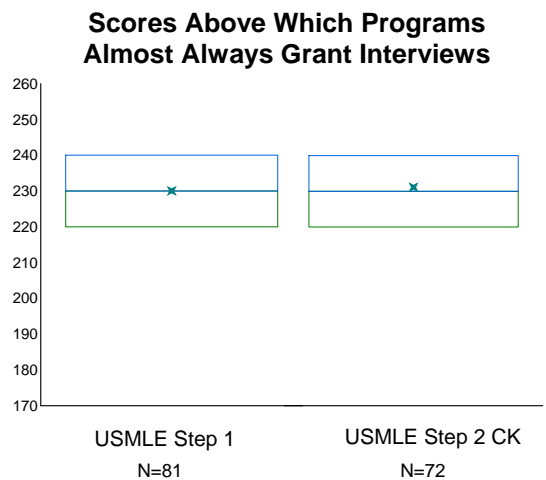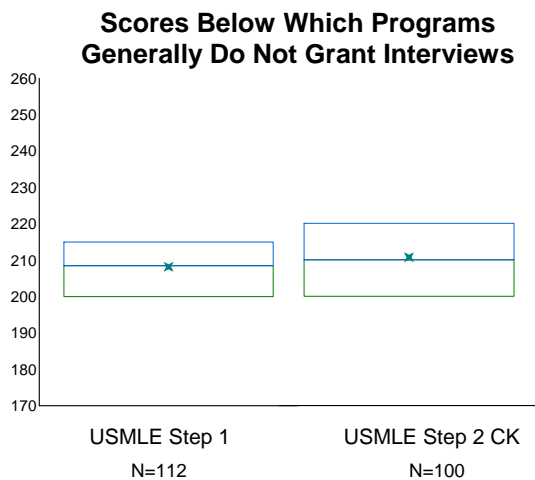
Percentage of Programs That Use USMLE Step 1 Score

Scores required?
N=184

Would your program consider applicants who fail the exam on the first attempt?
N=173

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

Scores required?
N=178

Would your program consider applicants who fail the exam on the first attempt?
N=167

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

Scores Below Which Programs Generally Do Not Grant Interviews

USMLE Step 1
N=112

USMLE Step 2 CK
N=100

Scores Above Which Programs Almost Always Grant Interviews

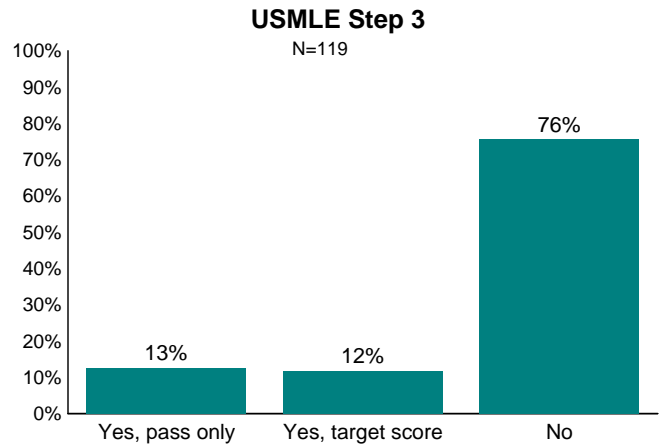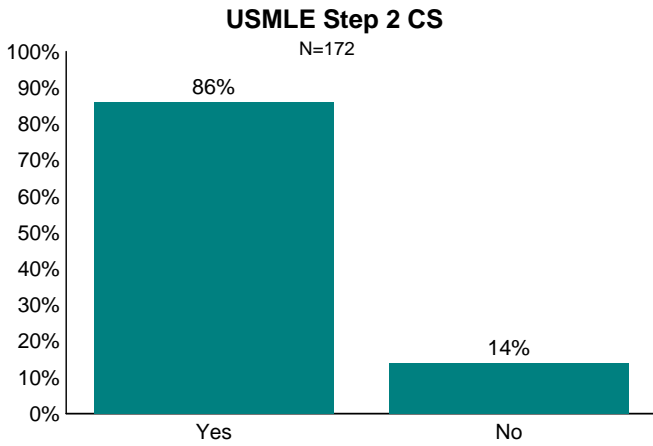

USMLE Step 1
N=81

USMLE Step 2 CK
N=72

The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.
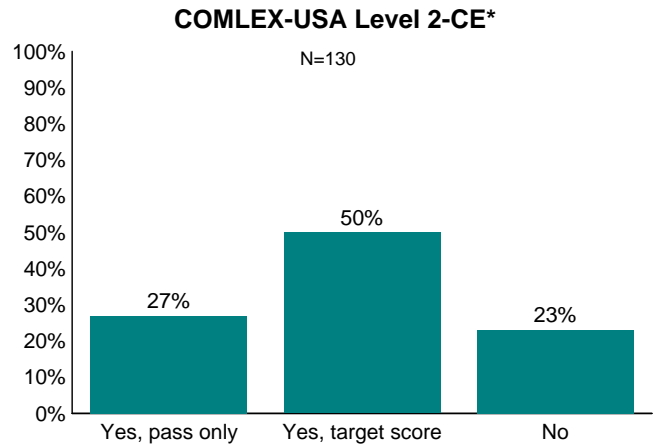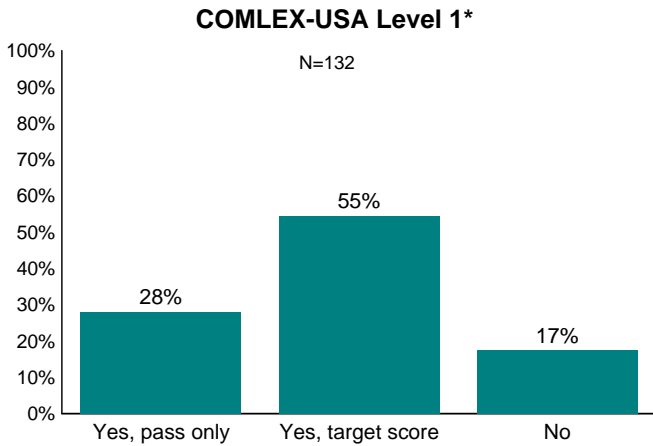
Internal Medicine
Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview
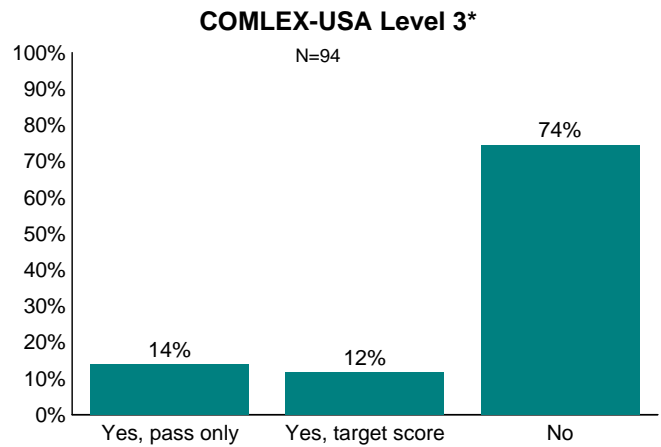
Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores

USMLE Step 2 CS
N=172
- Yes: 86%
- No: 14%

USMLE Step 3
N=119
- Yes, pass only: 13%
- Yes, target score: 12%
- No: 76%

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

COMLEX-USA Level 1*
N=132
- Yes, pass only: 28%
- Yes, target score: 55%
- No: 17%

COMLEX-USA Level 2-CE*
N=130
- Yes, pass only: 27%
- Yes, target score: 50%
- No: 23%

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

COMLEX-USA Level 2-PE*
N=131
- Yes, pass only: 57%
- Yes, target score: 15%
- No: 27%

COMLEX-USA Level 3*
N=94
- Yes, pass only: 14%
- Yes, target score: 12%
- No: 74%

* Osteopathic applicants only

**Internal Medicine
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 Programs that Typically Interview and Rank Each Applicant Type

39% of Internal Medicine programs consider all applicant groups

N=190
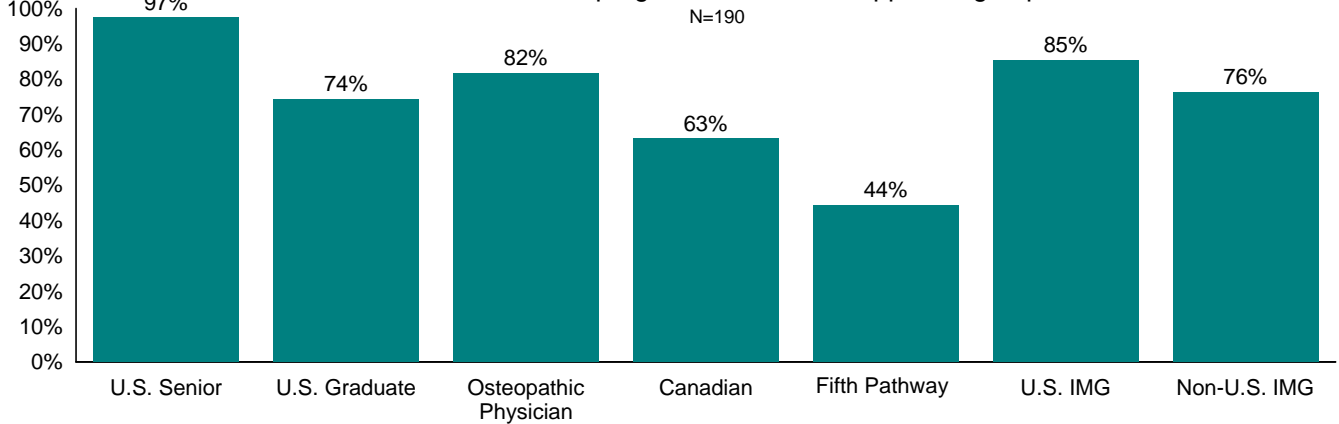
Internal Medicine/Pediatrics
(N=35)

44

Figure IMP-1

Internal Medicine/Pediatrics
Percentage of Programs Citing Each Factor And Mean Importance Rating[1] for Each Factor in Selecting Applicants to Interview
(N=34)

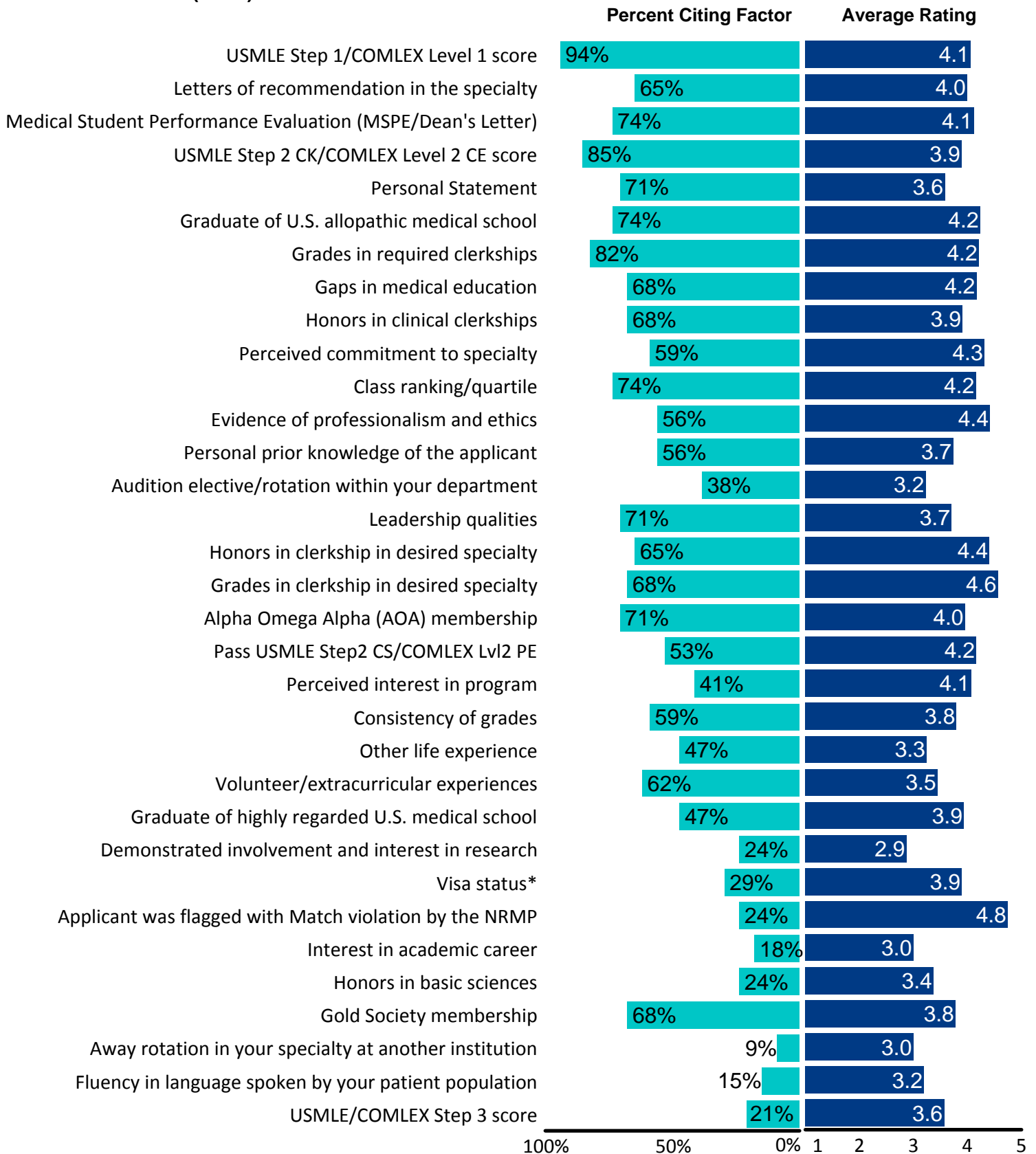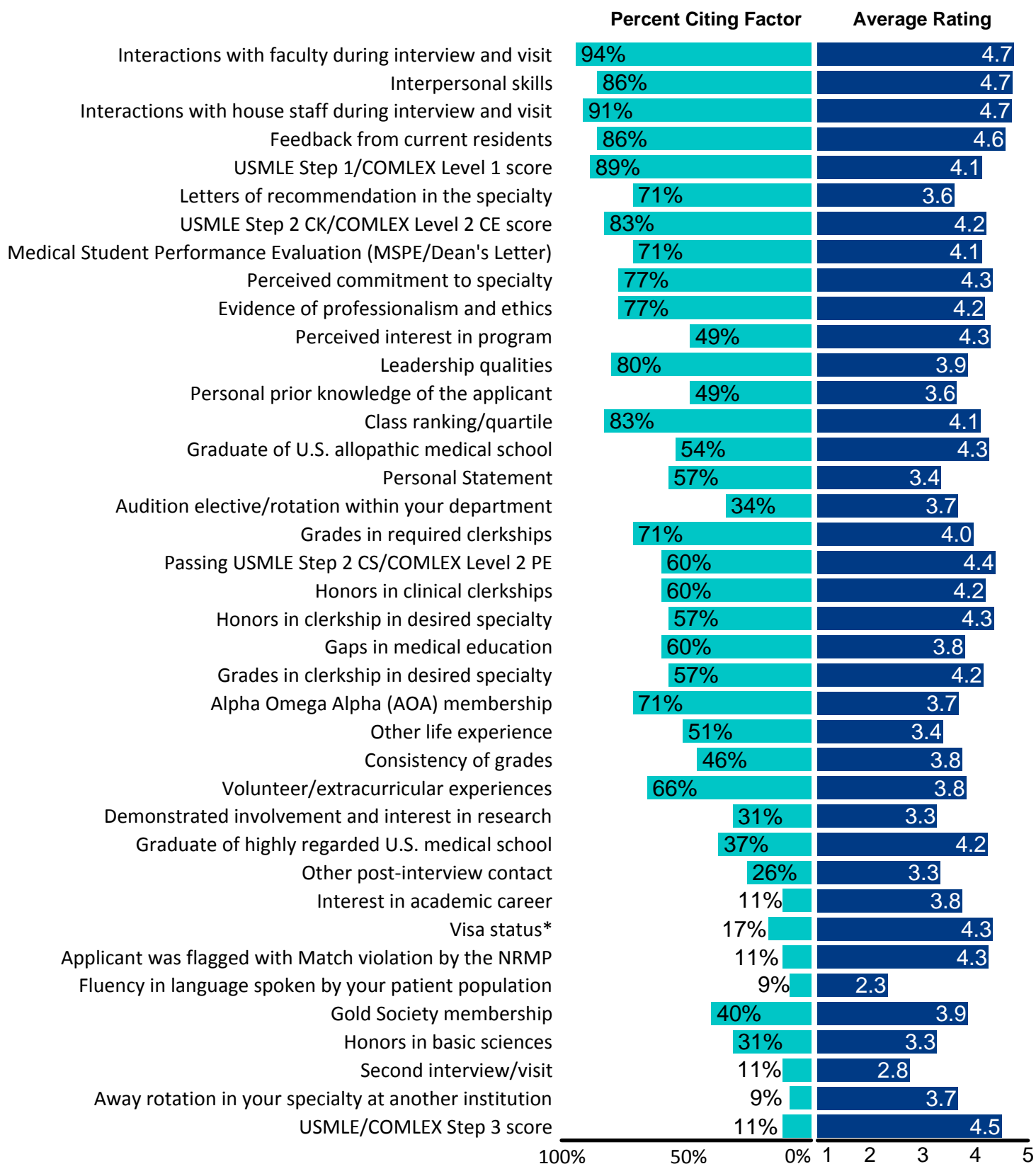| Factor	Percent Citing Factor	Average Rating
USMLE Step 1/COMLEX Level 1 score	94%	4.1
Letters of recommendation in the specialty	65%	4.0
Medical Student Performance Evaluation (MSPE/Dean's Letter)	74%	4.1
USMLE Step 2 CK/COMLEX Level 2 CE score	85%	3.9
Personal Statement	71%	3.6
Graduate of U.S. allopathic medical school	74%	4.2
Grades in required clerkships	82%	4.2
Gaps in medical education	68%	4.2
Honors in clinical clerkships	68%	3.9
Perceived commitment to specialty	59%	4.3
Class ranking/quartile	74%	4.2
Evidence of professionalism and ethics	56%	4.4
Personal prior knowledge of the applicant	56%	3.7
Audition elective/rotation within your department	38%	3.2
Leadership qualities	71%	3.7
Honors in clerkship in desired specialty	65%	4.4
Grades in clerkship in desired specialty	68%	4.6
Alpha Omega Alpha (AOA) membership	71%	4.0
Pass USMLE Step2 CS/COMLEX Lvl2 PE	53%	4.2
Perceived interest in program	41%	4.1
Consistency of grades	59%	3.8
Other life experience	47%	3.3
Volunteer/extracurricular experiences	62%	3.5
Graduate of highly regarded U.S. medical school	47%	3.9
Demonstrated involvement and interest in research	24%	2.9
Visa status*	29%	3.9
Applicant was flagged with Match violation by the NRMP	24%	4.8
Interest in academic career	18%	3.0
Honors in basic sciences	24%	3.4
Gold Society membership	68%	3.8
Away rotation in your specialty at another institution	9%	3.0
Fluency in language spoken by your patient population	15%	3.2
USMLE/COMLEX Step 3 score	21%	3.6

[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 Rating[1] for Each Factor in Ranking Applicants
(N=34)

Factor	Percent Citing Factor	Average Rating
Interactions with faculty during interview and visit	94%	4.7
Interpersonal skills	86%	4.7
Interactions with house staff during interview and visit	91%	4.7
Feedback from current residents	86%	4.6
USMLE Step 1/COMLEX Level 1 score	89%	4.1
Letters of recommendation in the specialty	71%	3.6
USMLE Step 2 CK/COMLEX Level 2 CE score	83%	4.2
Medical Student Performance Evaluation (MSPE/Dean's Letter)	71%	4.1
Perceived commitment to specialty	77%	4.3
Evidence of professionalism and ethics	77%	4.2
Perceived interest in program	49%	4.3
Leadership qualities	80%	3.9
Personal prior knowledge of the applicant	49%	3.6
Class ranking/quartile	83%	4.1
Graduate of U.S. allopathic medical school	54%	4.3
Personal Statement	57%	3.4
Audition elective/rotation within your department	34%	3.7
Grades in required clerkships	71%	4.0
Passing USMLE Step 2 CS/COMLEX Level 2 PE	60%	4.4
Honors in clinical clerkships	60%	4.2
Honors in clerkship in desired specialty	57%	4.3
Gaps in medical education	60%	3.8
Grades in clerkship in desired specialty	57%	4.2
Alpha Omega Alpha (AOA) membership	71%	3.7
Other life experience	51%	3.4
Consistency of grades	46%	3.8
Volunteer/extracurricular experiences	66%	3.8
Demonstrated involvement and interest in research	31%	3.3
Graduate of highly regarded U.S. medical school	37%	4.2
Other post-interview contact	26%	3.3
Interest in academic career	11%	3.8
Visa status*	17%	4.3
Applicant was flagged with Match violation by the NRMP	11%	4.3
Fluency in language spoken by your patient population	9%	2.3
Gold Society membership	40%	3.9
Honors in basic sciences	31%	3.3
Second interview/visit	11%	2.8
Away rotation in your specialty at another institution	9%	3.7
USMLE/COMLEX Step 3 score	11%	4.5

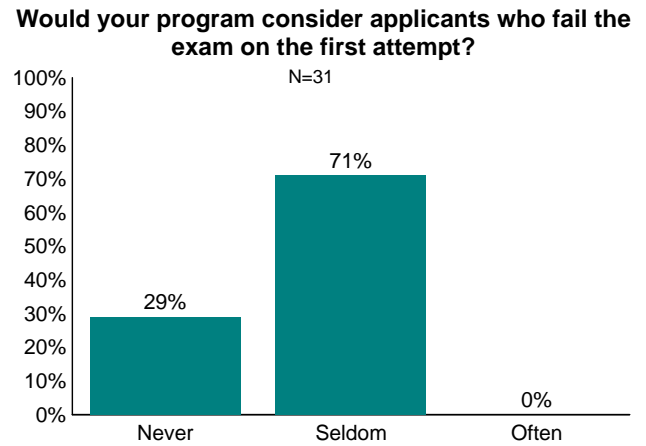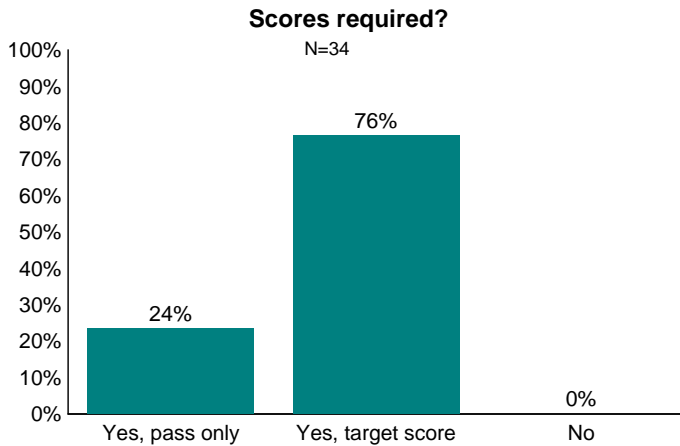[1] Ratings on a scale from 1 (not at all important) to 5 (very important).
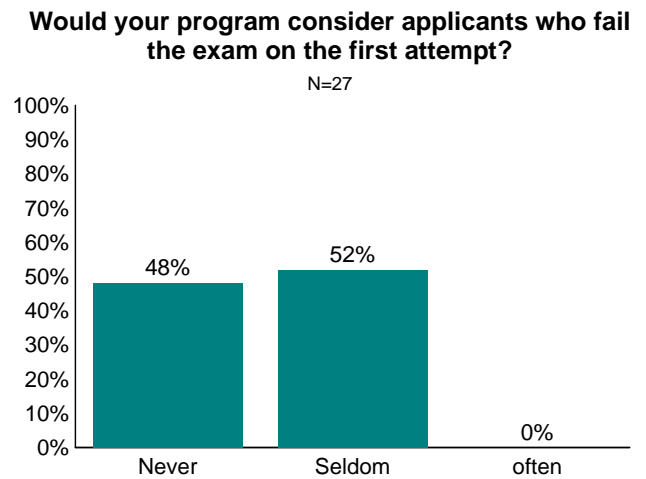* International Medical Graduates only

Internal Medicine/Pediatrics
Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview
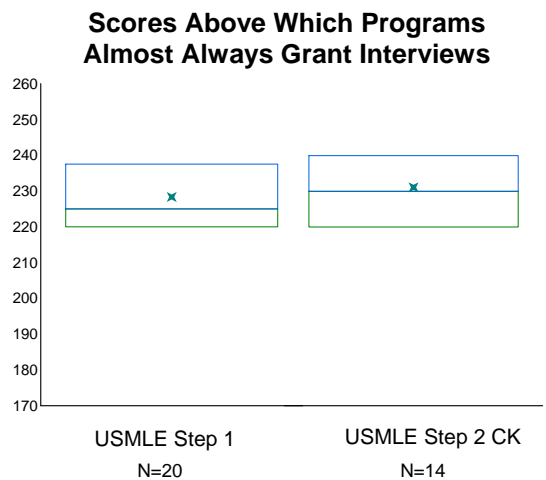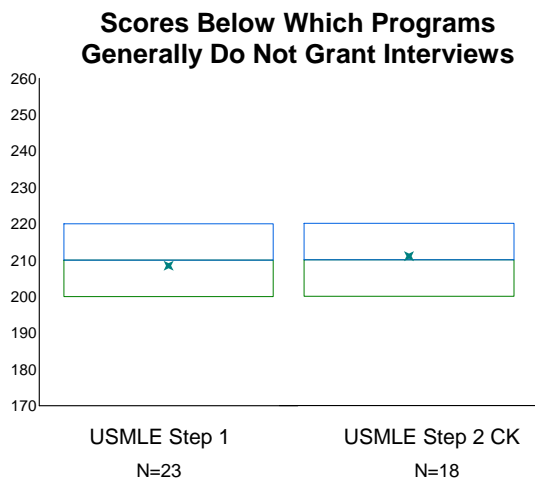
Percentage of Programs That Use USMLE Step 1 Score

Scores required?
N=34

- Yes, pass only: 24%
- Yes, target score: 76%
- No: 0%

Would your program consider applicants who fail the exam on the first attempt?
N=31

- Never: 29%
- Seldom: 71%
- Often: 0%

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

Scores required?
N=33

- Yes, pass only: 30%
- Yes, target score: 58%
- No: 12%

Would your program consider applicants who fail the exam on the first attempt?
N=27

- Never: 48%
- Seldom: 52%
- often: 0%

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

Scores Below Which Programs Generally Do Not Grant Interviews

- USMLE Step 1 — N=23
- USMLE Step 2 CK — N=18

Scores Above Which Programs Almost Always Grant Interviews

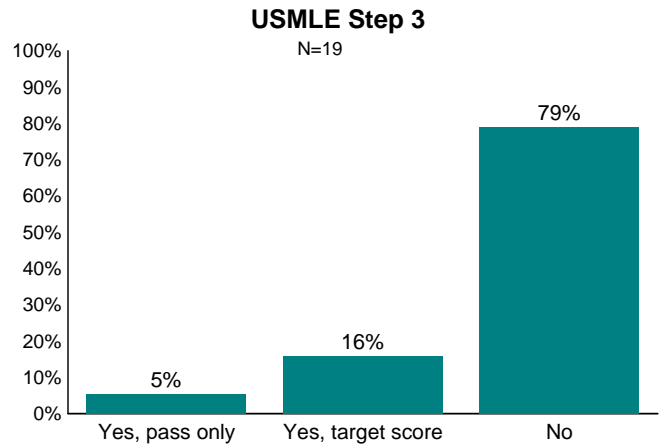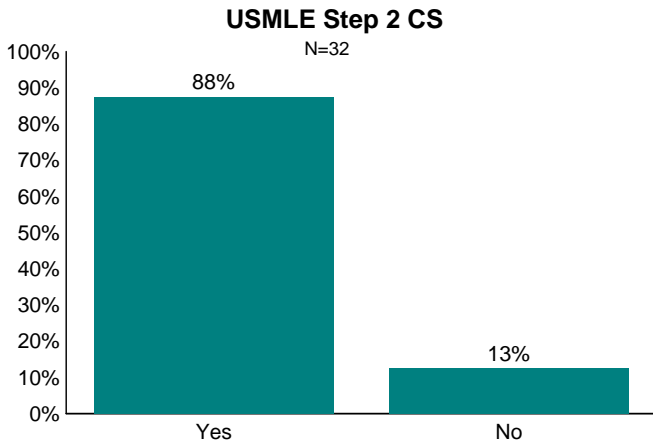- USMLE Step 1 — N=20
- USMLE Step 2 CK — N=14

The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.
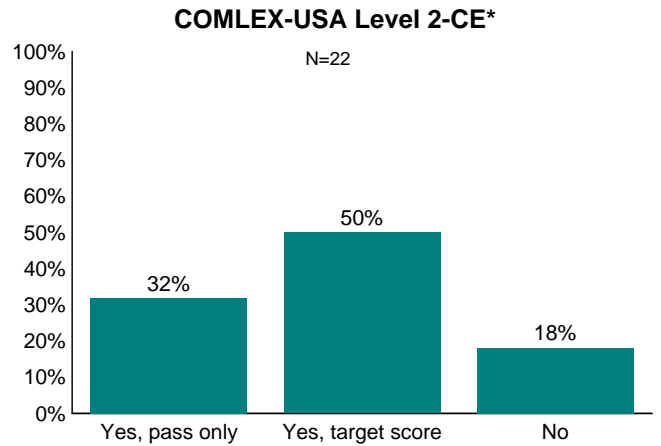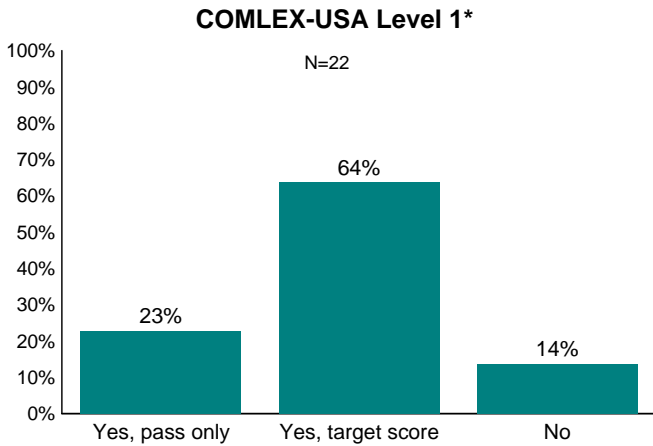
Internal Medicine/Pediatrics
Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview
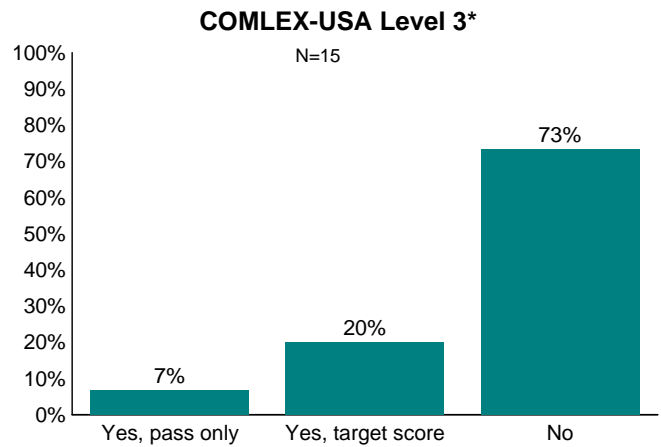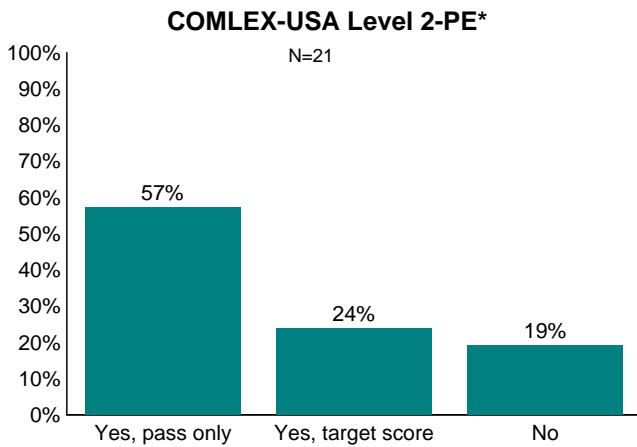
Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores

USMLE Step 2 CS — N=32

USMLE Step 3 — N=19

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

COMLEX-USA Level 1* — N=22

COMLEX-USA Level 2-CE* — N=22

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

COMLEX-USA Level 2-PE* — N=21

COMLEX-USA Level 3* — N=15

* Osteopathic applicants only

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 Programs that Typically Interview and Rank Each Applicant Type

15% of Internal Medicine/Pediatrics programs consider all applicant groups

N=34

Neurological Surgery
(N=55)

Neurological Surgery
Percentage of Programs Citing Each Factor And Mean Importance Rating[1] for Each Factor in Selecting Applicants to Interview
(N=54)

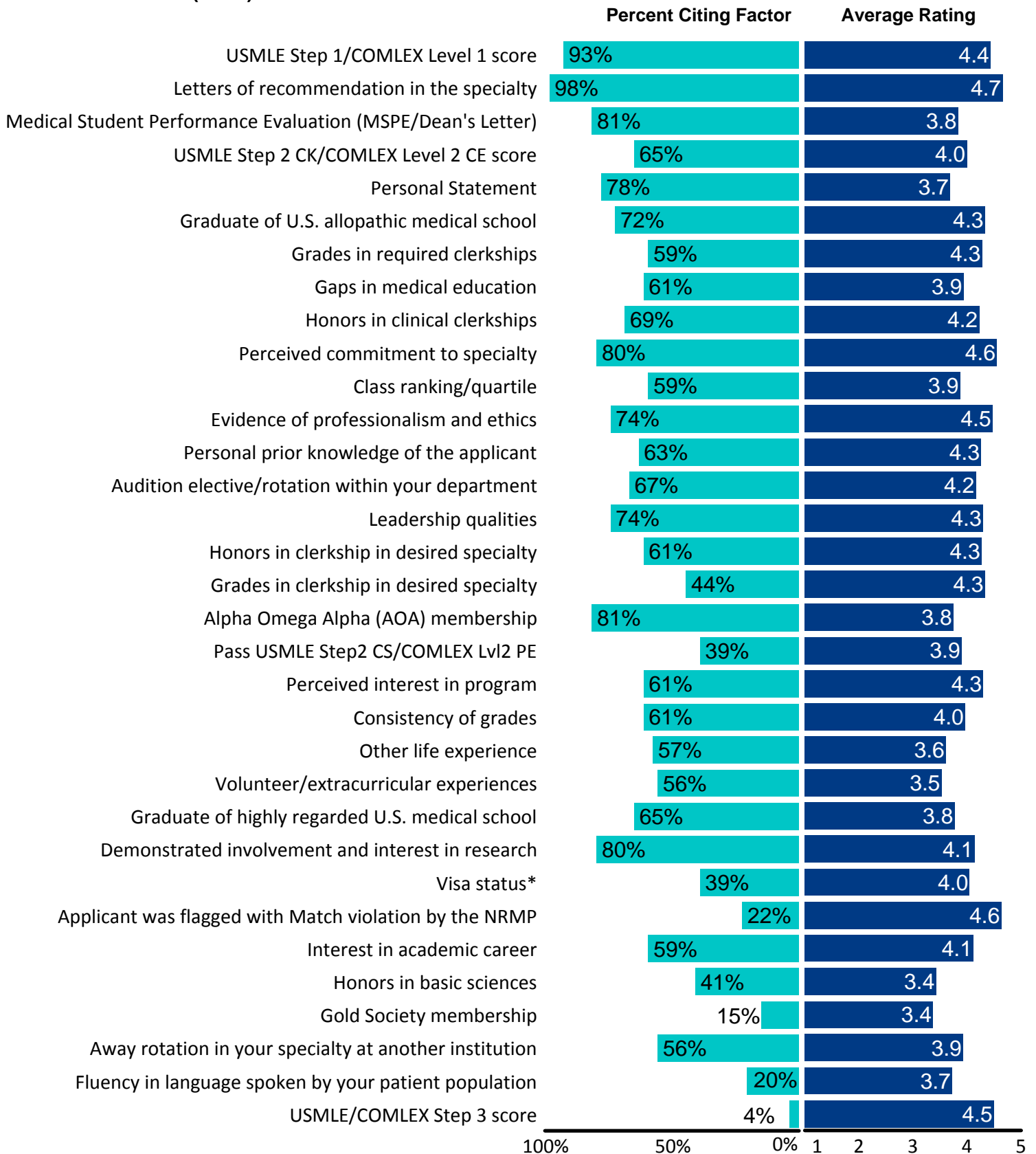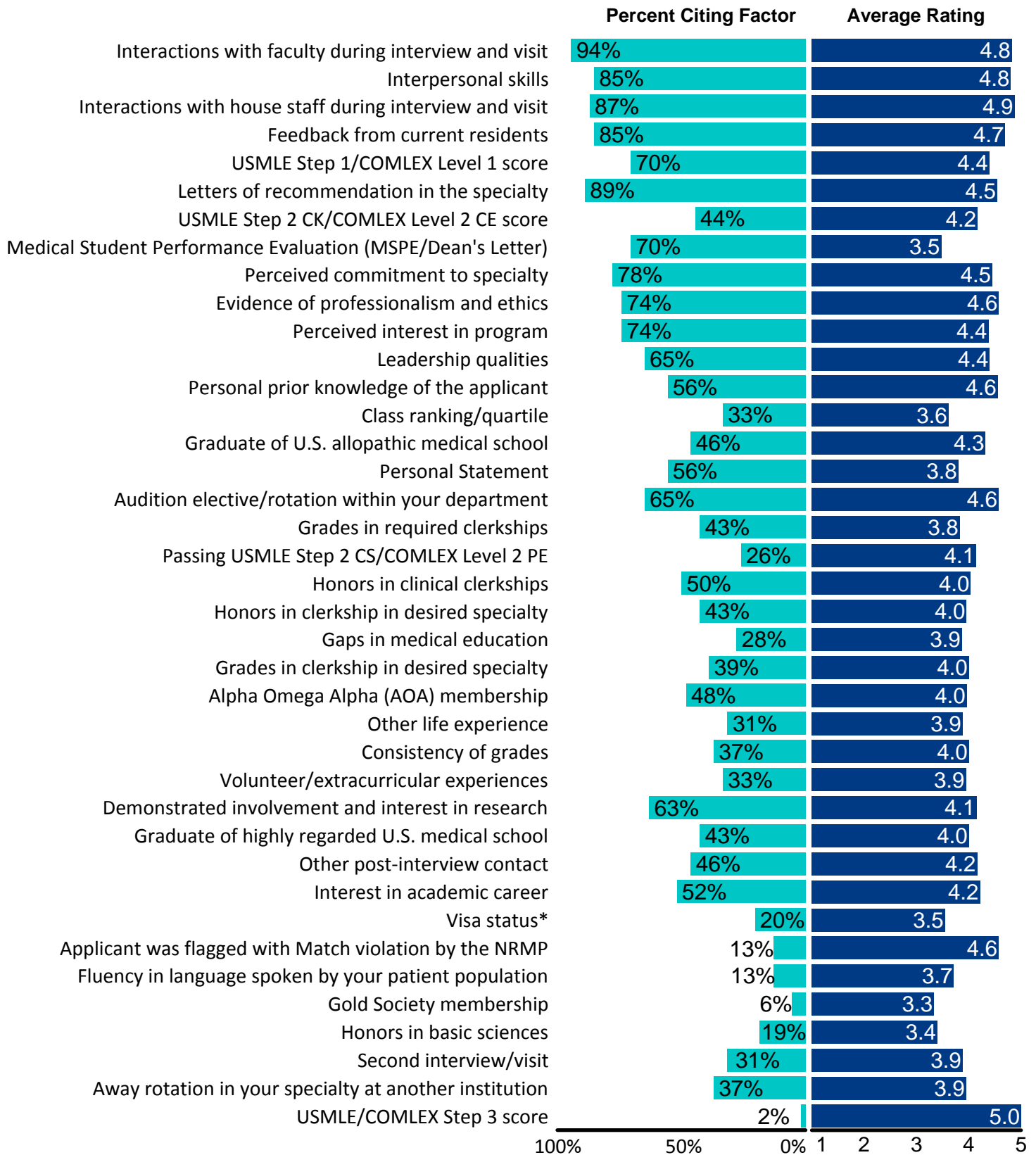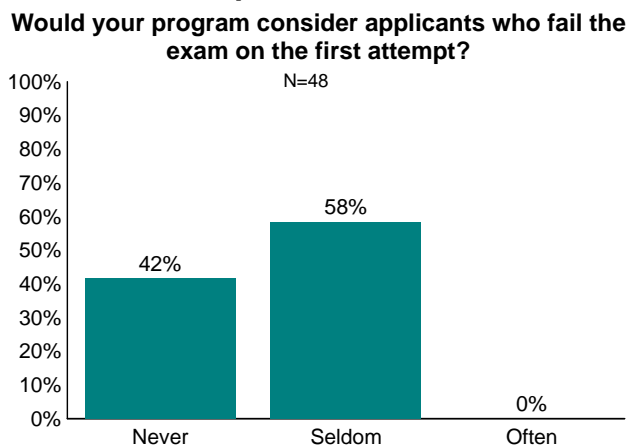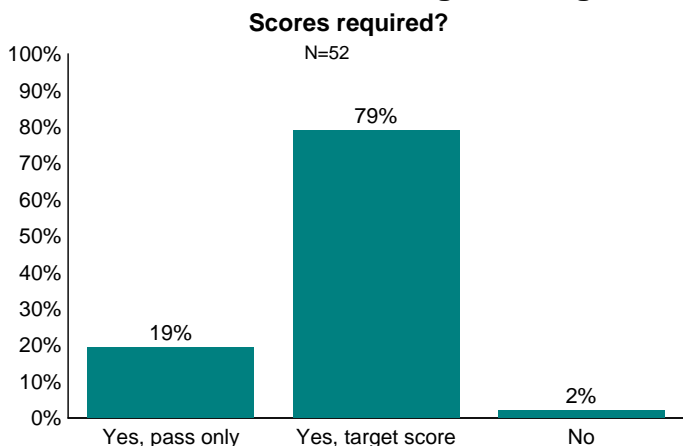| Factor	Percent Citing Factor	Average Rating
USMLE Step 1/COMLEX Level 1 score	93%	4.4
Letters of recommendation in the specialty	98%	4.7
Medical Student Performance Evaluation (MSPE/Dean's Letter)	81%	3.8
USMLE Step 2 CK/COMLEX Level 2 CE score	65%	4.0
Personal Statement	78%	3.7
Graduate of U.S. allopathic medical school	72%	4.3
Grades in required clerkships	59%	4.3
Gaps in medical education	61%	3.9
Honors in clinical clerkships	69%	4.2
Perceived commitment to specialty	80%	4.6
Class ranking/quartile	59%	3.9
Evidence of professionalism and ethics	74%	4.5
Personal prior knowledge of the applicant	63%	4.3
Audition elective/rotation within your department	67%	4.2
Leadership qualities	74%	4.3
Honors in clerkship in desired specialty	61%	4.3
Grades in clerkship in desired specialty	44%	4.3
Alpha Omega Alpha (AOA) membership	81%	3.8
Pass USMLE Step2 CS/COMLEX Lvl2 PE	39%	3.9
Perceived interest in program	61%	4.3
Consistency of grades	61%	4.0
Other life experience	57%	3.6
Volunteer/extracurricular experiences	56%	3.5
Graduate of highly regarded U.S. medical school	65%	3.8
Demonstrated involvement and interest in research	80%	4.1
Visa status*	39%	4.0
Applicant was flagged with Match violation by the NRMP	22%	4.6
Interest in academic career	59%	4.1
Honors in basic sciences	41%	3.4
Gold Society membership	15%	3.4
Away rotation in your specialty at another institution	56%	3.9
Fluency in language spoken by your patient population	20%	3.7
USMLE/COMLEX Step 3 score	4%	4.5

100%   50%   0%   1   2   3   4   5

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

Figure NS-2

Neurological Surgery
Percentage of Programs Citing Each Factor And Mean Importance Rating[1] for Each Factor in Ranking Applicants
(N=54)

Factor	Percent Citing Factor	Average Rating
Interactions with faculty during interview and visit	94%	4.8
Interpersonal skills	85%	4.8
Interactions with house staff during interview and visit	87%	4.9
Feedback from current residents	85%	4.7
USMLE Step 1/COMLEX Level 1 score	70%	4.4
Letters of recommendation in the specialty	89%	4.5
USMLE Step 2 CK/COMLEX Level 2 CE score	44%	4.2
Medical Student Performance Evaluation (MSPE/Dean's Letter)	70%	3.5
Perceived commitment to specialty	78%	4.5
Evidence of professionalism and ethics	74%	4.6
Perceived interest in program	74%	4.4
Leadership qualities	65%	4.4
Personal prior knowledge of the applicant	56%	4.6
Class ranking/quartile	33%	3.6
Graduate of U.S. allopathic medical school	46%	4.3
Personal Statement	56%	3.8
Audition elective/rotation within your department	65%	4.6
Grades in required clerkships	43%	3.8
Passing USMLE Step 2 CS/COMLEX Level 2 PE	26%	4.1
Honors in clinical clerkships	50%	4.0
Honors in clerkship in desired specialty	43%	4.0
Gaps in medical education	28%	3.9
Grades in clerkship in desired specialty	39%	4.0
Alpha Omega Alpha (AOA) membership	48%	4.0
Other life experience	31%	3.9
Consistency of grades	37%	4.0
Volunteer/extracurricular experiences	33%	3.9
Demonstrated involvement and interest in research	63%	4.1
Graduate of highly regarded U.S. medical school	43%	4.0
Other post-interview contact	46%	4.2
Interest in academic career	52%	4.2
Visa status*	20%	3.5
Applicant was flagged with Match violation by the NRMP	13%	4.6
Fluency in language spoken by your patient population	13%	3.7
Gold Society membership	6%	3.3
Honors in basic sciences	19%	3.4
Second interview/visit	31%	3.9
Away rotation in your specialty at another institution	37%	3.9
USMLE/COMLEX Step 3 score	2%	5.0

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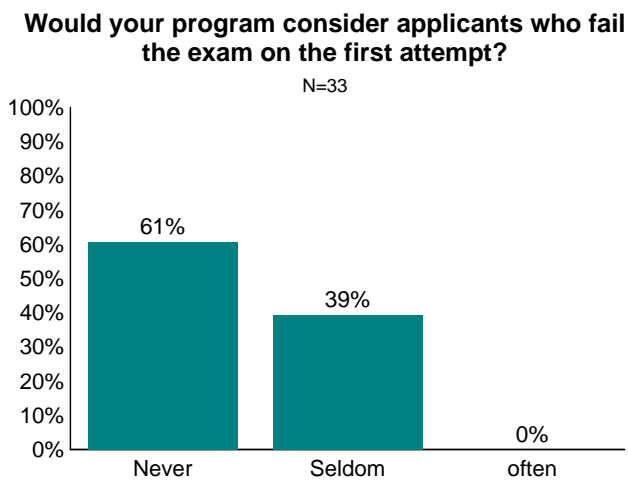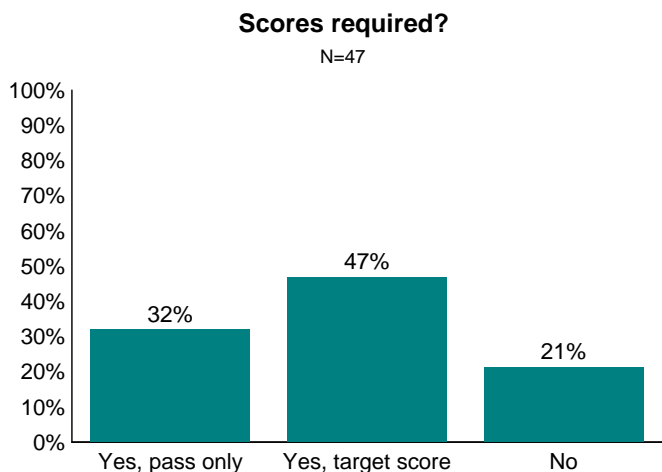* International Medical Graduates only

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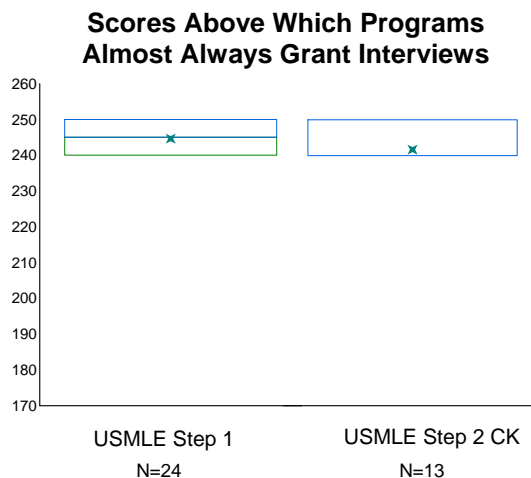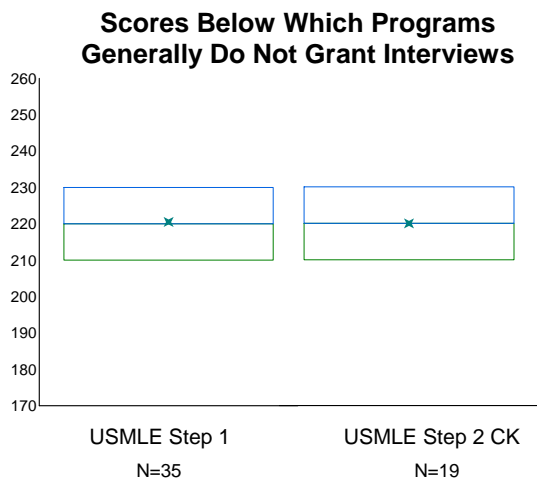
Percentage of Programs That Use USMLE Step 1 Score

Scores required?
N=52

Yes, pass only	19%
Yes, target score	79%
No	2%

Would your program consider applicants who fail the exam on the first attempt?
N=48

Never	42%
Seldom	58%
Often	0%

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

Scores required?
N=47

Yes, pass only	32%
Yes, target score	47%
No	21%

Would your program consider applicants who fail the exam on the first attempt?
N=33

Never	61%
Seldom	39%
often	0%

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

Scores Below Which Programs Generally Do Not Grant Interviews

USMLE Step 1 N=35
USMLE Step 2 CK N=19

Scores Above Which Programs Almost Always Grant Interviews
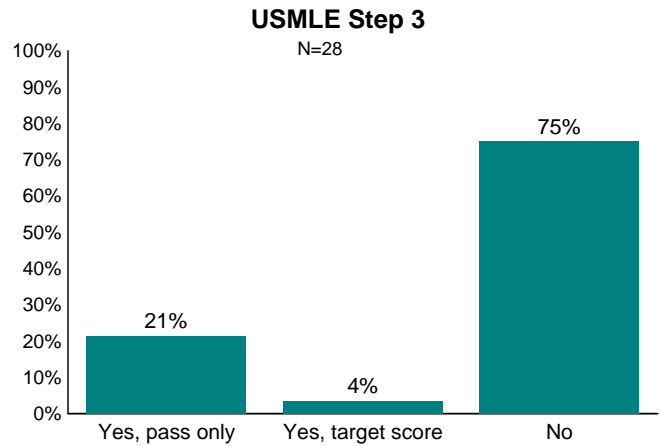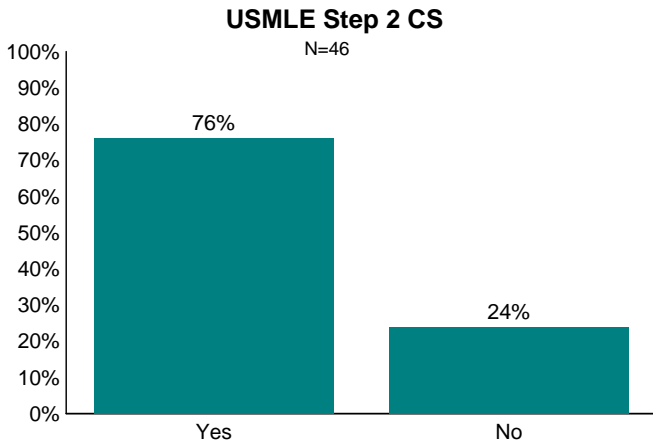
USMLE Step 1 N=24
USMLE Step 2 CK N=13

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.
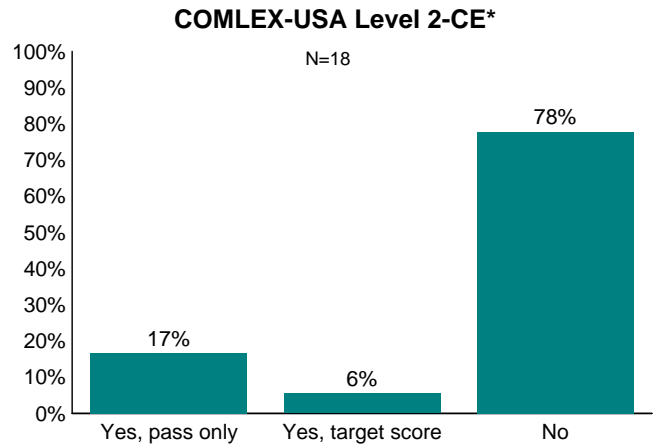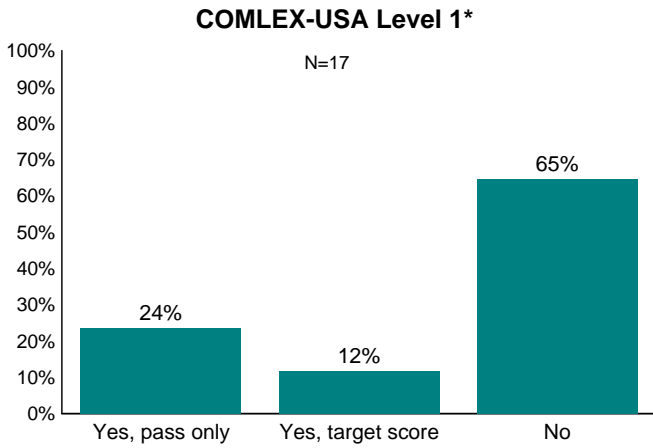
Figure NS-4

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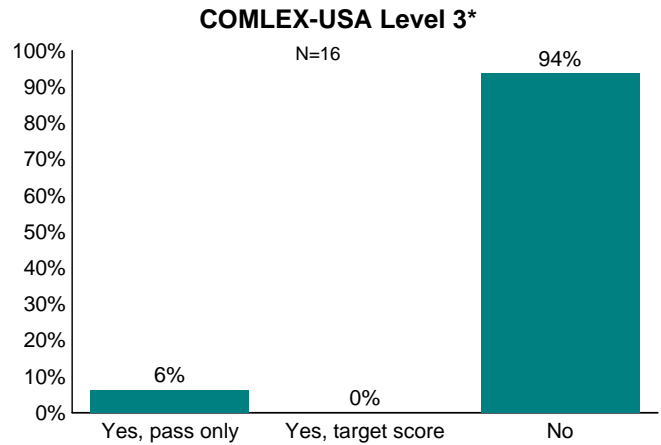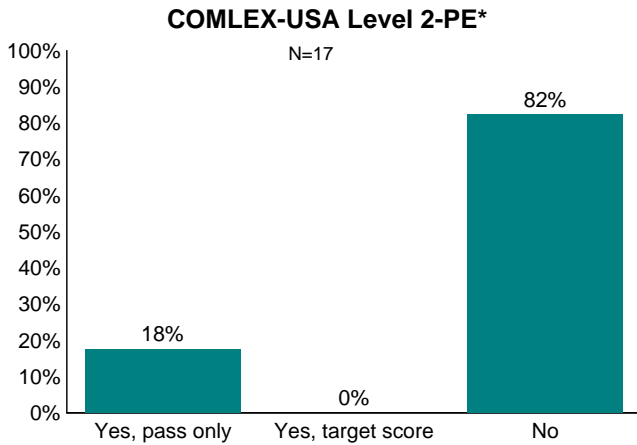
Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores

USMLE Step 2 CS
N=46

- Yes: 76%
- No: 24%

USMLE Step 3
N=28

- Yes, pass only: 21%
- Yes, target score: 4%
- No: 75%

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

COMLEX-USA Level 1*
N=17

- Yes, pass only: 24%
- Yes, target score: 12%
- No: 65%

COMLEX-USA Level 2-CE*
N=18

- Yes, pass only: 17%
- Yes, target score: 6%
- No: 78%

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

COMLEX-USA Level 2-PE*
N=17

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

COMLEX-USA Level 3*
N=16

- Yes, pass only: 6%
- Yes, target score: 0%
- No: 94%

* Osteopathic applicants only

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 Programs that Typically Interview and Rank Each Applicant Type

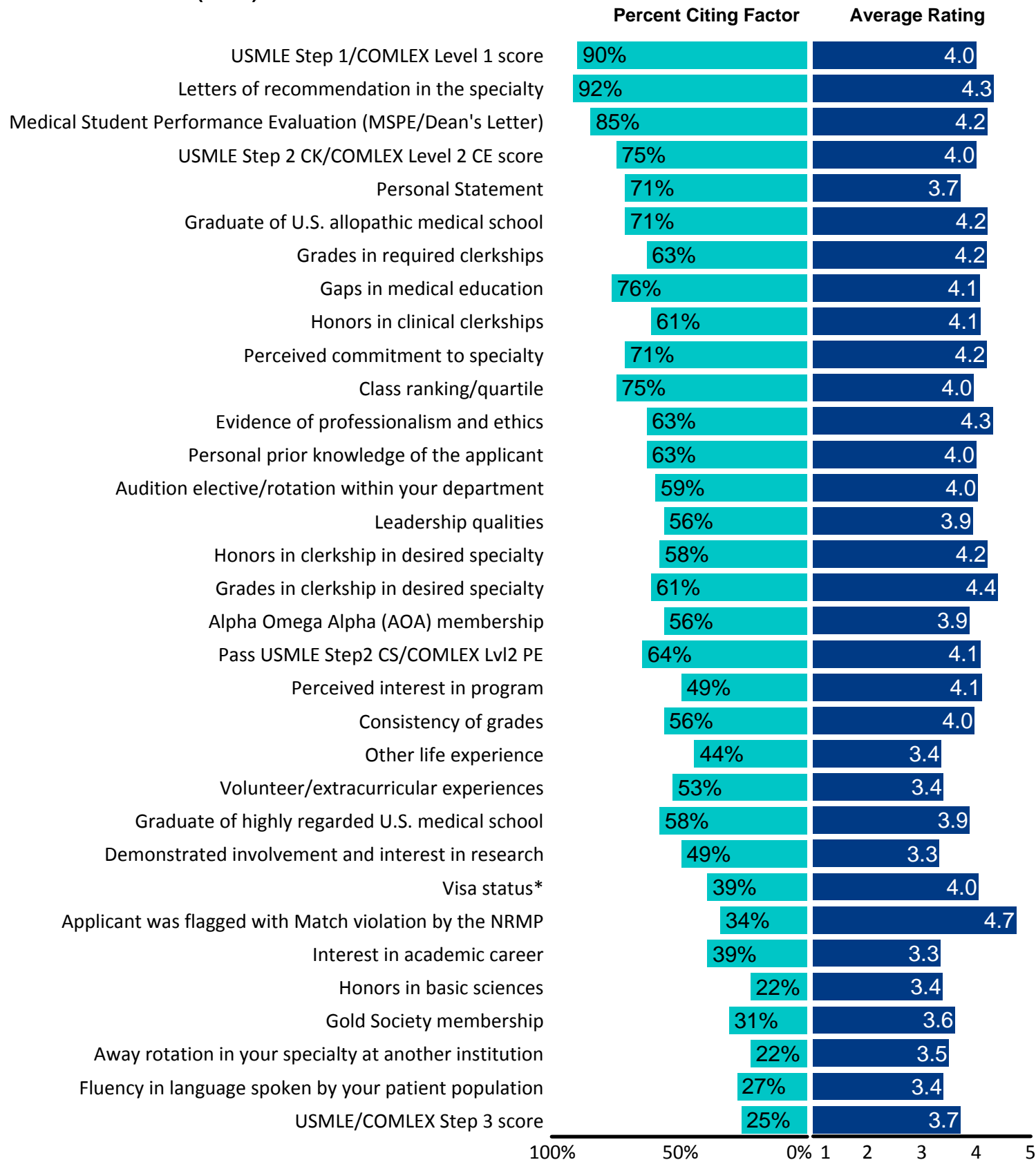21% of Neurological Surgery programs consider all applicant groups

N=53

Neurology
(N=60)

Neurology
Percentage of Programs Citing Each Factor And Mean Importance Rating[1] for Each Factor in Selecting Applicants to Interview
(N=59)

Factor	Percent Citing Factor	Average Rating
USMLE Step 1/COMLEX Level 1 score	90%	4.0
Letters of recommendation in the specialty	92%	4.3
Medical Student Performance Evaluation (MSPE/Dean's Letter)	85%	4.2
USMLE Step 2 CK/COMLEX Level 2 CE score	75%	4.0
Personal Statement	71%	3.7
Graduate of U.S. allopathic medical school	71%	4.2
Grades in required clerkships	63%	4.2
Gaps in medical education	76%	4.1
Honors in clinical clerkships	61%	4.1
Perceived commitment to specialty	71%	4.2
Class ranking/quartile	75%	4.0
Evidence of professionalism and ethics	63%	4.3
Personal prior knowledge of the applicant	63%	4.0
Audition elective/rotation within your department	59%	4.0
Leadership qualities	56%	3.9
Honors in clerkship in desired specialty	58%	4.2
Grades in clerkship in desired specialty	61%	4.4
Alpha Omega Alpha (AOA) membership	56%	3.9
Pass USMLE Step2 CS/COMLEX Lvl2 PE	64%	4.1
Perceived interest in program	49%	4.1
Consistency of grades	56%	4.0
Other life experience	44%	3.4
Volunteer/extracurricular experiences	53%	3.4
Graduate of highly regarded U.S. medical school	58%	3.9
Demonstrated involvement and interest in research	49%	3.3
Visa status*	39%	4.0
Applicant was flagged with Match violation by the NRMP	34%	4.7
Interest in academic career	39%	3.3
Honors in basic sciences	22%	3.4
Gold Society membership	31%	3.6
Away rotation in your specialty at another institution	22%	3.5
Fluency in language spoken by your patient population	27%	3.4
USMLE/COMLEX Step 3 score	25%	3.7

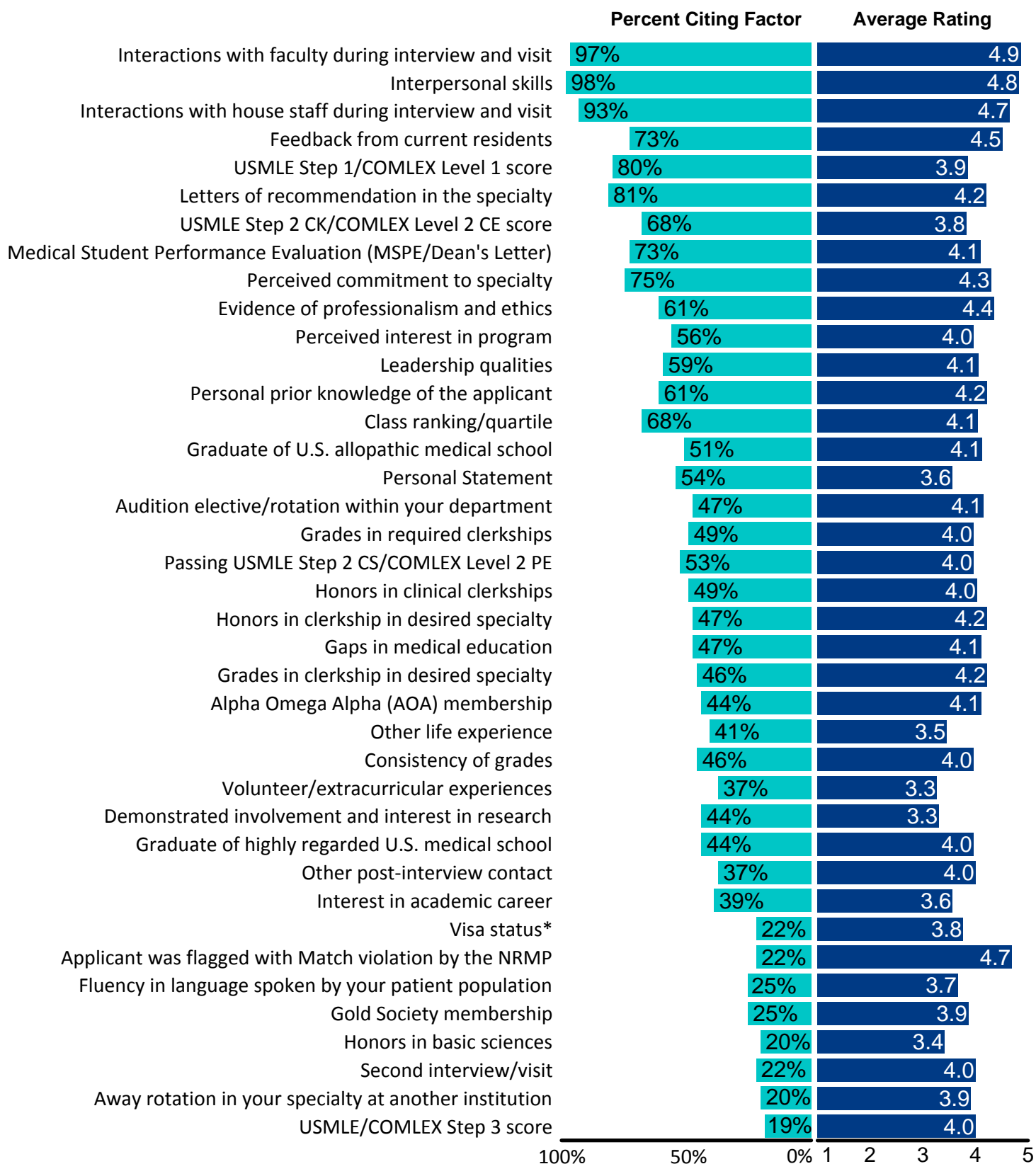100%   50%   0% 1   2   3   4   5

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

Figure N-2

Neurology
Percentage of Programs Citing Each Factor And Mean Importance Rating[1] for Each Factor in Ranking Applicants
(N=59)

Factor	Percent Citing Factor	Average Rating
Interactions with faculty during interview and visit	97%	4.9
Interpersonal skills	98%	4.8
Interactions with house staff during interview and visit	93%	4.7
Feedback from current residents	73%	4.5
USMLE Step 1/COMLEX Level 1 score	80%	3.9
Letters of recommendation in the specialty	81%	4.2
USMLE Step 2 CK/COMLEX Level 2 CE score	68%	3.8
Medical Student Performance Evaluation (MSPE/Dean's Letter)	73%	4.1
Perceived commitment to specialty	75%	4.3
Evidence of professionalism and ethics	61%	4.4
Perceived interest in program	56%	4.0
Leadership qualities	59%	4.1
Personal prior knowledge of the applicant	61%	4.2
Class ranking/quartile	68%	4.1
Graduate of U.S. allopathic medical school	51%	4.1
Personal Statement	54%	3.6
Audition elective/rotation within your department	47%	4.1
Grades in required clerkships	49%	4.0
Passing USMLE Step 2 CS/COMLEX Level 2 PE	53%	4.0
Honors in clinical clerkships	49%	4.0
Honors in clerkship in desired specialty	47%	4.2
Gaps in medical education	47%	4.1
Grades in clerkship in desired specialty	46%	4.2
Alpha Omega Alpha (AOA) membership	44%	4.1
Other life experience	41%	3.5
Consistency of grades	46%	4.0
Volunteer/extracurricular experiences	37%	3.3
Demonstrated involvement and interest in research	44%	3.3
Graduate of highly regarded U.S. medical school	44%	4.0
Other post-interview contact	37%	4.0
Interest in academic career	39%	3.6
Visa status*	22%	3.8
Applicant was flagged with Match violation by the NRMP	22%	4.7
Fluency in language spoken by your patient population	25%	3.7
Gold Society membership	25%	3.9
Honors in basic sciences	20%	3.4
Second interview/visit	22%	4.0
Away rotation in your specialty at another institution	20%	3.9
USMLE/COMLEX Step 3 score	19%	4.0

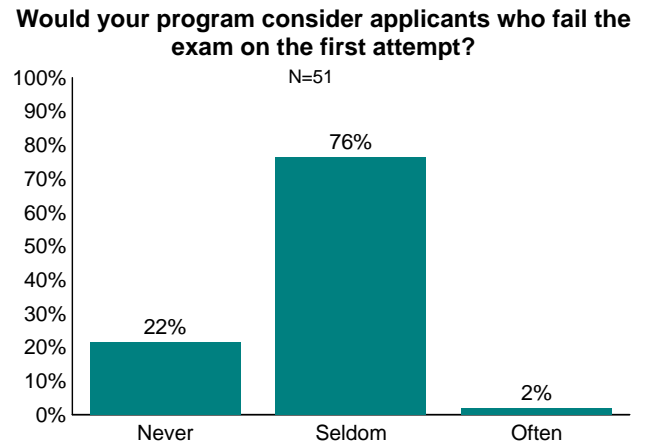[1] Ratings on a scale from 1 (not at all important) to 5 (very important).
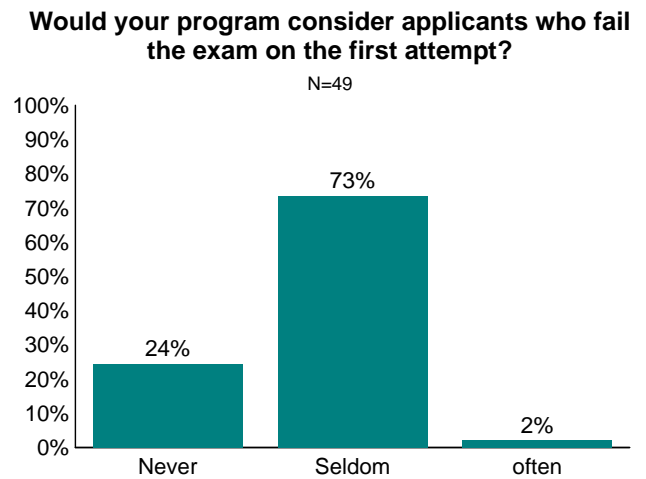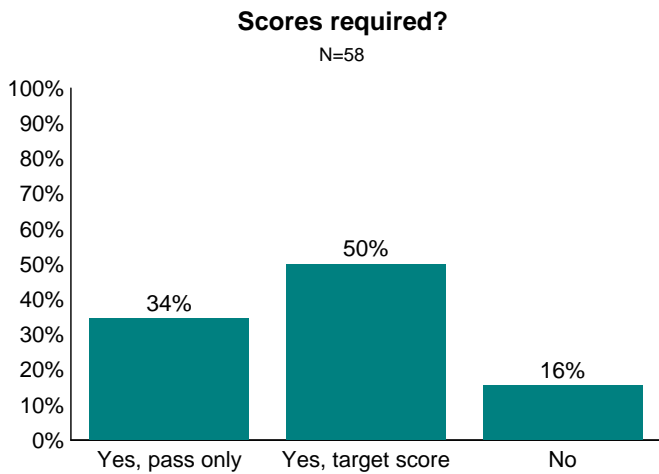* International Medical Graduates only

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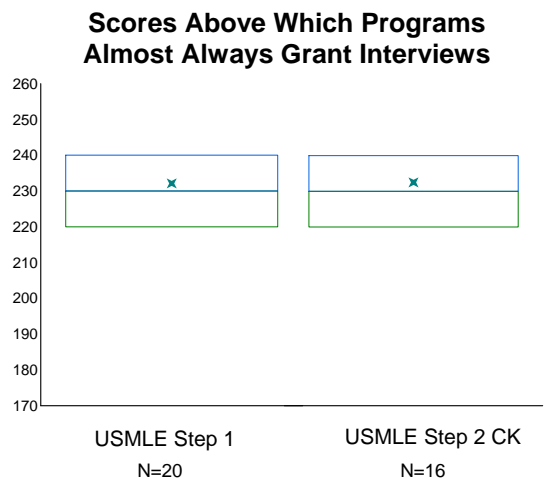
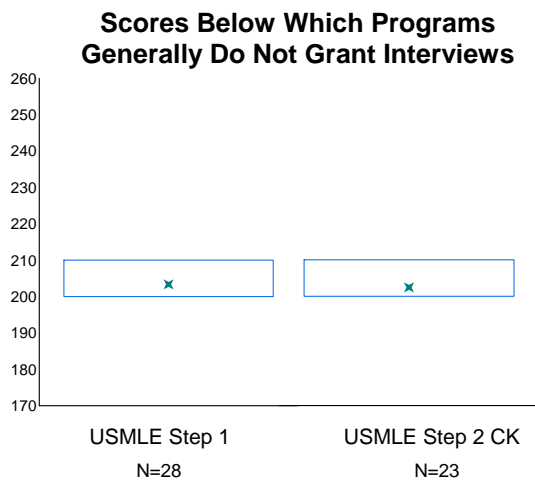## Percentage of Programs That Use USMLE Step 1 Score

Scores required?
N=58

Would your program consider applicants who fail the exam on the first attempt?
N=51

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

Scores required?
N=58

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

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

Scores Below Which Programs Generally Do Not Grant Interviews

USMLE Step 1
N=28

USMLE Step 2 CK
N=23

Scores Above Which Programs Almost Always Grant Interviews
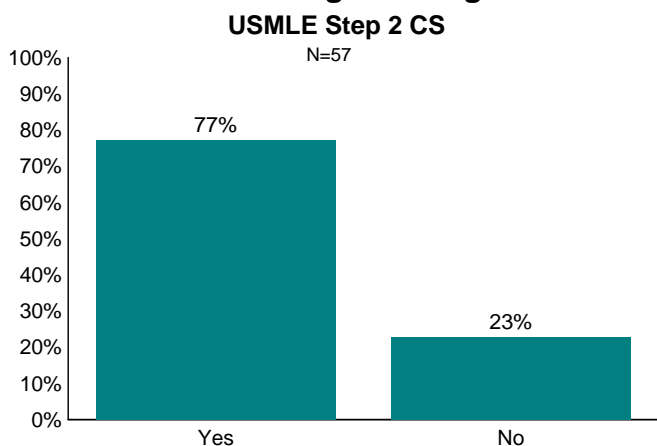

USMLE Step 1
N=20

USMLE Step 2 CK
N=16

The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.
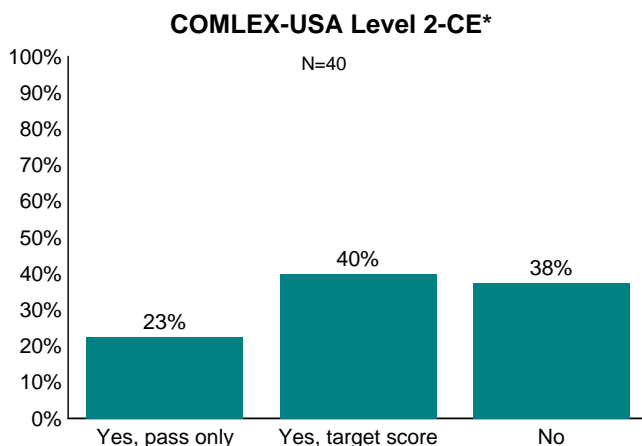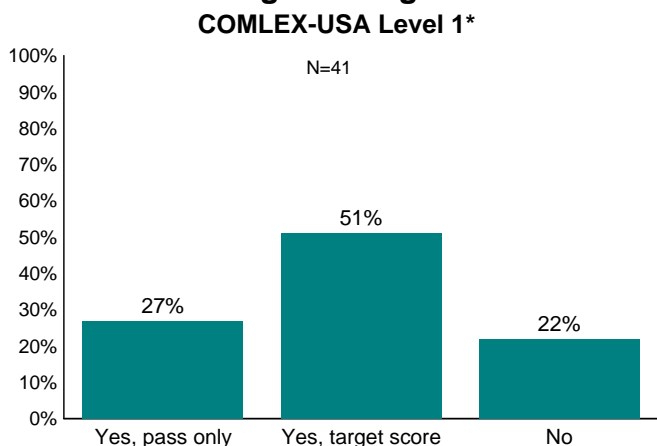
Neurology
Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview
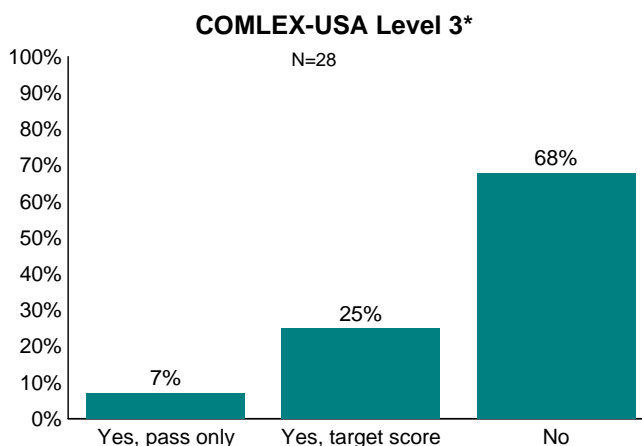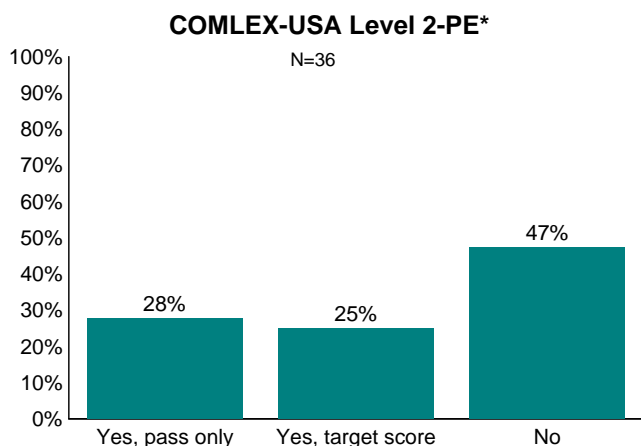
Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores

USMLE Step 2 CS
N=57

USMLE Step 3
N=40

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

COMLEX-USA Level 1*
N=41

COMLEX-USA Level 2-CE*
N=40

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

COMLEX-USA Level 2-PE*
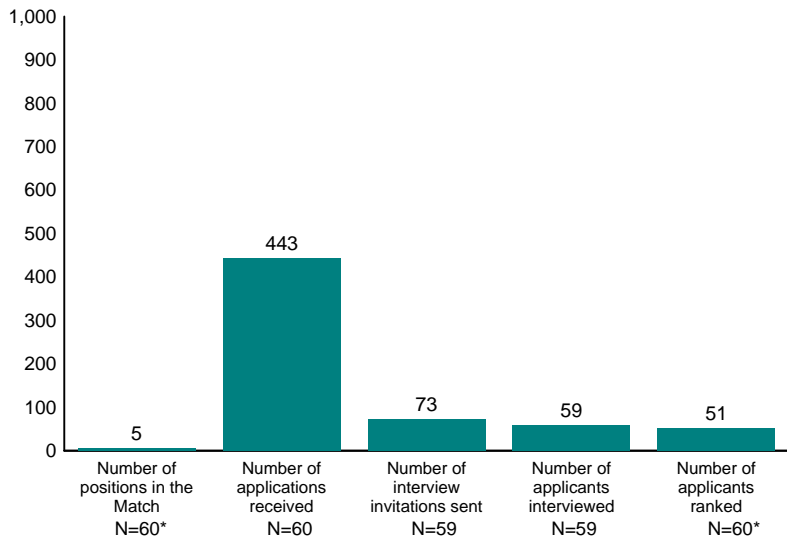N=36

COMLEX-USA Level 3*
N=28

* 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

Number of positions in the Match N=60*	5
Number of applications received N=60	443
Number of interview invitations sent N=59	73
Number of applicants interviewed N=59	59
Number of applicants ranked N=60*	51

* Data from the NRMP database. All Responding programs included

Average Percentage of Applicants Rejected and Reviewed

Percentage of applications rejected N=59	48%
Percentage of applicants receiving an in-depth review N=60	50%
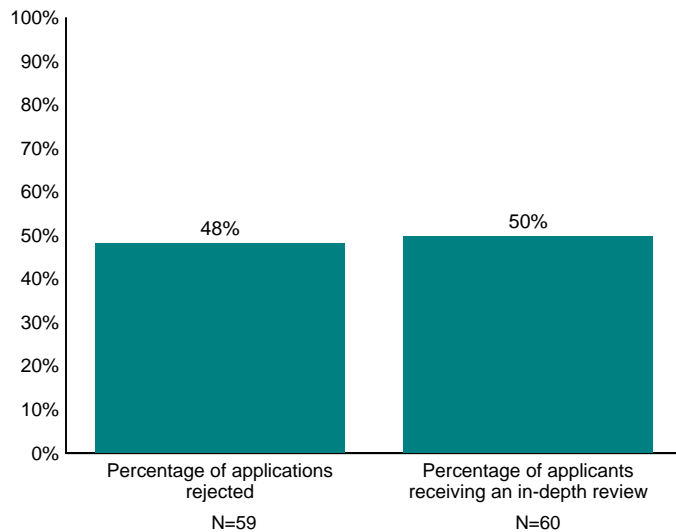
Percentage of Programs that Typically Interview and Rank Each Applicant Type

53% of Neurology programs consider all applicant groups

N=59

Applicant Type	Percentage
U.S. Senior	97%
U.S. Graduate	71%
Osteopathic Physician	80%
Canadian	71%
Fifth Pathway	53%
U.S. IMG	81%
Non-U.S. IMG	85%

Obstetrics and Gynecology
(N=123)

Obstetrics and Gynecology
Percentage of Programs Citing Each Factor And Mean Importance Rating[1] for Each Factor in Selecting Applicants to Interview
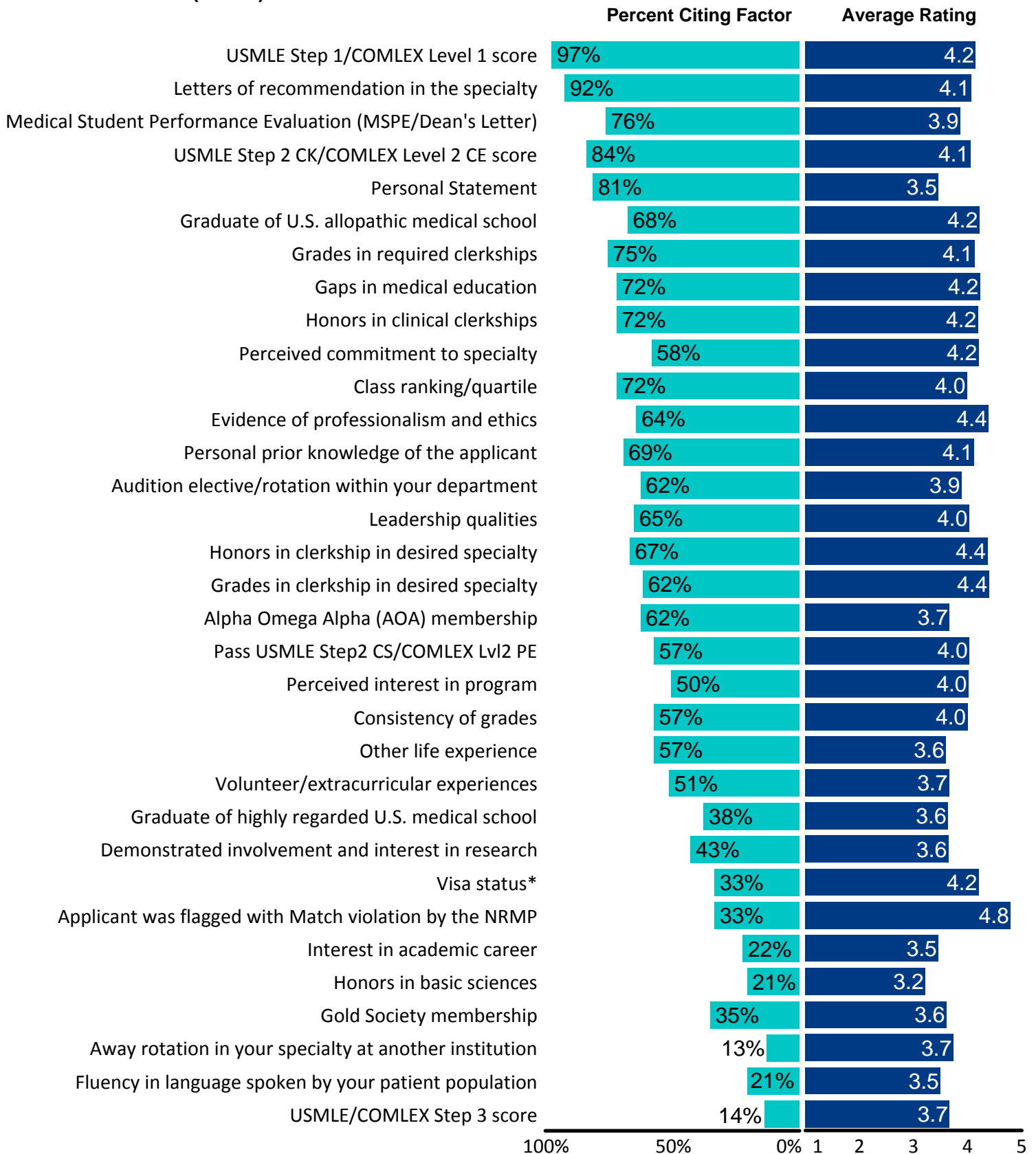**(N=117)**

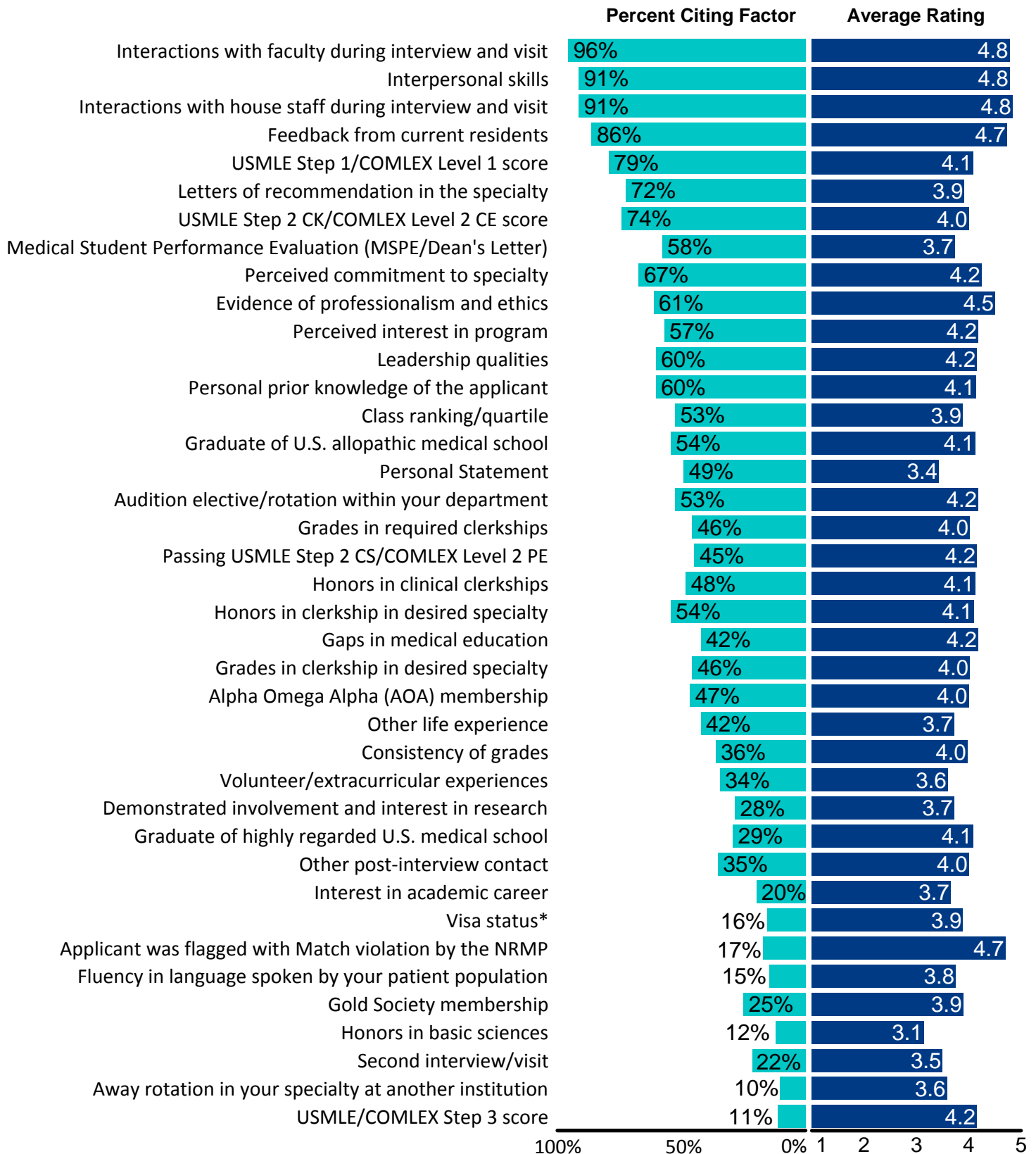| Factor	Percent Citing Factor	Average Rating
USMLE Step 1/COMLEX Level 1 score	97%	4.2
Letters of recommendation in the specialty	92%	4.1
Medical Student Performance Evaluation (MSPE/Dean's Letter)	76%	3.9
USMLE Step 2 CK/COMLEX Level 2 CE score	84%	4.1
Personal Statement	81%	3.5
Graduate of U.S. allopathic medical school	68%	4.2
Grades in required clerkships	75%	4.1
Gaps in medical education	72%	4.2
Honors in clinical clerkships	72%	4.2
Perceived commitment to specialty	58%	4.2
Class ranking/quartile	72%	4.0
Evidence of professionalism and ethics	64%	4.4
Personal prior knowledge of the applicant	69%	4.1
Audition elective/rotation within your department	62%	3.9
Leadership qualities	65%	4.0
Honors in clerkship in desired specialty	67%	4.4
Grades in clerkship in desired specialty	62%	4.4
Alpha Omega Alpha (AOA) membership	62%	3.7
Pass USMLE Step2 CS/COMLEX Lvl2 PE	57%	4.0
Perceived interest in program	50%	4.0
Consistency of grades	57%	4.0
Other life experience	57%	3.6
Volunteer/extracurricular experiences	51%	3.7
Graduate of highly regarded U.S. medical school	38%	3.6
Demonstrated involvement and interest in research	43%	3.6
Visa status*	33%	4.2
Applicant was flagged with Match violation by the NRMP	33%	4.8
Interest in academic career	22%	3.5
Honors in basic sciences	21%	3.2
Gold Society membership	35%	3.6
Away rotation in your specialty at another institution	13%	3.7
Fluency in language spoken by your patient population	21%	3.5
USMLE/COMLEX Step 3 score	14%	3.7

100%   50%   0%   1   2   3   4   5

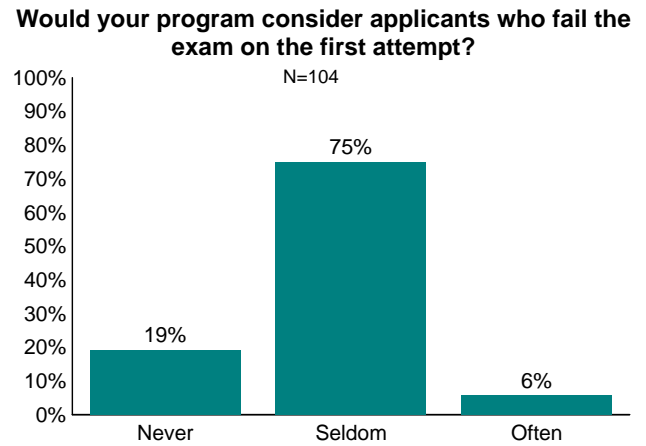[1] Ratings on a scale from 1 (not at all important) to 5 (very important).
* International Medical Graduates only

Figure OG-2

Obstetrics and Gynecology
Percentage of Programs Citing Each Factor And Mean Importance Rating[1] for Each Factor in Ranking Applicants
(N=117)

Factor	Percent Citing Factor	Average Rating
Interactions with faculty during interview and visit	96%	4.8
Interpersonal skills	91%	4.8
Interactions with house staff during interview and visit	91%	4.8
Feedback from current residents	86%	4.7
USMLE Step 1/COMLEX Level 1 score	79%	4.1
Letters of recommendation in the specialty	72%	3.9
USMLE Step 2 CK/COMLEX Level 2 CE score	74%	4.0
Medical Student Performance Evaluation (MSPE/Dean's Letter)	58%	3.7
Perceived commitment to specialty	67%	4.2
Evidence of professionalism and ethics	61%	4.5
Perceived interest in program	57%	4.2
Leadership qualities	60%	4.2
Personal prior knowledge of the applicant	60%	4.1
Class ranking/quartile	53%	3.9
Graduate of U.S. allopathic medical school	54%	4.1
Personal Statement	49%	3.4
Audition elective/rotation within your department	53%	4.2
Grades in required clerkships	46%	4.0
Passing USMLE Step 2 CS/COMLEX Level 2 PE	45%	4.2
Honors in clinical clerkships	48%	4.1
Honors in clerkship in desired specialty	54%	4.1
Gaps in medical education	42%	4.2
Grades in clerkship in desired specialty	46%	4.0
Alpha Omega Alpha (AOA) membership	47%	4.0
Other life experience	42%	3.7
Consistency of grades	36%	4.0
Volunteer/extracurricular experiences	34%	3.6
Demonstrated involvement and interest in research	28%	3.7
Graduate of highly regarded U.S. medical school	29%	4.1
Other post-interview contact	35%	4.0
Interest in academic career	20%	3.7
Visa status*	16%	3.9
Applicant was flagged with Match violation by the NRMP	17%	4.7
Fluency in language spoken by your patient population	15%	3.8
Gold Society membership	25%	3.9
Honors in basic sciences	12%	3.1
Second interview/visit	22%	3.5
Away rotation in your specialty at another institution	10%	3.6
USMLE/COMLEX Step 3 score	11%	4.2

[1] Ratings on a scale from 1 (not at all important) to 5 (very important).
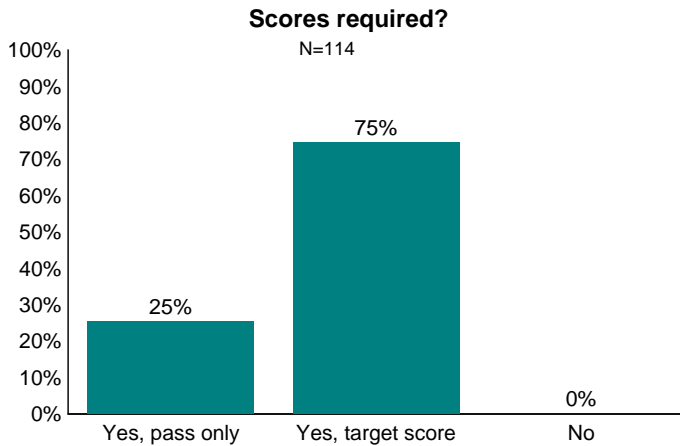* International Medical Graduates only
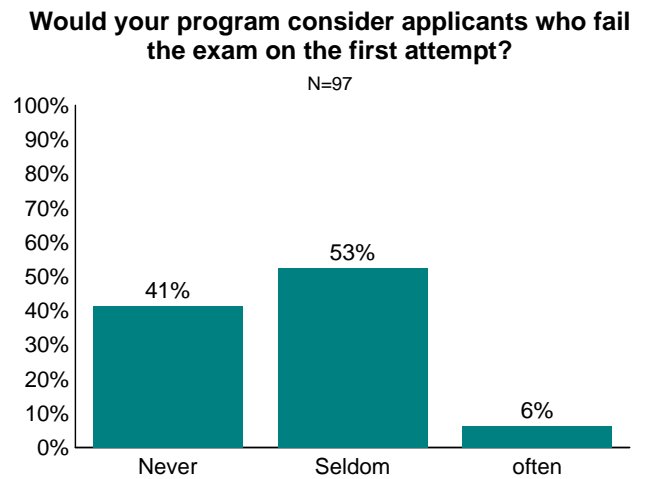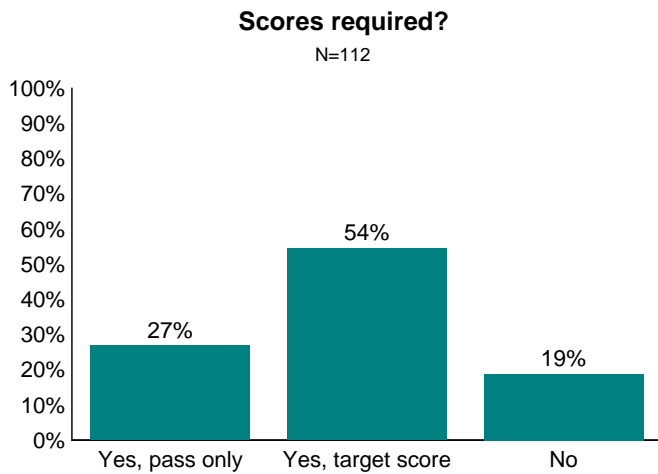
Figure OG-3

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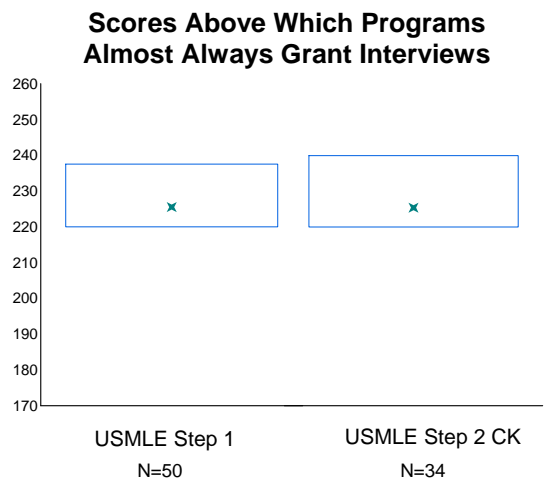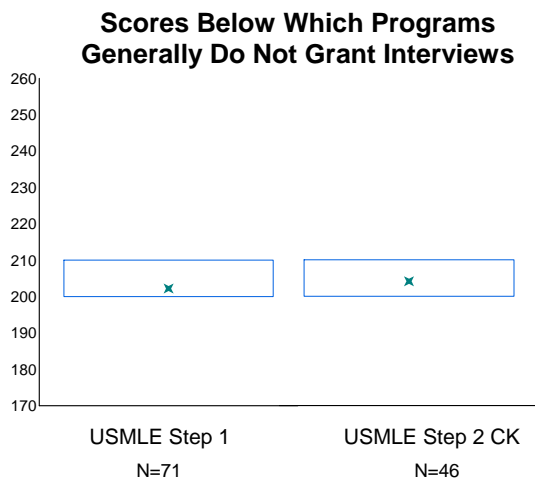
Percentage of Programs That Use USMLE Step 1 Score

Scores required?
N=114

- Yes, pass only: 25%
- Yes, target score: 75%
- No: 0%

Would your program consider applicants who fail the exam on the first attempt?
N=104

- Never: 19%
- Seldom: 75%
- Often: 6%

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

Scores required?
N=112

- Yes, pass only: 27%
- Yes, target score: 54%
- No: 19%

Would your program consider applicants who fail the exam on the first attempt?
N=97

- Never: 41%
- Seldom: 53%
- often: 6%

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

Scores Below Which Programs Generally Do Not Grant Interviews

- USMLE Step 1 — N=71
- USMLE Step 2 CK — N=46

Scores Above Which Programs Almost Always Grant Interviews

- USMLE Step 1 — N=50
- USMLE Step 2 CK — N=34

The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.
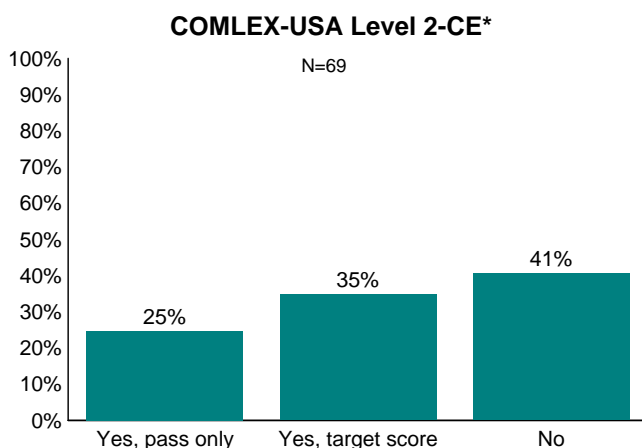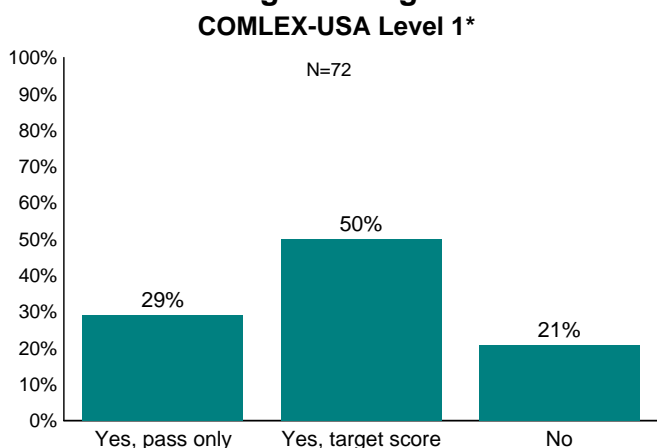
Obstetrics and Gynecology
Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview
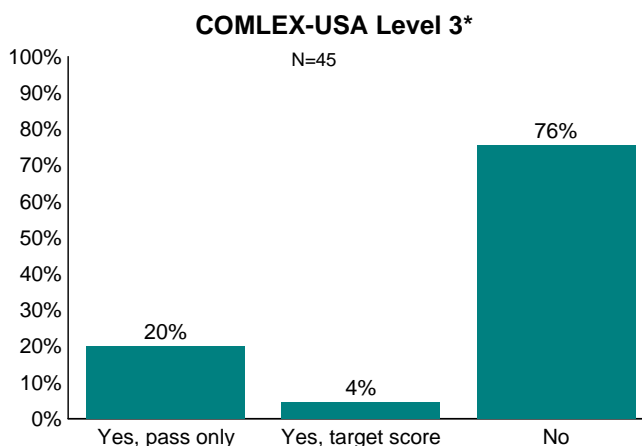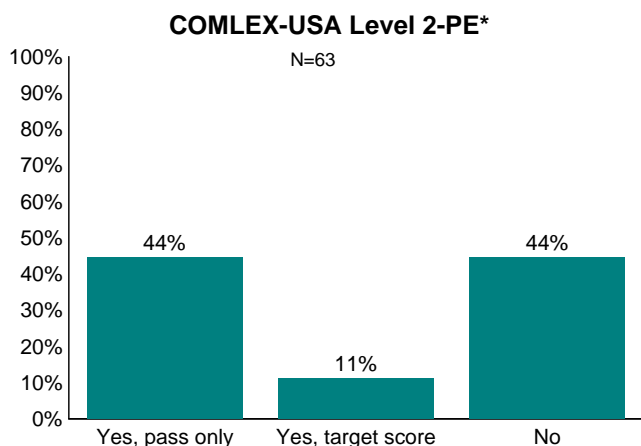
Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores

USMLE Step 2 CS — N=109: Yes 79%, No 21%

USMLE Step 3 — N=60: Yes, pass only 23%, Yes, target score 5%, No 72%

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

COMLEX-USA Level 1* — N=72: Yes, pass only 29%, Yes, target score 50%, No 21%

COMLEX-USA Level 2-CE* — N=69: Yes, pass only 25%, Yes, target score 35%, No 41%

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

COMLEX-USA Level 2-PE* — N=63: Yes, pass only 44%, Yes, target score 11%, No 44%

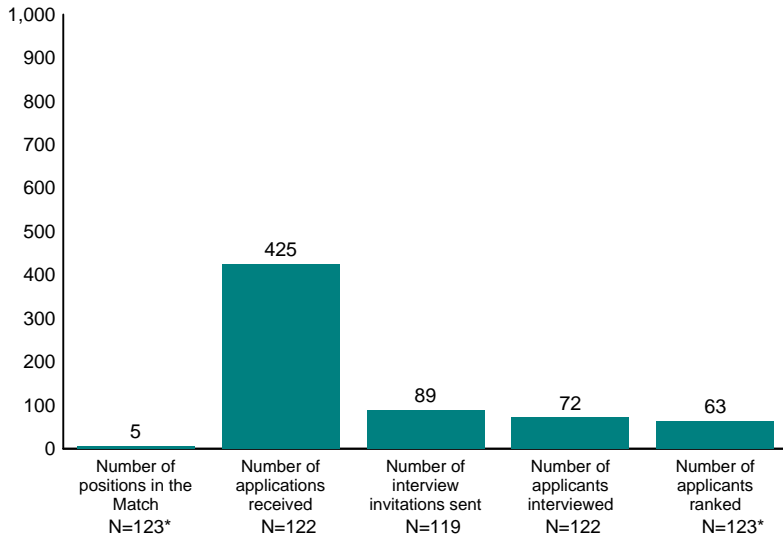COMLEX-USA Level 3* — N=45: Yes, pass only 20%, Yes, target score 4%, No 76%
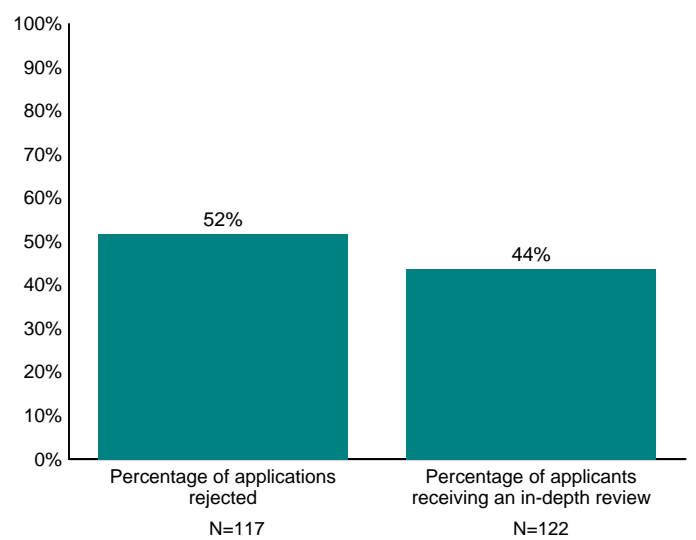
* Osteopathic applicants only

**Obstetrics and Gynecology
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 Programs that Typically Interview and Rank Each Applicant Type
15% of Obstetrics and Gynecology programs consider all applicant groups
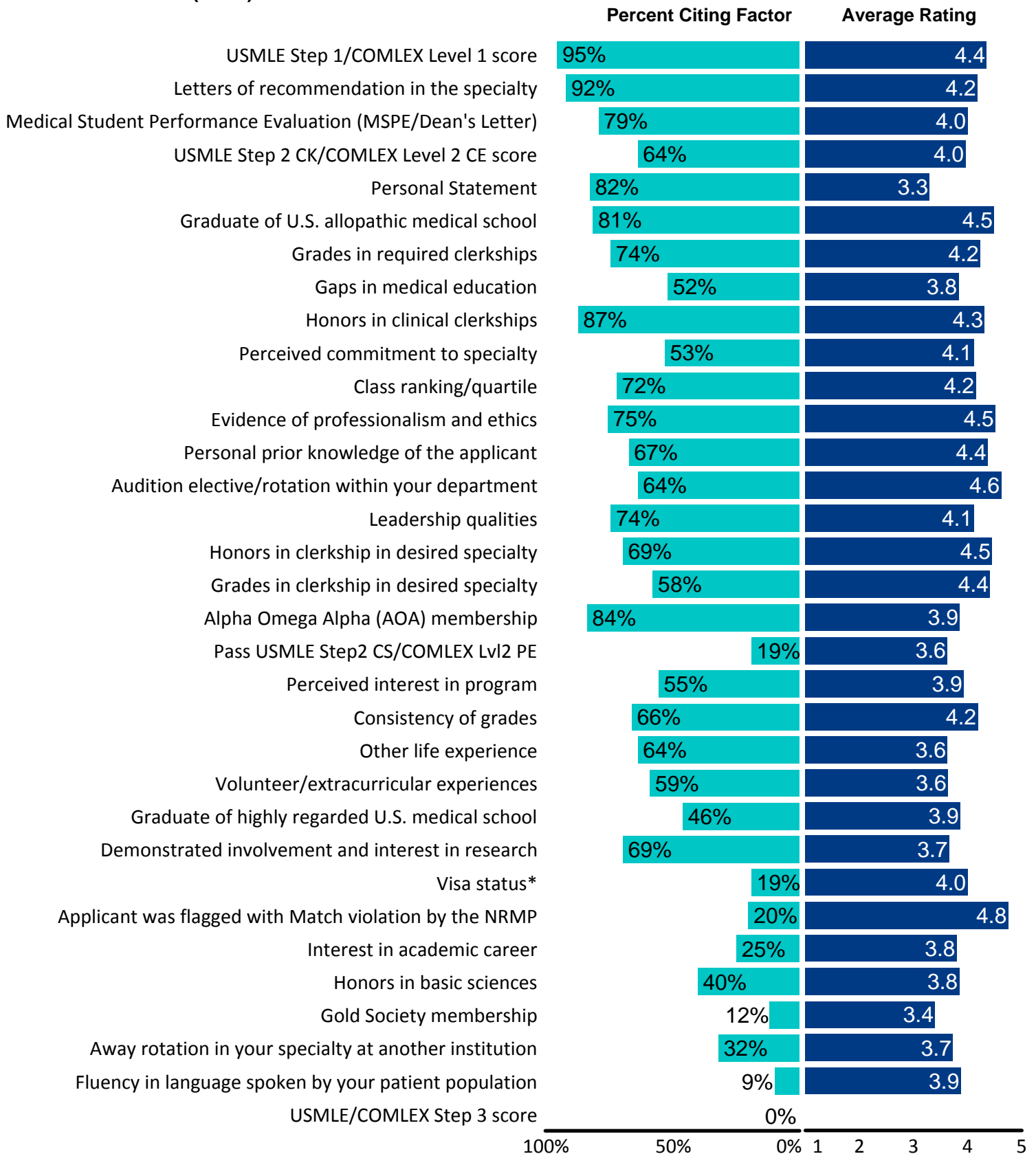N=116

Orthopaedic Surgery
(N=87)

Orthopaedic Surgery
Percentage of Programs Citing Each Factor And Mean Importance Rating[1] for Each Factor in Selecting Applicants to Interview
(N=85)

Factor	Percent Citing Factor	Average Rating
USMLE Step 1/COMLEX Level 1 score	95%	4.4
Letters of recommendation in the specialty	92%	4.2
Medical Student Performance Evaluation (MSPE/Dean's Letter)	79%	4.0
USMLE Step 2 CK/COMLEX Level 2 CE score	64%	4.0
Personal Statement	82%	3.3
Graduate of U.S. allopathic medical school	81%	4.5
Grades in required clerkships	74%	4.2
Gaps in medical education	52%	3.8
Honors in clinical clerkships	87%	4.3
Perceived commitment to specialty	53%	4.1
Class ranking/quartile	72%	4.2
Evidence of professionalism and ethics	75%	4.5
Personal prior knowledge of the applicant	67%	4.4
Audition elective/rotation within your department	64%	4.6
Leadership qualities	74%	4.1
Honors in clerkship in desired specialty	69%	4.5
Grades in clerkship in desired specialty	58%	4.4
Alpha Omega Alpha (AOA) membership	84%	3.9
Pass USMLE Step2 CS/COMLEX Lvl2 PE	19%	3.6
Perceived interest in program	55%	3.9
Consistency of grades	66%	4.2
Other life experience	64%	3.6
Volunteer/extracurricular experiences	59%	3.6
Graduate of highly regarded U.S. medical school	46%	3.9
Demonstrated involvement and interest in research	69%	3.7
Visa status*	19%	4.0
Applicant was flagged with Match violation by the NRMP	20%	4.8
Interest in academic career	25%	3.8
Honors in basic sciences	40%	3.8
Gold Society membership	12%	3.4
Away rotation in your specialty at another institution	32%	3.7
Fluency in language spoken by your patient population	9%	3.9
USMLE/COMLEX Step 3 score	0%	

100%   50%   0%   1   2   3   4   5

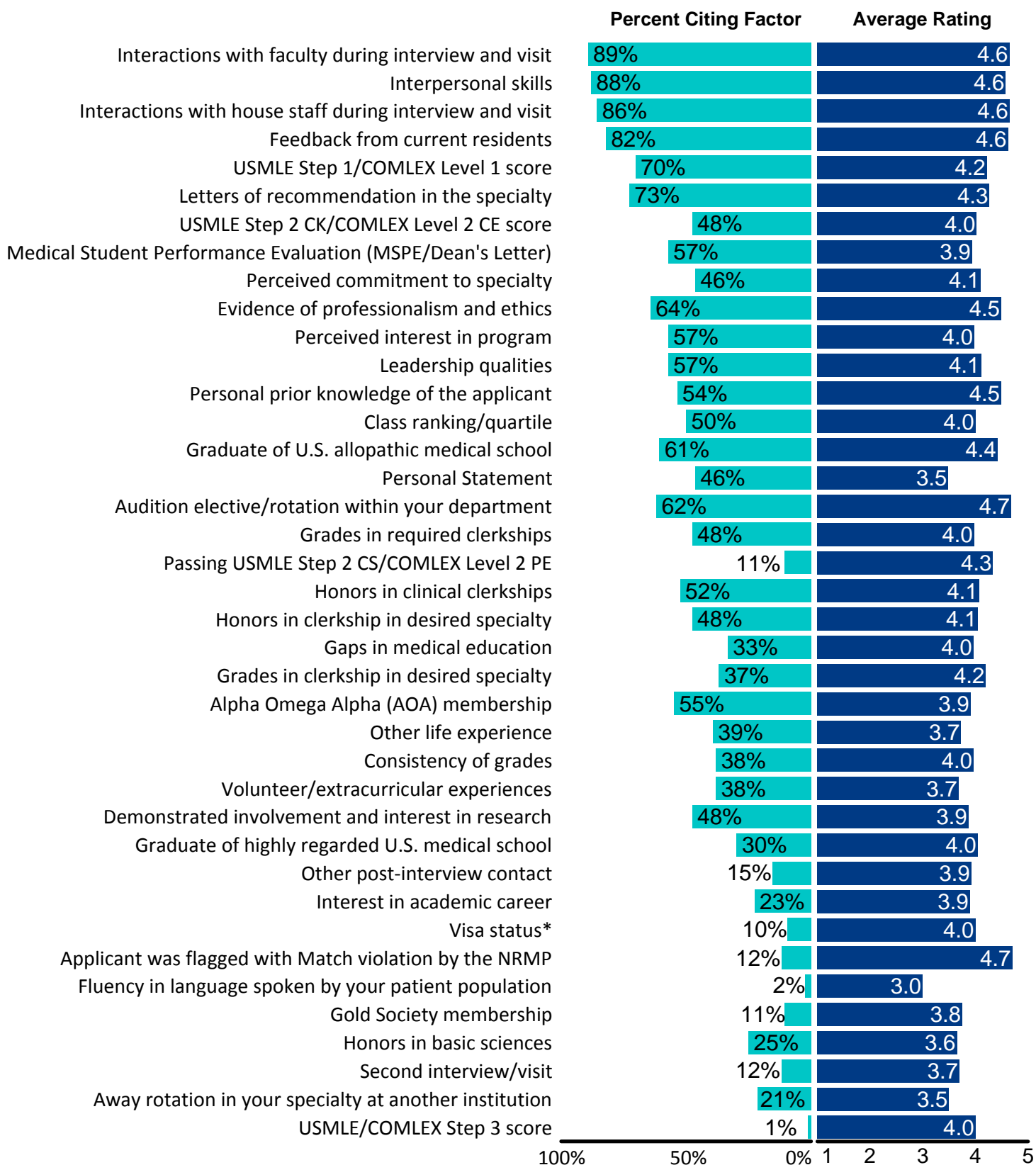[1] Ratings on a scale from 1 (not at all important) to 5 (very important).
* International Medical Graduates only

Figure OS-2

Orthopaedic Surgery
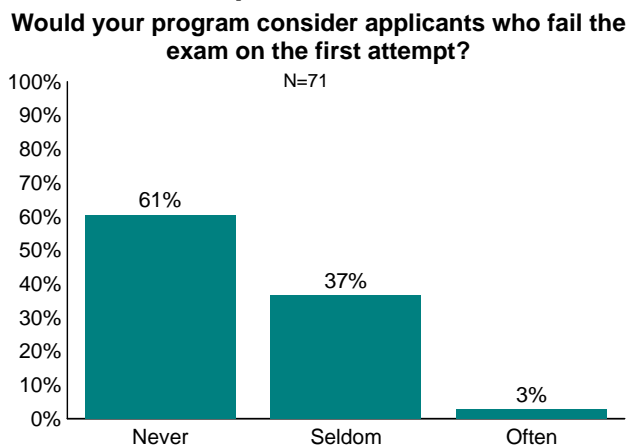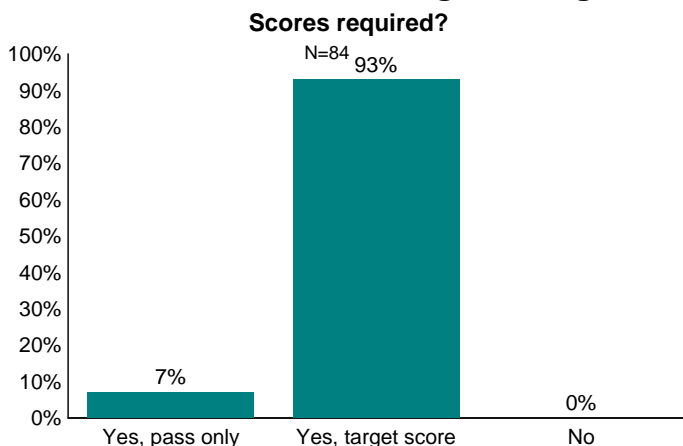**Percentage of Programs Citing Each Factor And Mean Importance Rating[1] for Each Factor in Ranking Applicants**
(N=85)

Factor	Percent Citing Factor	Average Rating
Interactions with faculty during interview and visit	89%	4.6
Interpersonal skills	88%	4.6
Interactions with house staff during interview and visit	86%	4.6
Feedback from current residents	82%	4.6
USMLE Step 1/COMLEX Level 1 score	70%	4.2
Letters of recommendation in the specialty	73%	4.3
USMLE Step 2 CK/COMLEX Level 2 CE score	48%	4.0
Medical Student Performance Evaluation (MSPE/Dean's Letter)	57%	3.9
Perceived commitment to specialty	46%	4.1
Evidence of professionalism and ethics	64%	4.5
Perceived interest in program	57%	4.0
Leadership qualities	57%	4.1
Personal prior knowledge of the applicant	54%	4.5
Class ranking/quartile	50%	4.0
Graduate of U.S. allopathic medical school	61%	4.4
Personal Statement	46%	3.5
Audition elective/rotation within your department	62%	4.7
Grades in required clerkships	48%	4.0
Passing USMLE Step 2 CS/COMLEX Level 2 PE	11%	4.3
Honors in clinical clerkships	52%	4.1
Honors in clerkship in desired specialty	48%	4.1
Gaps in medical education	33%	4.0
Grades in clerkship in desired specialty	37%	4.2
Alpha Omega Alpha (AOA) membership	55%	3.9
Other life experience	39%	3.7
Consistency of grades	38%	4.0
Volunteer/extracurricular experiences	38%	3.7
Demonstrated involvement and interest in research	48%	3.9
Graduate of highly regarded U.S. medical school	30%	4.0
Other post-interview contact	15%	3.9
Interest in academic career	23%	3.9
Visa status*	10%	4.0
Applicant was flagged with Match violation by the NRMP	12%	4.7
Fluency in language spoken by your patient population	2%	3.0
Gold Society membership	11%	3.8
Honors in basic sciences	25%	3.6
Second interview/visit	12%	3.7
Away rotation in your specialty at another institution	21%	3.5
USMLE/COMLEX Step 3 score	1%	4.0

100%   50%   0%   1   2   3   4   5

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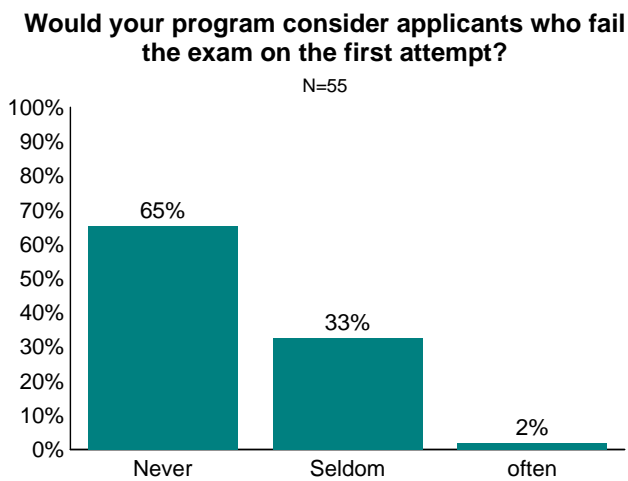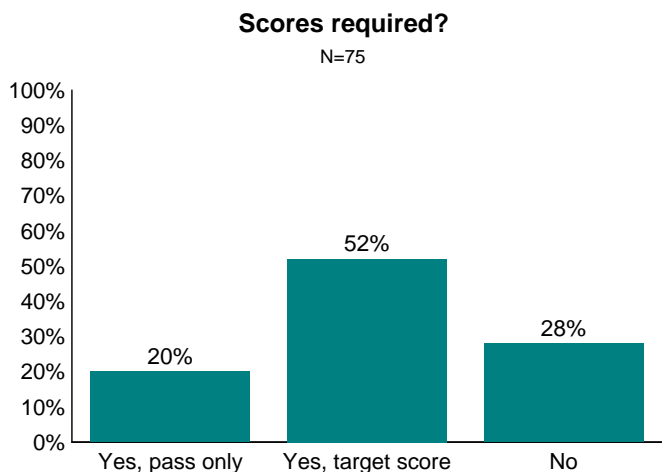* International Medical Graduates only

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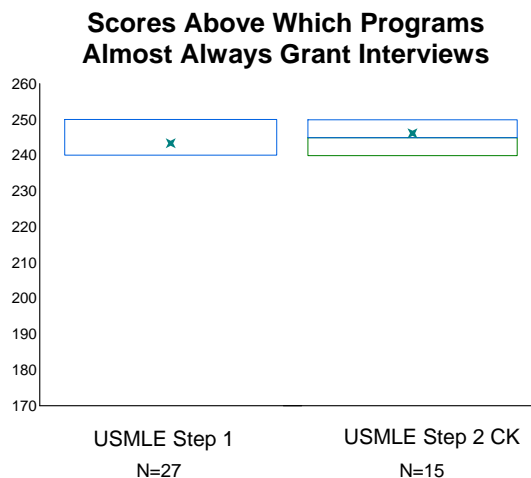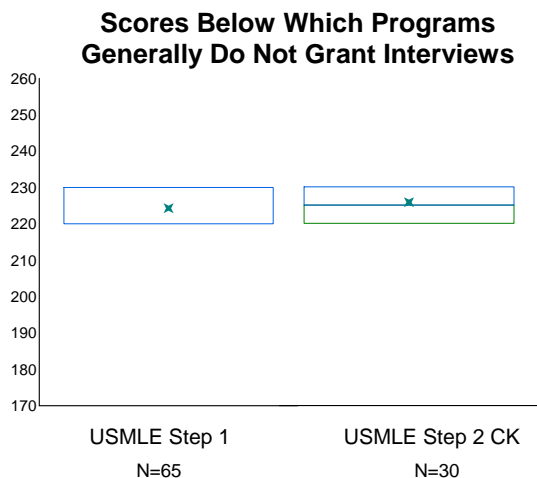
Percentage of Programs That Use USMLE Step 1 Score

Scores required?

N=84

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

N=71

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

Scores required?

N=75

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

N=55

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

Scores Below Which Programs Generally Do Not Grant Interviews

USMLE Step 1	USMLE Step 2 CK
N=65	N=30

Scores Above Which Programs Almost Always Grant Interviews

USMLE Step 1	USMLE Step 2 CK
N=27	N=15

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.
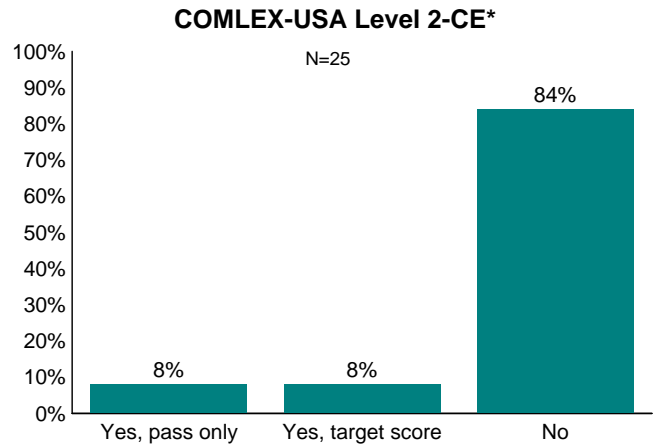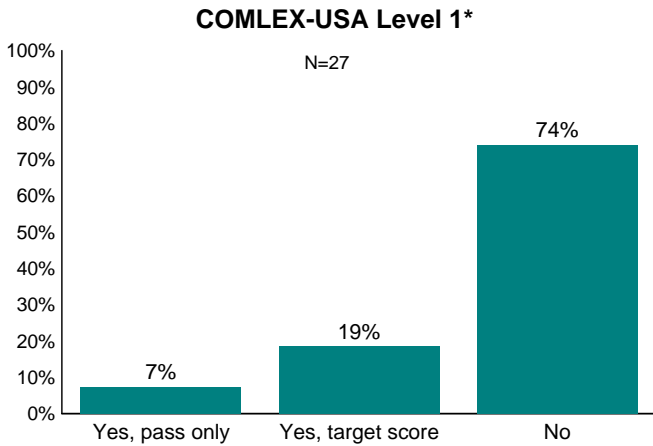
Figure OS-4

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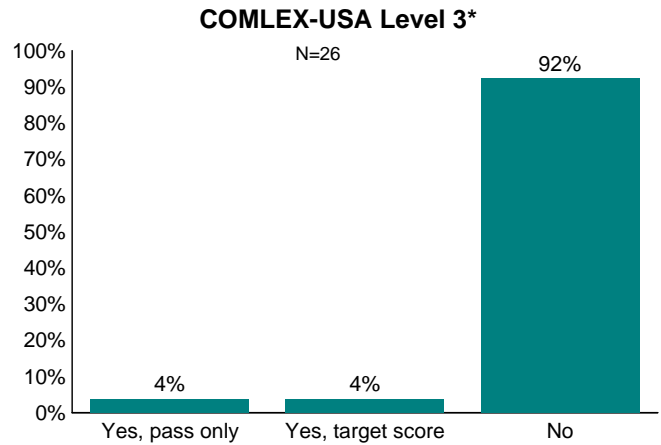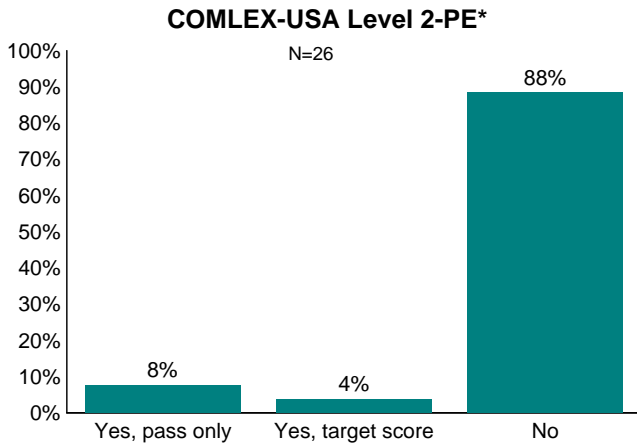
Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores

USMLE Step 2 CS — N=65
- Yes: 66%
- No: 34%

USMLE Step 3 — N=41
- Yes, pass only: 22%
- Yes, target score: 5%
- No: 73%

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

COMLEX-USA Level 1* — N=27
- Yes, pass only: 7%
- Yes, target score: 19%
- No: 74%

COMLEX-USA Level 2-CE* — N=25
- Yes, pass only: 8%
- Yes, target score: 8%
- No: 84%

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

COMLEX-USA Level 2-PE* — N=26
- Yes, pass only: 8%
- Yes, target score: 4%
- No: 88%

COMLEX-USA Level 3* — N=26
- Yes, pass only: 4%
- Yes, target score: 4%
- No: 92%

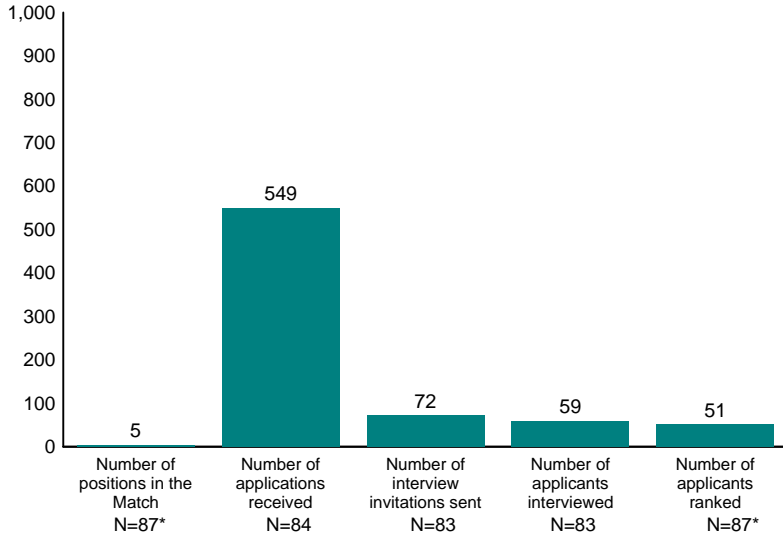* Osteopathic applicants only

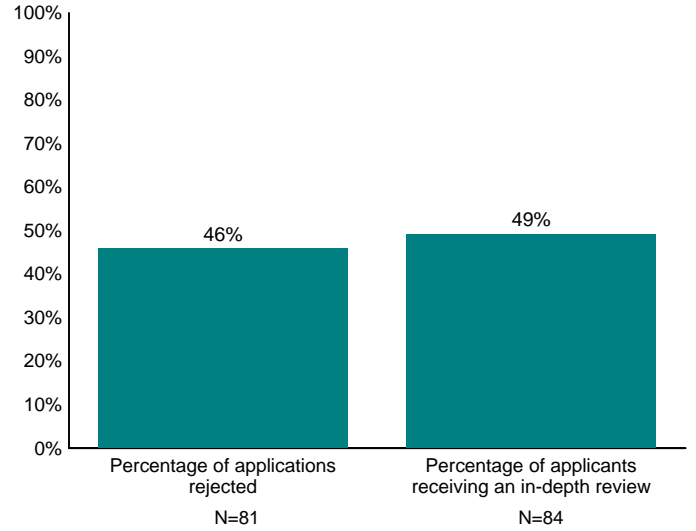**Orthopaedic Surgery
Program's Interview Activities**

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 Programs that Typically Interview and Rank Each Applicant Type

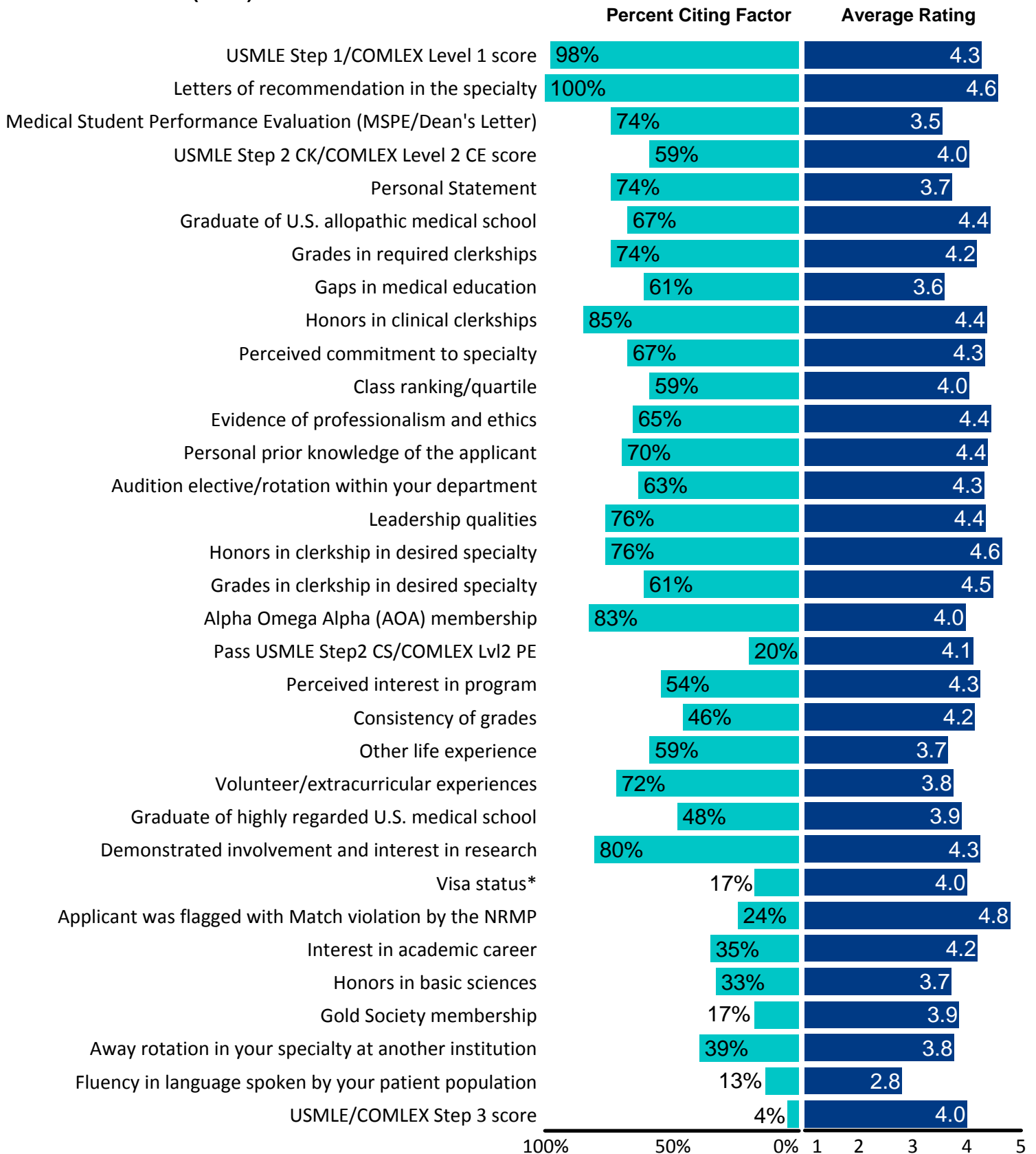13% of Orthopaedic Surgery programs consider all applicant groups

N=83
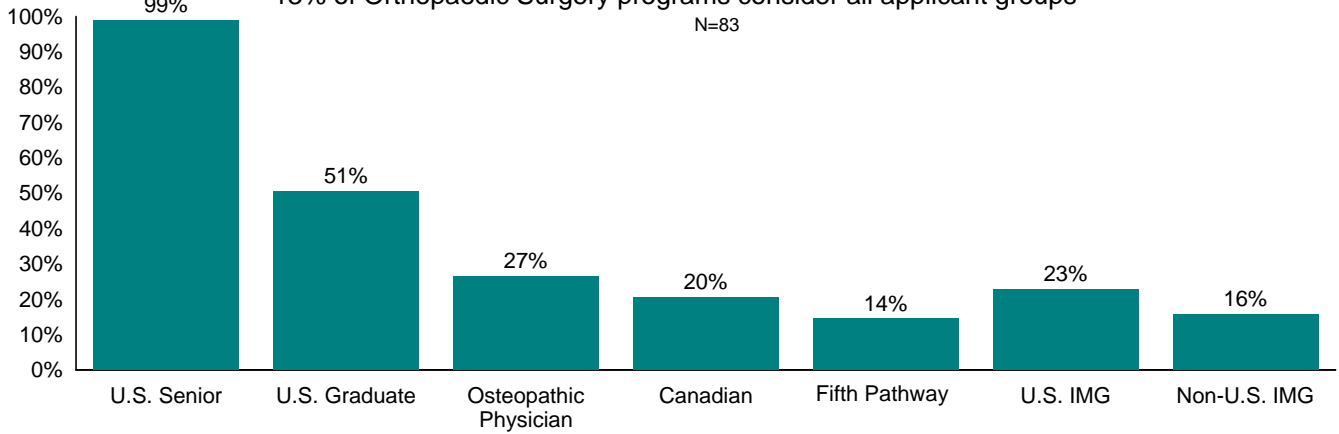
Otolaryngology
(N=46)

Figure O-1

Otolaryngology
Percentage of Programs Citing Each Factor And Mean Importance Rating[1] for Each Factor in Selecting Applicants to Interview
(N=46)

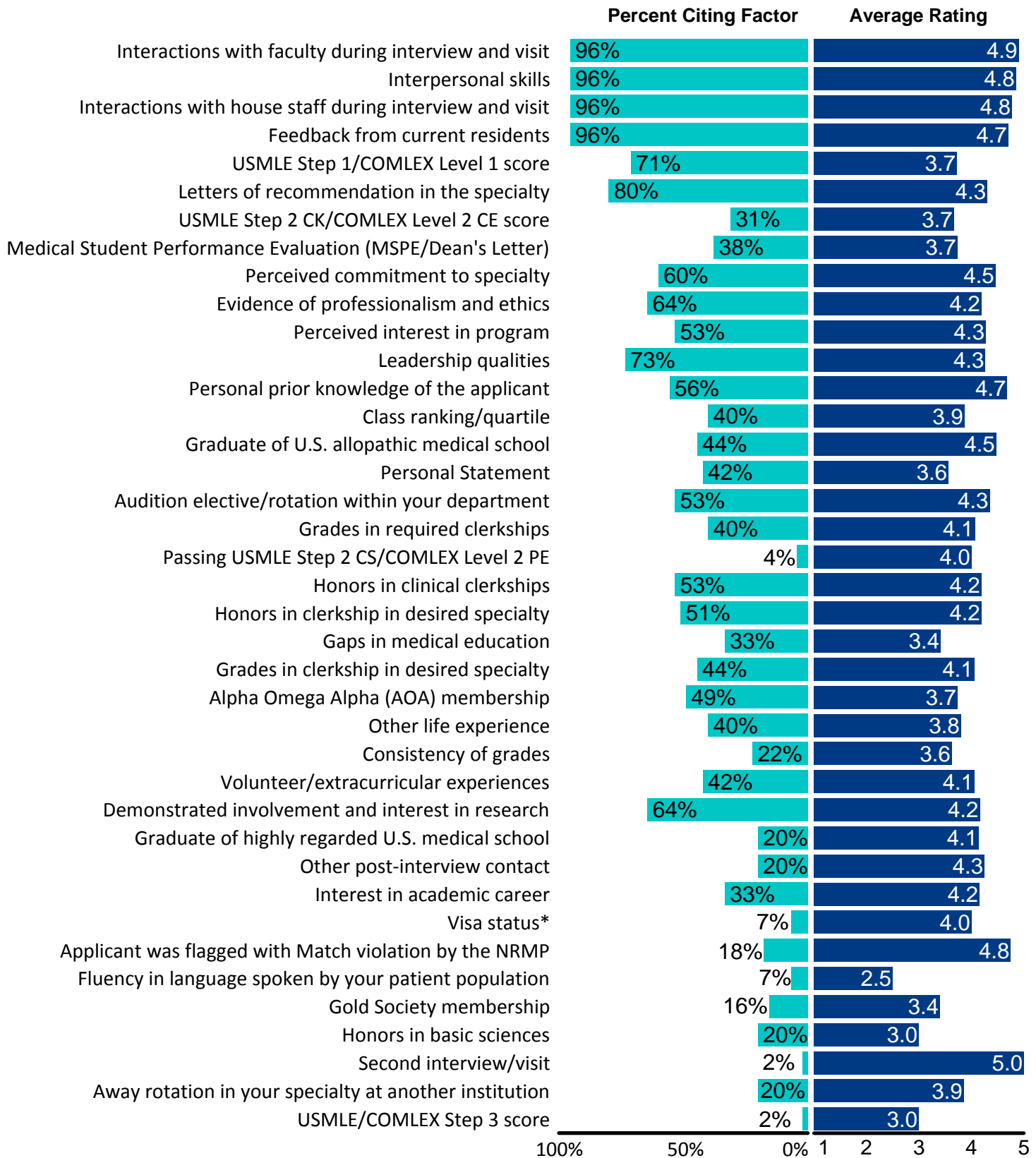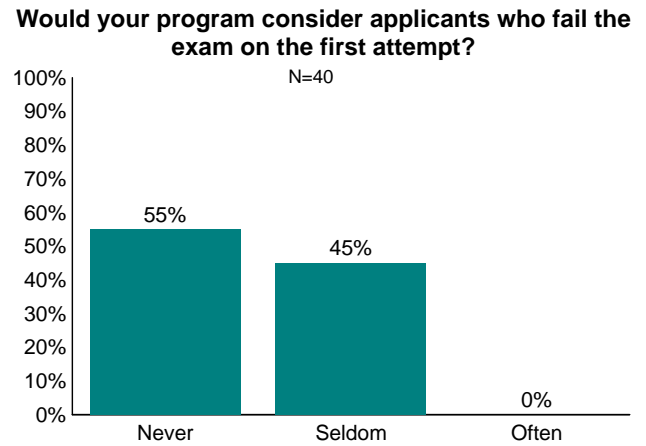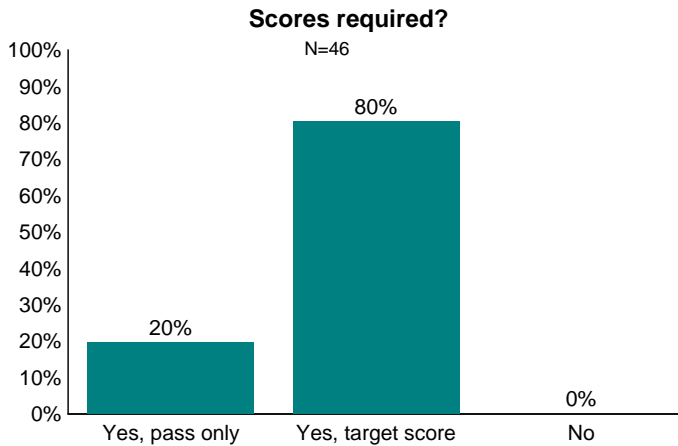| Factor	Percent Citing Factor	Average Rating
USMLE Step 1/COMLEX Level 1 score	98%	4.3
Letters of recommendation in the specialty	100%	4.6
Medical Student Performance Evaluation (MSPE/Dean's Letter)	74%	3.5
USMLE Step 2 CK/COMLEX Level 2 CE score	59%	4.0
Personal Statement	74%	3.7
Graduate of U.S. allopathic medical school	67%	4.4
Grades in required clerkships	74%	4.2
Gaps in medical education	61%	3.6
Honors in clinical clerkships	85%	4.4
Perceived commitment to specialty	67%	4.3
Class ranking/quartile	59%	4.0
Evidence of professionalism and ethics	65%	4.4
Personal prior knowledge of the applicant	70%	4.4
Audition elective/rotation within your department	63%	4.3
Leadership qualities	76%	4.4
Honors in clerkship in desired specialty	76%	4.6
Grades in clerkship in desired specialty	61%	4.5
Alpha Omega Alpha (AOA) membership	83%	4.0
Pass USMLE Step2 CS/COMLEX Lvl2 PE	20%	4.1
Perceived interest in program	54%	4.3
Consistency of grades	46%	4.2
Other life experience	59%	3.7
Volunteer/extracurricular experiences	72%	3.8
Graduate of highly regarded U.S. medical school	48%	3.9
Demonstrated involvement and interest in research	80%	4.3
Visa status*	17%	4.0
Applicant was flagged with Match violation by the NRMP	24%	4.8
Interest in academic career	35%	4.2
Honors in basic sciences	33%	3.7
Gold Society membership	17%	3.9
Away rotation in your specialty at another institution	39%	3.8
Fluency in language spoken by your patient population	13%	2.8
USMLE/COMLEX Step 3 score	4%	4.0

100% 50% 0%   1 2 3 4 5

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

Figure O-2

Otolaryngology
Percentage of Programs Citing Each Factor And Mean Importance Rating[1] for Each Factor in Ranking Applicants
(N=46)

Factor	Percent Citing Factor	Average Rating
Interactions with faculty during interview and visit	96%	4.9
Interpersonal skills	96%	4.8
Interactions with house staff during interview and visit	96%	4.8
Feedback from current residents	96%	4.7
USMLE Step 1/COMLEX Level 1 score	71%	3.7
Letters of recommendation in the specialty	80%	4.3
USMLE Step 2 CK/COMLEX Level 2 CE score	31%	3.7
Medical Student Performance Evaluation (MSPE/Dean's Letter)	38%	3.7
Perceived commitment to specialty	60%	4.5
Evidence of professionalism and ethics	64%	4.2
Perceived interest in program	53%	4.3
Leadership qualities	73%	4.3
Personal prior knowledge of the applicant	56%	4.7
Class ranking/quartile	40%	3.9
Graduate of U.S. allopathic medical school	44%	4.5
Personal Statement	42%	3.6
Audition elective/rotation within your department	53%	4.3
Grades in required clerkships	40%	4.1
Passing USMLE Step 2 CS/COMLEX Level 2 PE	4%	4.0
Honors in clinical clerkships	53%	4.2
Honors in clerkship in desired specialty	51%	4.2
Gaps in medical education	33%	3.4
Grades in clerkship in desired specialty	44%	4.1
Alpha Omega Alpha (AOA) membership	49%	3.7
Other life experience	40%	3.8
Consistency of grades	22%	3.6
Volunteer/extracurricular experiences	42%	4.1
Demonstrated involvement and interest in research	64%	4.2
Graduate of highly regarded U.S. medical school	20%	4.1
Other post-interview contact	20%	4.3
Interest in academic career	33%	4.2
Visa status*	7%	4.0
Applicant was flagged with Match violation by the NRMP	18%	4.8
Fluency in language spoken by your patient population	7%	2.5
Gold Society membership	16%	3.4
Honors in basic sciences	20%	3.0
Second interview/visit	2%	5.0
Away rotation in your specialty at another institution	20%	3.9
USMLE/COMLEX Step 3 score	2%	3.0

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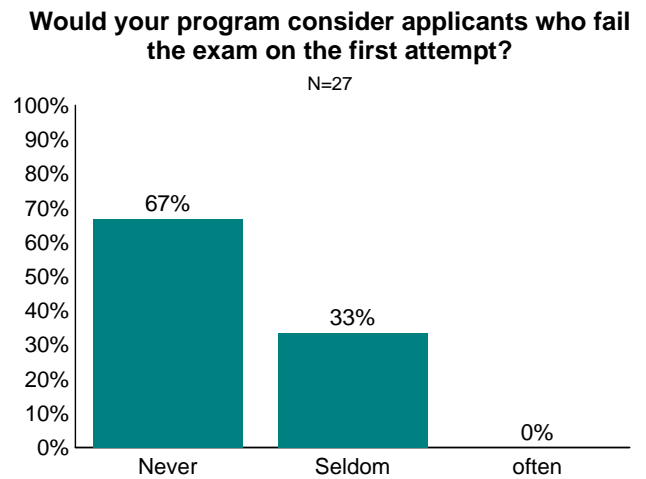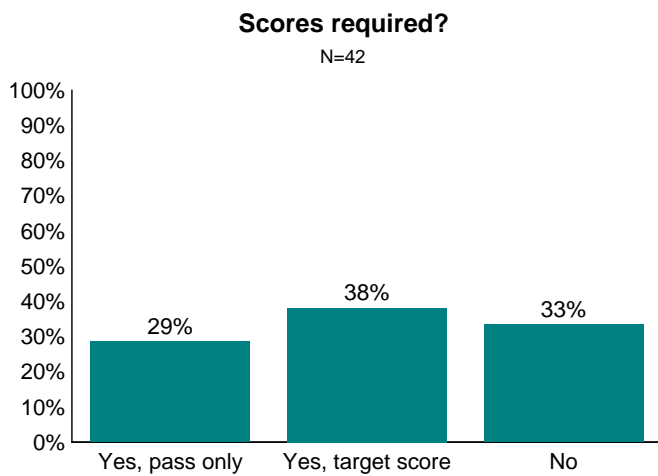* International Medical Graduates only

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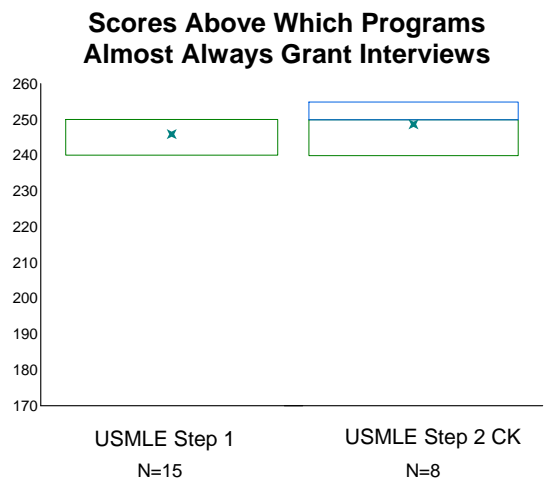
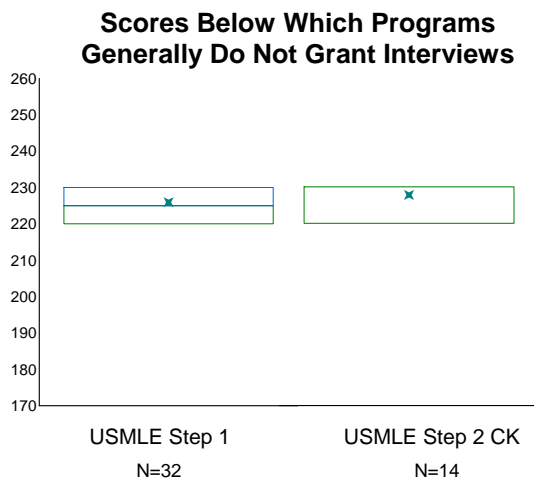## Percentage of Programs That Use USMLE Step 1 Score

Scores required?
N=46

Would your program consider applicants who fail the exam on the first attempt?
N=40

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

Scores required?
N=42

Would your program consider applicants who fail the exam on the first attempt?
N=27

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

Scores Below Which Programs Generally Do Not Grant Interviews

USMLE Step 1	USMLE Step 2 CK
N=32	N=14

Scores Above Which Programs Almost Always Grant Interviews

USMLE Step 1	USMLE Step 2 CK
N=15	N=8

The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.
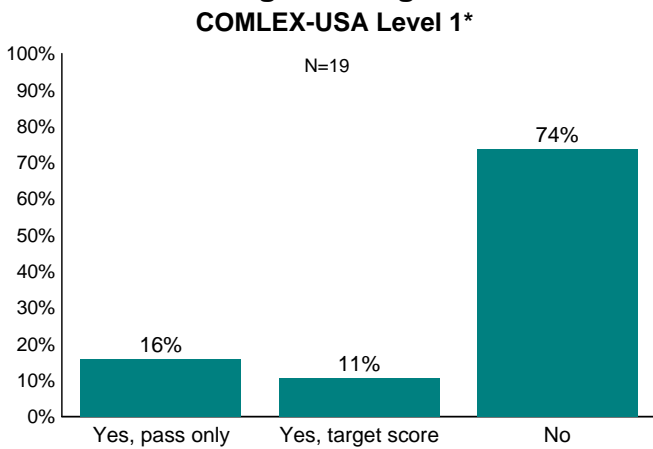
Figure O-4

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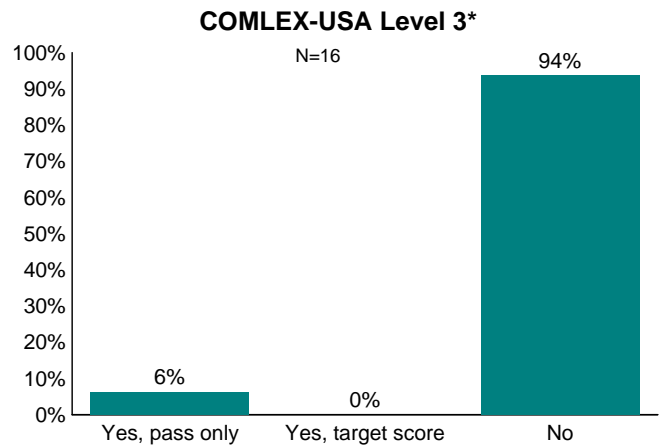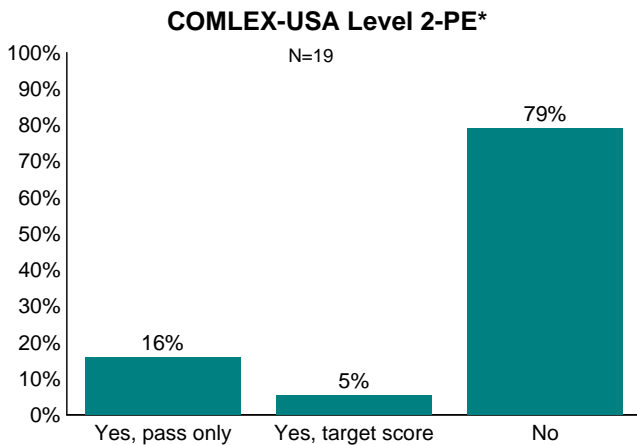
Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores

USMLE Step 2 CS — N=39: Yes 62%, No 38%

USMLE Step 3 — N=28: Yes, pass only 14%; Yes, target score 11%; No 75%

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

COMLEX-USA Level 1* — N=19: Yes, pass only 16%; Yes, target score 11%; No 74%

COMLEX-USA Level 2-CE* — N=19: Yes, pass only 16%; Yes, target score 5%; No 79%

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

COMLEX-USA Level 2-PE* — N=19: Yes, pass only 16%; Yes, target score 5%; No 79%

COMLEX-USA Level 3* — N=16: Yes, pass only 6%; Yes, target score 0%; No 94%
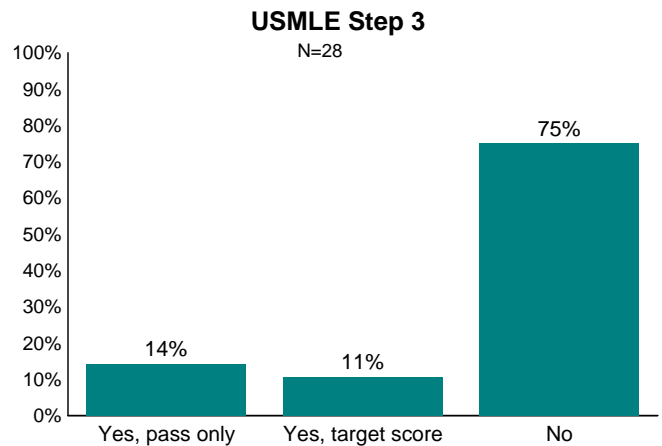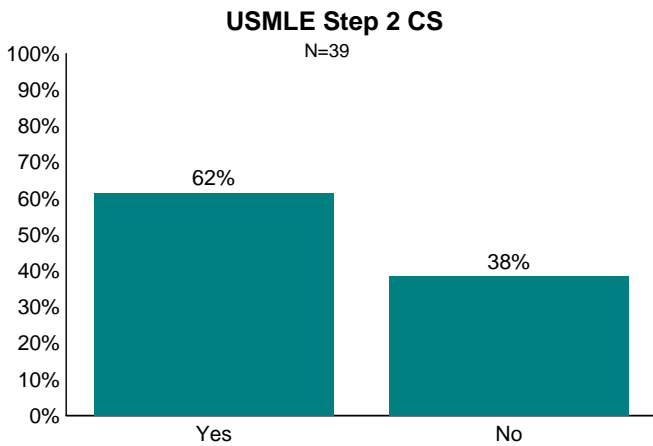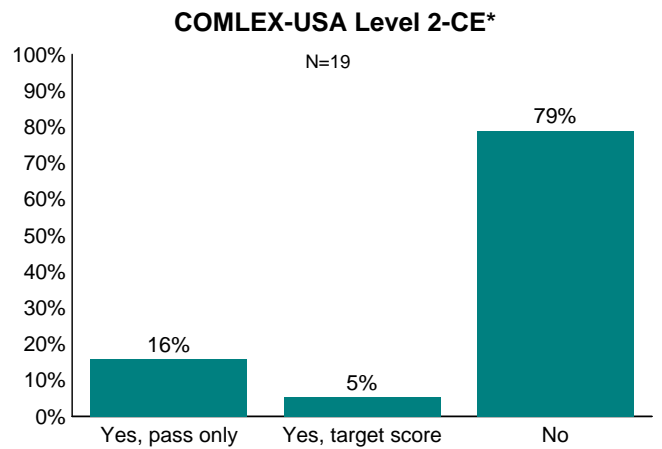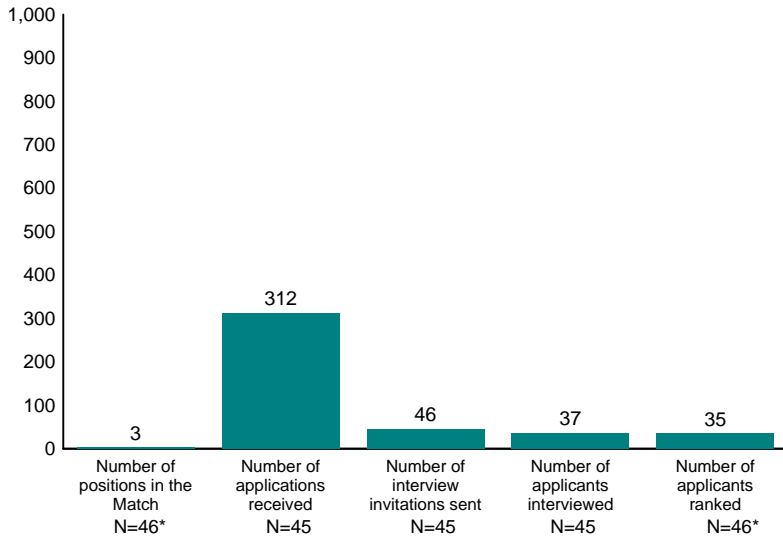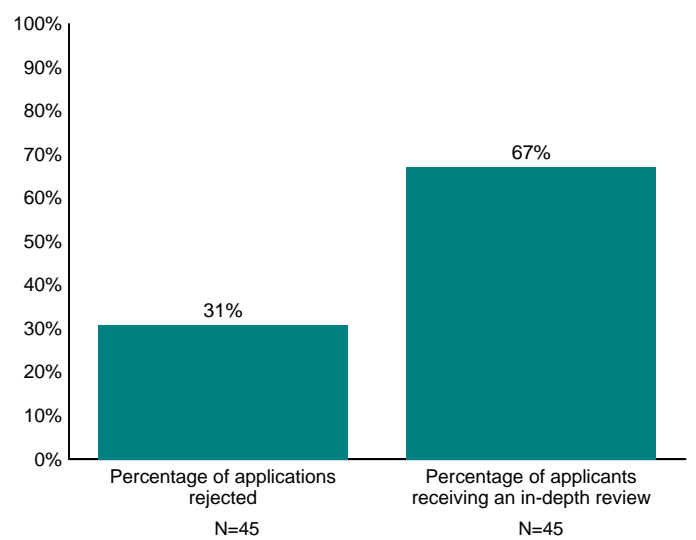
* Osteopathic applicants only

Figure O-5

**Otolaryngology
Program's Interview Activities**

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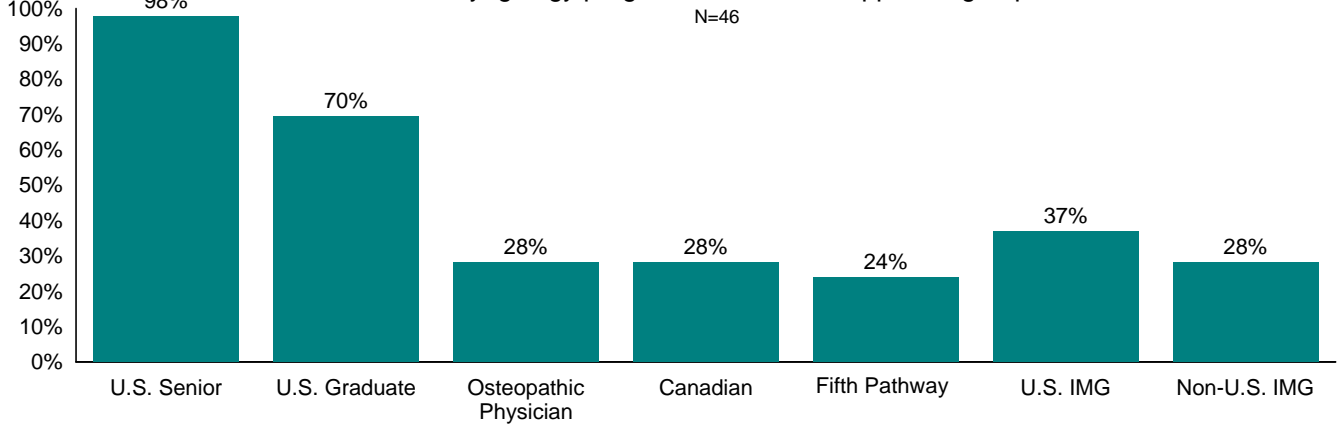

* Data from the NRMP database. All Responding programs included

Average Percentage of Applicants Rejected and Reviewed

Percentage of Programs that Typically Interview and Rank Each Applicant Type

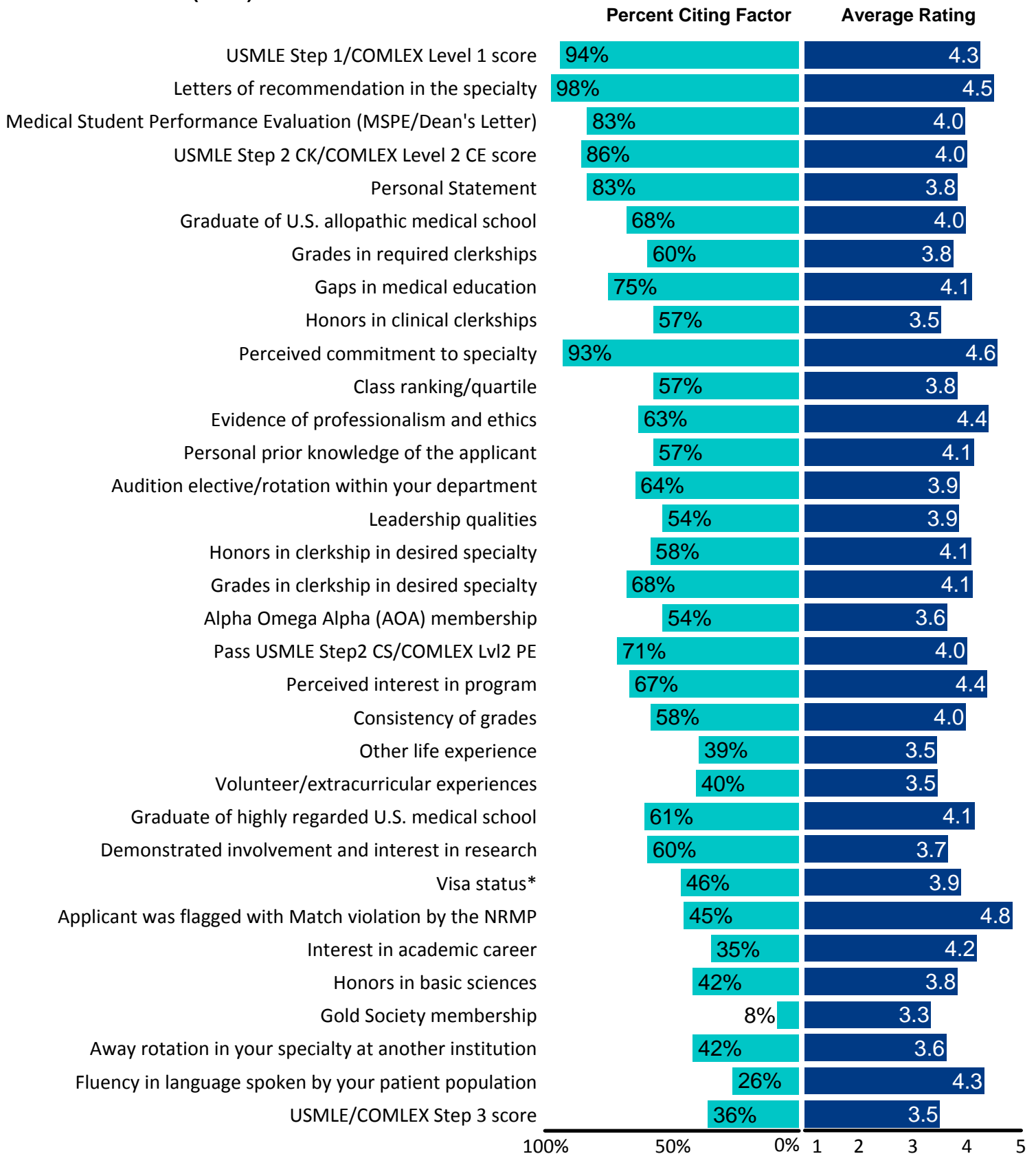24% of Otolaryngology programs consider all applicant groups

N=46

Pathology
(N=84)

Figure PA-1

Pathology
Percentage of Programs Citing Each Factor And Mean Importance Rating[1] for Each Factor in Selecting Applicants to Interview
(N=84)

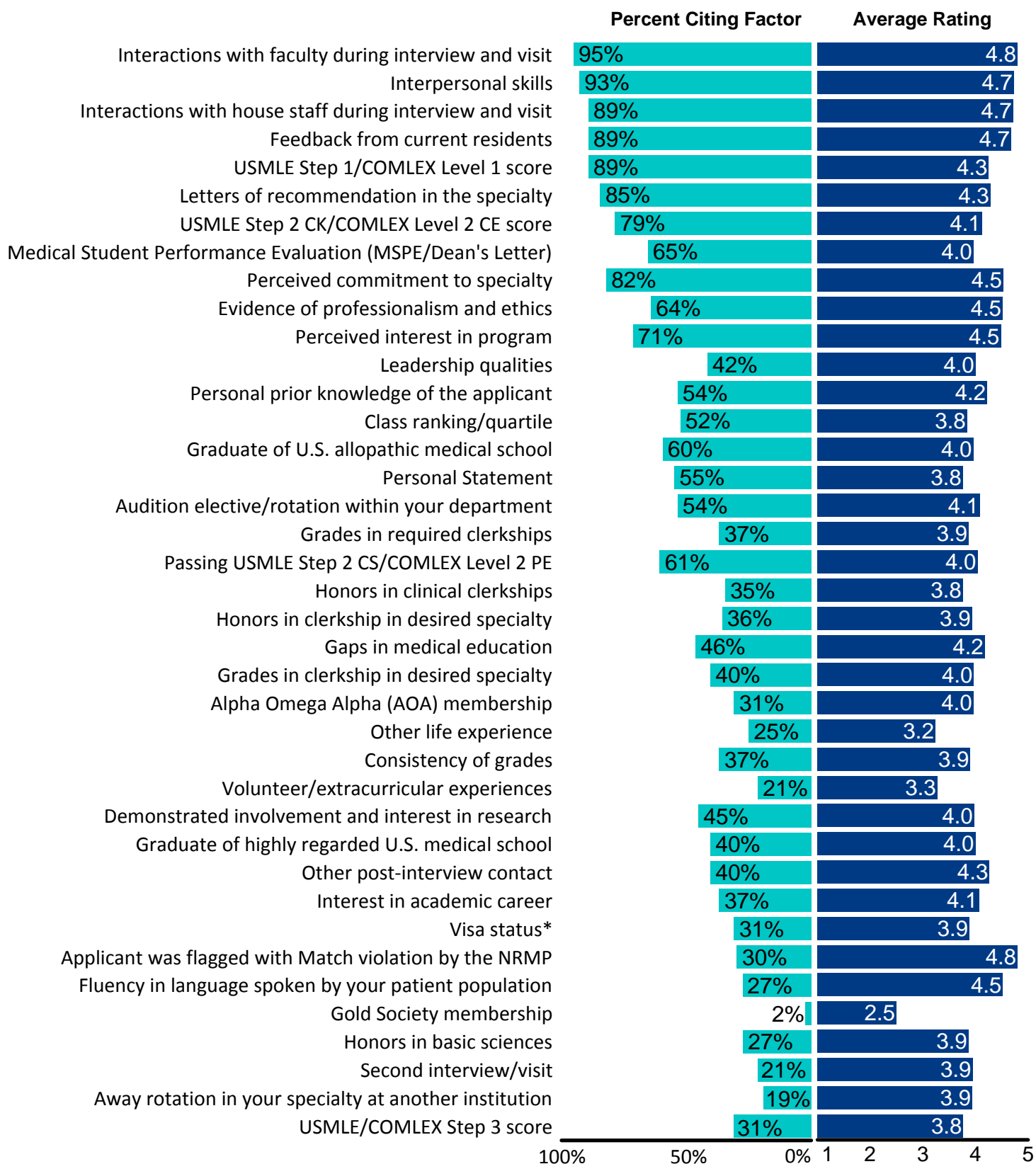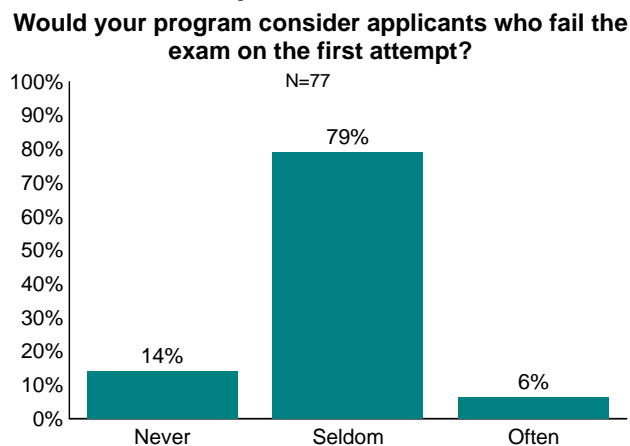| Factor	Percent Citing Factor	Average Rating
USMLE Step 1/COMLEX Level 1 score	94%	4.3
Letters of recommendation in the specialty	98%	4.5
Medical Student Performance Evaluation (MSPE/Dean's Letter)	83%	4.0
USMLE Step 2 CK/COMLEX Level 2 CE score	86%	4.0
Personal Statement	83%	3.8
Graduate of U.S. allopathic medical school	68%	4.0
Grades in required clerkships	60%	3.8
Gaps in medical education	75%	4.1
Honors in clinical clerkships	57%	3.5
Perceived commitment to specialty	93%	4.6
Class ranking/quartile	57%	3.8
Evidence of professionalism and ethics	63%	4.4
Personal prior knowledge of the applicant	57%	4.1
Audition elective/rotation within your department	64%	3.9
Leadership qualities	54%	3.9
Honors in clerkship in desired specialty	58%	4.1
Grades in clerkship in desired specialty	68%	4.1
Alpha Omega Alpha (AOA) membership	54%	3.6
Pass USMLE Step2 CS/COMLEX Lvl2 PE	71%	4.0
Perceived interest in program	67%	4.4
Consistency of grades	58%	4.0
Other life experience	39%	3.5
Volunteer/extracurricular experiences	40%	3.5
Graduate of highly regarded U.S. medical school	61%	4.1
Demonstrated involvement and interest in research	60%	3.7
Visa status*	46%	3.9
Applicant was flagged with Match violation by the NRMP	45%	4.8
Interest in academic career	35%	4.2
Honors in basic sciences	42%	3.8
Gold Society membership	8%	3.3
Away rotation in your specialty at another institution	42%	3.6
Fluency in language spoken by your patient population	26%	4.3
USMLE/COMLEX Step 3 score	36%	3.5

[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 Rating[1] for Each Factor in Ranking Applicants
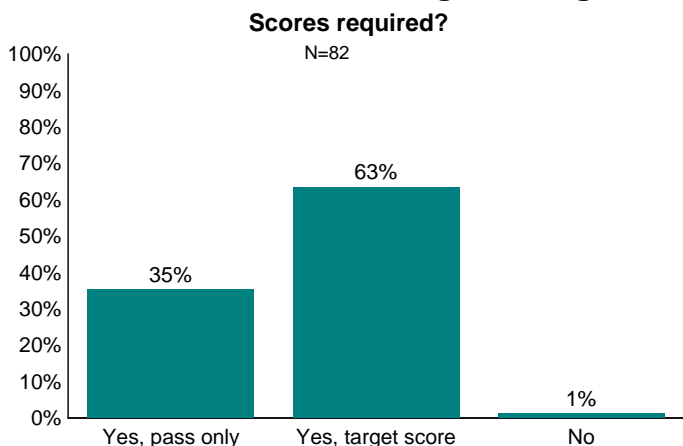**(N=84)**

Factor	Percent Citing Factor	Average Rating
Interactions with faculty during interview and visit	95%	4.8
Interpersonal skills	93%	4.7
Interactions with house staff during interview and visit	89%	4.7
Feedback from current residents	89%	4.7
USMLE Step 1/COMLEX Level 1 score	89%	4.3
Letters of recommendation in the specialty	85%	4.3
USMLE Step 2 CK/COMLEX Level 2 CE score	79%	4.1
Medical Student Performance Evaluation (MSPE/Dean's Letter)	65%	4.0
Perceived commitment to specialty	82%	4.5
Evidence of professionalism and ethics	64%	4.5
Perceived interest in program	71%	4.5
Leadership qualities	42%	4.0
Personal prior knowledge of the applicant	54%	4.2
Class ranking/quartile	52%	3.8
Graduate of U.S. allopathic medical school	60%	4.0
Personal Statement	55%	3.8
Audition elective/rotation within your department	54%	4.1
Grades in required clerkships	37%	3.9
Passing USMLE Step 2 CS/COMLEX Level 2 PE	61%	4.0
Honors in clinical clerkships	35%	3.8
Honors in clerkship in desired specialty	36%	3.9
Gaps in medical education	46%	4.2
Grades in clerkship in desired specialty	40%	4.0
Alpha Omega Alpha (AOA) membership	31%	4.0
Other life experience	25%	3.2
Consistency of grades	37%	3.9
Volunteer/extracurricular experiences	21%	3.3
Demonstrated involvement and interest in research	45%	4.0
Graduate of highly regarded U.S. medical school	40%	4.0
Other post-interview contact	40%	4.3
Interest in academic career	37%	4.1
Visa status*	31%	3.9
Applicant was flagged with Match violation by the NRMP	30%	4.8
Fluency in language spoken by your patient population	27%	4.5
Gold Society membership	2%	2.5
Honors in basic sciences	27%	3.9
Second interview/visit	21%	3.9
Away rotation in your specialty at another institution	19%	3.9
USMLE/COMLEX Step 3 score	31%	3.8

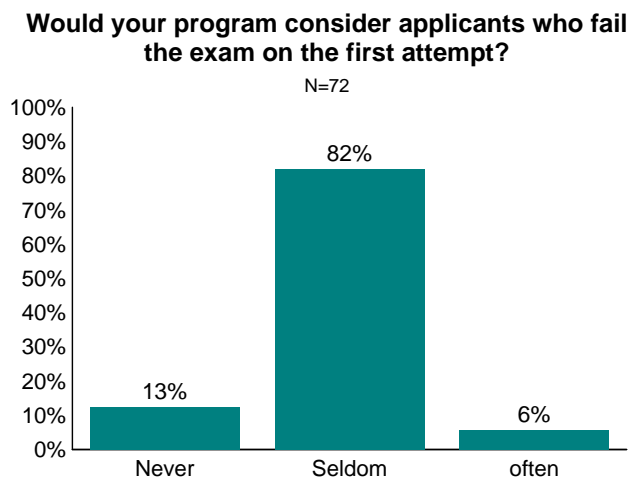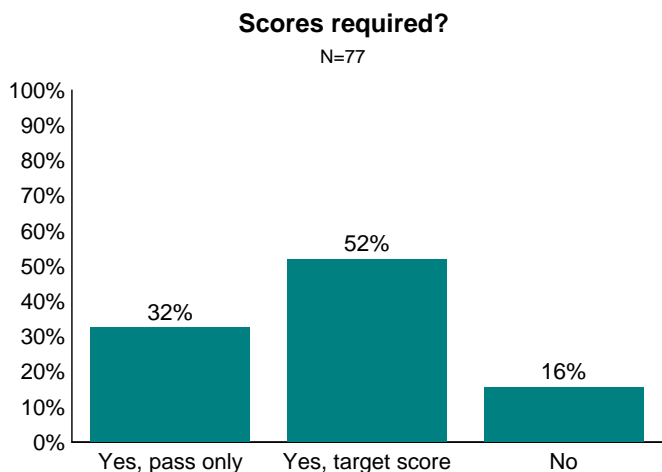[1] Ratings on a scale from 1 (not at all important) to 5 (very important).
* International Medical Graduates only

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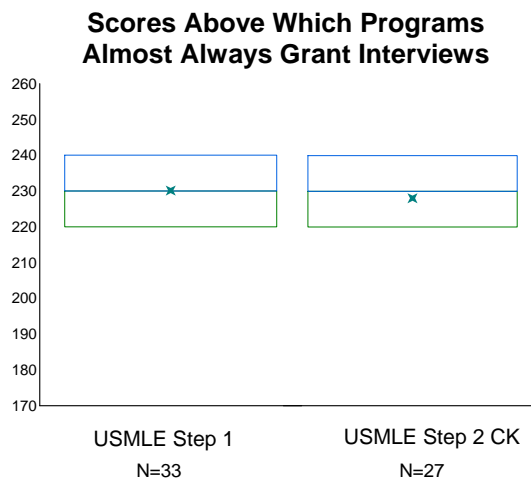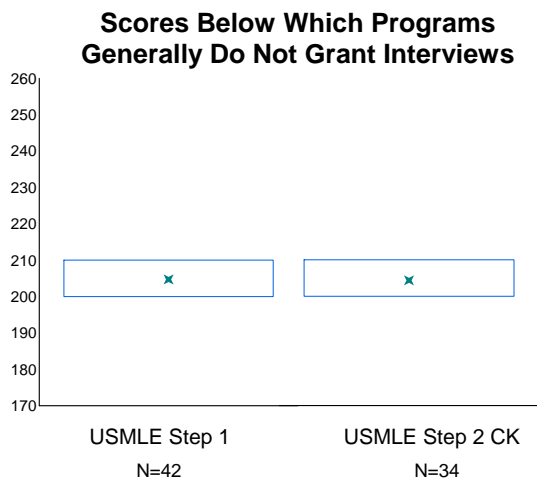
Percentage of Programs That Use USMLE Step 1 Score

Scores required?
N=82

Would your program consider applicants who fail the exam on the first attempt?
N=77

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

Scores required?
N=77

Would your program consider applicants who fail the exam on the first attempt?
N=72

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

Scores Below Which Programs Generally Do Not Grant Interviews

Scores Above Which Programs Almost Always Grant Interviews

USMLE Step 1   USMLE Step 2 CK
N=42   N=34

USMLE Step 1   USMLE Step 2 CK
N=33   N=27

The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.
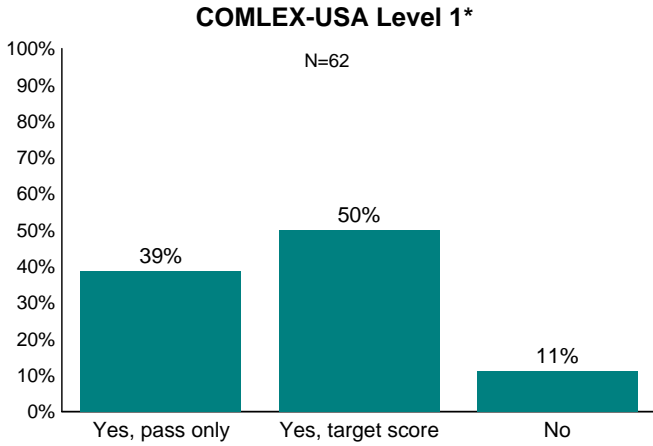
Pathology
Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

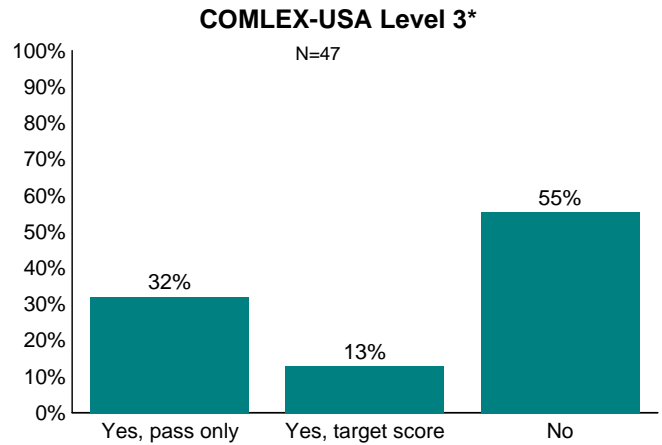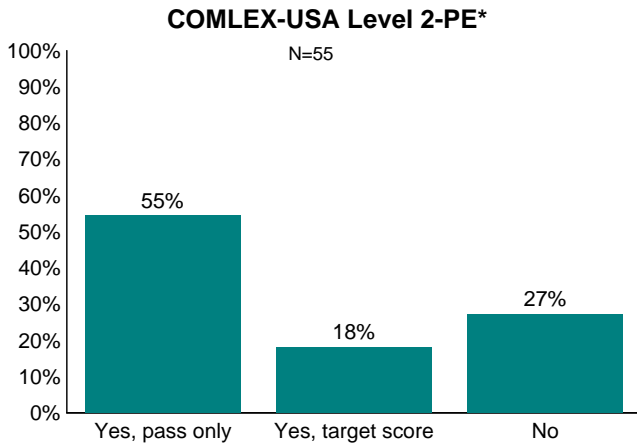## Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores

USMLE Step 2 CS — N=73: Yes 84%, No 16%

USMLE Step 3 — N=61: Yes, pass only 30%, Yes, target score 7%, No 64%

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

COMLEX-USA Level 1* — N=62: Yes, pass only 39%, Yes, target score 50%, No 11%

COMLEX-USA Level 2-CE* — N=56: Yes, pass only 41%, Yes, target score 38%, No 21%

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

COMLEX-USA Level 2-PE* — N=55: Yes, pass only 55%, Yes, target score 18%, No 27%

COMLEX-USA Level 3* — N=47: Yes, pass only 32%, Yes, target score 13%, No 55%
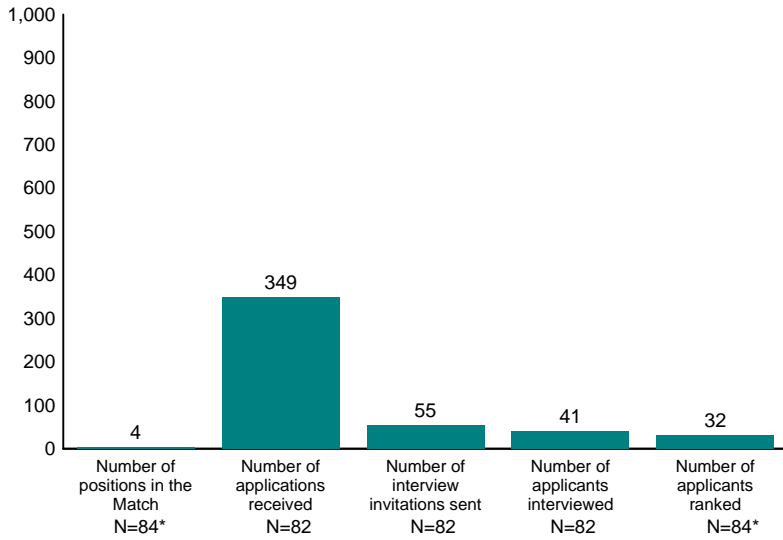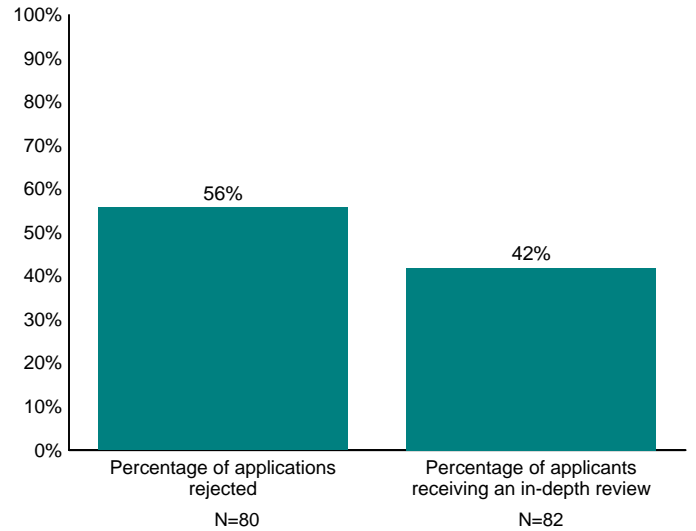
* Osteopathic applicants only

Pathology
Program's Interview Activities

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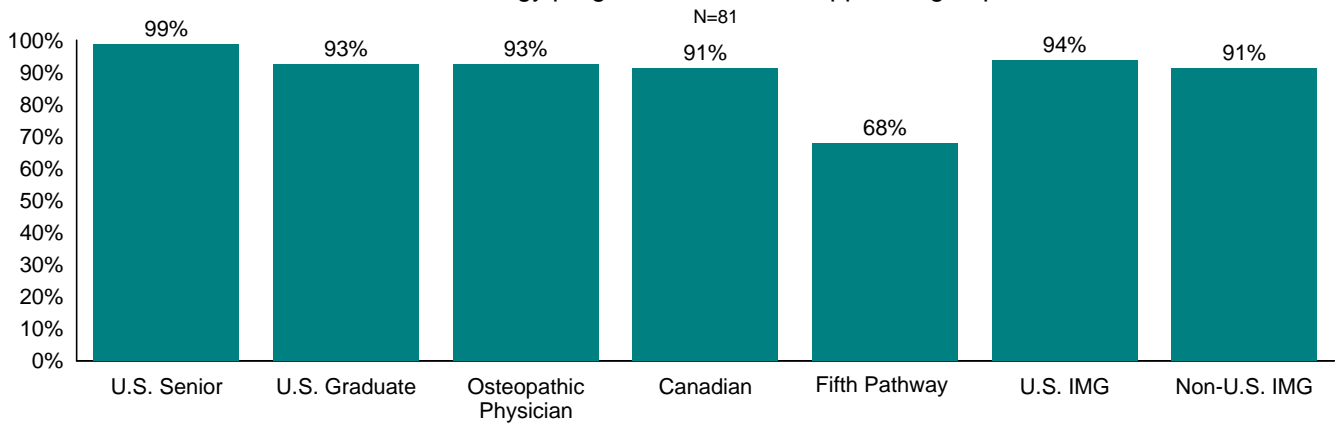

* Data from the NRMP database. All Responding programs included

Average Percentage of Applicants Rejected and Reviewed

Percentage of Programs that Typically Interview and Rank Each Applicant Group
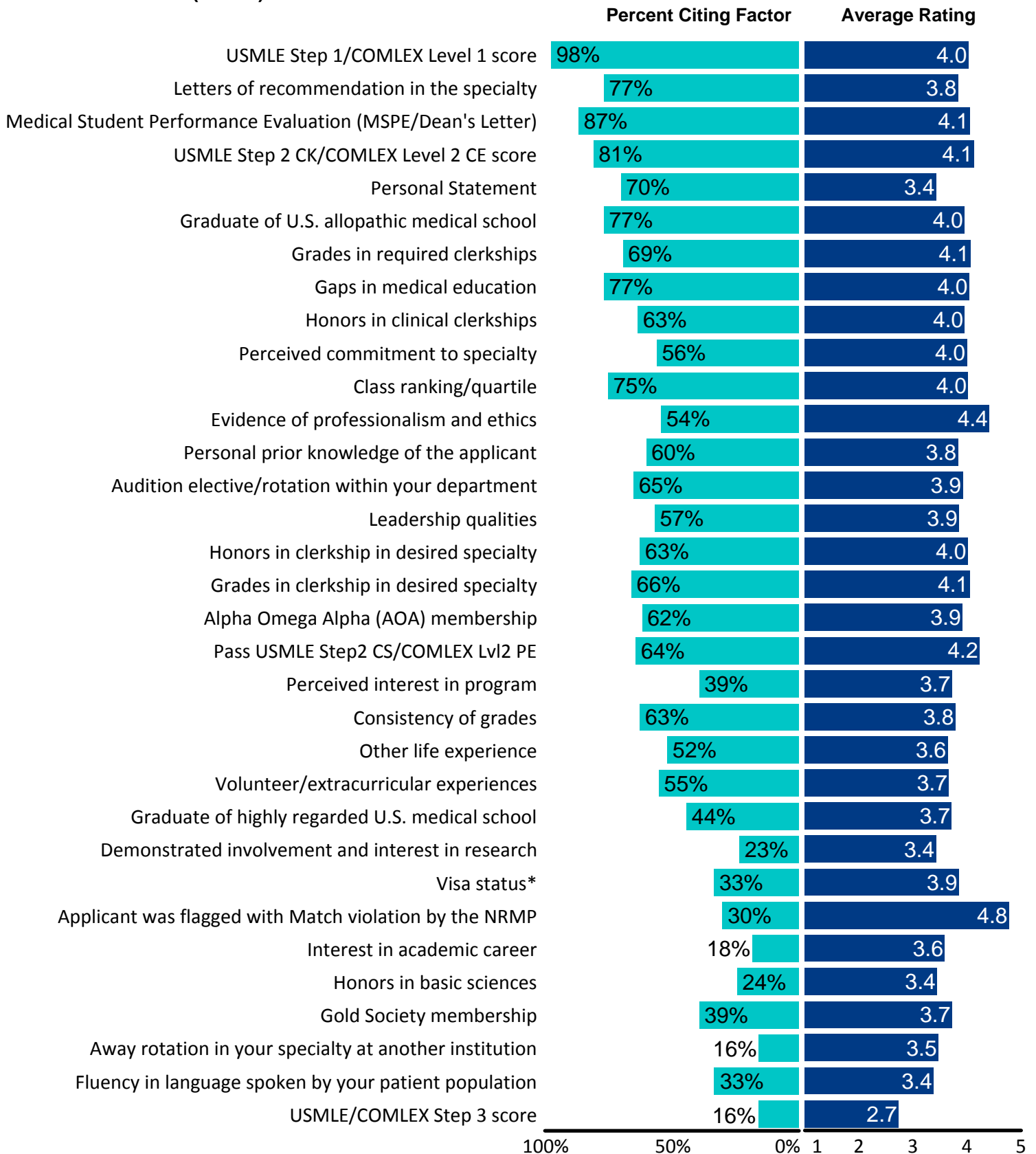67% of Pathology programs consider all applicant groups
N=81

Pediatrics
(N=121)

Pediatrics
Percentage of Programs Citing Each Factor And Mean Importance Rating[1] for Each Factor in Selecting Applicants to Interview
(N=120)

Factor	Percent Citing Factor	Average Rating
USMLE Step 1/COMLEX Level 1 score	98%	4.0
Letters of recommendation in the specialty	77%	3.8
Medical Student Performance Evaluation (MSPE/Dean's Letter)	87%	4.1
USMLE Step 2 CK/COMLEX Level 2 CE score	81%	4.1
Personal Statement	70%	3.4
Graduate of U.S. allopathic medical school	77%	4.0
Grades in required clerkships	69%	4.1
Gaps in medical education	77%	4.0
Honors in clinical clerkships	63%	4.0
Perceived commitment to specialty	56%	4.0
Class ranking/quartile	75%	4.0
Evidence of professionalism and ethics	54%	4.4
Personal prior knowledge of the applicant	60%	3.8
Audition elective/rotation within your department	65%	3.9
Leadership qualities	57%	3.9
Honors in clerkship in desired specialty	63%	4.0
Grades in clerkship in desired specialty	66%	4.1
Alpha Omega Alpha (AOA) membership	62%	3.9
Pass USMLE Step2 CS/COMLEX Lvl2 PE	64%	4.2
Perceived interest in program	39%	3.7
Consistency of grades	63%	3.8
Other life experience	52%	3.6
Volunteer/extracurricular experiences	55%	3.7
Graduate of highly regarded U.S. medical school	44%	3.7
Demonstrated involvement and interest in research	23%	3.4
Visa status*	33%	3.9
Applicant was flagged with Match violation by the NRMP	30%	4.8
Interest in academic career	18%	3.6
Honors in basic sciences	24%	3.4
Gold Society membership	39%	3.7
Away rotation in your specialty at another institution	16%	3.5
Fluency in language spoken by your patient population	33%	3.4
USMLE/COMLEX Step 3 score	16%	2.7

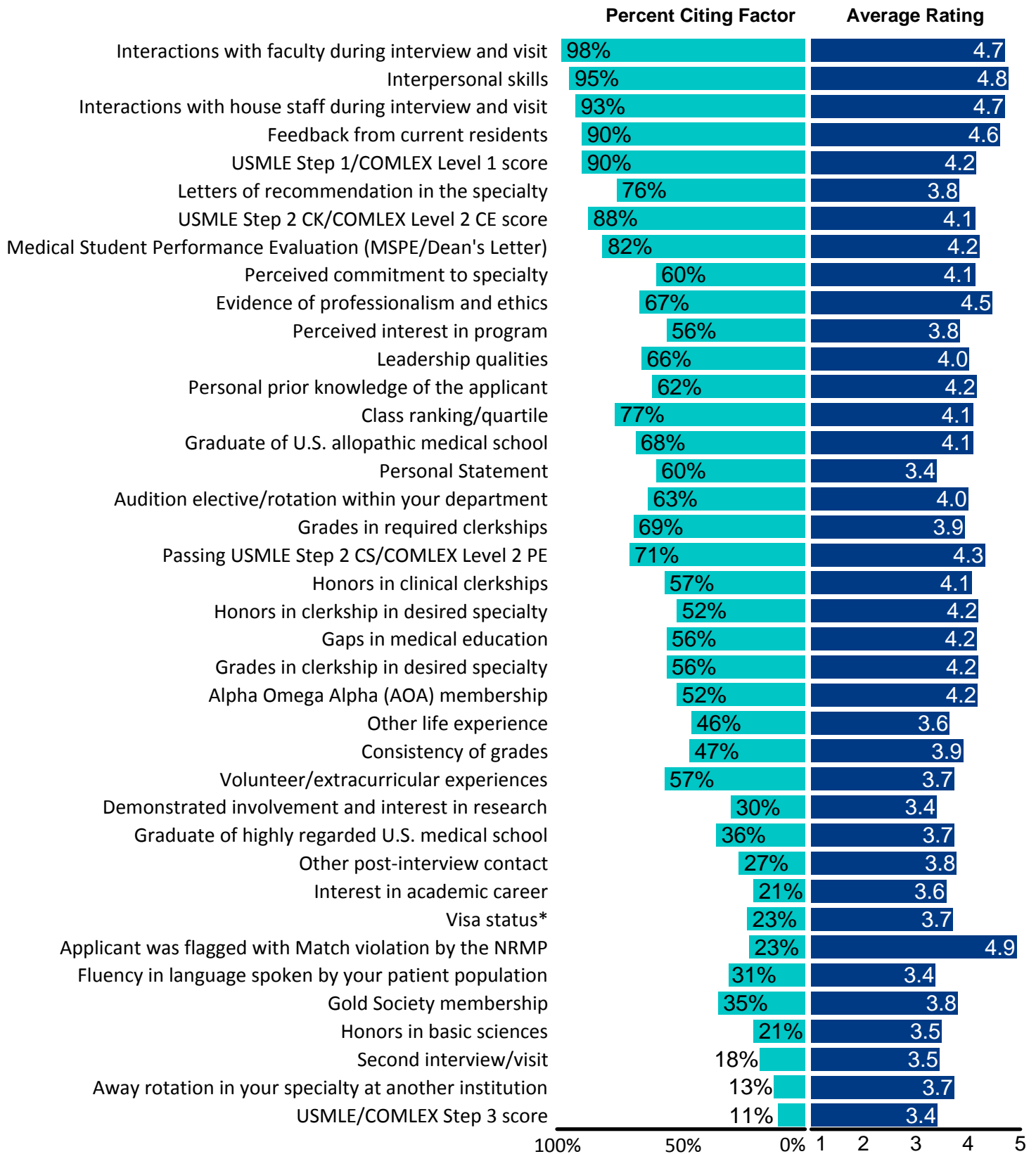100%   50%   0%   1   2   3   4   5

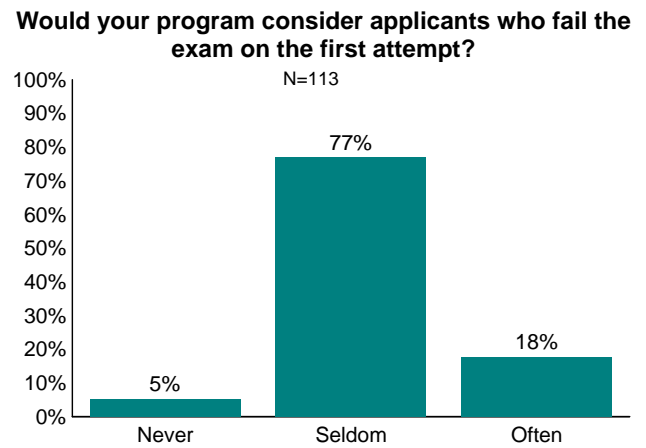[1] Ratings on a scale from 1 (not at all important) to 5 (very important).
* International Medical Graduates only

Figure P-2

Pediatrics
Percentage of Programs Citing Each Factor And Mean Importance Rating[1] for Each Factor in Ranking Applicants
(N=120)

Factor	Percent Citing Factor	Average Rating
Interactions with faculty during interview and visit	98%	4.7
Interpersonal skills	95%	4.8
Interactions with house staff during interview and visit	93%	4.7
Feedback from current residents	90%	4.6
USMLE Step 1/COMLEX Level 1 score	90%	4.2
Letters of recommendation in the specialty	76%	3.8
USMLE Step 2 CK/COMLEX Level 2 CE score	88%	4.1
Medical Student Performance Evaluation (MSPE/Dean's Letter)	82%	4.2
Perceived commitment to specialty	60%	4.1
Evidence of professionalism and ethics	67%	4.5
Perceived interest in program	56%	3.8
Leadership qualities	66%	4.0
Personal prior knowledge of the applicant	62%	4.2
Class ranking/quartile	77%	4.1
Graduate of U.S. allopathic medical school	68%	4.1
Personal Statement	60%	3.4
Audition elective/rotation within your department	63%	4.0
Grades in required clerkships	69%	3.9
Passing USMLE Step 2 CS/COMLEX Level 2 PE	71%	4.3
Honors in clinical clerkships	57%	4.1
Honors in clerkship in desired specialty	52%	4.2
Gaps in medical education	56%	4.2
Grades in clerkship in desired specialty	56%	4.2
Alpha Omega Alpha (AOA) membership	52%	4.2
Other life experience	46%	3.6
Consistency of grades	47%	3.9
Volunteer/extracurricular experiences	57%	3.7
Demonstrated involvement and interest in research	30%	3.4
Graduate of highly regarded U.S. medical school	36%	3.7
Other post-interview contact	27%	3.8
Interest in academic career	21%	3.6
Visa status*	23%	3.7
Applicant was flagged with Match violation by the NRMP	23%	4.9
Fluency in language spoken by your patient population	31%	3.4
Gold Society membership	35%	3.8
Honors in basic sciences	21%	3.5
Second interview/visit	18%	3.5
Away rotation in your specialty at another institution	13%	3.7
USMLE/COMLEX Step 3 score	11%	3.4

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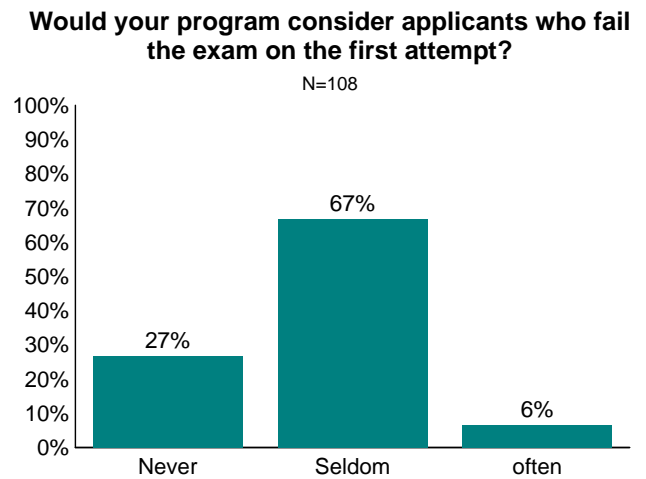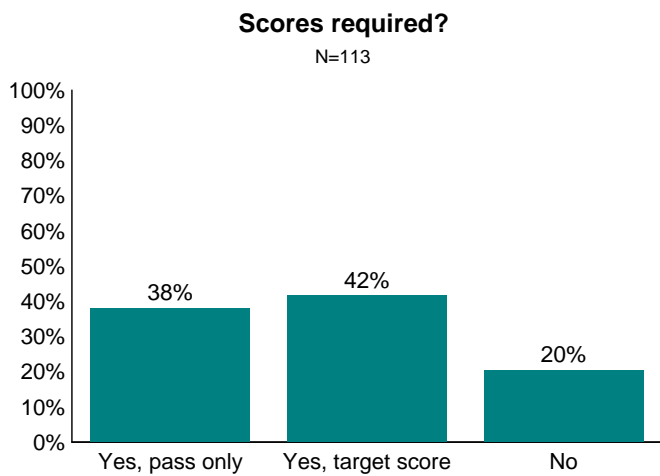* International Medical Graduates only

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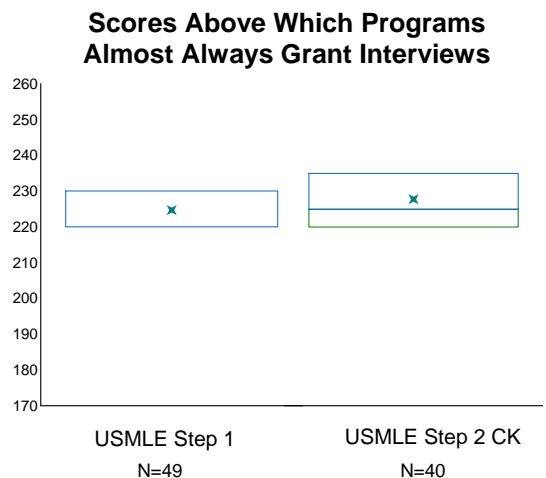
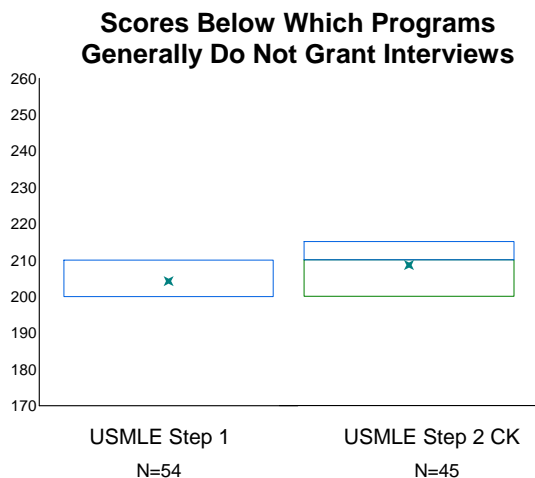## Percentage of Programs That Use USMLE Step 1 Score

Scores required?
N=116

Would your program consider applicants who fail the exam on the first attempt?
N=113

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

Scores required?
N=113

Would your program consider applicants who fail the exam on the first attempt?
N=108

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

Scores Below Which Programs Generally Do Not Grant Interviews

USMLE Step 1
N=54

USMLE Step 2 CK
N=45

Scores Above Which Programs Almost Always Grant Interviews

USMLE Step 1
N=49

USMLE Step 2 CK
N=40

The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.
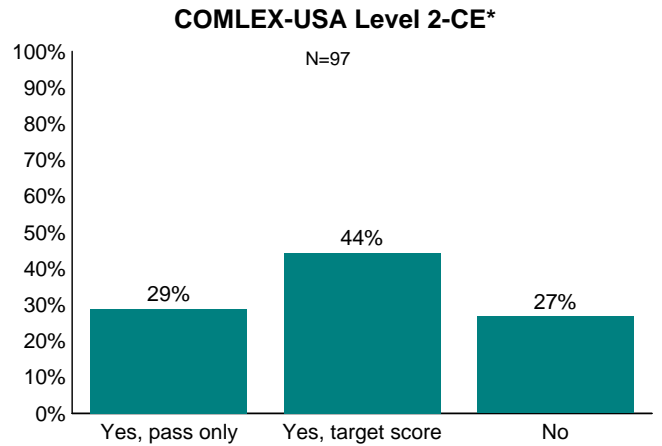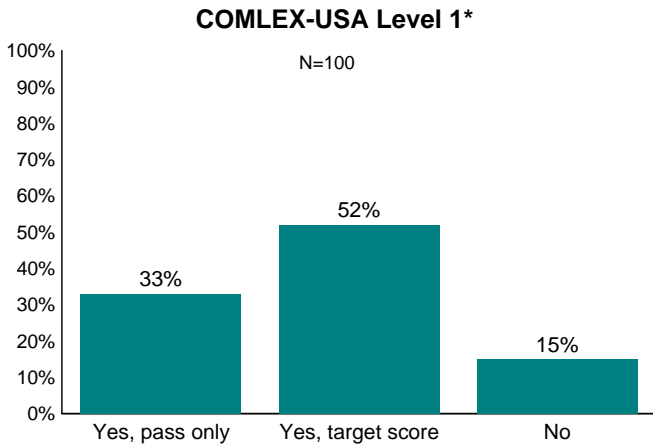
Pediatrics
Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview
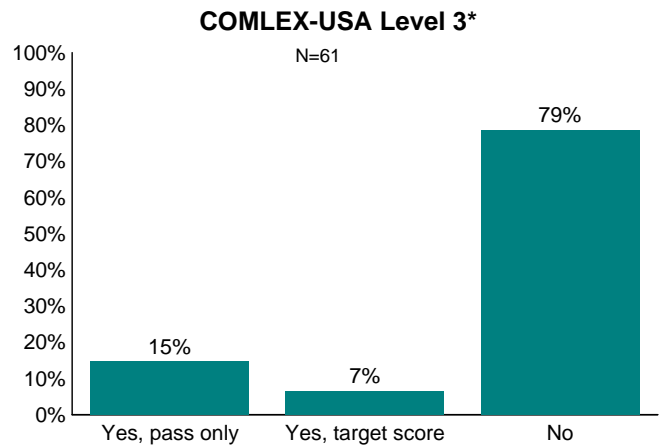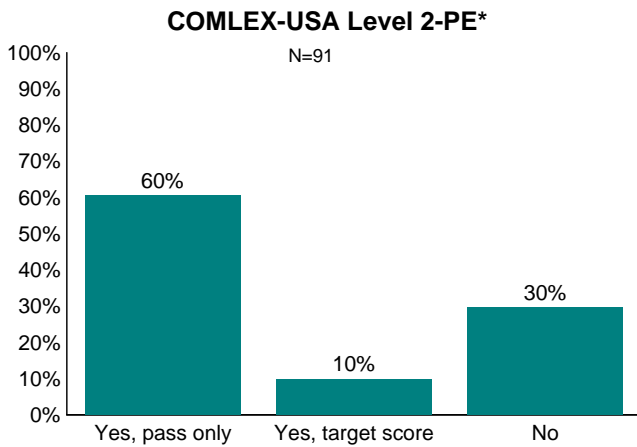
Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores

USMLE Step 2 CS — N=111: Yes 82%, No 18%

USMLE Step 3 — N=67: Yes, pass only 13%, Yes, target score 6%, No 81%

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

COMLEX-USA Level 1* — N=100: Yes, pass only 33%, Yes, target score 52%, No 15%

COMLEX-USA Level 2-CE* — N=97: Yes, pass only 29%, Yes, target score 44%, No 27%

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

COMLEX-USA Level 2-PE* — N=91: Yes, pass only 60%, Yes, target score 10%, No 30%

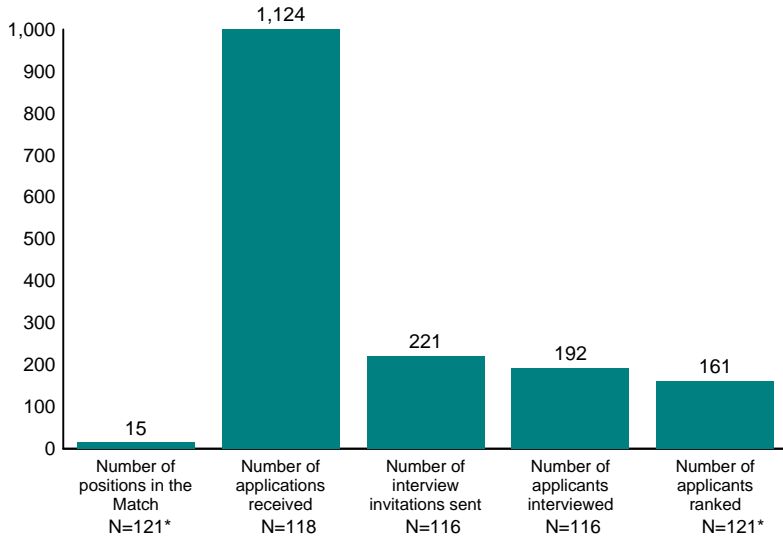COMLEX-USA Level 3* — N=61: Yes, pass only 15%, Yes, target score 7%, No 79%
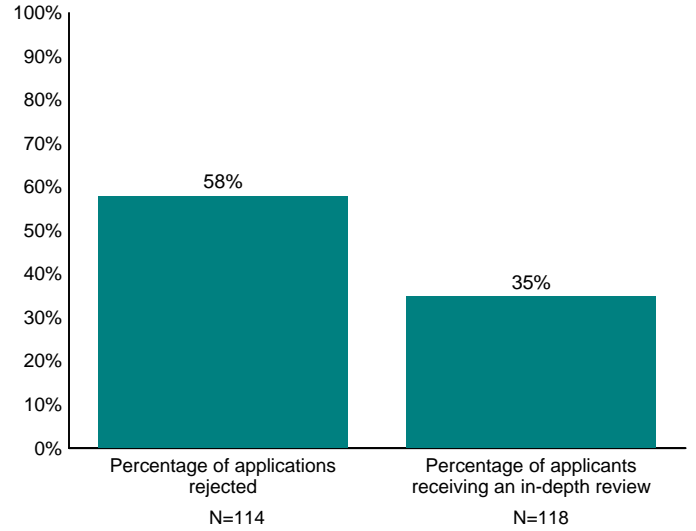
* Osteopathic applicants only

**Pediatrics
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 Programs that Typically Interview and Rank Each Applicant Type

42% of Pediatrics programs consider all applicant groups
N=118
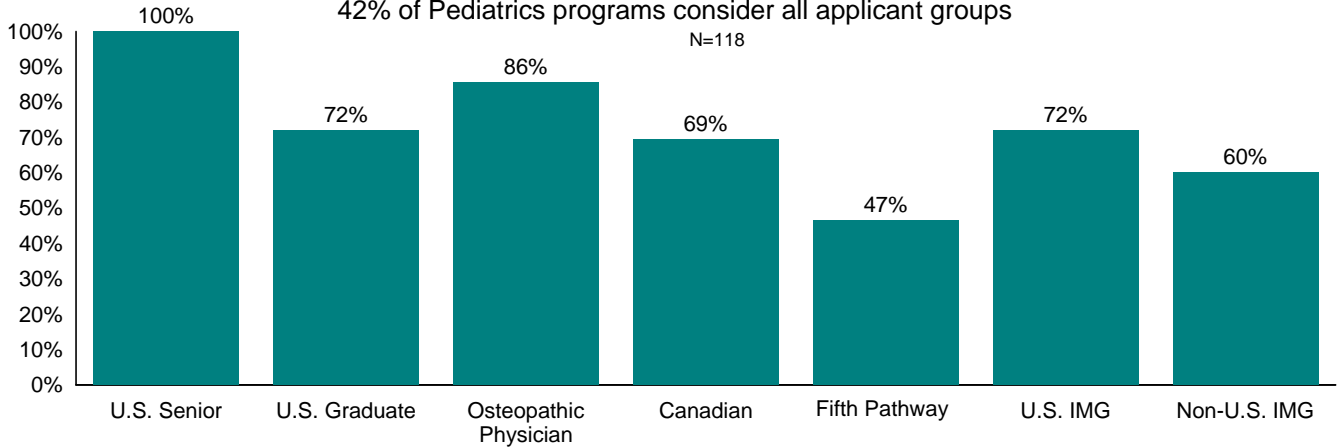
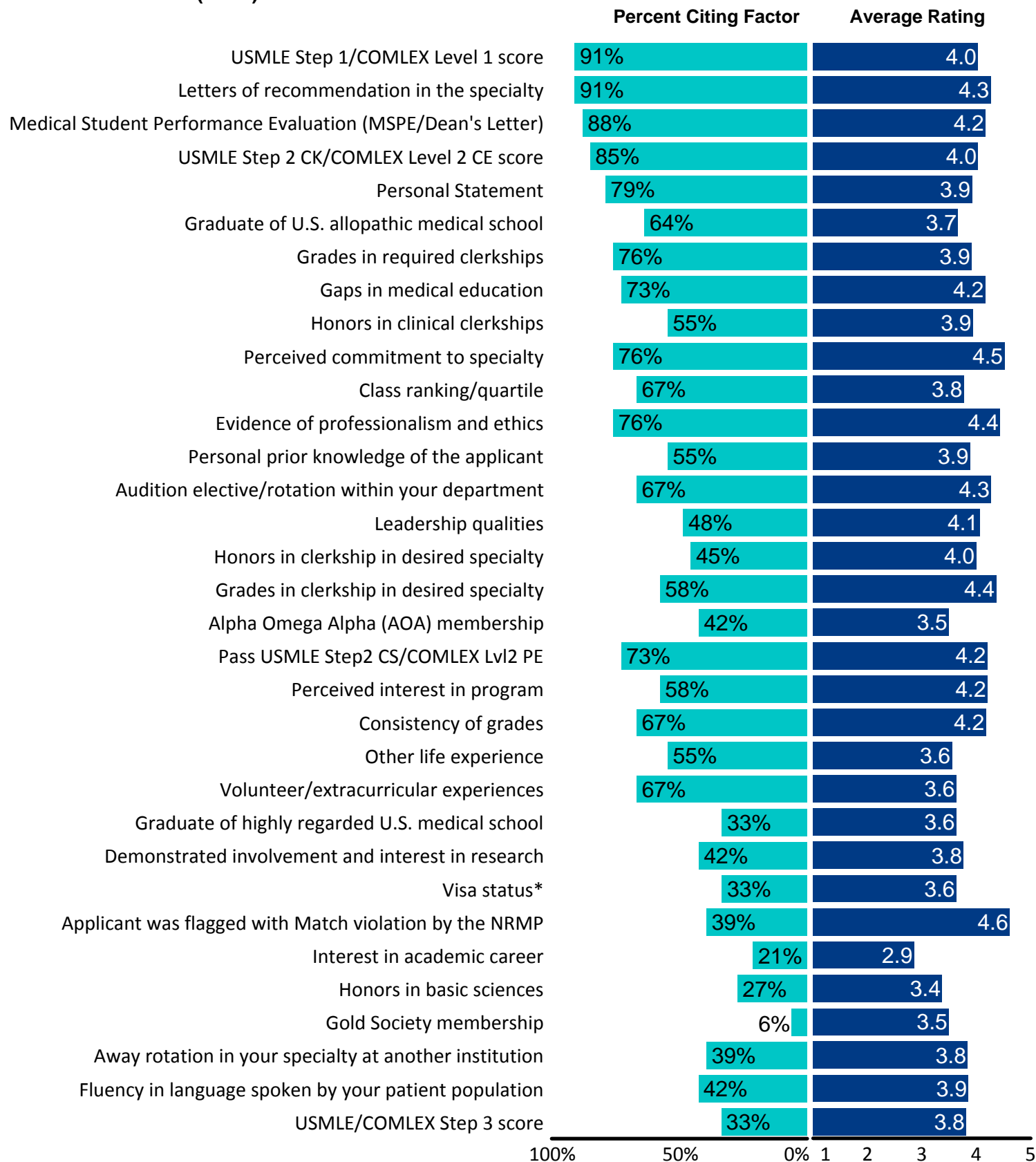# Physical Medicine and Rehabilitation
(N=34)

Figure PMR-1

Physical Medicine and Rehabilitation
Percentage of Programs Citing Each Factor And Mean Importance Rating[1] for Each Factor in Selecting Applicants to Interview
(N=33)

Factor	Percent Citing Factor	Average Rating
USMLE Step 1/COMLEX Level 1 score	91%	4.0
Letters of recommendation in the specialty	91%	4.3
Medical Student Performance Evaluation (MSPE/Dean's Letter)	88%	4.2
USMLE Step 2 CK/COMLEX Level 2 CE score	85%	4.0
Personal Statement	79%	3.9
Graduate of U.S. allopathic medical school	64%	3.7
Grades in required clerkships	76%	3.9
Gaps in medical education	73%	4.2
Honors in clinical clerkships	55%	3.9
Perceived commitment to specialty	76%	4.5
Class ranking/quartile	67%	3.8
Evidence of professionalism and ethics	76%	4.4
Personal prior knowledge of the applicant	55%	3.9
Audition elective/rotation within your department	67%	4.3
Leadership qualities	48%	4.1
Honors in clerkship in desired specialty	45%	4.0
Grades in clerkship in desired specialty	58%	4.4
Alpha Omega Alpha (AOA) membership	42%	3.5
Pass USMLE Step2 CS/COMLEX Lvl2 PE	73%	4.2
Perceived interest in program	58%	4.2
Consistency of grades	67%	4.2
Other life experience	55%	3.6
Volunteer/extracurricular experiences	67%	3.6
Graduate of highly regarded U.S. medical school	33%	3.6
Demonstrated involvement and interest in research	42%	3.8
Visa status*	33%	3.6
Applicant was flagged with Match violation by the NRMP	39%	4.6
Interest in academic career	21%	2.9
Honors in basic sciences	27%	3.4
Gold Society membership	6%	3.5
Away rotation in your specialty at another institution	39%	3.8
Fluency in language spoken by your patient population	42%	3.9
USMLE/COMLEX Step 3 score	33%	3.8

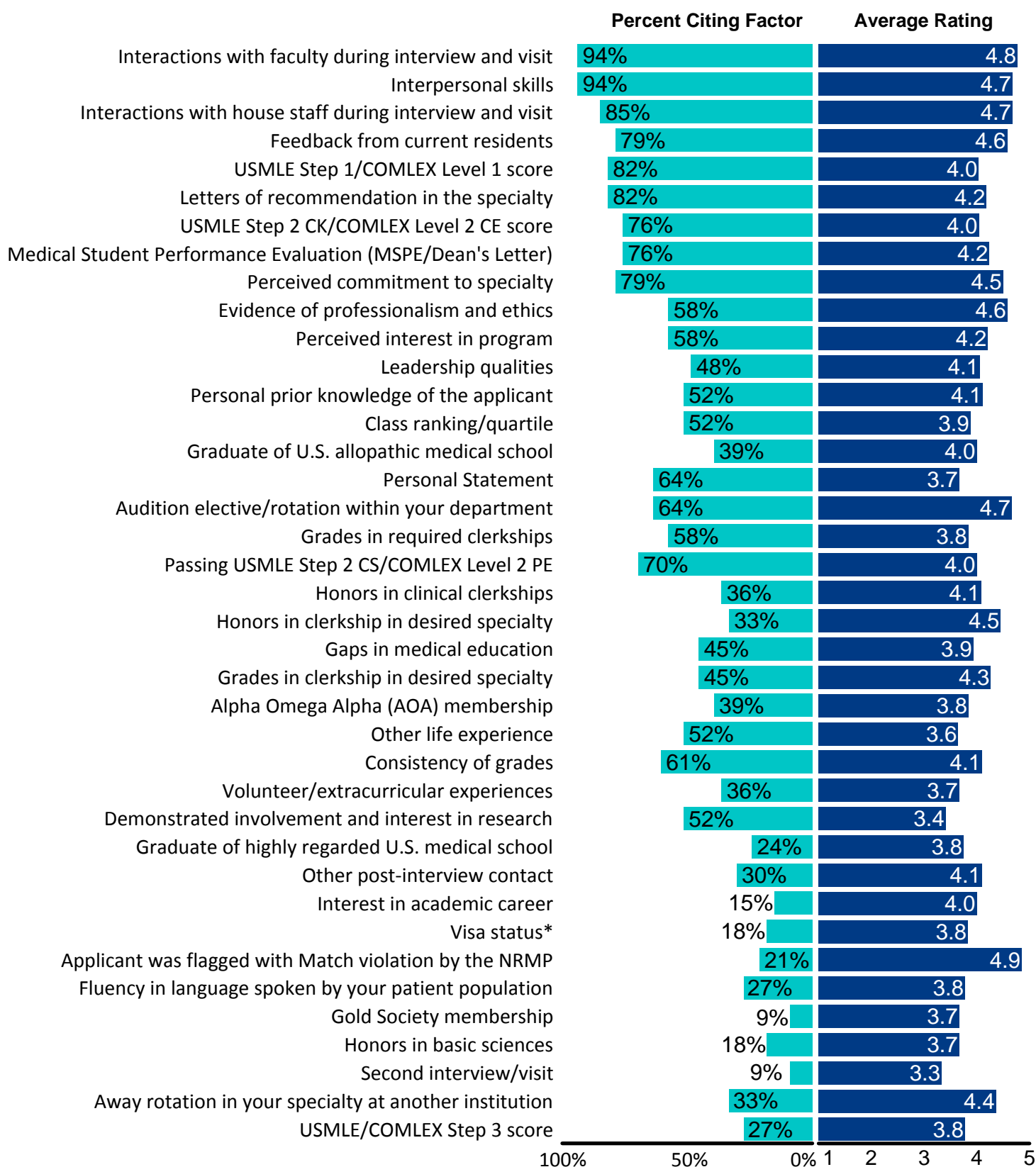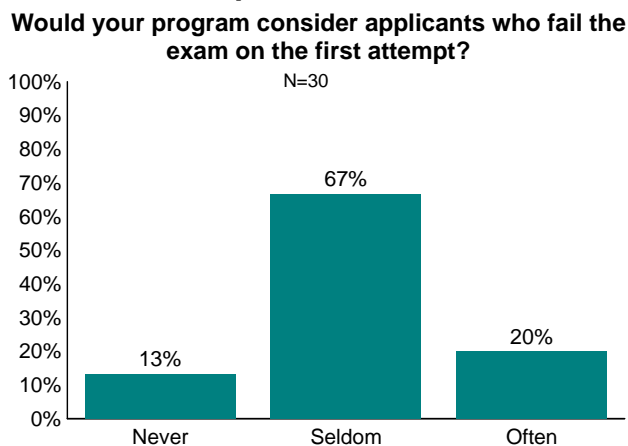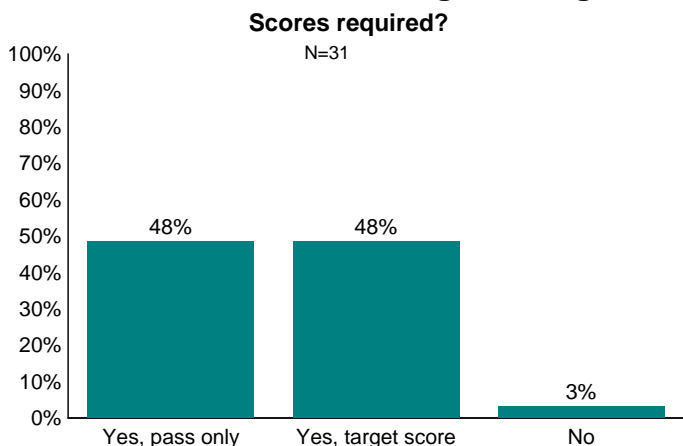100%   50%   0%   1   2   3   4   5

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

Figure PMR-2

Physical Medicine and Rehabilitation
Percentage of Programs Citing Each Factor And Mean Importance Rating[1] for Each Factor in Ranking Applicants
(N=33)

Factor	Percent Citing Factor	Average Rating
Interactions with faculty during interview and visit	94%	4.8
Interpersonal skills	94%	4.7
Interactions with house staff during interview and visit	85%	4.7
Feedback from current residents	79%	4.6
USMLE Step 1/COMLEX Level 1 score	82%	4.0
Letters of recommendation in the specialty	82%	4.2
USMLE Step 2 CK/COMLEX Level 2 CE score	76%	4.0
Medical Student Performance Evaluation (MSPE/Dean's Letter)	76%	4.2
Perceived commitment to specialty	79%	4.5
Evidence of professionalism and ethics	58%	4.6
Perceived interest in program	58%	4.2
Leadership qualities	48%	4.1
Personal prior knowledge of the applicant	52%	4.1
Class ranking/quartile	52%	3.9
Graduate of U.S. allopathic medical school	39%	4.0
Personal Statement	64%	3.7
Audition elective/rotation within your department	64%	4.7
Grades in required clerkships	58%	3.8
Passing USMLE Step 2 CS/COMLEX Level 2 PE	70%	4.0
Honors in clinical clerkships	36%	4.1
Honors in clerkship in desired specialty	33%	4.5
Gaps in medical education	45%	3.9
Grades in clerkship in desired specialty	45%	4.3
Alpha Omega Alpha (AOA) membership	39%	3.8
Other life experience	52%	3.6
Consistency of grades	61%	4.1
Volunteer/extracurricular experiences	36%	3.7
Demonstrated involvement and interest in research	52%	3.4
Graduate of highly regarded U.S. medical school	24%	3.8
Other post-interview contact	30%	4.1
Interest in academic career	15%	4.0
Visa status*	18%	3.8
Applicant was flagged with Match violation by the NRMP	21%	4.9
Fluency in language spoken by your patient population	27%	3.8
Gold Society membership	9%	3.7
Honors in basic sciences	18%	3.7
Second interview/visit	9%	3.3
Away rotation in your specialty at another institution	33%	4.4
USMLE/COMLEX Step 3 score	27%	3.8

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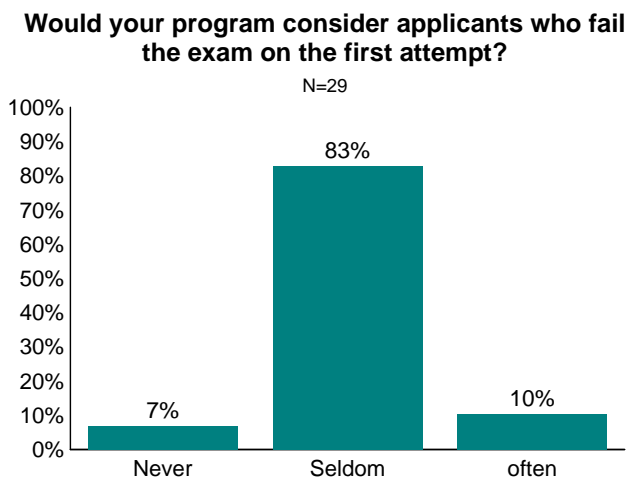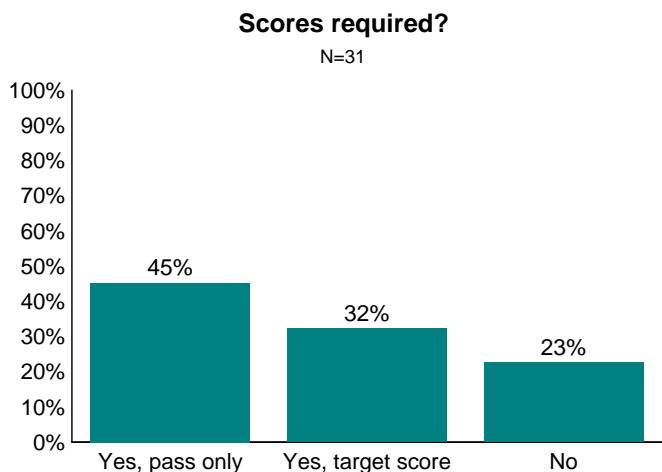* International Medical Graduates only

Figure PMR-3

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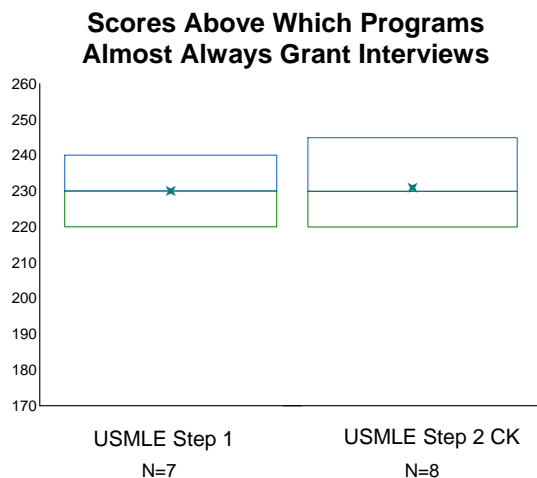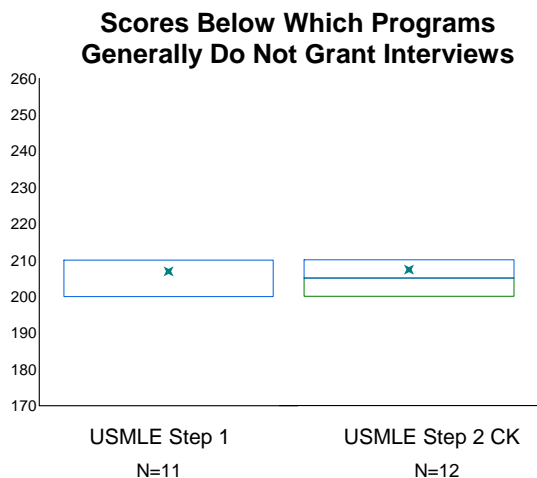**Considering Which Applicants to Interview**

Percentage of Programs That Use USMLE Step 1 Score

Scores required?
N=31

Yes, pass only	Yes, target score	No
48%	48%	3%

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

Never	Seldom	Often
13%	67%	20%

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

Scores required?
N=31

Yes, pass only	Yes, target score	No
45%	32%	23%

Would your program consider applicants who fail the exam on the first attempt?
N=29

Never	Seldom	often
7%	83%	10%

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

Scores Below Which Programs Generally Do Not Grant Interviews

USMLE Step 1
N=11

USMLE Step 2 CK
N=12

Scores Above Which Programs Almost Always Grant Interviews

USMLE Step 1
N=7

USMLE Step 2 CK
N=8

The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.
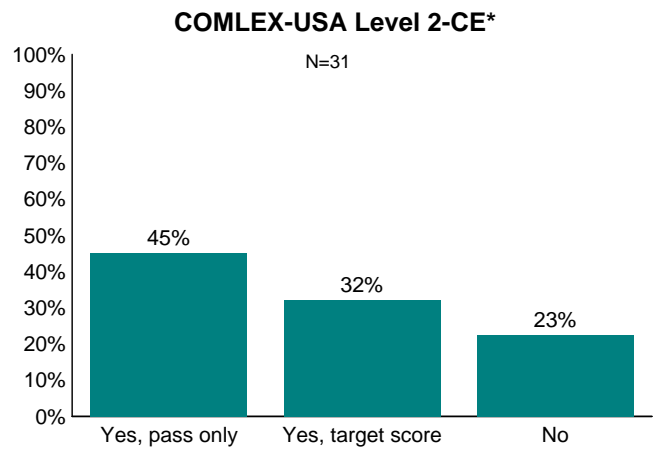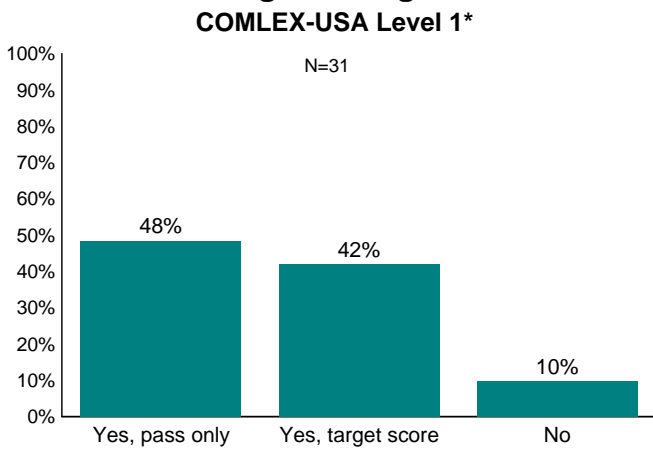
Physical Medicine and Rehabilitation
Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and
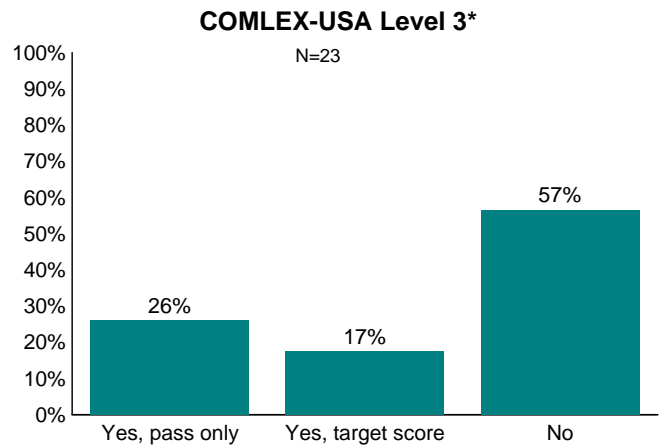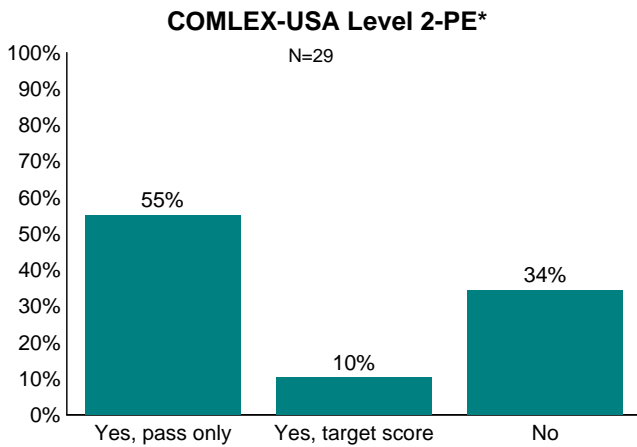**COMLEX-USA Scores* When Considering Which Applicants to Interview**

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

USMLE Step 2 CS — N=30

USMLE Step 3 — N=23

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

COMLEX-USA Level 1* — N=31

COMLEX-USA Level 2-CE* — N=31

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

COMLEX-USA Level 2-PE* — N=29

COMLEX-USA Level 3* — N=23

* Osteopathic applicants only

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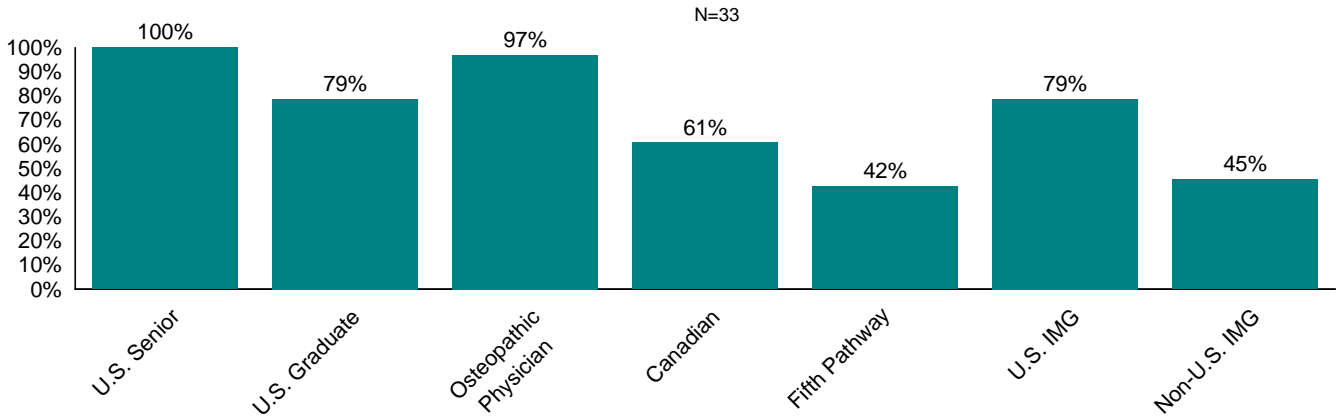
Average Percentage of Applicants Rejected and Reviewed

* Data from the NRMP database. All Responding programs included

Percentage of Programs that Typically Interview and Rank Each Applicant Type

27% of Physical Medicine and Rehabilitation programs consider all applicant groups
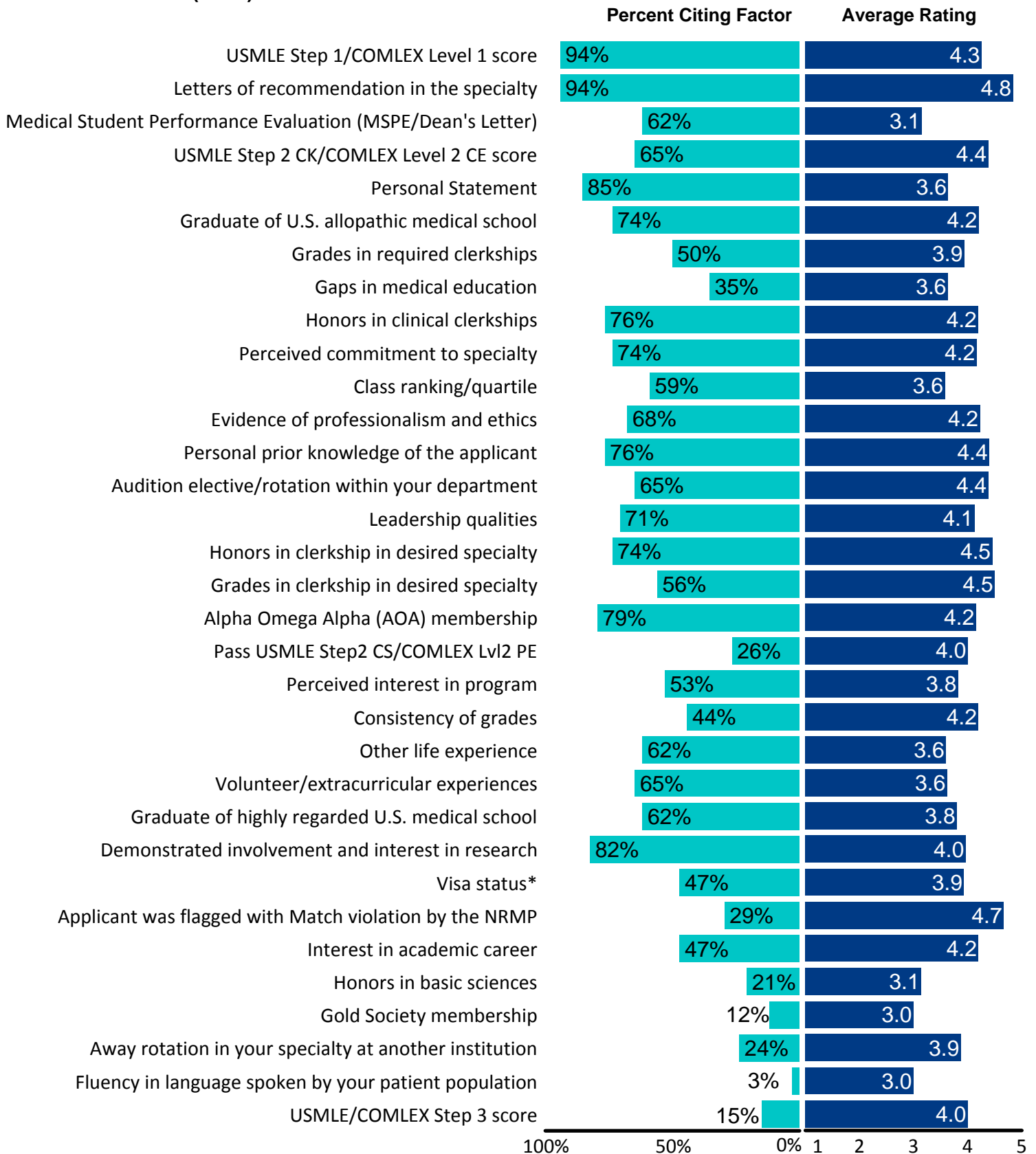
N=33

Plastic Surgery
(N=39)

Figure PS-1

Plastic Surgery
Percentage of Programs Citing Each Factor And Mean Importance Rating[1] for Each Factor in Selecting Applicants to Interview
(N=34)

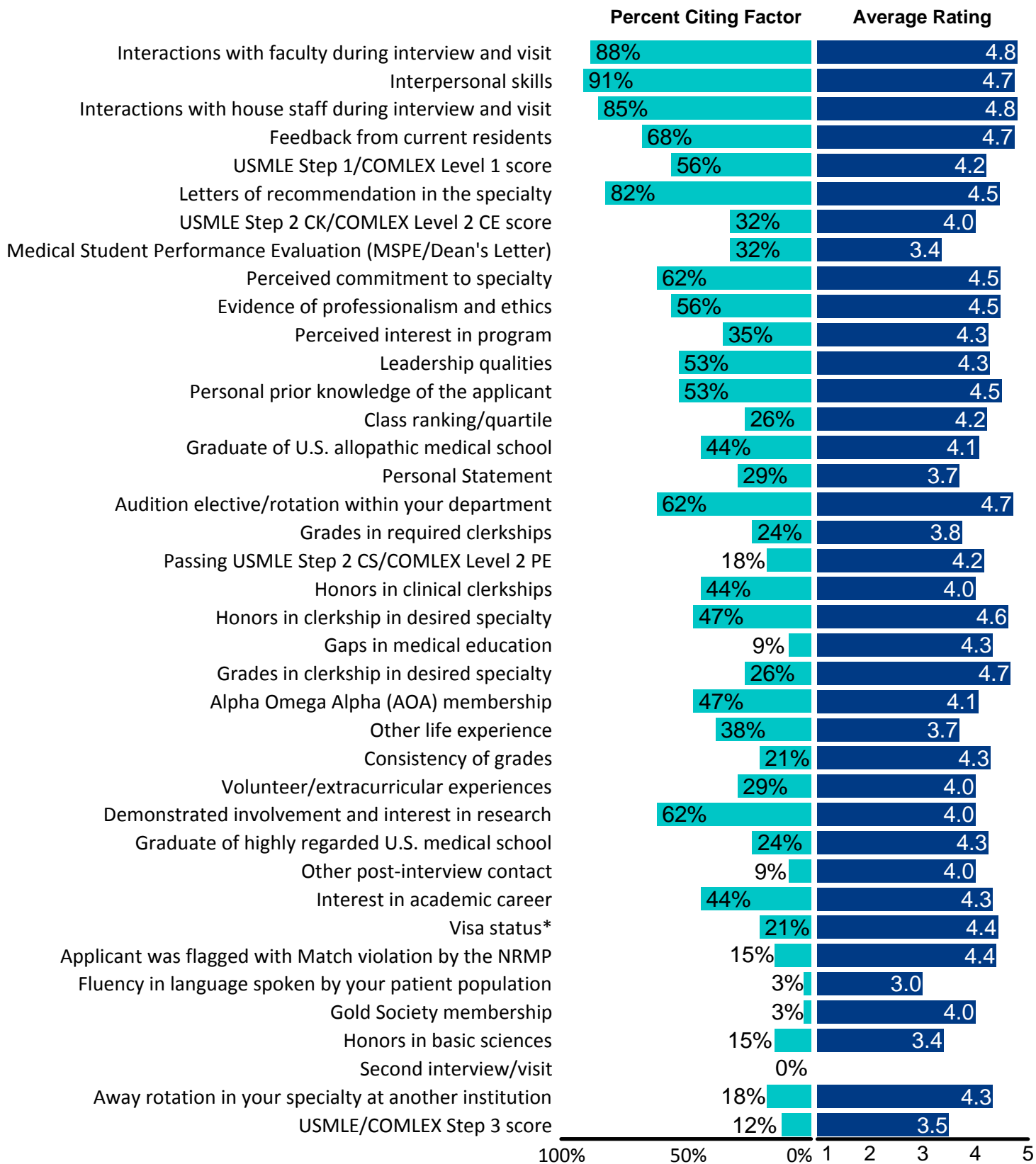| Factor	Percent Citing Factor	Average Rating
USMLE Step 1/COMLEX Level 1 score	94%	4.3
Letters of recommendation in the specialty	94%	4.8
Medical Student Performance Evaluation (MSPE/Dean's Letter)	62%	3.1
USMLE Step 2 CK/COMLEX Level 2 CE score	65%	4.4
Personal Statement	85%	3.6
Graduate of U.S. allopathic medical school	74%	4.2
Grades in required clerkships	50%	3.9
Gaps in medical education	35%	3.6
Honors in clinical clerkships	76%	4.2
Perceived commitment to specialty	74%	4.2
Class ranking/quartile	59%	3.6
Evidence of professionalism and ethics	68%	4.2
Personal prior knowledge of the applicant	76%	4.4
Audition elective/rotation within your department	65%	4.4
Leadership qualities	71%	4.1
Honors in clerkship in desired specialty	74%	4.5
Grades in clerkship in desired specialty	56%	4.5
Alpha Omega Alpha (AOA) membership	79%	4.2
Pass USMLE Step2 CS/COMLEX Lvl2 PE	26%	4.0
Perceived interest in program	53%	3.8
Consistency of grades	44%	4.2
Other life experience	62%	3.6
Volunteer/extracurricular experiences	65%	3.6
Graduate of highly regarded U.S. medical school	62%	3.8
Demonstrated involvement and interest in research	82%	4.0
Visa status*	47%	3.9
Applicant was flagged with Match violation by the NRMP	29%	4.7
Interest in academic career	47%	4.2
Honors in basic sciences	21%	3.1
Gold Society membership	12%	3.0
Away rotation in your specialty at another institution	24%	3.9
Fluency in language spoken by your patient population	3%	3.0
USMLE/COMLEX Step 3 score	15%	4.0

100%   50%   0%   1   2   3   4   5

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

Figure PS-2

Plastic Surgery
Percentage of Programs Citing Each Factor And Mean Importance Rating[1] for Each Factor in Ranking Applicants
(N=34)

Factor	Percent Citing Factor	Average Rating
Interactions with faculty during interview and visit	88%	4.8
Interpersonal skills	91%	4.7
Interactions with house staff during interview and visit	85%	4.8
Feedback from current residents	68%	4.7
USMLE Step 1/COMLEX Level 1 score	56%	4.2
Letters of recommendation in the specialty	82%	4.5
USMLE Step 2 CK/COMLEX Level 2 CE score	32%	4.0
Medical Student Performance Evaluation (MSPE/Dean's Letter)	32%	3.4
Perceived commitment to specialty	62%	4.5
Evidence of professionalism and ethics	56%	4.5
Perceived interest in program	35%	4.3
Leadership qualities	53%	4.3
Personal prior knowledge of the applicant	53%	4.5
Class ranking/quartile	26%	4.2
Graduate of U.S. allopathic medical school	44%	4.1
Personal Statement	29%	3.7
Audition elective/rotation within your department	62%	4.7
Grades in required clerkships	24%	3.8
Passing USMLE Step 2 CS/COMLEX Level 2 PE	18%	4.2
Honors in clinical clerkships	44%	4.0
Honors in clerkship in desired specialty	47%	4.6
Gaps in medical education	9%	4.3
Grades in clerkship in desired specialty	26%	4.7
Alpha Omega Alpha (AOA) membership	47%	4.1
Other life experience	38%	3.7
Consistency of grades	21%	4.3
Volunteer/extracurricular experiences	29%	4.0
Demonstrated involvement and interest in research	62%	4.0
Graduate of highly regarded U.S. medical school	24%	4.3
Other post-interview contact	9%	4.0
Interest in academic career	44%	4.3
Visa status*	21%	4.4
Applicant was flagged with Match violation by the NRMP	15%	4.4
Fluency in language spoken by your patient population	3%	3.0
Gold Society membership	3%	4.0
Honors in basic sciences	15%	3.4
Second interview/visit	0%	
Away rotation in your specialty at another institution	18%	4.3
USMLE/COMLEX Step 3 score	12%	3.5

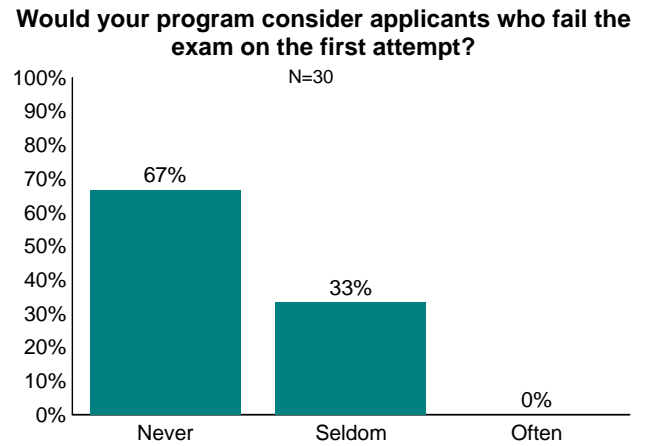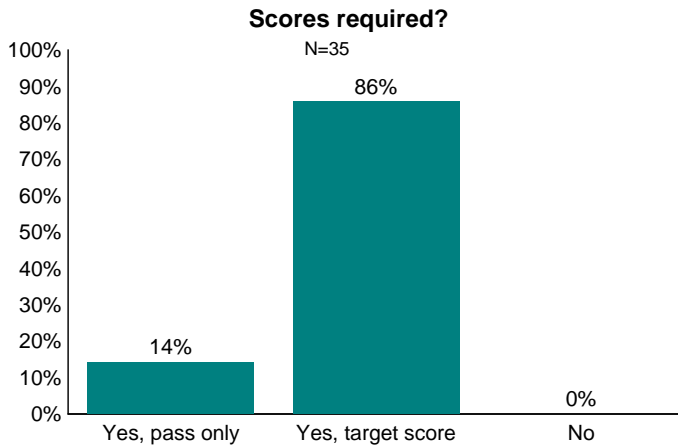[1] Ratings on a scale from 1 (not at all important) to 5 (very important).
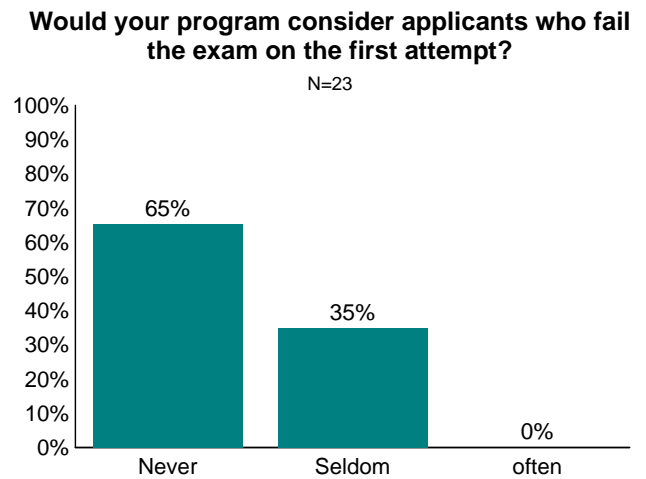* International Medical Graduates only

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

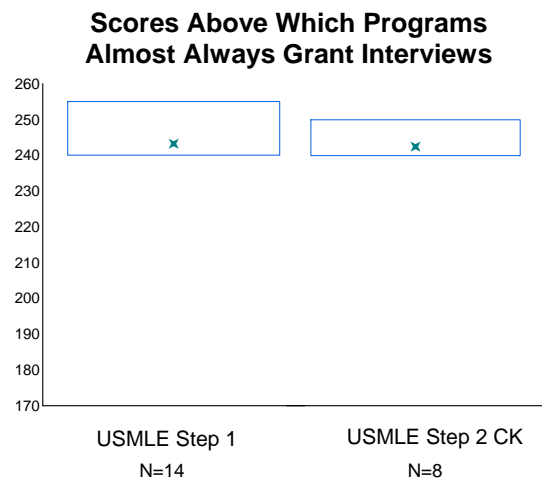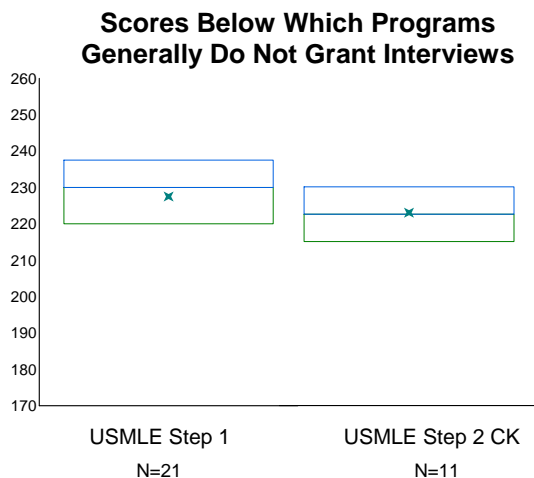## Percentage of Programs That Use USMLE Step 1 Score

Scores required?
N=35

Yes, pass only	Yes, target score	No
14%	86%	0%

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

Never	Seldom	Often
67%	33%	0%

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

Scores required?
N=35

Yes, pass only	Yes, target score	No
23%	57%	20%

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

Never	Seldom	often
65%	35%	0%

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

Scores Below Which Programs Generally Do Not Grant Interviews

USMLE Step 1 — N=21
USMLE Step 2 CK — N=11

Scores Above Which Programs Almost Always Grant Interviews

USMLE Step 1 — N=14
USMLE Step 2 CK — N=8

The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.
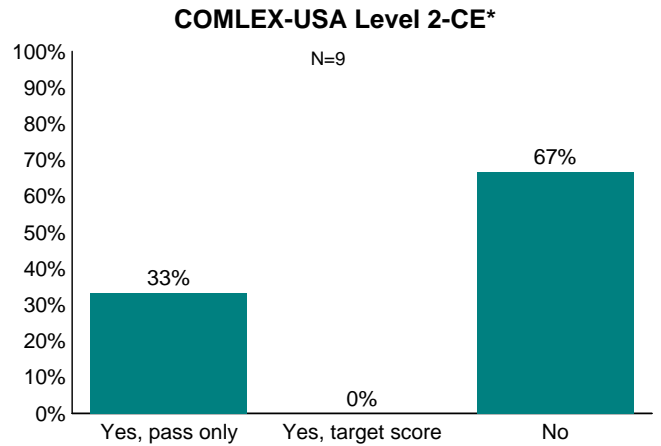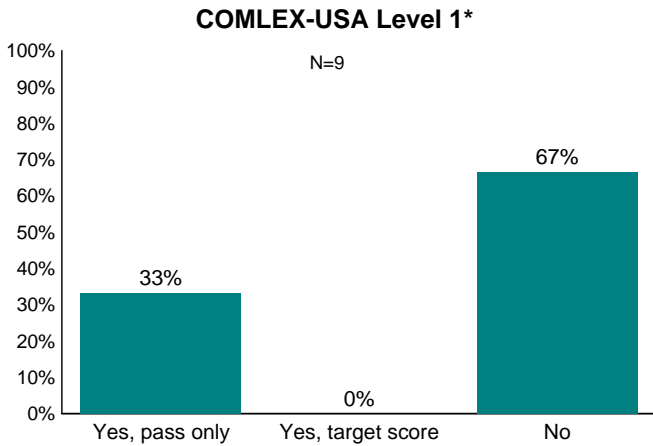
Plastic Surgery
Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview
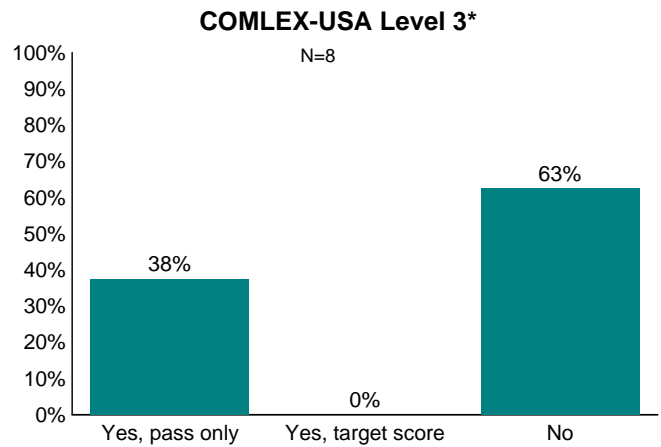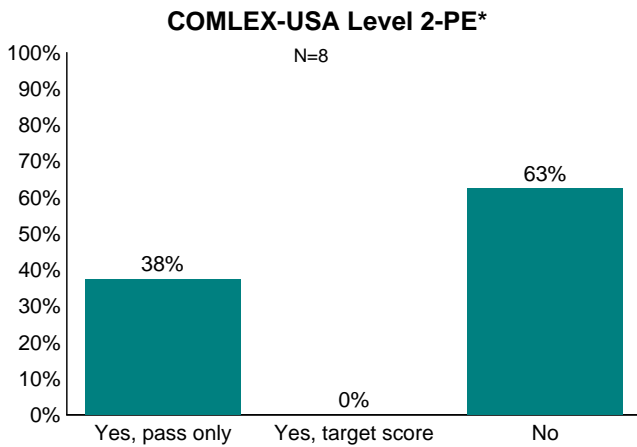
Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores

USMLE Step 2 CS — N=34

USMLE Step 3 — N=28

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

COMLEX-USA Level 1* — N=9

COMLEX-USA Level 2-CE* — N=9

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

COMLEX-USA Level 2-PE* — N=8

COMLEX-USA Level 3* — N=8
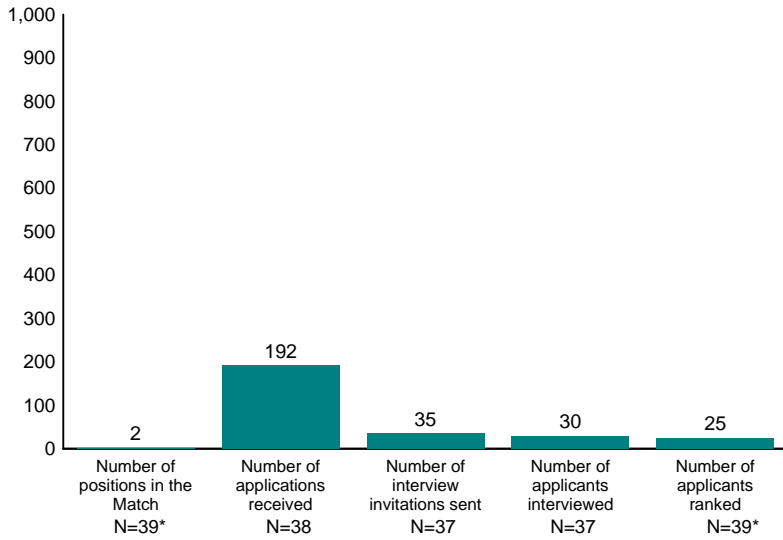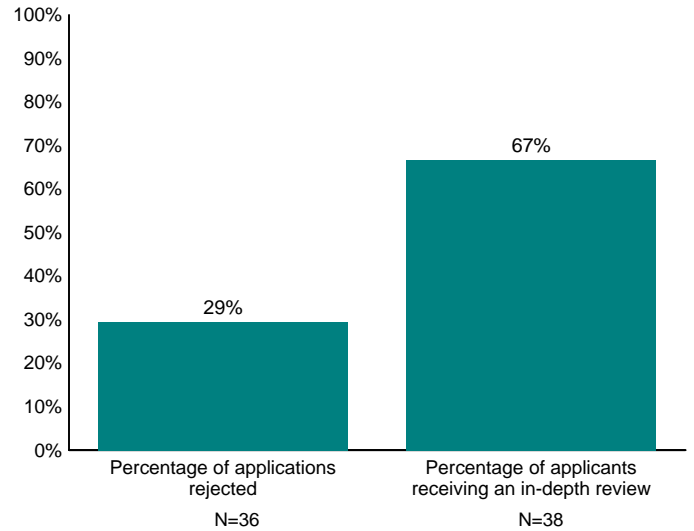
* Osteopathic applicants only

**Plastic Surgery
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 Programs that Typically Interview and Rank Each Applicant Type

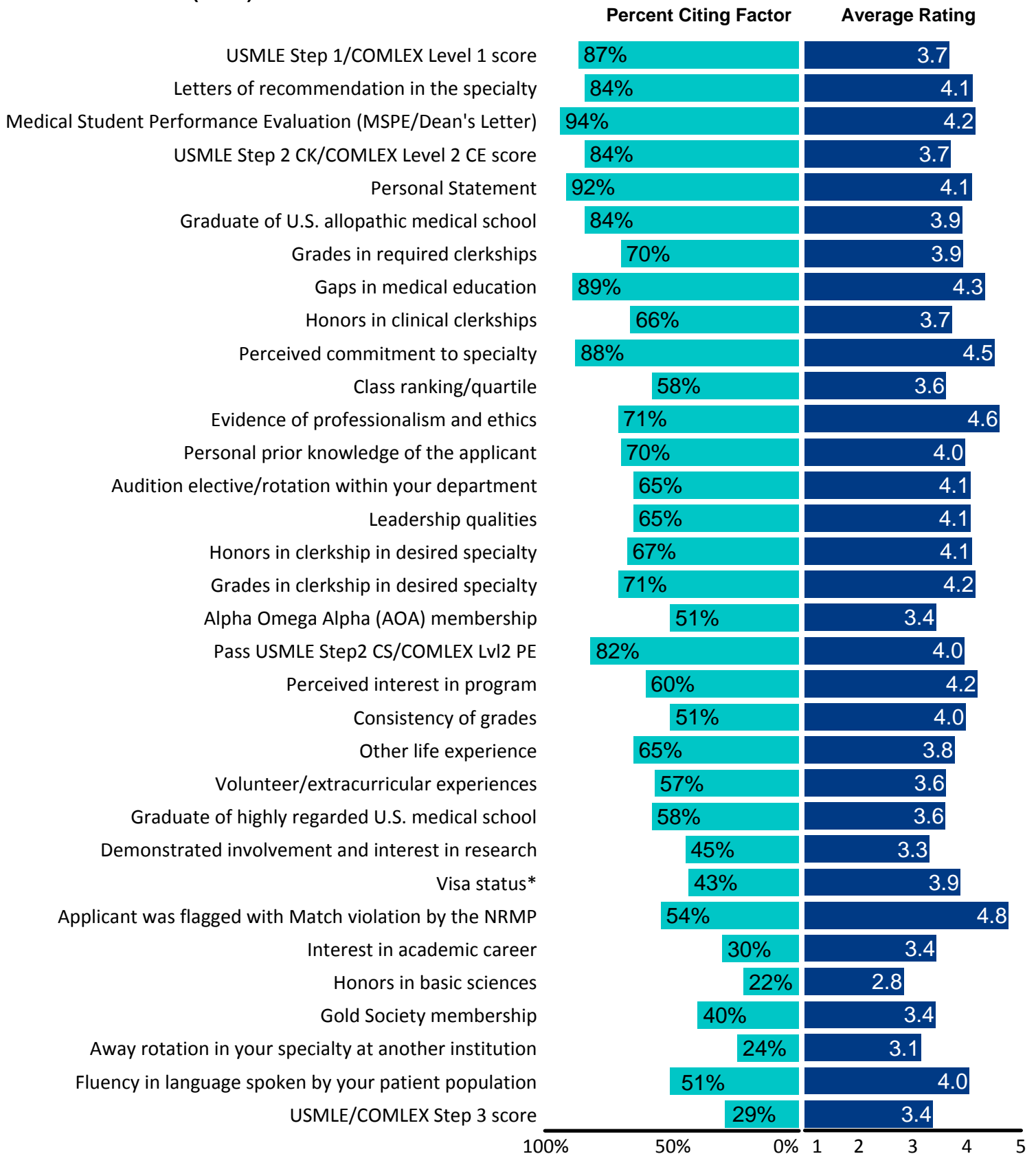18% of Plastic Surgery programs consider all applicant groups

N=33
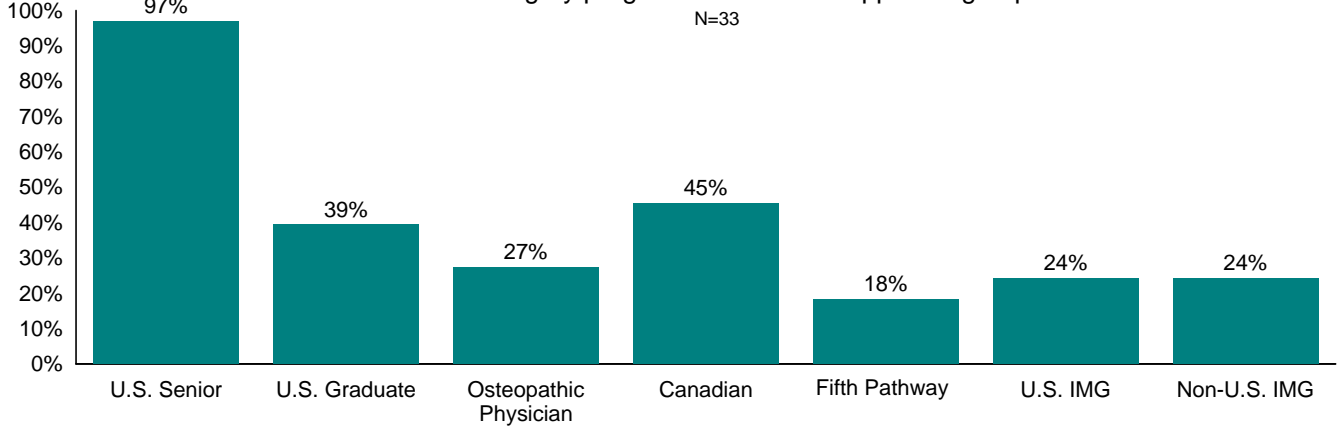
Psychiatry
(N=84)

Figure PSY-1

Psychiatry
Percentage of Programs Citing Each Factor And Mean Importance Rating[1] for Each Factor in Selecting Applicants to Interview
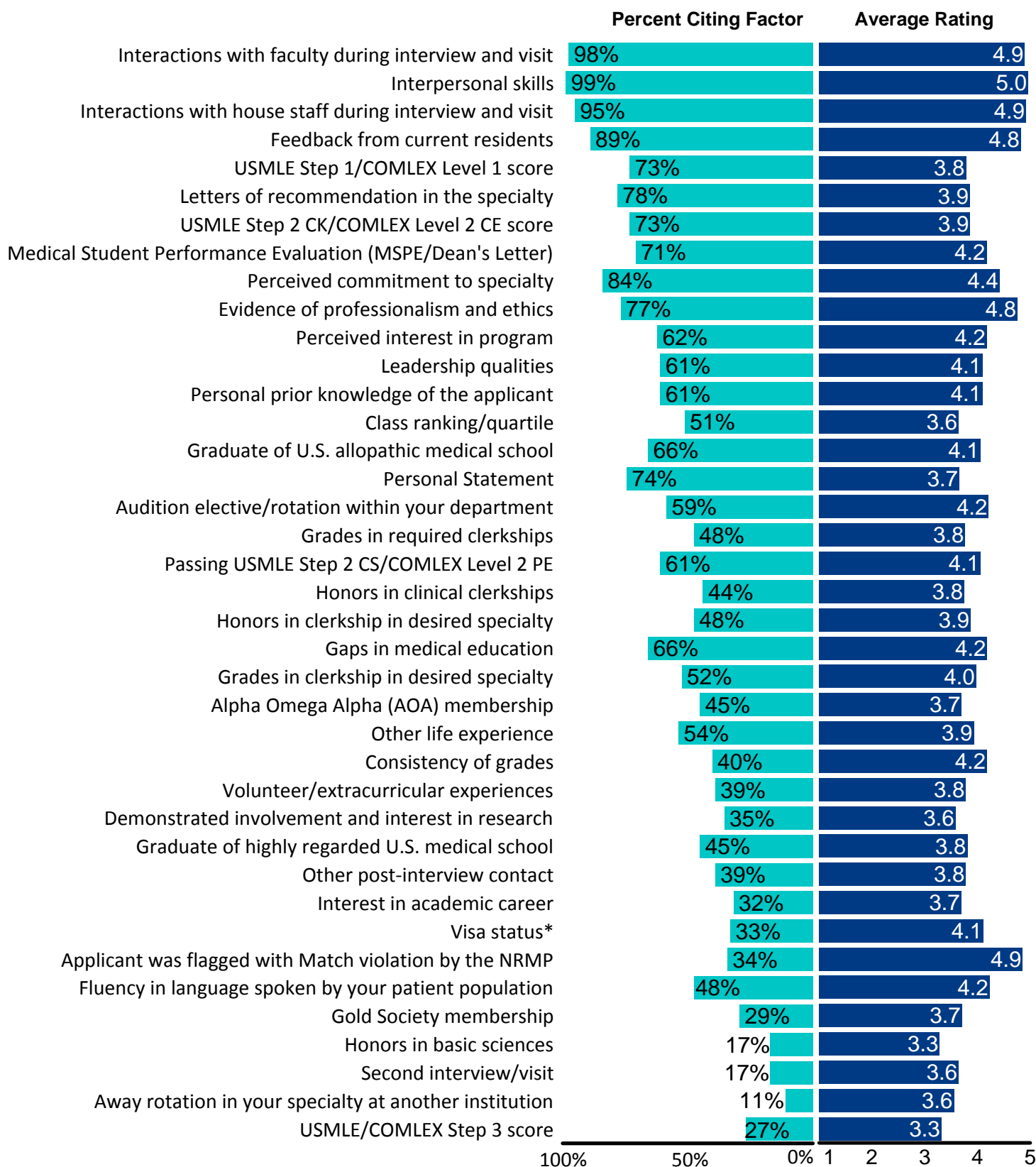**(N=83)**

Factor	Percent Citing Factor	Average Rating
USMLE Step 1/COMLEX Level 1 score	87%	3.7
Letters of recommendation in the specialty	84%	4.1
Medical Student Performance Evaluation (MSPE/Dean's Letter)	94%	4.2
USMLE Step 2 CK/COMLEX Level 2 CE score	84%	3.7
Personal Statement	92%	4.1
Graduate of U.S. allopathic medical school	84%	3.9
Grades in required clerkships	70%	3.9
Gaps in medical education	89%	4.3
Honors in clinical clerkships	66%	3.7
Perceived commitment to specialty	88%	4.5
Class ranking/quartile	58%	3.6
Evidence of professionalism and ethics	71%	4.6
Personal prior knowledge of the applicant	70%	4.0
Audition elective/rotation within your department	65%	4.1
Leadership qualities	65%	4.1
Honors in clerkship in desired specialty	67%	4.1
Grades in clerkship in desired specialty	71%	4.2
Alpha Omega Alpha (AOA) membership	51%	3.4
Pass USMLE Step2 CS/COMLEX Lvl2 PE	82%	4.0
Perceived interest in program	60%	4.2
Consistency of grades	51%	4.0
Other life experience	65%	3.8
Volunteer/extracurricular experiences	57%	3.6
Graduate of highly regarded U.S. medical school	58%	3.6
Demonstrated involvement and interest in research	45%	3.3
Visa status*	43%	3.9
Applicant was flagged with Match violation by the NRMP	54%	4.8
Interest in academic career	30%	3.4
Honors in basic sciences	22%	2.8
Gold Society membership	40%	3.4
Away rotation in your specialty at another institution	24%	3.1
Fluency in language spoken by your patient population	51%	4.0
USMLE/COMLEX Step 3 score	29%	3.4

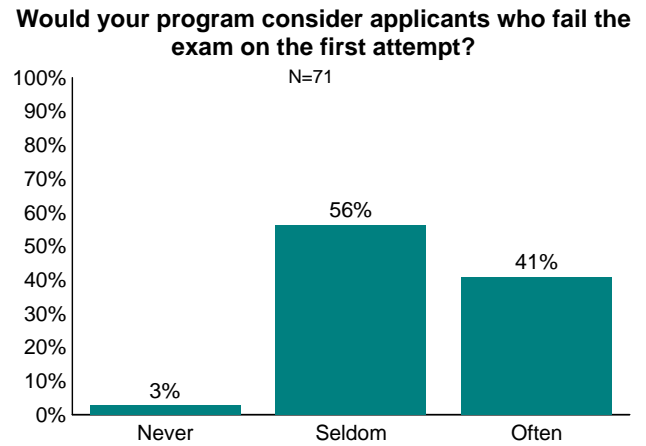[1] Ratings on a scale from 1 (not at all important) to 5 (very important).
* International Medical Graduates only

Figure PSY-2

Psychiatry
Percentage of Programs Citing Each Factor And Mean Importance Rating[1] for Each Factor in Ranking Applicants
(N=83)

Factor	Percent Citing Factor	Average Rating
Interactions with faculty during interview and visit	98%	4.9
Interpersonal skills	99%	5.0
Interactions with house staff during interview and visit	95%	4.9
Feedback from current residents	89%	4.8
USMLE Step 1/COMLEX Level 1 score	73%	3.8
Letters of recommendation in the specialty	78%	3.9
USMLE Step 2 CK/COMLEX Level 2 CE score	73%	3.9
Medical Student Performance Evaluation (MSPE/Dean's Letter)	71%	4.2
Perceived commitment to specialty	84%	4.4
Evidence of professionalism and ethics	77%	4.8
Perceived interest in program	62%	4.2
Leadership qualities	61%	4.1
Personal prior knowledge of the applicant	61%	4.1
Class ranking/quartile	51%	3.6
Graduate of U.S. allopathic medical school	66%	4.1
Personal Statement	74%	3.7
Audition elective/rotation within your department	59%	4.2
Grades in required clerkships	48%	3.8
Passing USMLE Step 2 CS/COMLEX Level 2 PE	61%	4.1
Honors in clinical clerkships	44%	3.8
Honors in clerkship in desired specialty	48%	3.9
Gaps in medical education	66%	4.2
Grades in clerkship in desired specialty	52%	4.0
Alpha Omega Alpha (AOA) membership	45%	3.7
Other life experience	54%	3.9
Consistency of grades	40%	4.2
Volunteer/extracurricular experiences	39%	3.8
Demonstrated involvement and interest in research	35%	3.6
Graduate of highly regarded U.S. medical school	45%	3.8
Other post-interview contact	39%	3.8
Interest in academic career	32%	3.7
Visa status*	33%	4.1
Applicant was flagged with Match violation by the NRMP	34%	4.9
Fluency in language spoken by your patient population	48%	4.2
Gold Society membership	29%	3.7
Honors in basic sciences	17%	3.3
Second interview/visit	17%	3.6
Away rotation in your specialty at another institution	11%	3.6
USMLE/COMLEX Step 3 score	27%	3.3

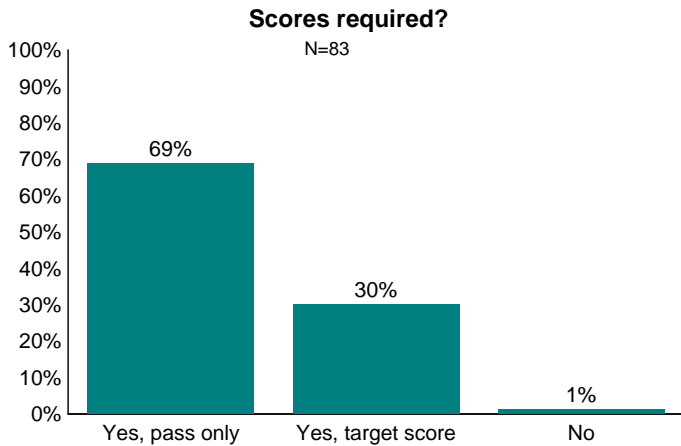[1] Ratings on a scale from 1 (not at all important) to 5 (very important).
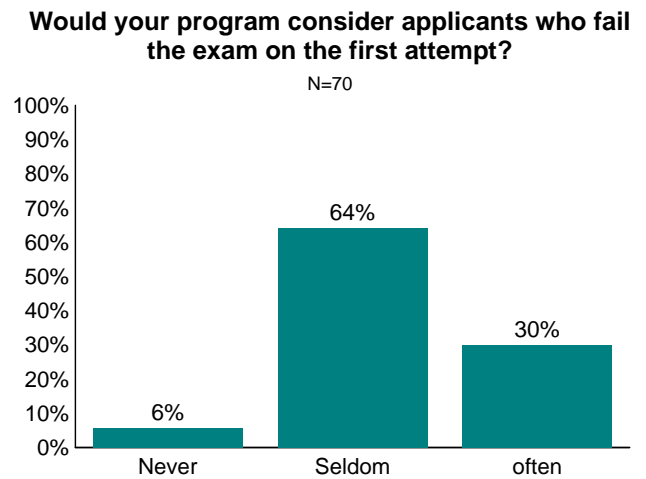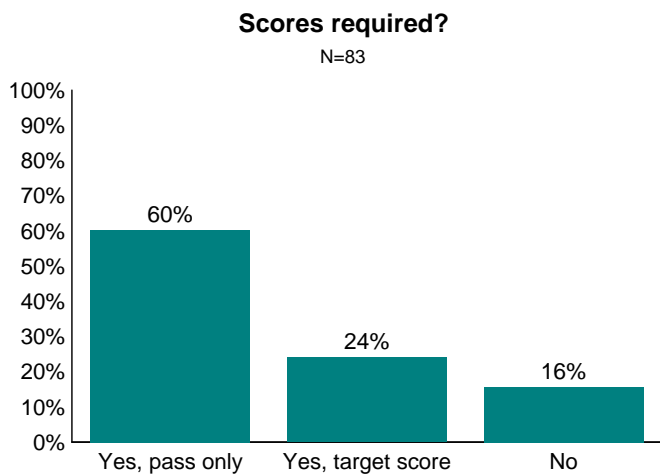* International Medical Graduates only

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

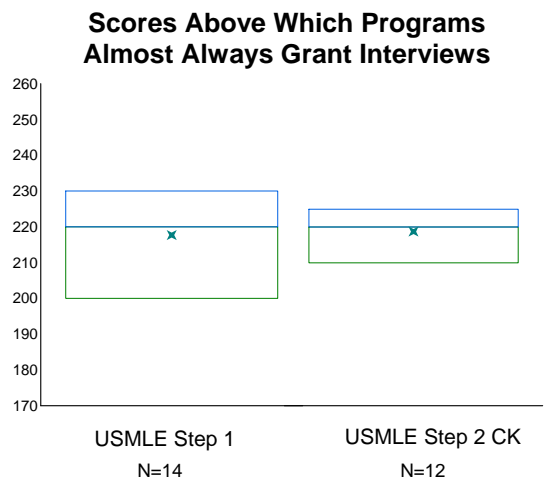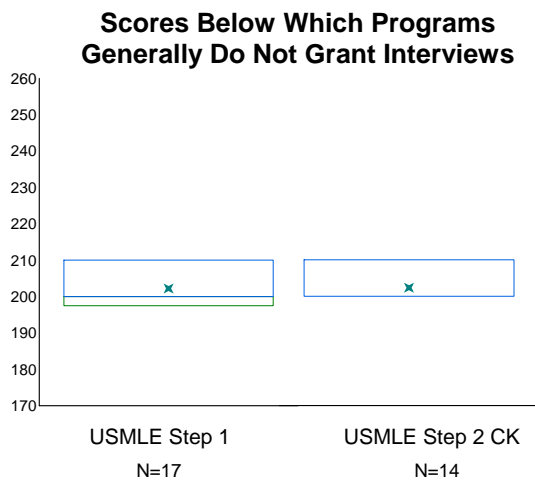## Percentage of Programs That Use USMLE Step 1 Score

Scores required?
N=83

Would your program consider applicants who fail the exam on the first attempt?
N=71

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

Scores required?
N=83

Would your program consider applicants who fail the exam on the first attempt?
N=70

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

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

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

The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.
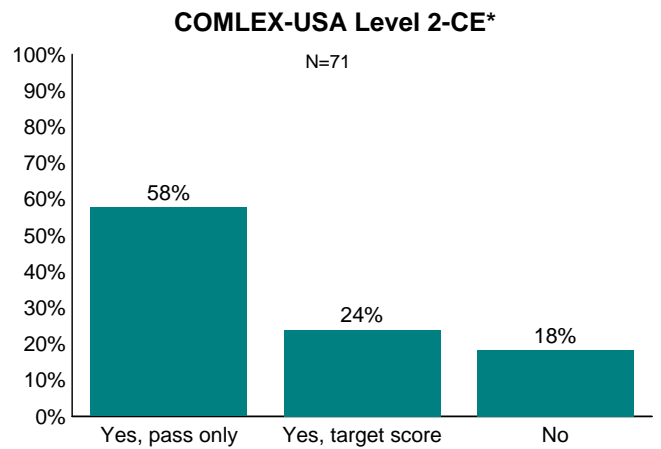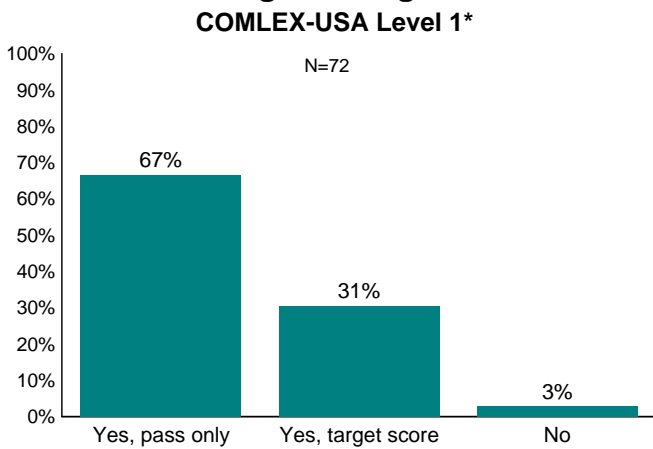
Figure PSY-4

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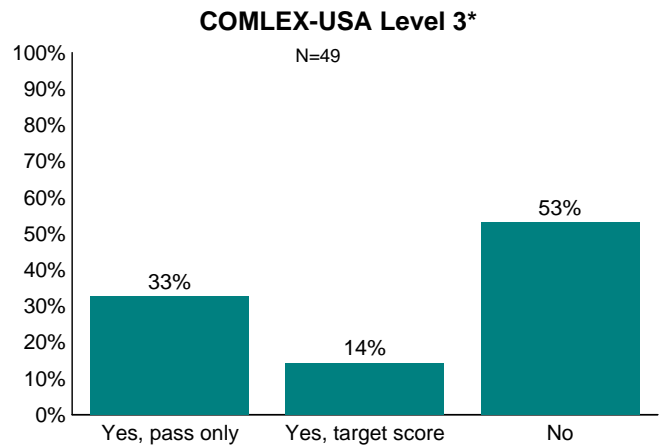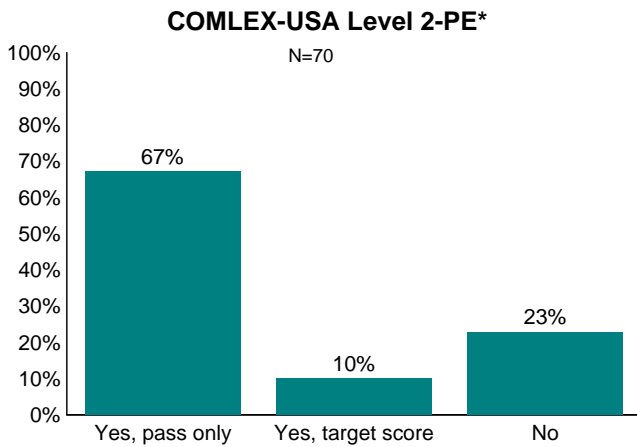
Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores

USMLE Step 2 CS
N=80
- Yes: 80%
- No: 20%

USMLE Step 3
N=63
- Yes, pass only: 30%
- Yes, target score: 11%
- No: 59%

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

COMLEX-USA Level 1*
N=72
- Yes, pass only: 67%
- Yes, target score: 31%
- No: 3%

COMLEX-USA Level 2-CE*
N=71
- Yes, pass only: 58%
- Yes, target score: 24%
- No: 18%

Percentage of Programs That Use COMLEX-USA Level 2-PE and Level 3 Scores
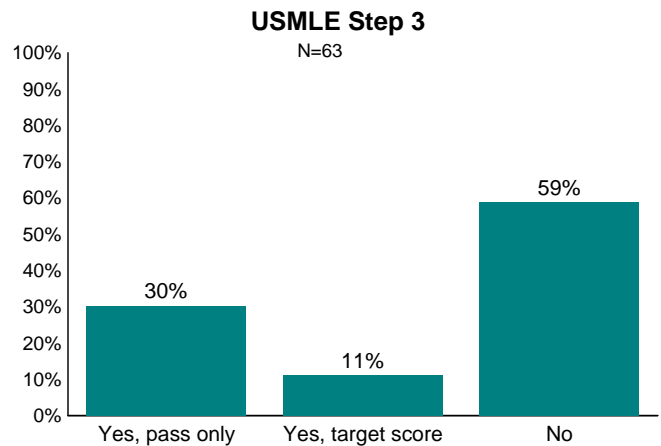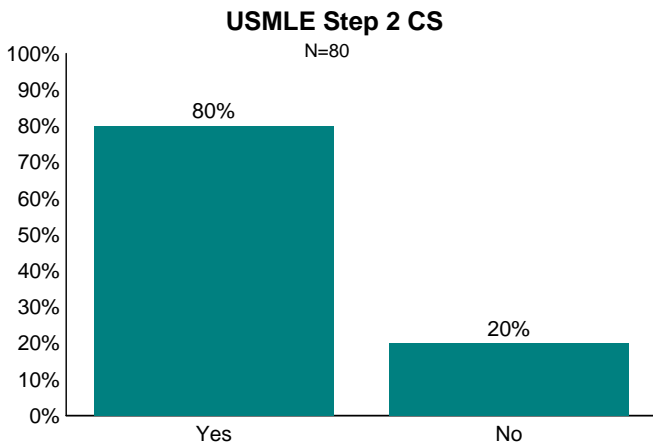
COMLEX-USA Level 2-PE*
N=70
- Yes, pass only: 67%
- Yes, target score: 10%
- No: 23%

COMLEX-USA Level 3*
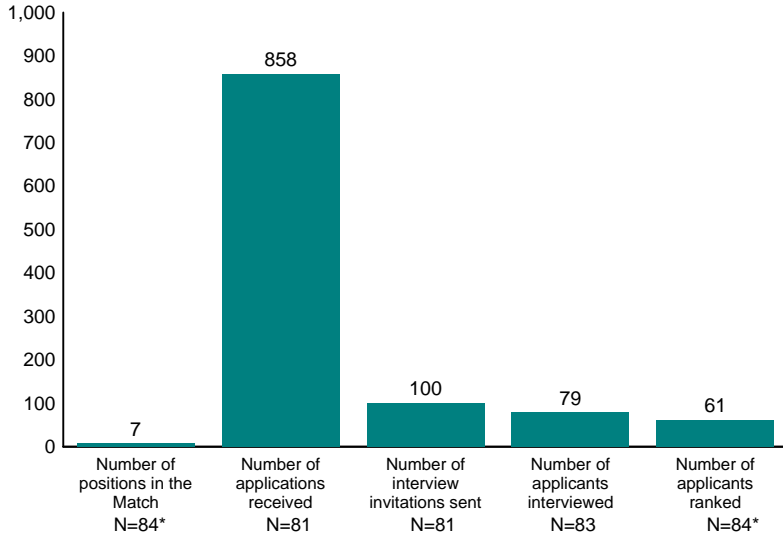N=49
- Yes, pass only: 33%
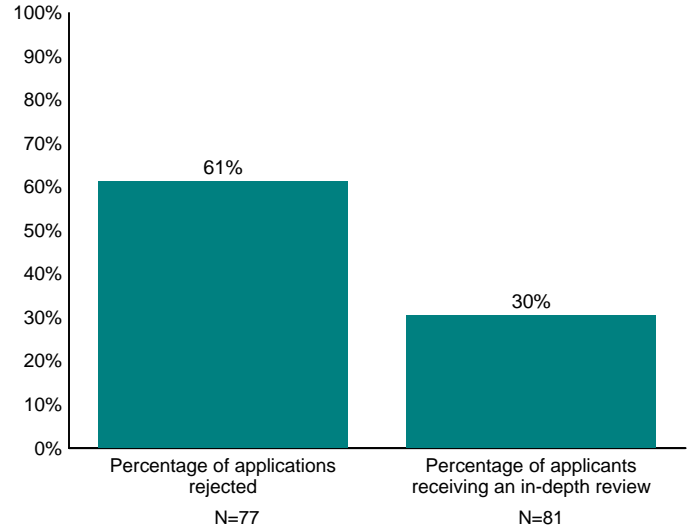- Yes, target score: 14%
- No: 53%

* Osteopathic applicants only

**Psychiatry
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 Programs that Typically Interview and Rank Each Applicant Type

40% of Psychiatry programs consider all applicant groups

N=83

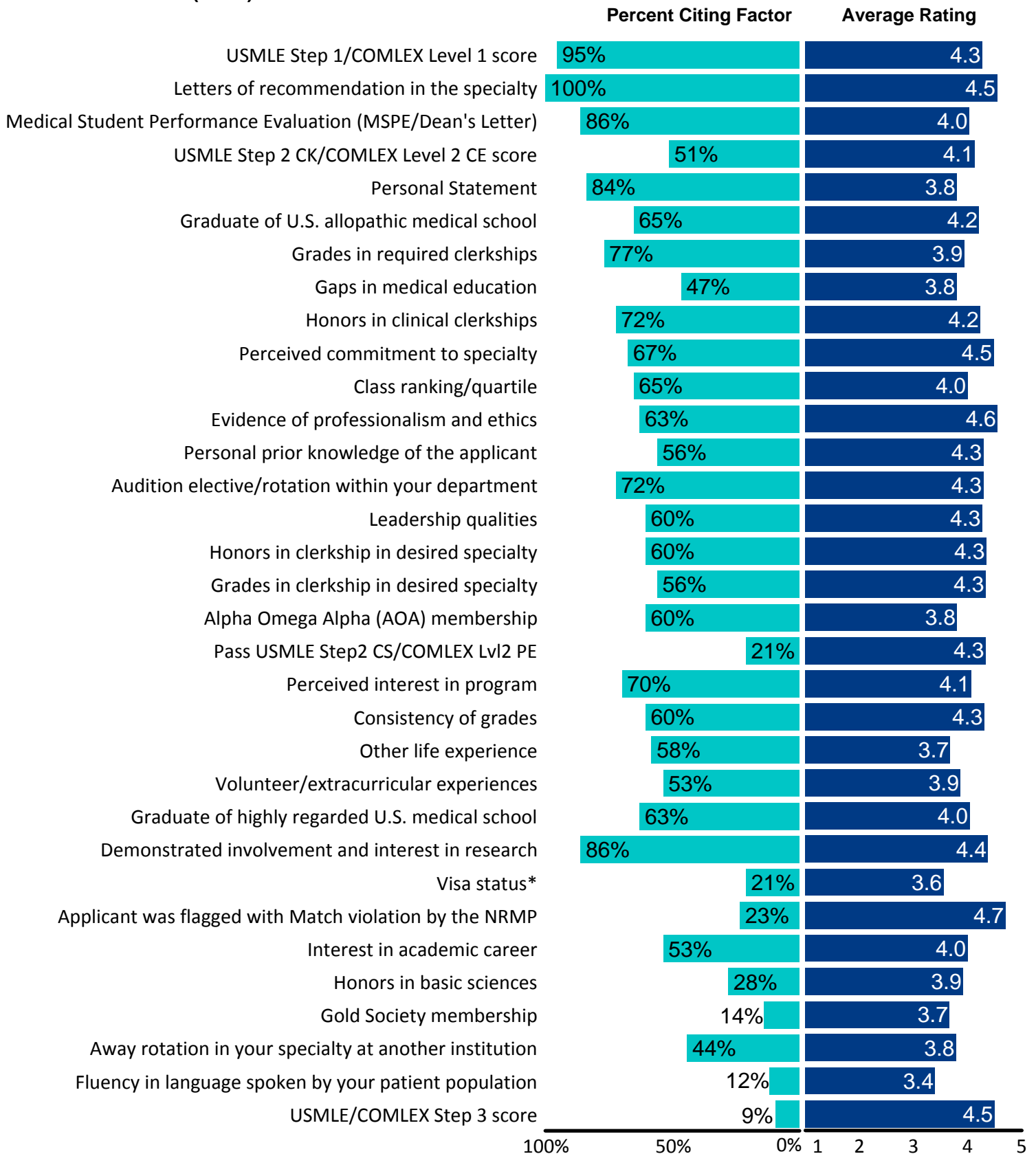# Radiation Oncology
(N=44)

Radiation Oncology
Percentage of Programs Citing Each Factor And Mean Importance Rating[1] for Each Factor in Selecting Applicants to Interview
(N=43)

Factor	Percent Citing Factor	Average Rating
USMLE Step 1/COMLEX Level 1 score	95%	4.3
Letters of recommendation in the specialty	100%	4.5
Medical Student Performance Evaluation (MSPE/Dean's Letter)	86%	4.0
USMLE Step 2 CK/COMLEX Level 2 CE score	51%	4.1
Personal Statement	84%	3.8
Graduate of U.S. allopathic medical school	65%	4.2
Grades in required clerkships	77%	3.9
Gaps in medical education	47%	3.8
Honors in clinical clerkships	72%	4.2
Perceived commitment to specialty	67%	4.5
Class ranking/quartile	65%	4.0
Evidence of professionalism and ethics	63%	4.6
Personal prior knowledge of the applicant	56%	4.3
Audition elective/rotation within your department	72%	4.3
Leadership qualities	60%	4.3
Honors in clerkship in desired specialty	60%	4.3
Grades in clerkship in desired specialty	56%	4.3
Alpha Omega Alpha (AOA) membership	60%	3.8
Pass USMLE Step2 CS/COMLEX Lvl2 PE	21%	4.3
Perceived interest in program	70%	4.1
Consistency of grades	60%	4.3
Other life experience	58%	3.7
Volunteer/extracurricular experiences	53%	3.9
Graduate of highly regarded U.S. medical school	63%	4.0
Demonstrated involvement and interest in research	86%	4.4
Visa status*	21%	3.6
Applicant was flagged with Match violation by the NRMP	23%	4.7
Interest in academic career	53%	4.0
Honors in basic sciences	28%	3.9
Gold Society membership	14%	3.7
Away rotation in your specialty at another institution	44%	3.8
Fluency in language spoken by your patient population	12%	3.4
USMLE/COMLEX Step 3 score	9%	4.5

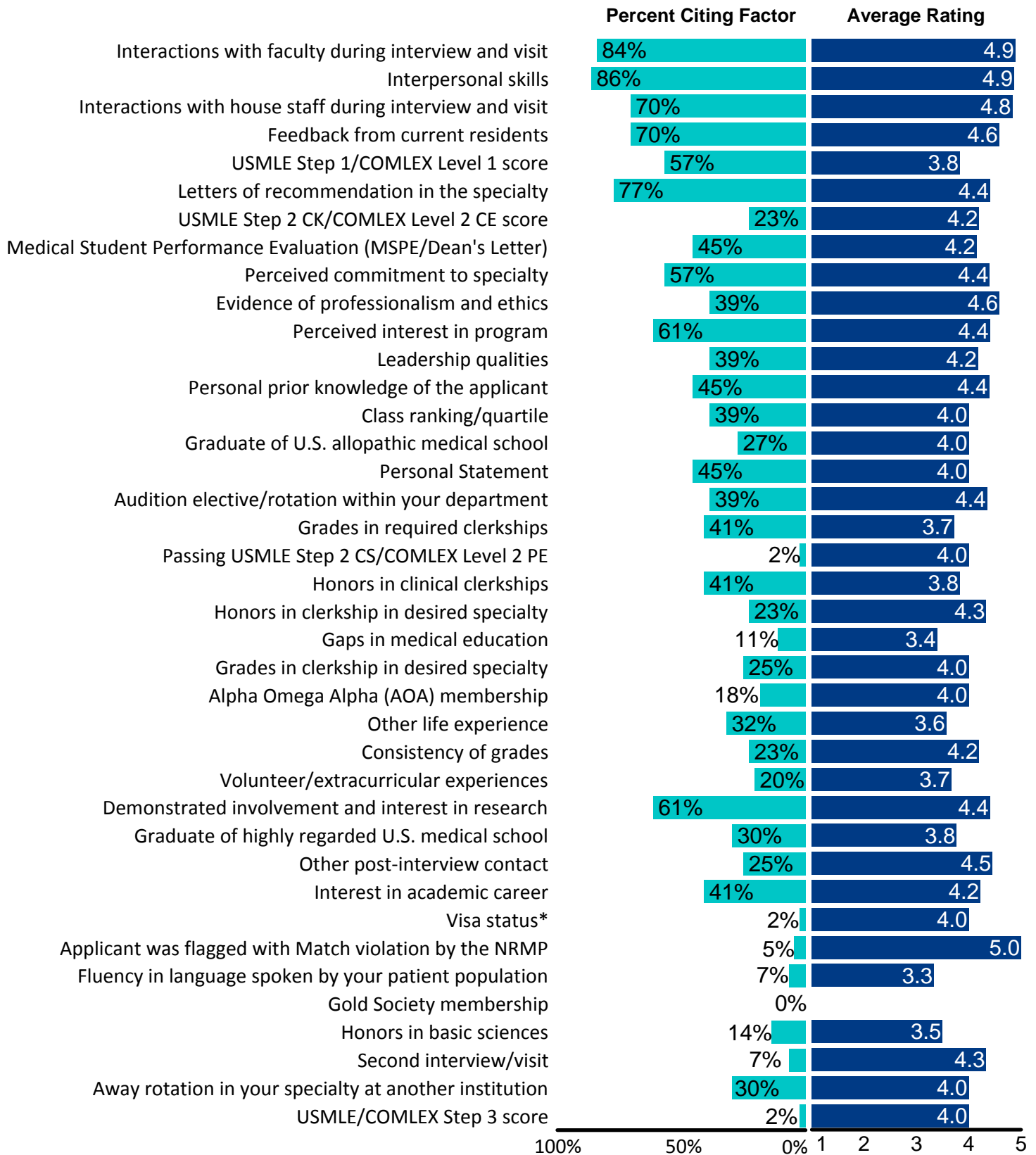100%   50%   0%   1   2   3   4   5

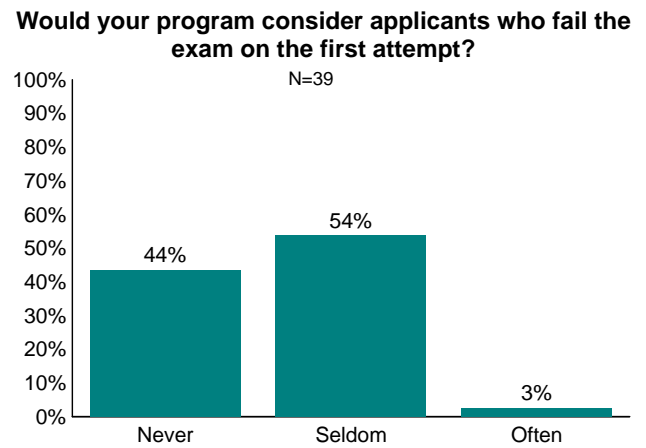[1] Ratings on a scale from 1 (not at all important) to 5 (very important).
* International Medical Graduates only

Figure RO-2

**Radiation Oncology
Percentage of Programs Citing Each Factor And Mean Importance Rating[1] for Each Factor in Ranking Applicants
(N=43)**

Factor	Percent Citing Factor	Average Rating
Interactions with faculty during interview and visit	84%	4.9
Interpersonal skills	86%	4.9
Interactions with house staff during interview and visit	70%	4.8
Feedback from current residents	70%	4.6
USMLE Step 1/COMLEX Level 1 score	57%	3.8
Letters of recommendation in the specialty	77%	4.4
USMLE Step 2 CK/COMLEX Level 2 CE score	23%	4.2
Medical Student Performance Evaluation (MSPE/Dean's Letter)	45%	4.2
Perceived commitment to specialty	57%	4.4
Evidence of professionalism and ethics	39%	4.6
Perceived interest in program	61%	4.4
Leadership qualities	39%	4.2
Personal prior knowledge of the applicant	45%	4.4
Class ranking/quartile	39%	4.0
Graduate of U.S. allopathic medical school	27%	4.0
Personal Statement	45%	4.0
Audition elective/rotation within your department	39%	4.4
Grades in required clerkships	41%	3.7
Passing USMLE Step 2 CS/COMLEX Level 2 PE	2%	4.0
Honors in clinical clerkships	41%	3.8
Honors in clerkship in desired specialty	23%	4.3
Gaps in medical education	11%	3.4
Grades in clerkship in desired specialty	25%	4.0
Alpha Omega Alpha (AOA) membership	18%	4.0
Other life experience	32%	3.6
Consistency of grades	23%	4.2
Volunteer/extracurricular experiences	20%	3.7
Demonstrated involvement and interest in research	61%	4.4
Graduate of highly regarded U.S. medical school	30%	3.8
Other post-interview contact	25%	4.5
Interest in academic career	41%	4.2
Visa status*	2%	4.0
Applicant was flagged with Match violation by the NRMP	5%	5.0
Fluency in language spoken by your patient population	7%	3.3
Gold Society membership	0%	
Honors in basic sciences	14%	3.5
Second interview/visit	7%	4.3
Away rotation in your specialty at another institution	30%	4.0
USMLE/COMLEX Step 3 score	2%	4.0

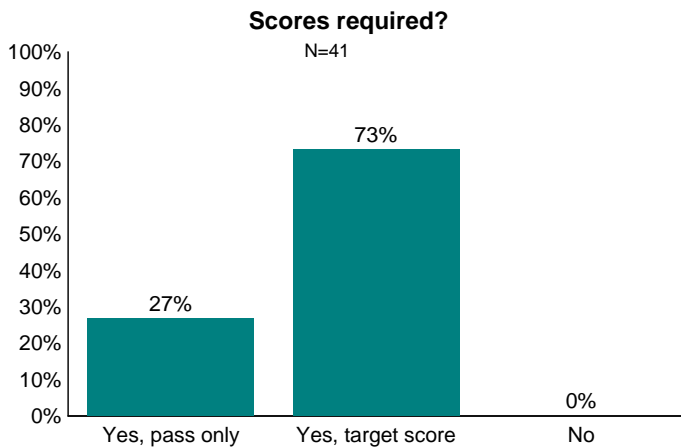[1] Ratings on a scale from 1 (not at all important) to 5 (very important).
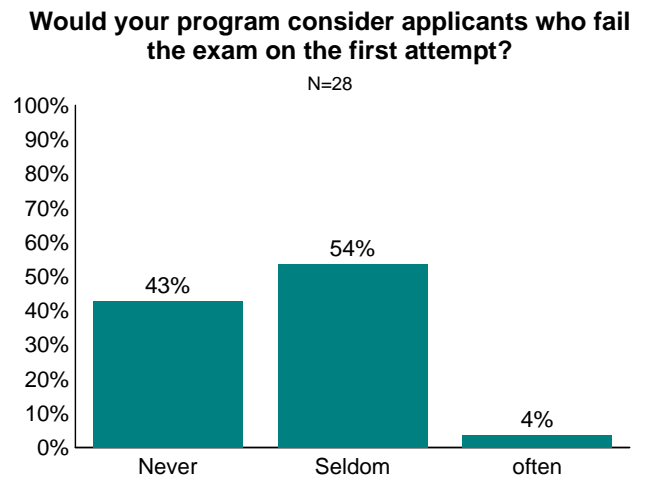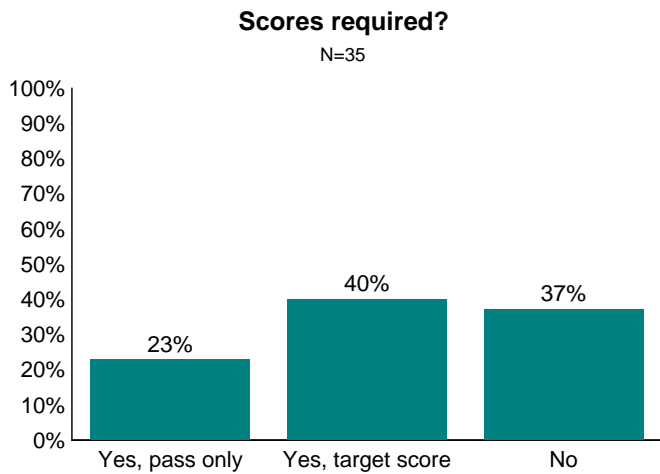* International Medical Graduates only

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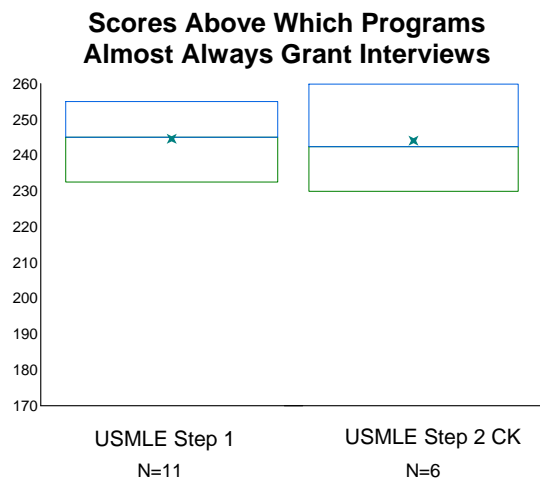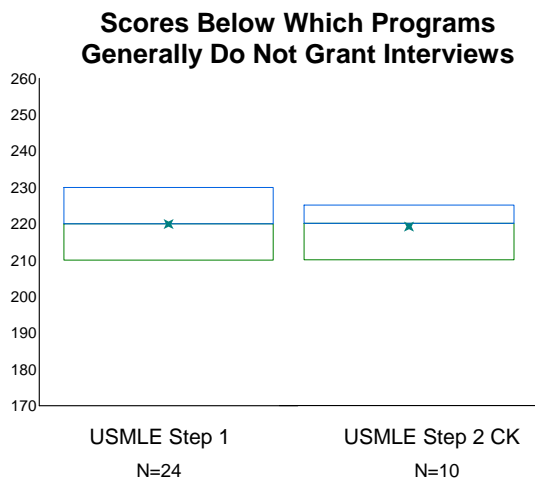
Percentage of Programs That Use USMLE Step 1 Score

Scores required?
N=41

Would your program consider applicants who fail the exam on the first attempt?
N=39

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

Scores required?
N=35

Would your program consider applicants who fail the exam on the first attempt?
N=28

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

Scores Below Which Programs Generally Do Not Grant Interviews

USMLE Step 1	USMLE Step 2 CK
N=24	N=10

Scores Above Which Programs Almost Always Grant Interviews

USMLE Step 1	USMLE Step 2 CK
N=11	N=6

The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.
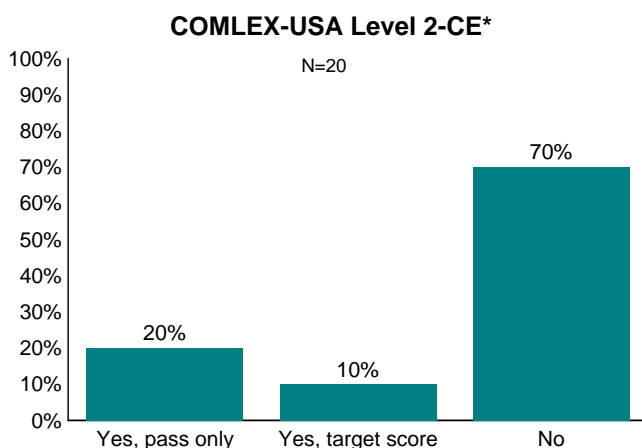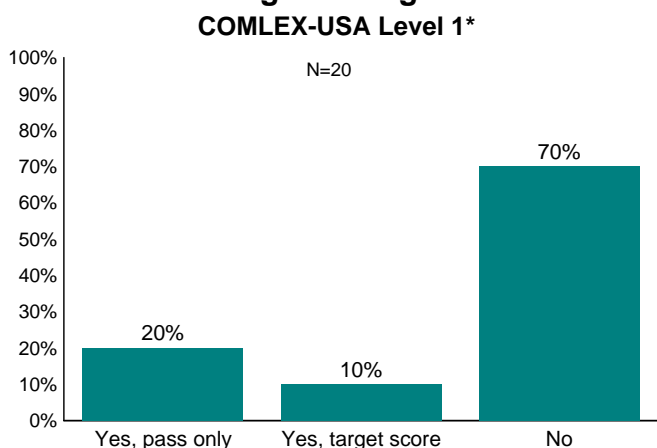
Radiation Oncology
Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview
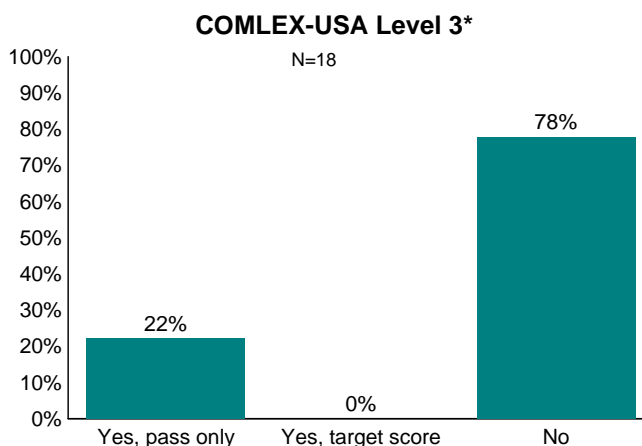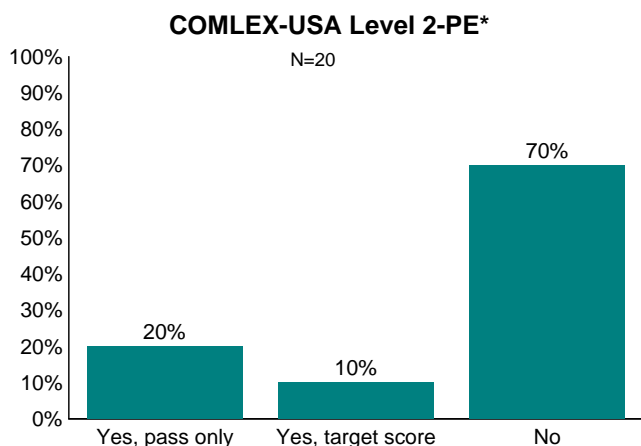
Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores

USMLE Step 2 CS — N=36: Yes 61%, No 39%

USMLE Step 3 — N=23: Yes, pass only 22%, Yes, target score 4%, No 74%

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

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

COMLEX-USA Level 2-CE* — N=20: Yes, pass only 20%, Yes, target score 10%, No 70%

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

COMLEX-USA Level 2-PE* — N=20: Yes, pass only 20%, Yes, target score 10%, No 70%

COMLEX-USA Level 3* — N=18: Yes, pass only 22%, Yes, target score 0%, No 78%

* Osteopathic applicants only

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 Programs that Typically Interview and Rank Each Applicant Type

12% of Radiation Oncology programs consider all applicant groups
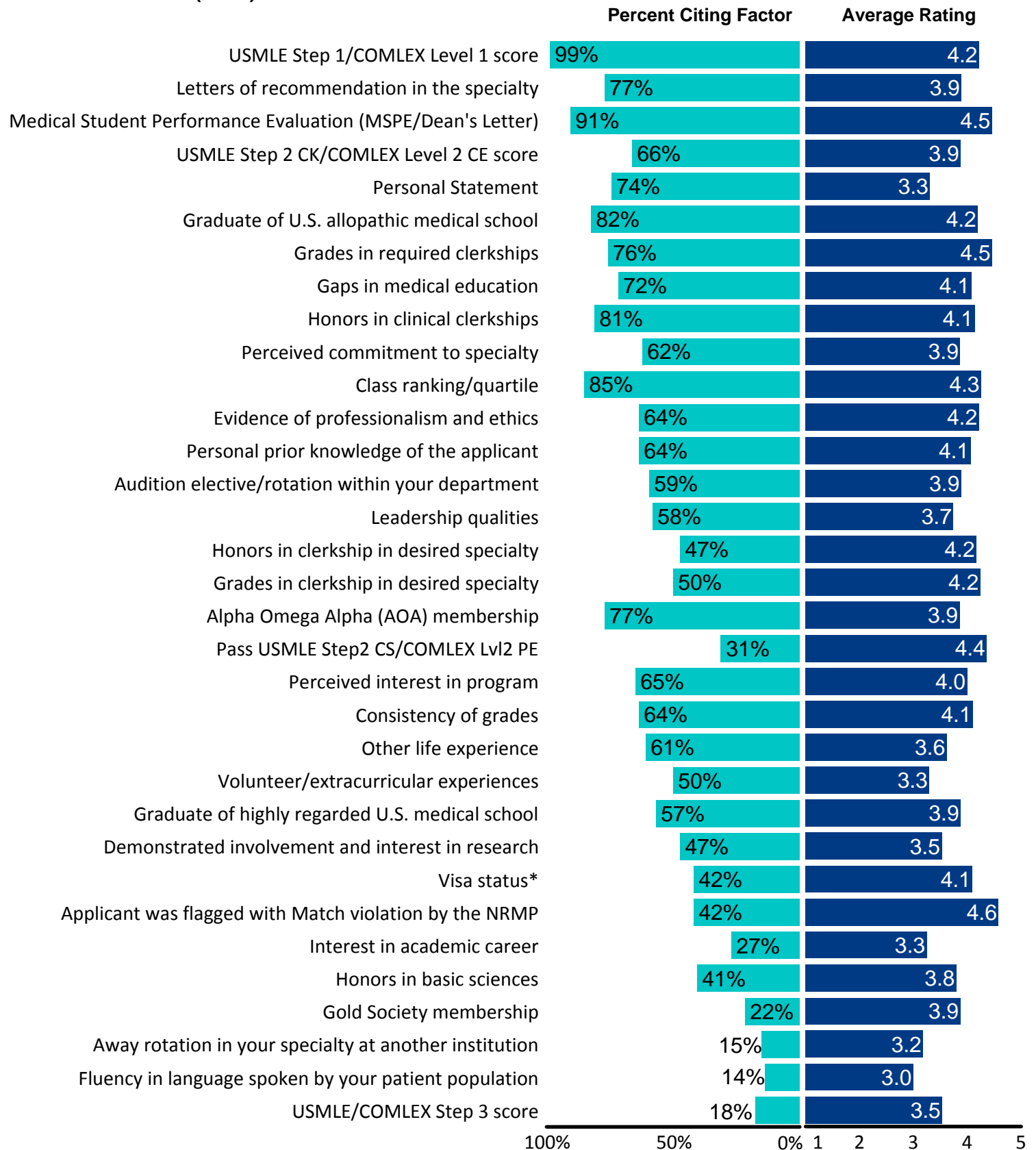
N=42

Radiology-Diagnostic
(N=75)

Figure RD-1

Radiology-Diagnostic
Percentage of Programs Citing Each Factor And Mean Importance Rating[1] for Each Factor in Selecting Applicants to Interview
(N=74)

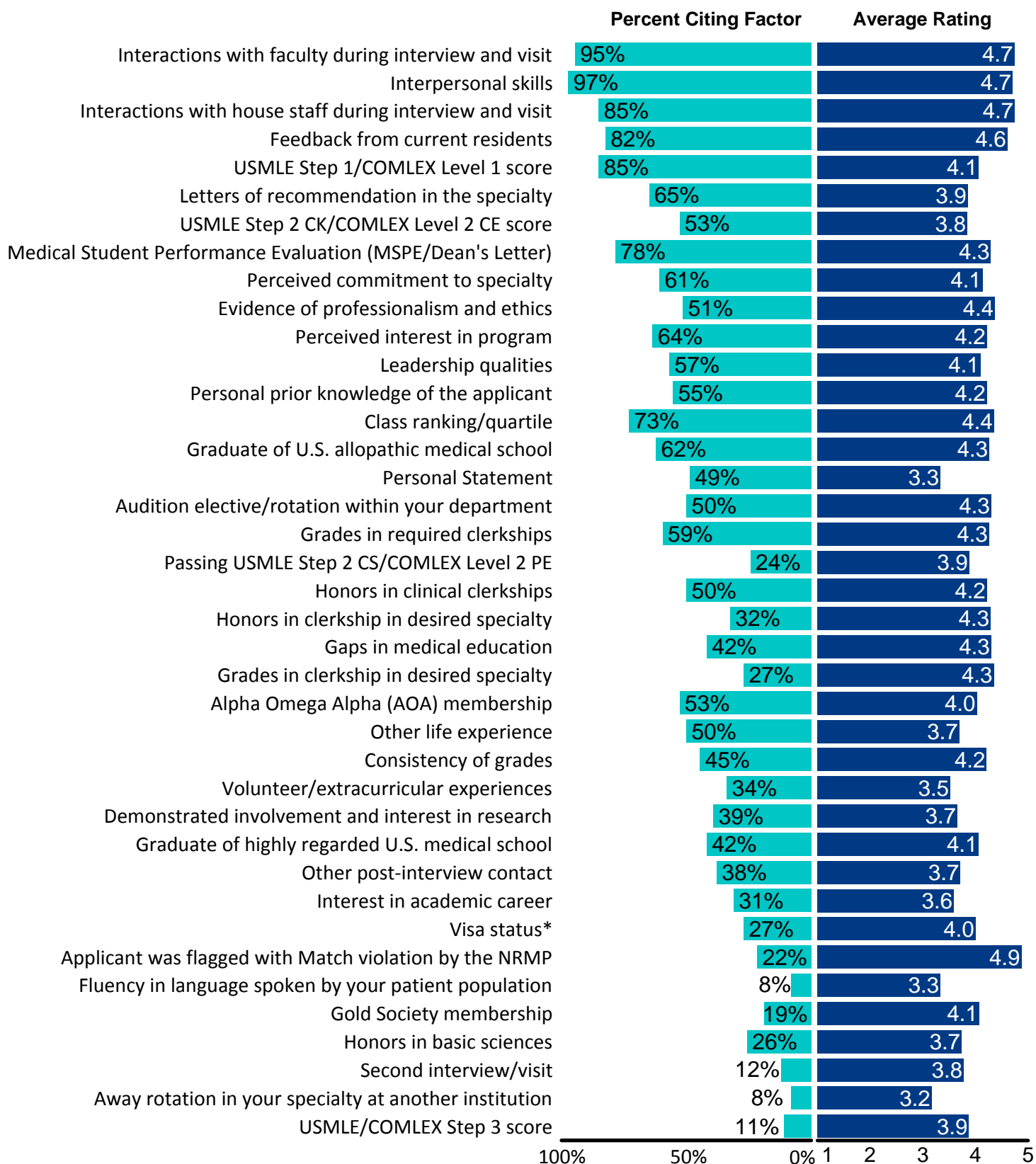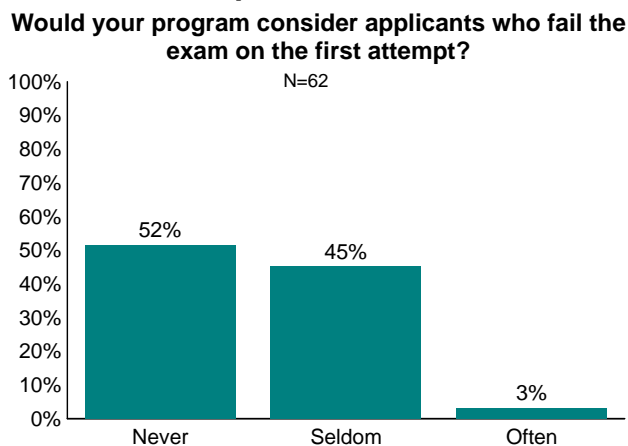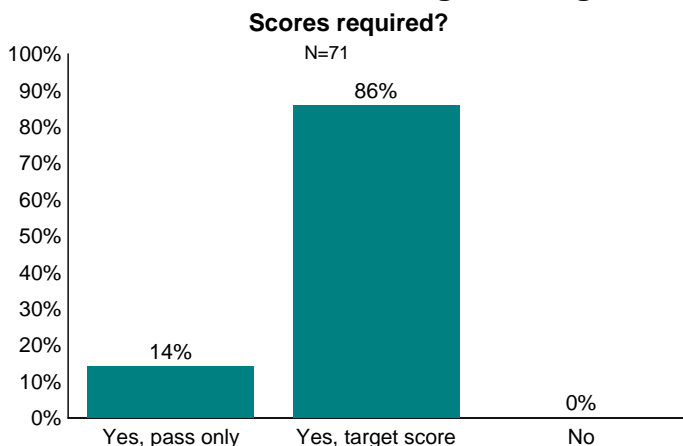| Factor	Percent Citing Factor	Average Rating
USMLE Step 1/COMLEX Level 1 score	99%	4.2
Letters of recommendation in the specialty	77%	3.9
Medical Student Performance Evaluation (MSPE/Dean's Letter)	91%	4.5
USMLE Step 2 CK/COMLEX Level 2 CE score	66%	3.9
Personal Statement	74%	3.3
Graduate of U.S. allopathic medical school	82%	4.2
Grades in required clerkships	76%	4.5
Gaps in medical education	72%	4.1
Honors in clinical clerkships	81%	4.1
Perceived commitment to specialty	62%	3.9
Class ranking/quartile	85%	4.3
Evidence of professionalism and ethics	64%	4.2
Personal prior knowledge of the applicant	64%	4.1
Audition elective/rotation within your department	59%	3.9
Leadership qualities	58%	3.7
Honors in clerkship in desired specialty	47%	4.2
Grades in clerkship in desired specialty	50%	4.2
Alpha Omega Alpha (AOA) membership	77%	3.9
Pass USMLE Step2 CS/COMLEX Lvl2 PE	31%	4.4
Perceived interest in program	65%	4.0
Consistency of grades	64%	4.1
Other life experience	61%	3.6
Volunteer/extracurricular experiences	50%	3.3
Graduate of highly regarded U.S. medical school	57%	3.9
Demonstrated involvement and interest in research	47%	3.5
Visa status*	42%	4.1
Applicant was flagged with Match violation by the NRMP	42%	4.6
Interest in academic career	27%	3.3
Honors in basic sciences	41%	3.8
Gold Society membership	22%	3.9
Away rotation in your specialty at another institution	15%	3.2
Fluency in language spoken by your patient population	14%	3.0
USMLE/COMLEX Step 3 score	18%	3.5

100%   50%   0%   1   2   3   4   5

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

Figure RD-2

Radiology-Diagnostic
Percentage of Programs Citing Each Factor And Mean Importance Rating[1] for Each Factor in Ranking Applicants
(N=74)

Factor	Percent Citing Factor	Average Rating
Interactions with faculty during interview and visit	95%	4.7
Interpersonal skills	97%	4.7
Interactions with house staff during interview and visit	85%	4.7
Feedback from current residents	82%	4.6
USMLE Step 1/COMLEX Level 1 score	85%	4.1
Letters of recommendation in the specialty	65%	3.9
USMLE Step 2 CK/COMLEX Level 2 CE score	53%	3.8
Medical Student Performance Evaluation (MSPE/Dean's Letter)	78%	4.3
Perceived commitment to specialty	61%	4.1
Evidence of professionalism and ethics	51%	4.4
Perceived interest in program	64%	4.2
Leadership qualities	57%	4.1
Personal prior knowledge of the applicant	55%	4.2
Class ranking/quartile	73%	4.4
Graduate of U.S. allopathic medical school	62%	4.3
Personal Statement	49%	3.3
Audition elective/rotation within your department	50%	4.3
Grades in required clerkships	59%	4.3
Passing USMLE Step 2 CS/COMLEX Level 2 PE	24%	3.9
Honors in clinical clerkships	50%	4.2
Honors in clerkship in desired specialty	32%	4.3
Gaps in medical education	42%	4.3
Grades in clerkship in desired specialty	27%	4.3
Alpha Omega Alpha (AOA) membership	53%	4.0
Other life experience	50%	3.7
Consistency of grades	45%	4.2
Volunteer/extracurricular experiences	34%	3.5
Demonstrated involvement and interest in research	39%	3.7
Graduate of highly regarded U.S. medical school	42%	4.1
Other post-interview contact	38%	3.7
Interest in academic career	31%	3.6
Visa status*	27%	4.0
Applicant was flagged with Match violation by the NRMP	22%	4.9
Fluency in language spoken by your patient population	8%	3.3
Gold Society membership	19%	4.1
Honors in basic sciences	26%	3.7
Second interview/visit	12%	3.8
Away rotation in your specialty at another institution	8%	3.2
USMLE/COMLEX Step 3 score	11%	3.9

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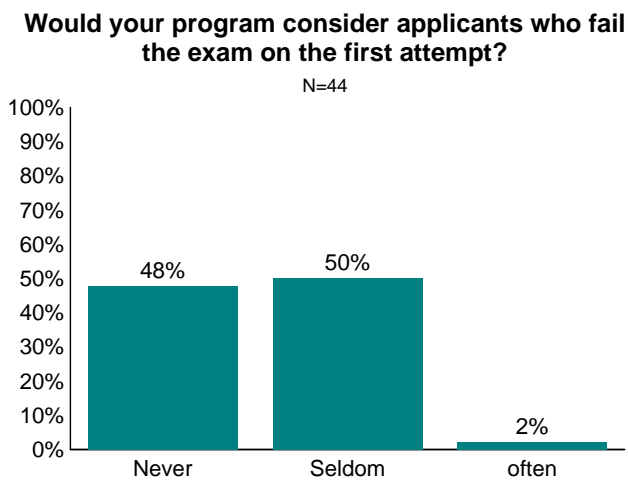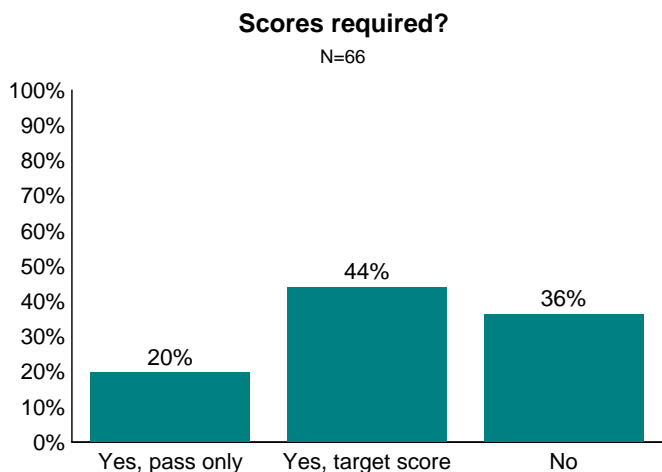* International Medical Graduates only

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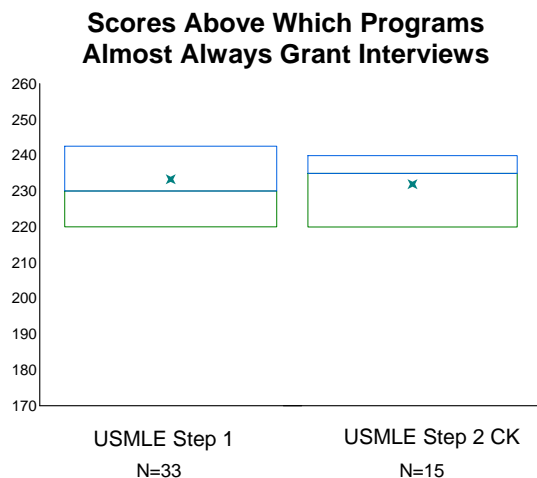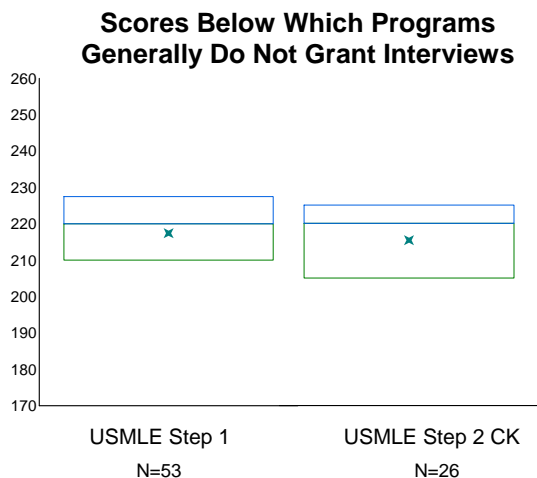
Percentage of Programs That Use USMLE Step 1 Score

Scores required?
N=71

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

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

Scores required?
N=66

Would your program consider applicants who fail the exam on the first attempt?
N=44

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

Scores Below Which Programs Generally Do Not Grant Interviews

USMLE Step 1
N=53

USMLE Step 2 CK
N=26

Scores Above Which Programs Almost Always Grant Interviews

USMLE Step 1
N=33

USMLE Step 2 CK
N=15

The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.
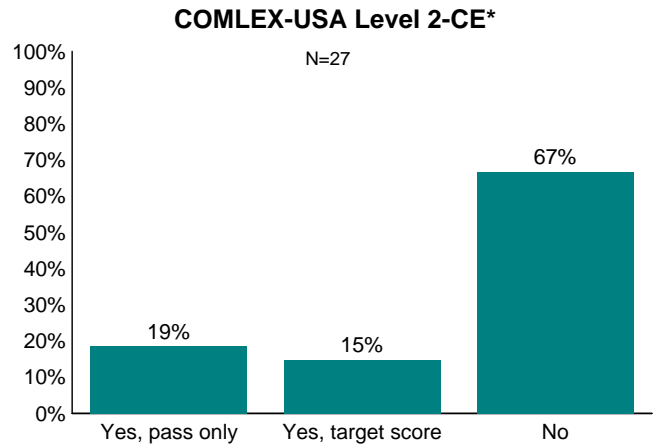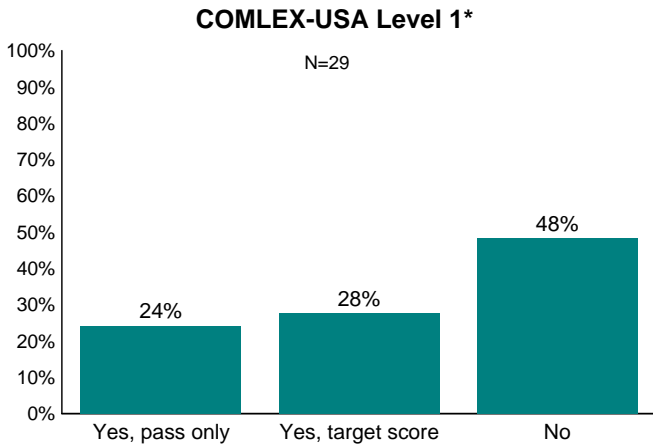
Radiology-Diagnostic
Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview
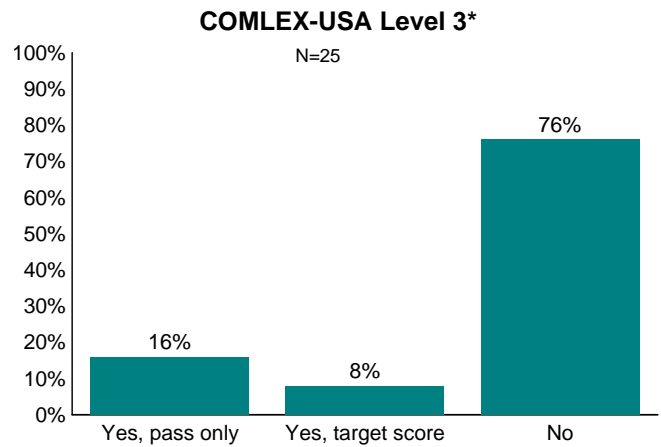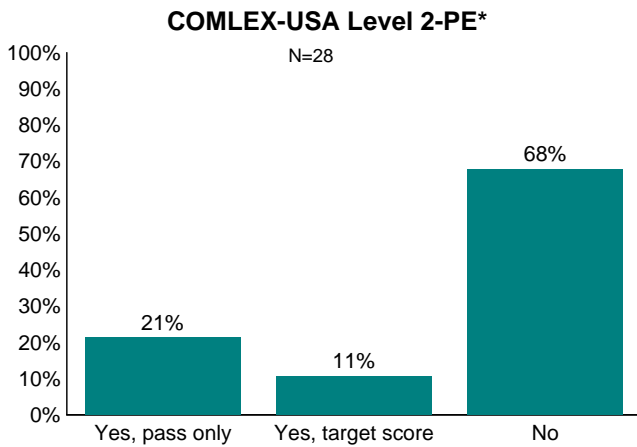
Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores

USMLE Step 2 CS
N=62

USMLE Step 3
N=39

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

COMLEX-USA Level 1*
N=29

COMLEX-USA Level 2-CE*
N=27

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

COMLEX-USA Level 2-PE*
N=28

COMLEX-USA Level 3*
N=25

* Osteopathic applicants only

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 Programs that Typically Interview and Rank Each Applicant Type

28% of Radiology-Diagnostic programs consider all applicant groups

N=74
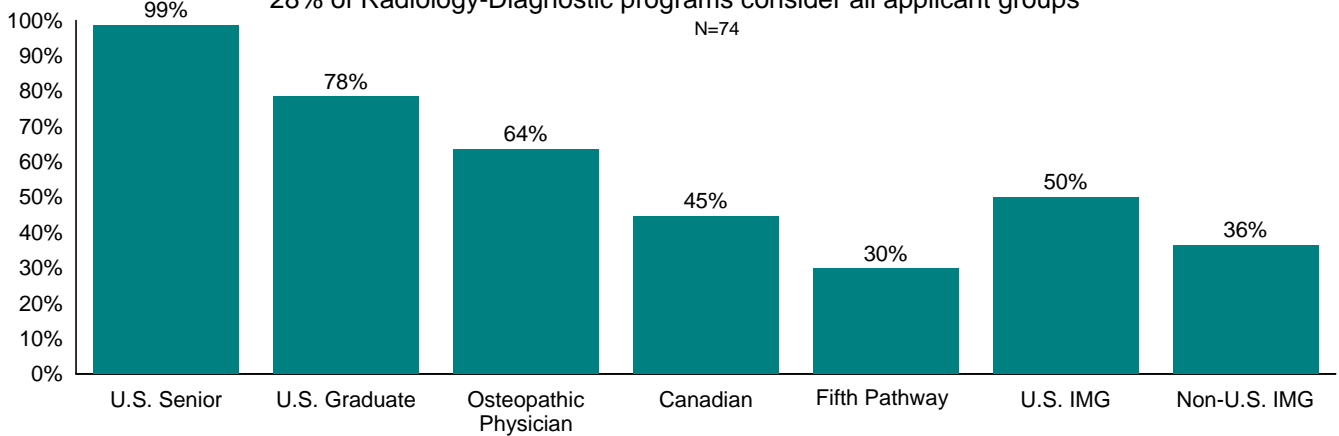
Surgery
(N=121)

Figure GS-1

Surgery
Percentage of Programs Citing Each Factor And Mean Importance Rating[1] for Each Factor in Selecting Applicants to Interview
(N=115)

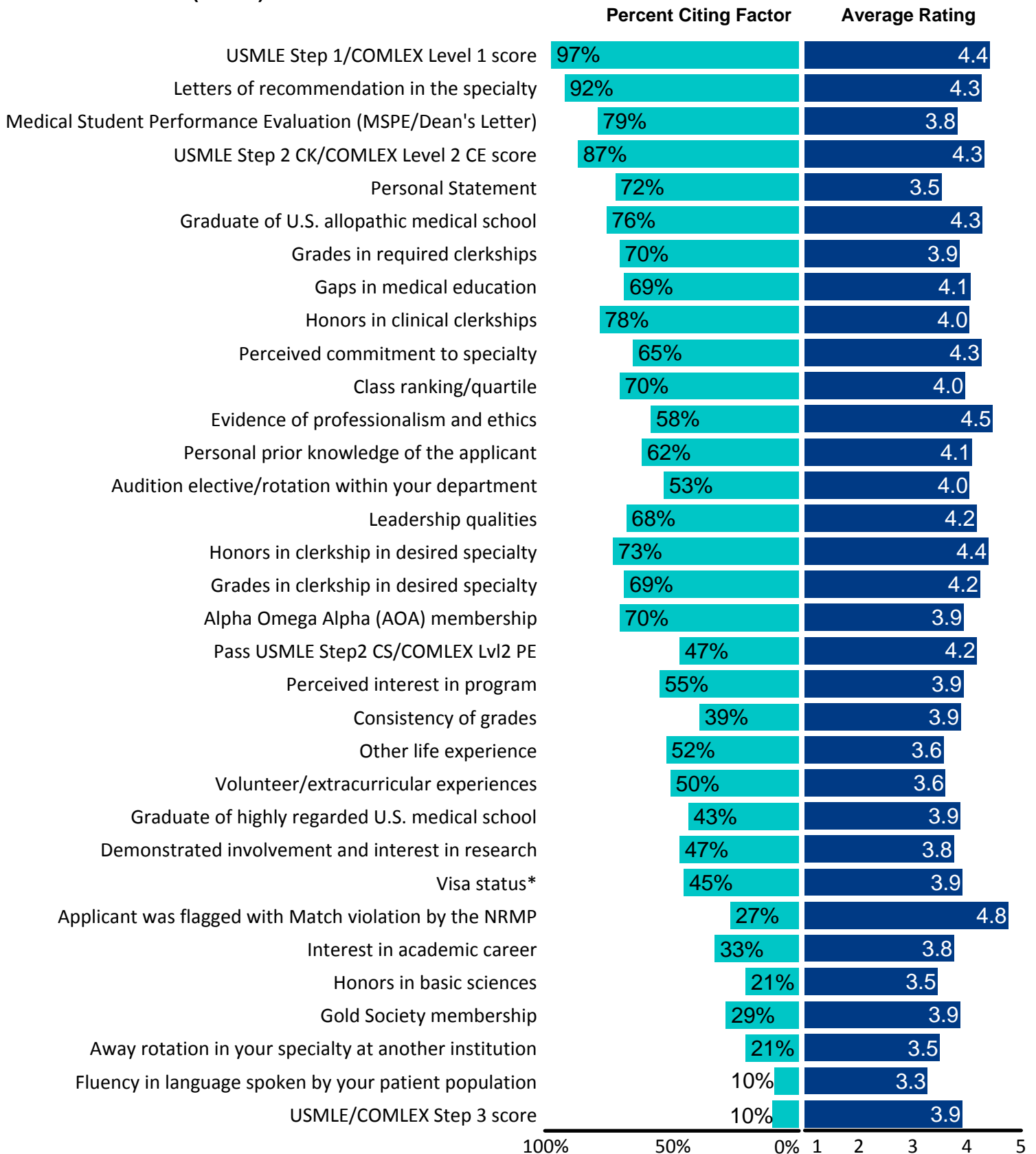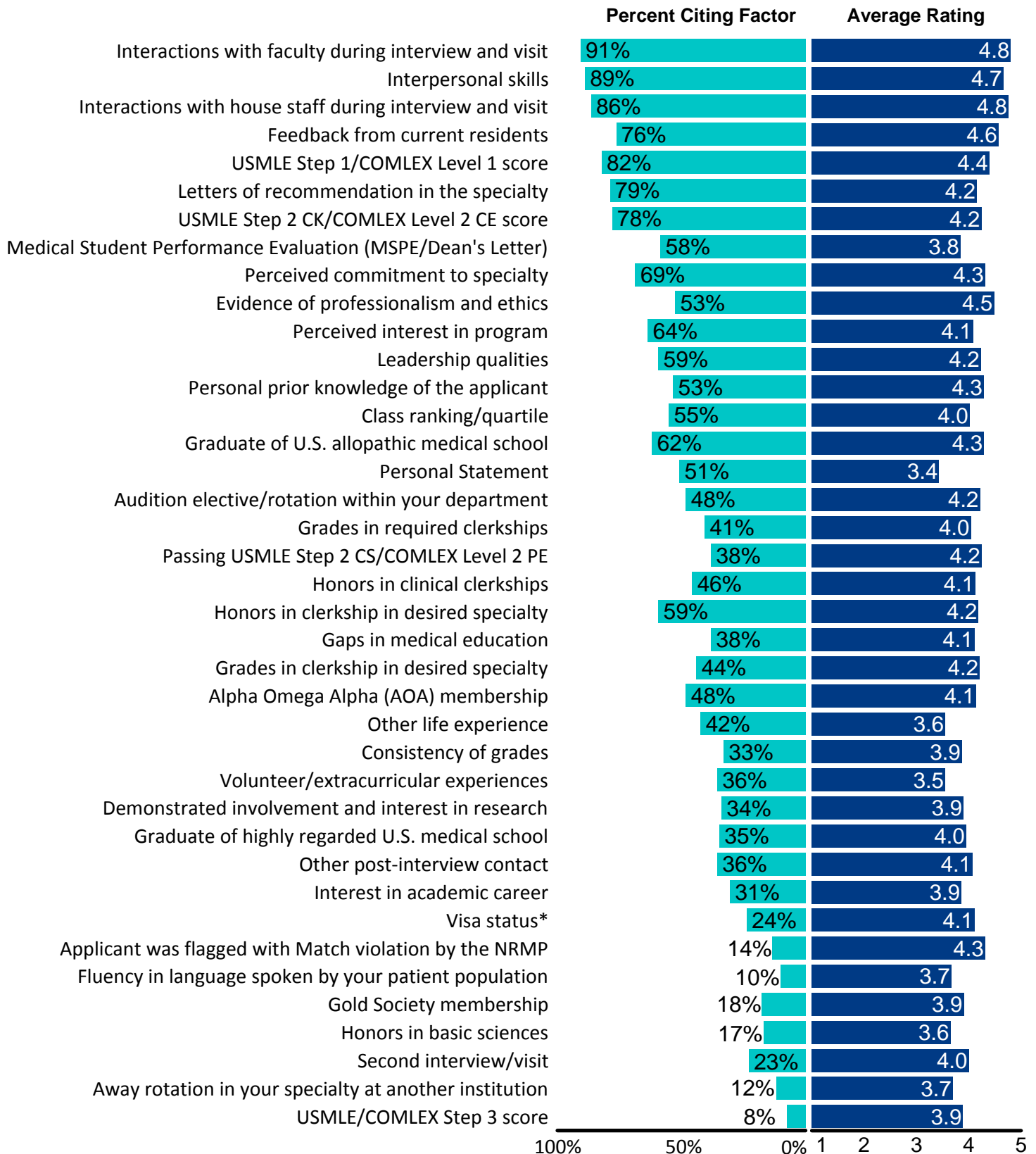| Factor	Percent Citing Factor	Average Rating
USMLE Step 1/COMLEX Level 1 score	97%	4.4
Letters of recommendation in the specialty	92%	4.3
Medical Student Performance Evaluation (MSPE/Dean's Letter)	79%	3.8
USMLE Step 2 CK/COMLEX Level 2 CE score	87%	4.3
Personal Statement	72%	3.5
Graduate of U.S. allopathic medical school	76%	4.3
Grades in required clerkships	70%	3.9
Gaps in medical education	69%	4.1
Honors in clinical clerkships	78%	4.0
Perceived commitment to specialty	65%	4.3
Class ranking/quartile	70%	4.0
Evidence of professionalism and ethics	58%	4.5
Personal prior knowledge of the applicant	62%	4.1
Audition elective/rotation within your department	53%	4.0
Leadership qualities	68%	4.2
Honors in clerkship in desired specialty	73%	4.4
Grades in clerkship in desired specialty	69%	4.2
Alpha Omega Alpha (AOA) membership	70%	3.9
Pass USMLE Step2 CS/COMLEX Lvl2 PE	47%	4.2
Perceived interest in program	55%	3.9
Consistency of grades	39%	3.9
Other life experience	52%	3.6
Volunteer/extracurricular experiences	50%	3.6
Graduate of highly regarded U.S. medical school	43%	3.9
Demonstrated involvement and interest in research	47%	3.8
Visa status*	45%	3.9
Applicant was flagged with Match violation by the NRMP	27%	4.8
Interest in academic career	33%	3.8
Honors in basic sciences	21%	3.5
Gold Society membership	29%	3.9
Away rotation in your specialty at another institution	21%	3.5
Fluency in language spoken by your patient population	10%	3.3
USMLE/COMLEX Step 3 score	10%	3.9

100%   50%   0%   1   2   3   4   5

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

Figure GS-2

Surgery
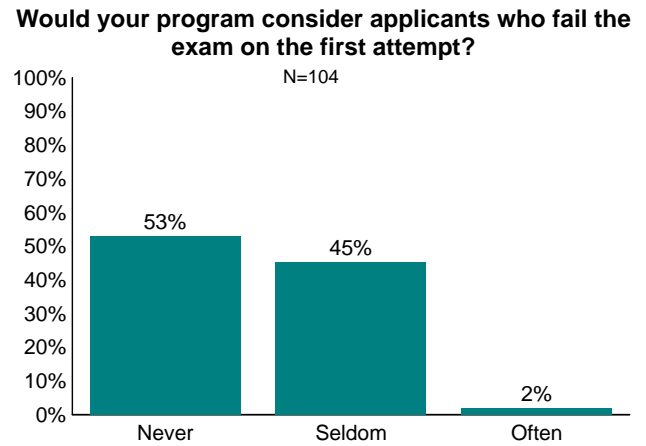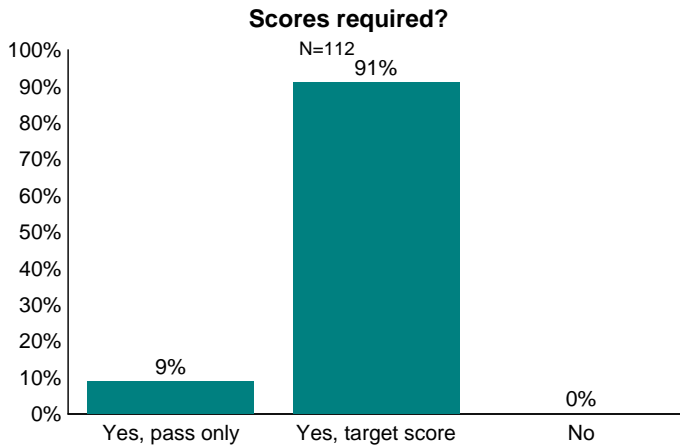**Percentage of Programs Citing Each Factor And Mean Importance Rating[1] for Each Factor in Ranking Applicants**
(N=115)

Factor	Percent Citing Factor	Average Rating
Interactions with faculty during interview and visit	91%	4.8
Interpersonal skills	89%	4.7
Interactions with house staff during interview and visit	86%	4.8
Feedback from current residents	76%	4.6
USMLE Step 1/COMLEX Level 1 score	82%	4.4
Letters of recommendation in the specialty	79%	4.2
USMLE Step 2 CK/COMLEX Level 2 CE score	78%	4.2
Medical Student Performance Evaluation (MSPE/Dean's Letter)	58%	3.8
Perceived commitment to specialty	69%	4.3
Evidence of professionalism and ethics	53%	4.5
Perceived interest in program	64%	4.1
Leadership qualities	59%	4.2
Personal prior knowledge of the applicant	53%	4.3
Class ranking/quartile	55%	4.0
Graduate of U.S. allopathic medical school	62%	4.3
Personal Statement	51%	3.4
Audition elective/rotation within your department	48%	4.2
Grades in required clerkships	41%	4.0
Passing USMLE Step 2 CS/COMLEX Level 2 PE	38%	4.2
Honors in clinical clerkships	46%	4.1
Honors in clerkship in desired specialty	59%	4.2
Gaps in medical education	38%	4.1
Grades in clerkship in desired specialty	44%	4.2
Alpha Omega Alpha (AOA) membership	48%	4.1
Other life experience	42%	3.6
Consistency of grades	33%	3.9
Volunteer/extracurricular experiences	36%	3.5
Demonstrated involvement and interest in research	34%	3.9
Graduate of highly regarded U.S. medical school	35%	4.0
Other post-interview contact	36%	4.1
Interest in academic career	31%	3.9
Visa status*	24%	4.1
Applicant was flagged with Match violation by the NRMP	14%	4.3
Fluency in language spoken by your patient population	10%	3.7
Gold Society membership	18%	3.9
Honors in basic sciences	17%	3.6
Second interview/visit	23%	4.0
Away rotation in your specialty at another institution	12%	3.7
USMLE/COMLEX Step 3 score	8%	3.9

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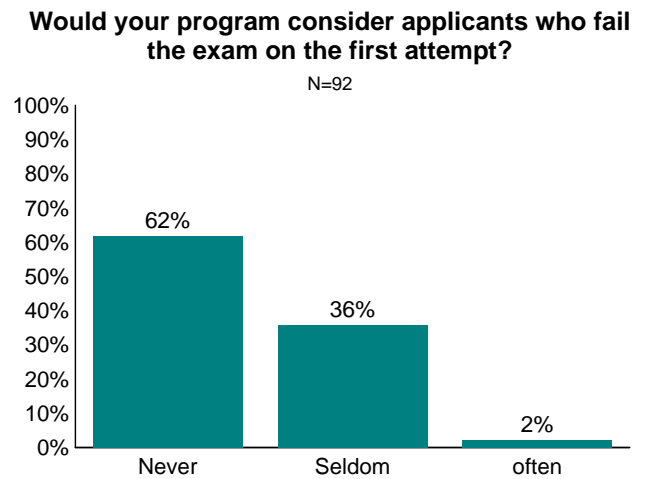* International Medical Graduates only

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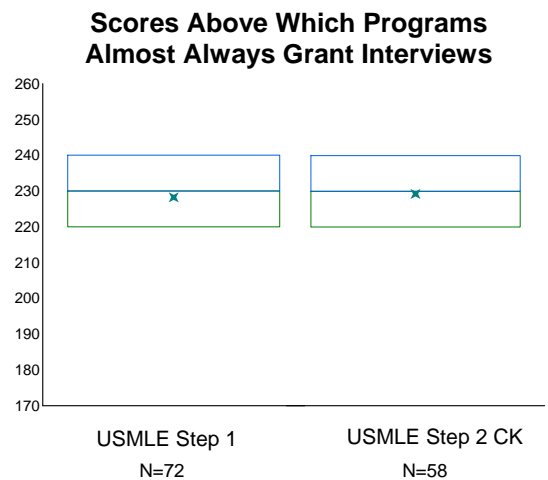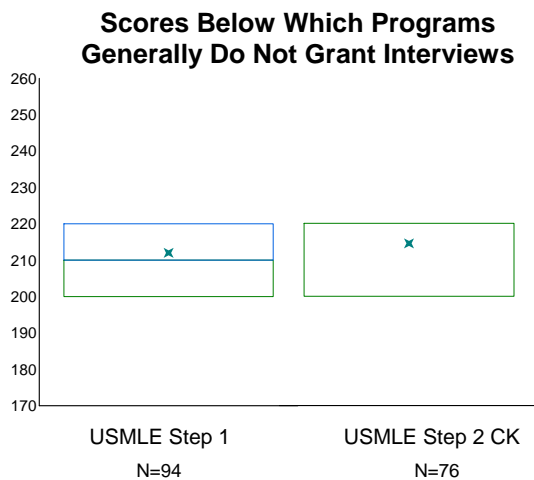
Percentage of Programs That Use USMLE Step 1 Score

Scores required?

N=112

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

N=104

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

Scores required?

N=107

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

N=92

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

Scores Below Which Programs Generally Do Not Grant Interviews

USMLE Step 1   USMLE Step 2 CK
N=94   N=76

Scores Above Which Programs Almost Always Grant Interviews

USMLE Step 1   USMLE Step 2 CK
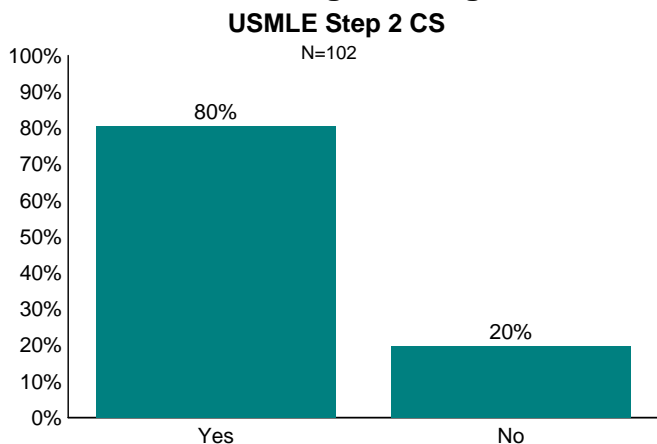N=72   N=58

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.
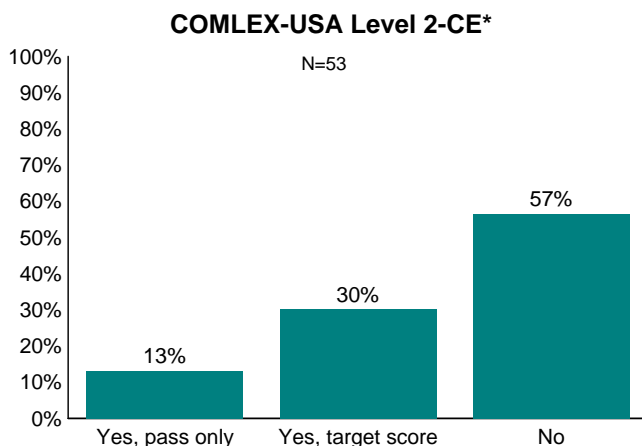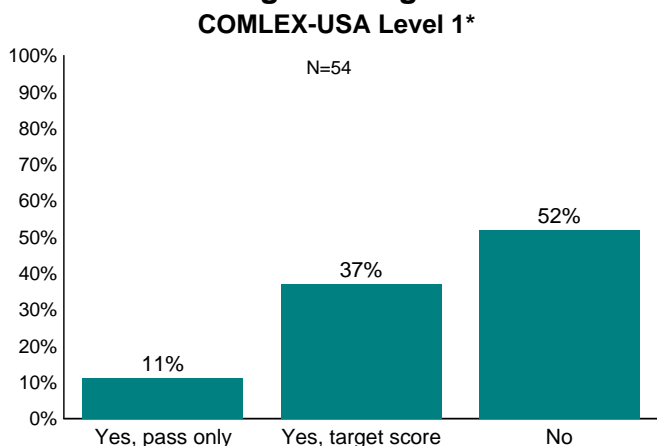
Figure GS-4

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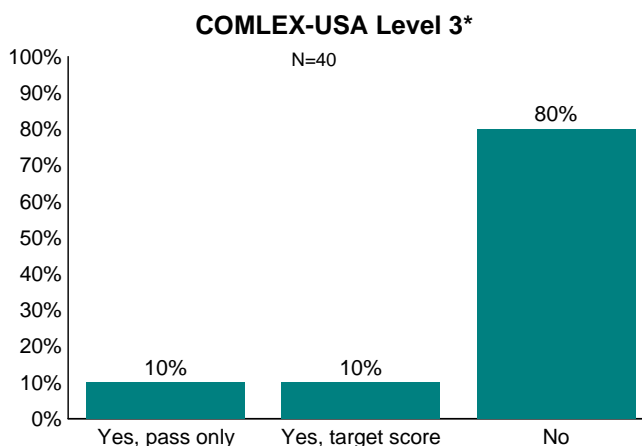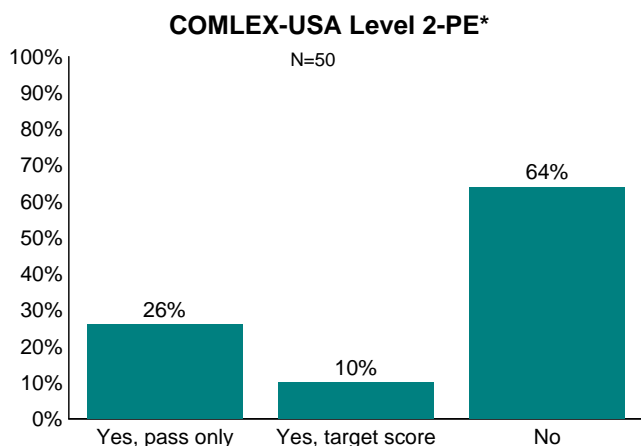
Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores

USMLE Step 2 CS
N=102

- Yes: 80%
- No: 20%

USMLE Step 3
N=62

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

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

COMLEX-USA Level 1*
N=54

- Yes, pass only: 11%
- Yes, target score: 37%
- No: 52%

COMLEX-USA Level 2-CE*
N=53

- Yes, pass only: 13%
- Yes, target score: 30%
- No: 57%

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

COMLEX-USA Level 2-PE*
N=50

- Yes, pass only: 26%
- Yes, target score: 10%
- No: 64%

COMLEX-USA Level 3*
N=40

- Yes, pass only: 10%
- Yes, target score: 10%
- No: 80%

* Osteopathic applicants only

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 Programs that Typically Interview and Rank Each Applicant Type
19% of Surgery programs consider all applicant groups
N=113

Thoracic Surgery
(N=12)

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

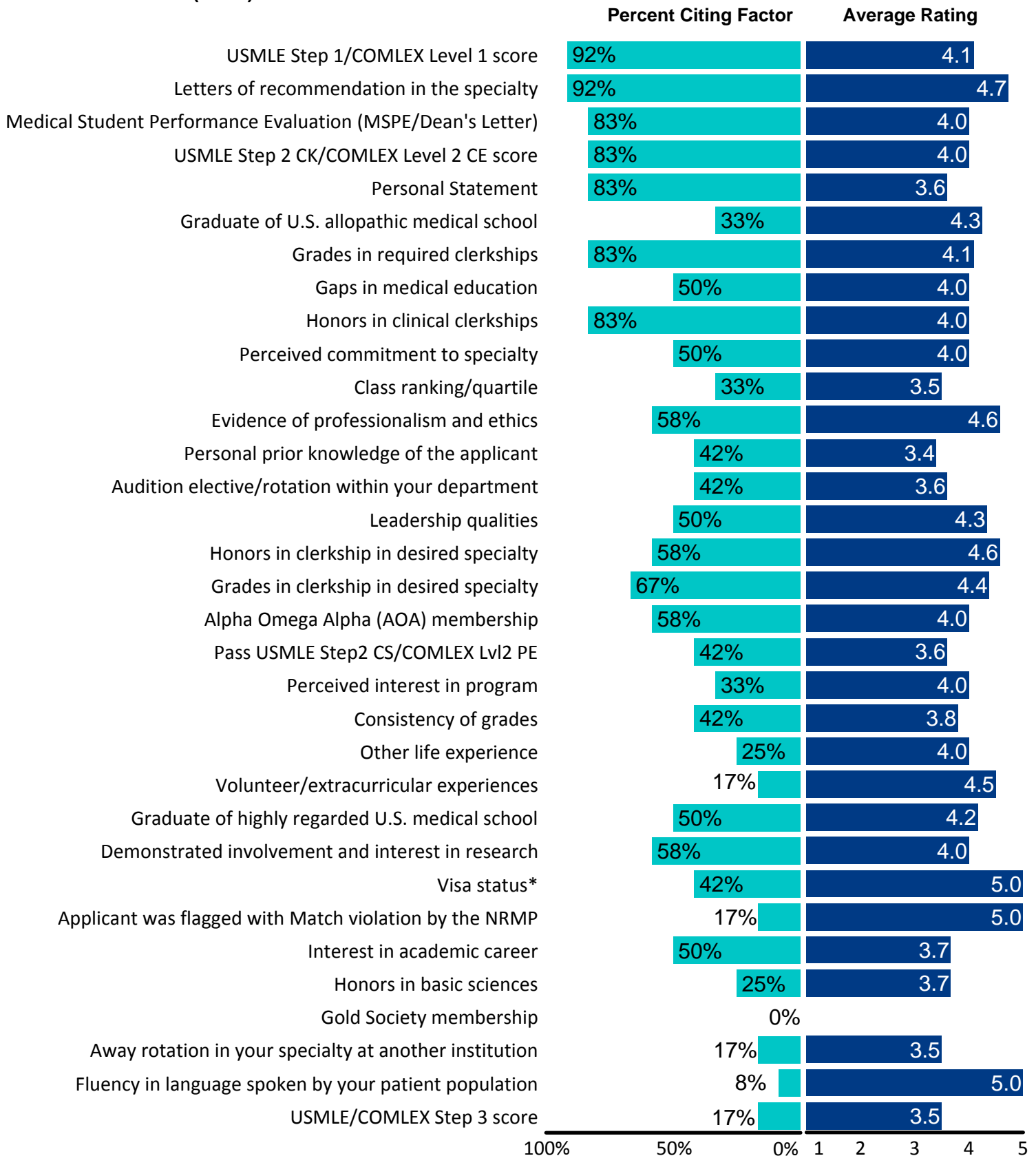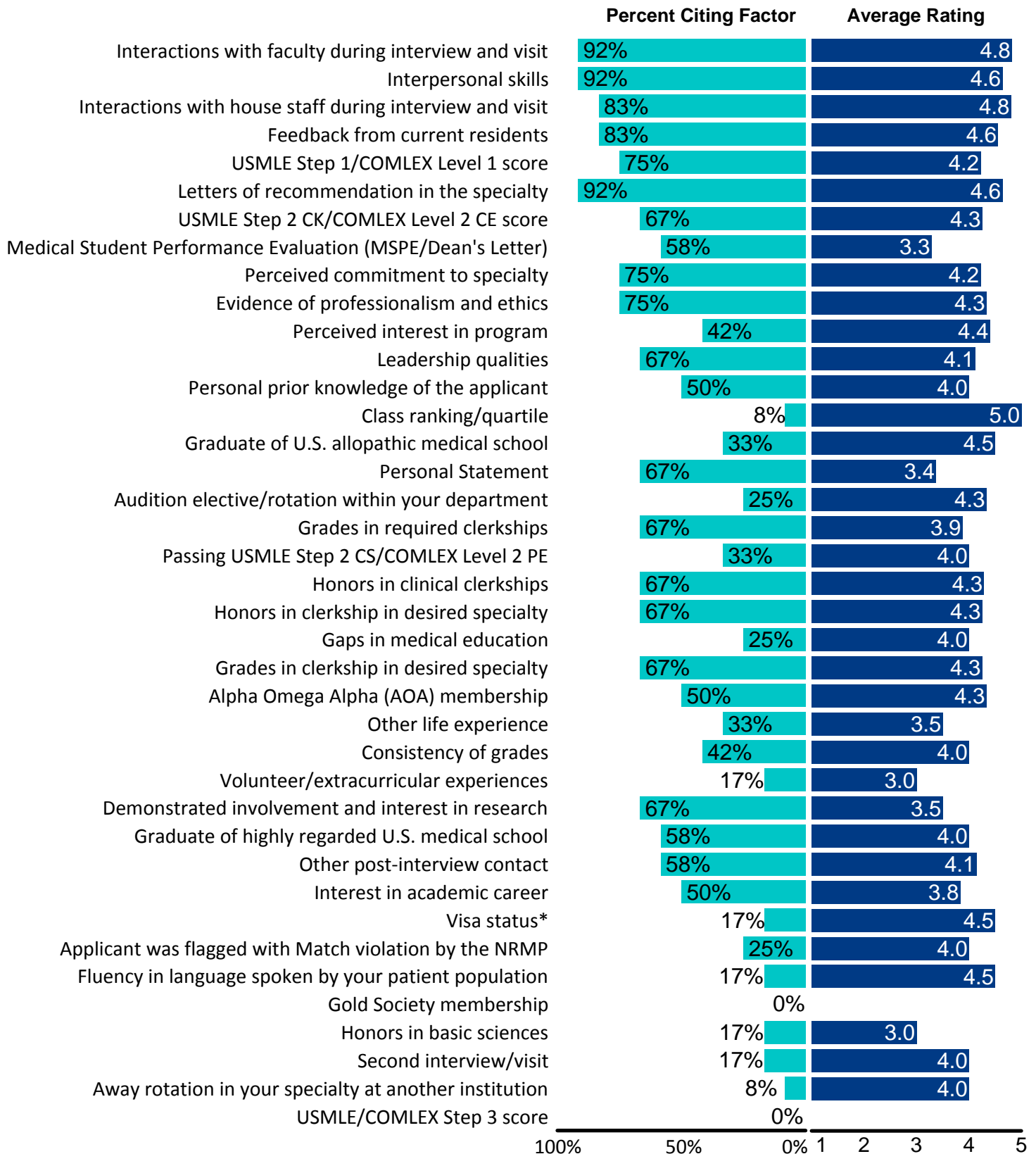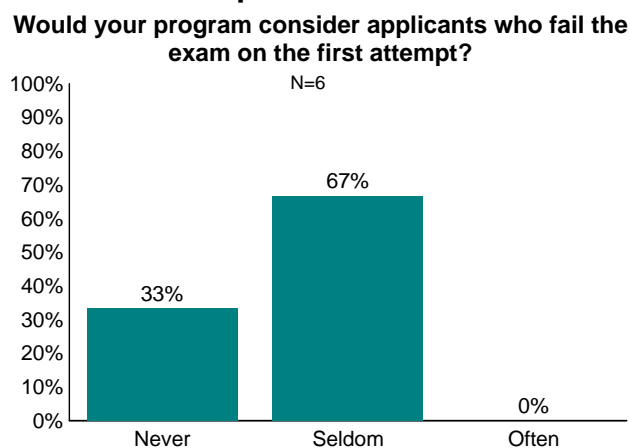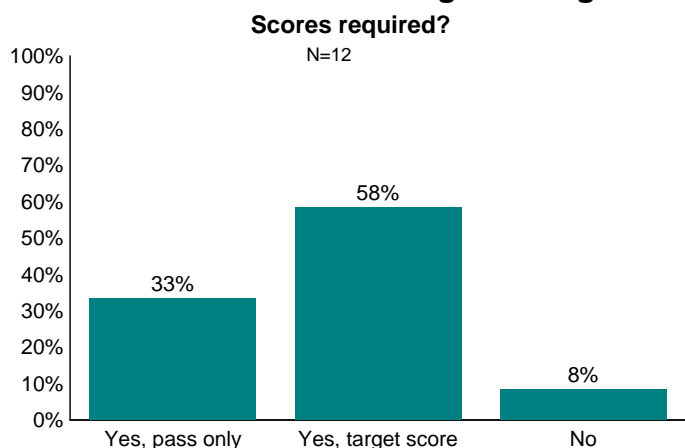| Factor	Percent Citing Factor	Average Rating
USMLE Step 1/COMLEX Level 1 score	92%	4.1
Letters of recommendation in the specialty	92%	4.7
Medical Student Performance Evaluation (MSPE/Dean's Letter)	83%	4.0
USMLE Step 2 CK/COMLEX Level 2 CE score	83%	4.0
Personal Statement	83%	3.6
Graduate of U.S. allopathic medical school	33%	4.3
Grades in required clerkships	83%	4.1
Gaps in medical education	50%	4.0
Honors in clinical clerkships	83%	4.0
Perceived commitment to specialty	50%	4.0
Class ranking/quartile	33%	3.5
Evidence of professionalism and ethics	58%	4.6
Personal prior knowledge of the applicant	42%	3.4
Audition elective/rotation within your department	42%	3.6
Leadership qualities	50%	4.3
Honors in clerkship in desired specialty	58%	4.6
Grades in clerkship in desired specialty	67%	4.4
Alpha Omega Alpha (AOA) membership	58%	4.0
Pass USMLE Step2 CS/COMLEX Lvl2 PE	42%	3.6
Perceived interest in program	33%	4.0
Consistency of grades	42%	3.8
Other life experience	25%	4.0
Volunteer/extracurricular experiences	17%	4.5
Graduate of highly regarded U.S. medical school	50%	4.2
Demonstrated involvement and interest in research	58%	4.0
Visa status*	42%	5.0
Applicant was flagged with Match violation by the NRMP	17%	5.0
Interest in academic career	50%	3.7
Honors in basic sciences	25%	3.7
Gold Society membership	0%	
Away rotation in your specialty at another institution	17%	3.5
Fluency in language spoken by your patient population	8%	5.0
USMLE/COMLEX Step 3 score	17%	3.5

100%   50%   0%   1   2   3   4   5

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

Figure TS-2

Thoracic Surgery
Percentage of Programs Citing Each Factor And Mean Importance Rating[1] for Each Factor in Ranking Applicants
(N=12)

Factor	Percent Citing Factor	Average Rating
Interactions with faculty during interview and visit	92%	4.8
Interpersonal skills	92%	4.6
Interactions with house staff during interview and visit	83%	4.8
Feedback from current residents	83%	4.6
USMLE Step 1/COMLEX Level 1 score	75%	4.2
Letters of recommendation in the specialty	92%	4.6
USMLE Step 2 CK/COMLEX Level 2 CE score	67%	4.3
Medical Student Performance Evaluation (MSPE/Dean's Letter)	58%	3.3
Perceived commitment to specialty	75%	4.2
Evidence of professionalism and ethics	75%	4.3
Perceived interest in program	42%	4.4
Leadership qualities	67%	4.1
Personal prior knowledge of the applicant	50%	4.0
Class ranking/quartile	8%	5.0
Graduate of U.S. allopathic medical school	33%	4.5
Personal Statement	67%	3.4
Audition elective/rotation within your department	25%	4.3
Grades in required clerkships	67%	3.9
Passing USMLE Step 2 CS/COMLEX Level 2 PE	33%	4.0
Honors in clinical clerkships	67%	4.3
Honors in clerkship in desired specialty	67%	4.3
Gaps in medical education	25%	4.0
Grades in clerkship in desired specialty	67%	4.3
Alpha Omega Alpha (AOA) membership	50%	4.3
Other life experience	33%	3.5
Consistency of grades	42%	4.0
Volunteer/extracurricular experiences	17%	3.0
Demonstrated involvement and interest in research	67%	3.5
Graduate of highly regarded U.S. medical school	58%	4.0
Other post-interview contact	58%	4.1
Interest in academic career	50%	3.8
Visa status*	17%	4.5
Applicant was flagged with Match violation by the NRMP	25%	4.0
Fluency in language spoken by your patient population	17%	4.5
Gold Society membership	0%	
Honors in basic sciences	17%	3.0
Second interview/visit	17%	4.0
Away rotation in your specialty at another institution	8%	4.0
USMLE/COMLEX Step 3 score	0%	

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

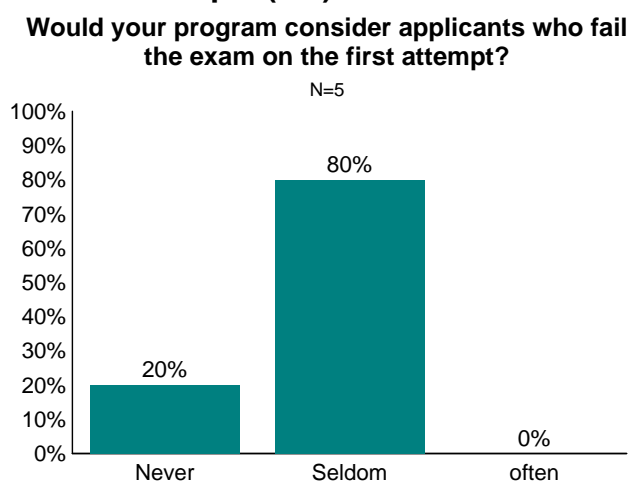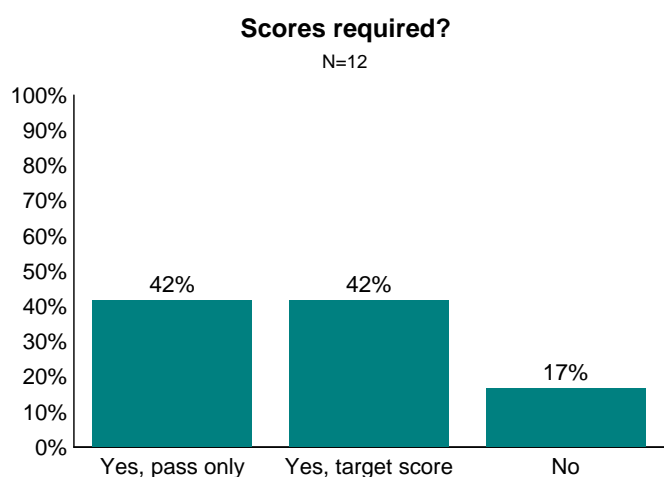**Thoracic Surgery**
Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

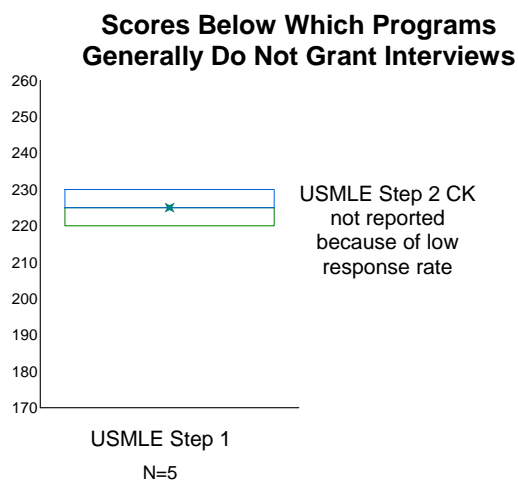## Percentage of Programs That Use USMLE Step 1 Score

Scores required?
N=12

Yes, pass only	33%
Yes, target score	58%
No	8%

Would your program consider applicants who fail the exam on the first attempt?
N=6

Never	33%
Seldom	67%
Often	0%

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

Scores required?
N=12

Yes, pass only	42%
Yes, target score	42%
No	17%

Would your program consider applicants who fail the exam on the first attempt?
N=5

Never	20%
Seldom	80%
often	0%

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

Scores Below Which Programs Generally Do Not Grant Interviews

USMLE Step 2 CK not reported because of low response rate

USMLE Step 1
N=5

Scores Above Which Programs Almost Always Grant Interviews

USMLE Step 1 not reported because of low response rate

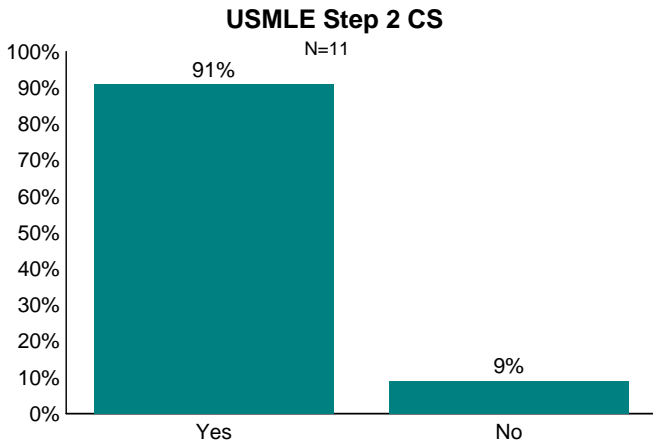USMLE Step 2 CK not reported because of low response rate

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.
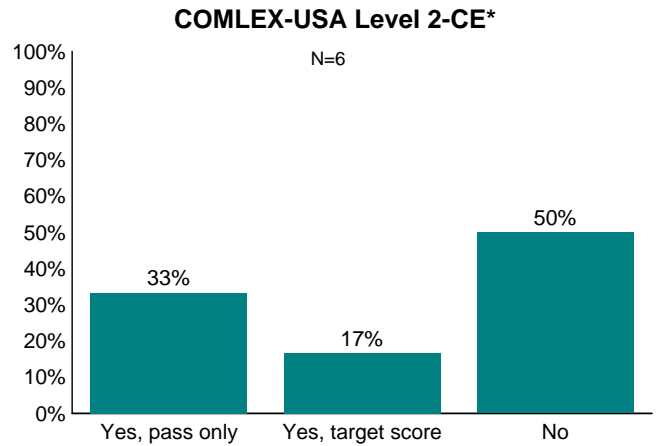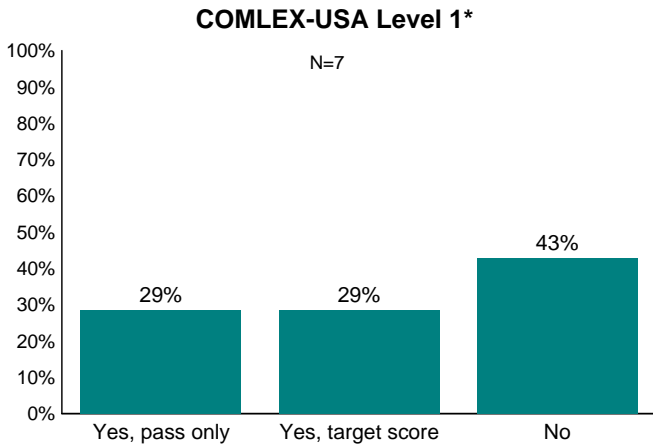
Figure TS-4

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

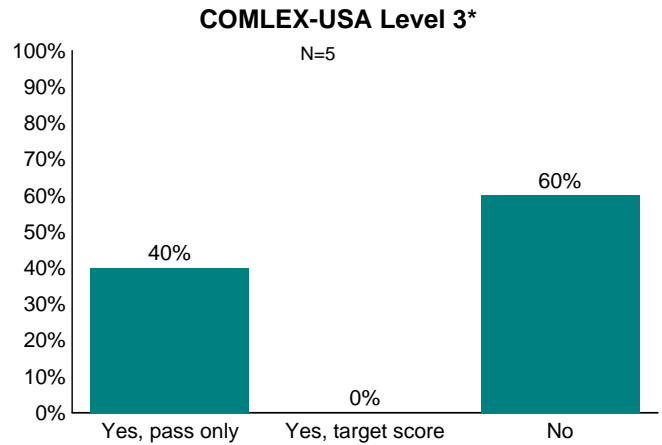### Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores

USMLE Step 2 CS (N=11): Yes 91%, No 9%

USMLE Step 3 (N=6): Yes, pass only 33%, Yes, target score 0%, No 67%

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

COMLEX-USA Level 1* (N=7): Yes, pass only 29%, Yes, target score 29%, No 43%

COMLEX-USA Level 2-CE* (N=6): Yes, pass only 33%, Yes, target score 17%, No 50%
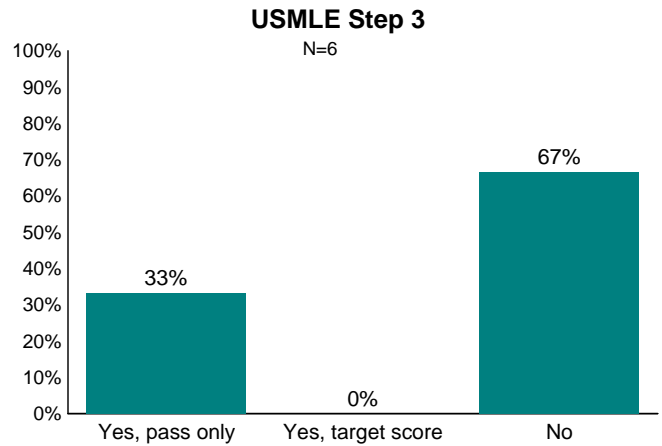
Percentage of Programs That Use COMLEX-USA Level 2-PE and Level 3 Scores

(N=4) Not reported because of low response rate

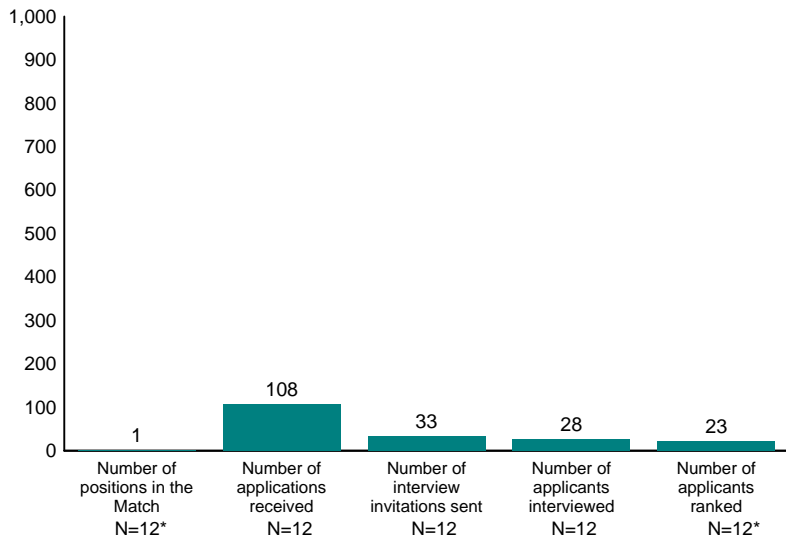COMLEX-USA Level 3* (N=5): Yes, pass only 40%, Yes, target score 0%, No 60%
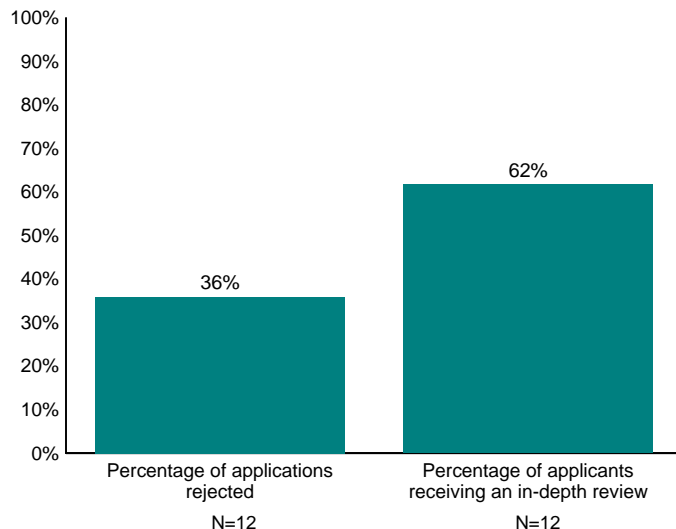
* Osteopathic applicants only

**Thoracic Surgery
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 Programs that Typically Interview and Rank Each Applicant Type

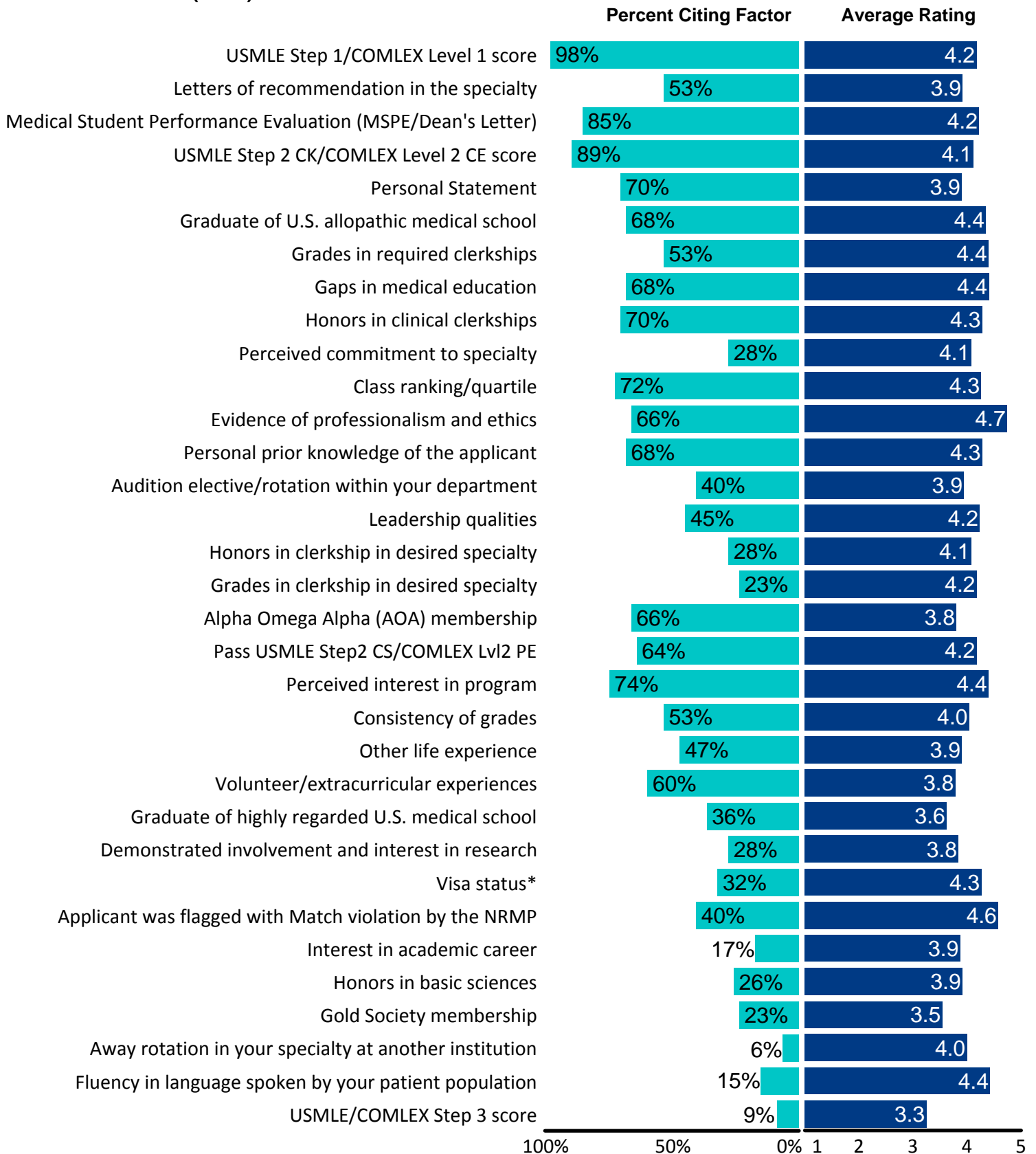17% of Thoracic Surgery programs consider all applicant groups

N=12

Transitional Year
(N=47)

Transitional Year
Percentage of Programs Citing Each Factor And Mean Importance Rating[1] for Each Factor in Selecting Applicants to Interview
(N=47)

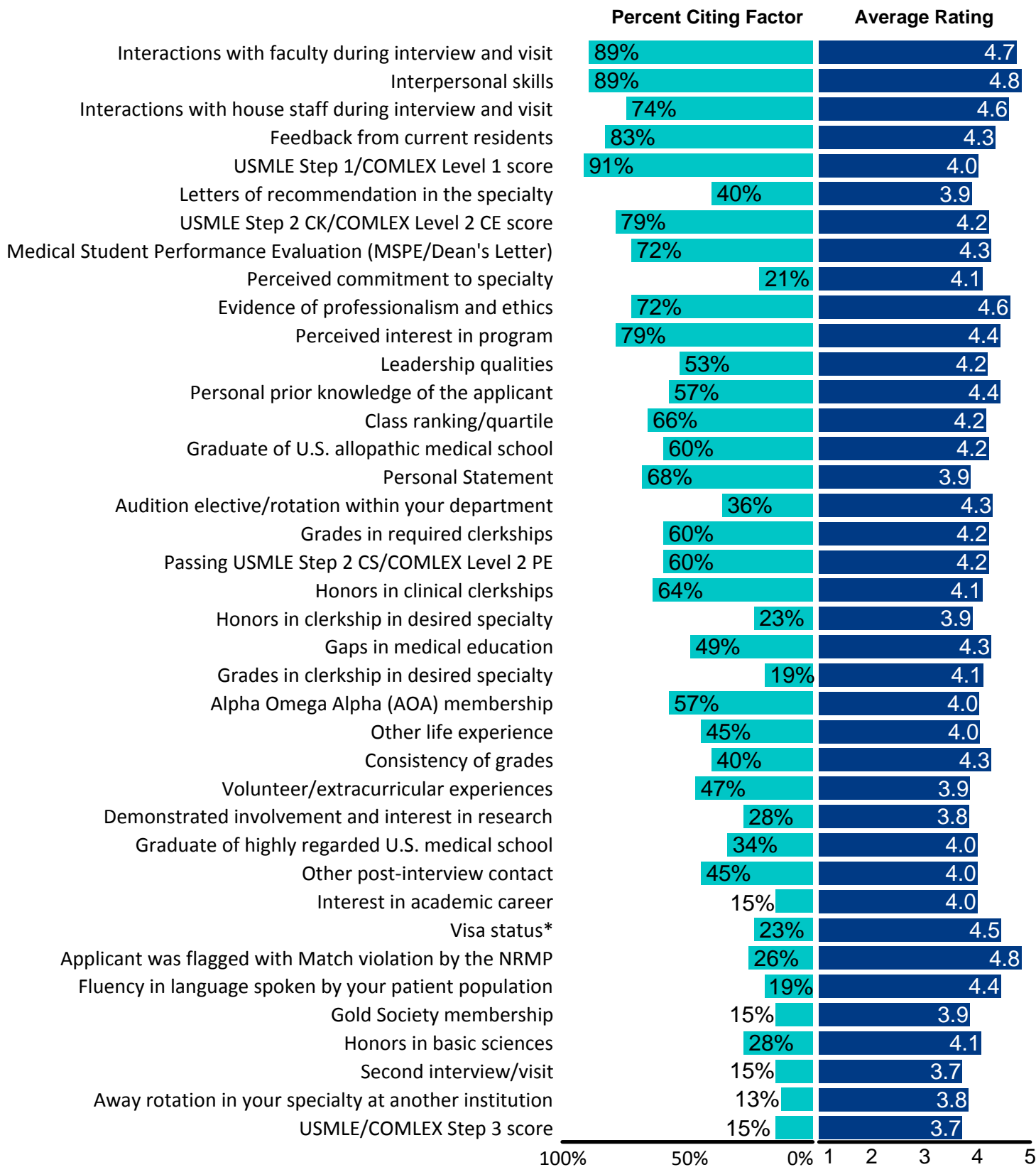| Factor	Percent Citing Factor	Average Rating
USMLE Step 1/COMLEX Level 1 score	98%	4.2
Letters of recommendation in the specialty	53%	3.9
Medical Student Performance Evaluation (MSPE/Dean's Letter)	85%	4.2
USMLE Step 2 CK/COMLEX Level 2 CE score	89%	4.1
Personal Statement	70%	3.9
Graduate of U.S. allopathic medical school	68%	4.4
Grades in required clerkships	53%	4.4
Gaps in medical education	68%	4.4
Honors in clinical clerkships	70%	4.3
Perceived commitment to specialty	28%	4.1
Class ranking/quartile	72%	4.3
Evidence of professionalism and ethics	66%	4.7
Personal prior knowledge of the applicant	68%	4.3
Audition elective/rotation within your department	40%	3.9
Leadership qualities	45%	4.2
Honors in clerkship in desired specialty	28%	4.1
Grades in clerkship in desired specialty	23%	4.2
Alpha Omega Alpha (AOA) membership	66%	3.8
Pass USMLE Step2 CS/COMLEX Lvl2 PE	64%	4.2
Perceived interest in program	74%	4.4
Consistency of grades	53%	4.0
Other life experience	47%	3.9
Volunteer/extracurricular experiences	60%	3.8
Graduate of highly regarded U.S. medical school	36%	3.6
Demonstrated involvement and interest in research	28%	3.8
Visa status*	32%	4.3
Applicant was flagged with Match violation by the NRMP	40%	4.6
Interest in academic career	17%	3.9
Honors in basic sciences	26%	3.9
Gold Society membership	23%	3.5
Away rotation in your specialty at another institution	6%	4.0
Fluency in language spoken by your patient population	15%	4.4
USMLE/COMLEX Step 3 score	9%	3.3

100%   50%   0% | 1   2   3   4   5

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

Figure TY-2

Transitional Year
Percentage of Programs Citing Each Factor And Mean Importance Rating[1] for Each Factor in Ranking Applicants
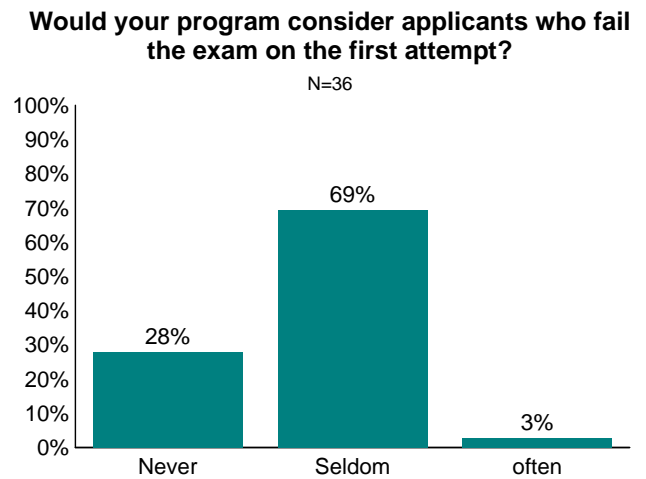**(N=47)**

Factor	Percent Citing Factor	Average Rating
Interactions with faculty during interview and visit	89%	4.7
Interpersonal skills	89%	4.8
Interactions with house staff during interview and visit	74%	4.6
Feedback from current residents	83%	4.3
USMLE Step 1/COMLEX Level 1 score	91%	4.0
Letters of recommendation in the specialty	40%	3.9
USMLE Step 2 CK/COMLEX Level 2 CE score	79%	4.2
Medical Student Performance Evaluation (MSPE/Dean's Letter)	72%	4.3
Perceived commitment to specialty	21%	4.1
Evidence of professionalism and ethics	72%	4.6
Perceived interest in program	79%	4.4
Leadership qualities	53%	4.2
Personal prior knowledge of the applicant	57%	4.4
Class ranking/quartile	66%	4.2
Graduate of U.S. allopathic medical school	60%	4.2
Personal Statement	68%	3.9
Audition elective/rotation within your department	36%	4.3
Grades in required clerkships	60%	4.2
Passing USMLE Step 2 CS/COMLEX Level 2 PE	60%	4.2
Honors in clinical clerkships	64%	4.1
Honors in clerkship in desired specialty	23%	3.9
Gaps in medical education	49%	4.3
Grades in clerkship in desired specialty	19%	4.1
Alpha Omega Alpha (AOA) membership	57%	4.0
Other life experience	45%	4.0
Consistency of grades	40%	4.3
Volunteer/extracurricular experiences	47%	3.9
Demonstrated involvement and interest in research	28%	3.8
Graduate of highly regarded U.S. medical school	34%	4.0
Other post-interview contact	45%	4.0
Interest in academic career	15%	4.0
Visa status*	23%	4.5
Applicant was flagged with Match violation by the NRMP	26%	4.8
Fluency in language spoken by your patient population	19%	4.4
Gold Society membership	15%	3.9
Honors in basic sciences	28%	4.1
Second interview/visit	15%	3.7
Away rotation in your specialty at another institution	13%	3.8
USMLE/COMLEX Step 3 score	15%	3.7

100%   50%   0%   1   2   3   4   5

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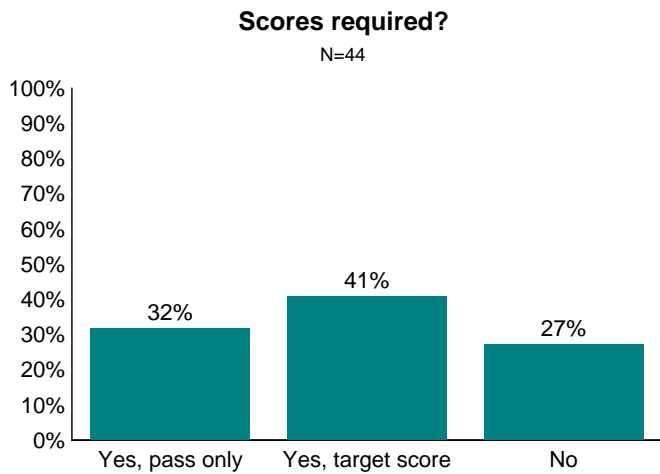* International Medical Graduates only

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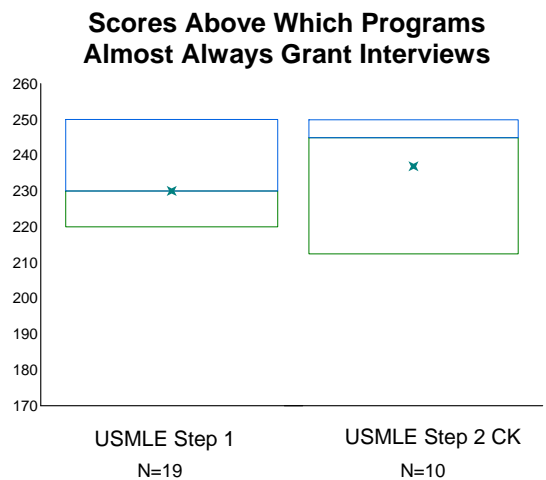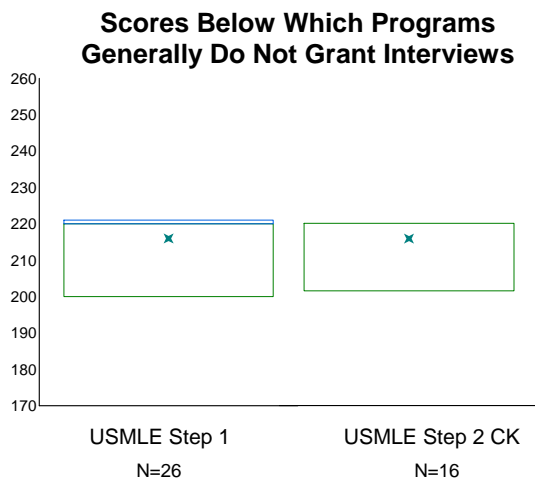
Percentage of Programs That Use USMLE Step 1 Score

Scores required?
N=47

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

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

Scores required?
N=44

Would your program consider applicants who fail the exam on the first attempt?
N=36

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

Scores Below Which Programs Generally Do Not Grant Interviews

Scores Above Which Programs Almost Always Grant Interviews

USMLE Step 1   USMLE Step 2 CK
N=26   N=16

USMLE Step 1   USMLE Step 2 CK
N=19   N=10

The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.
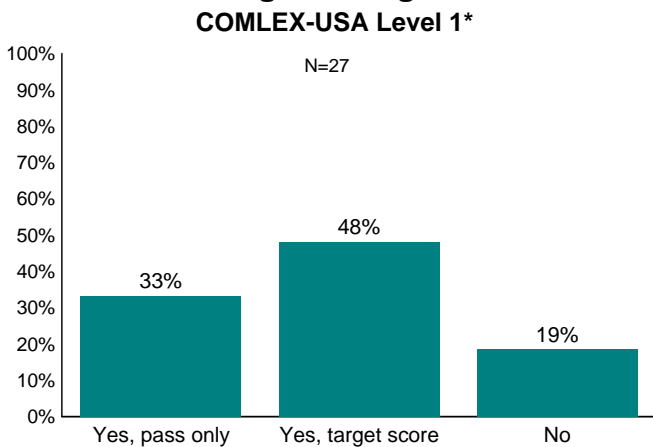
Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores

USMLE Step 2 CS
N=44

USMLE Step 3
N=19

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

COMLEX-USA Level 1*
N=27

COMLEX-USA Level 2-CE*
N=26

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

COMLEX-USA Level 2-PE*
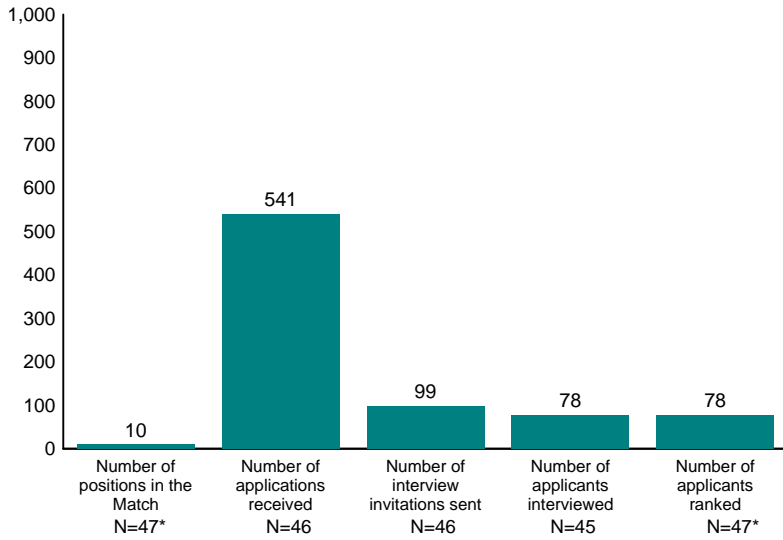N=25

COMLEX-USA Level 3*
N=15

* 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

* Data from the NRMP database. All Responding programs included

Average Percentage of Applicants Rejected and Reviewed

Percentage of Programs that Typically Interview and Rank Each Applicant Type

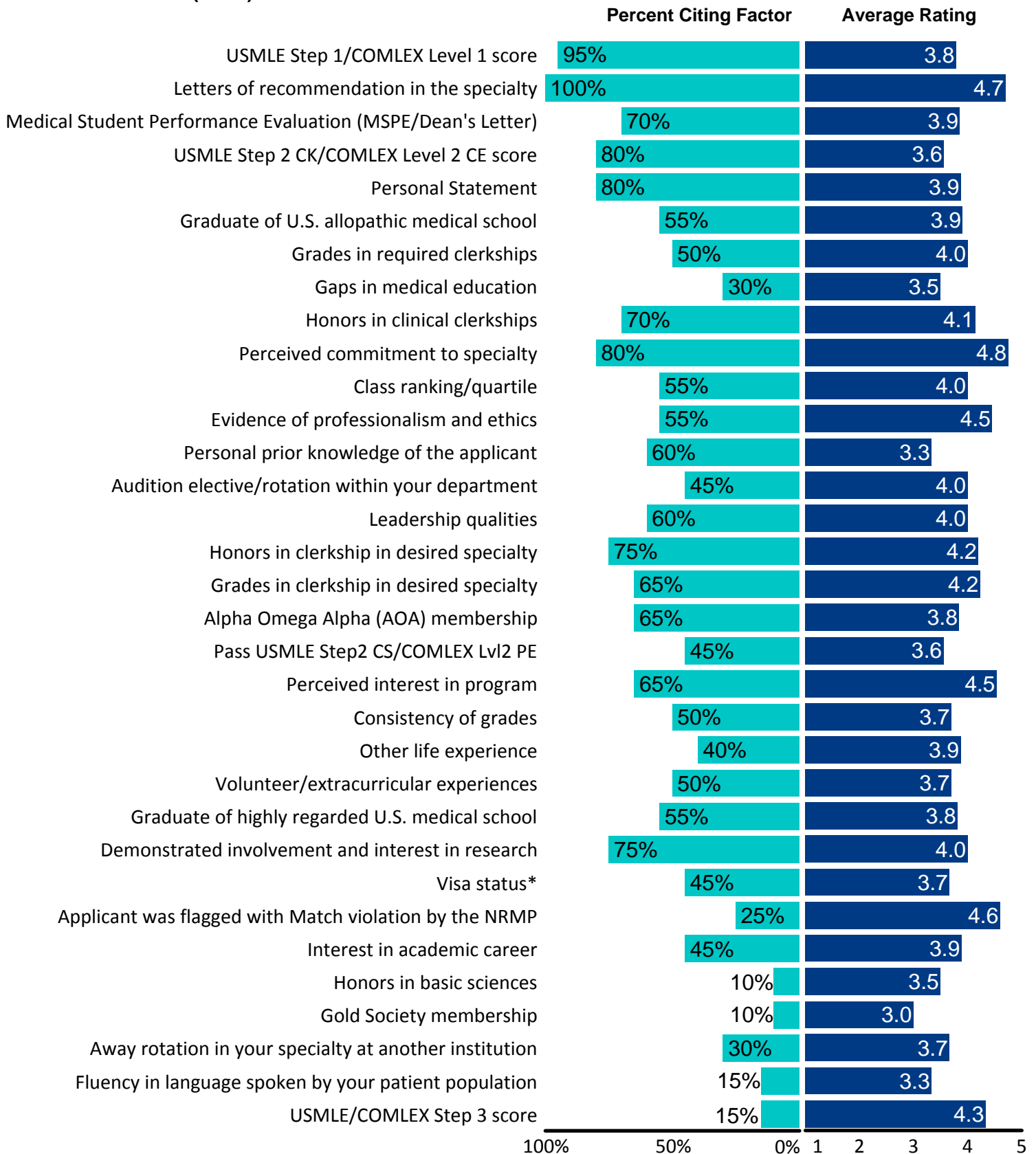17% of Transitional Year programs consider all applicant groups

N=47
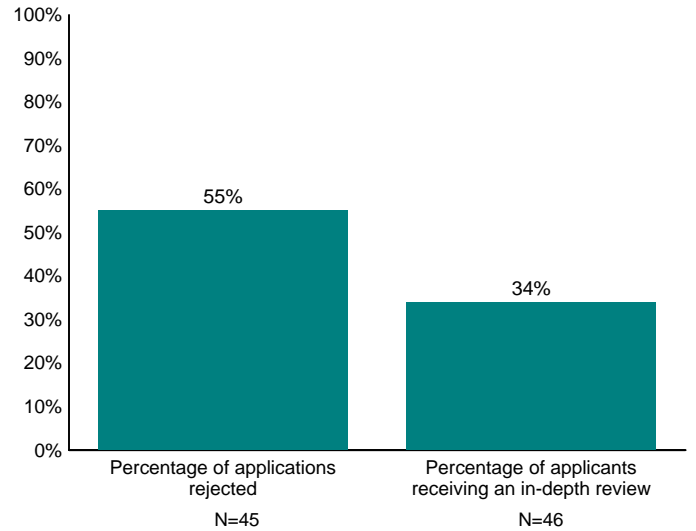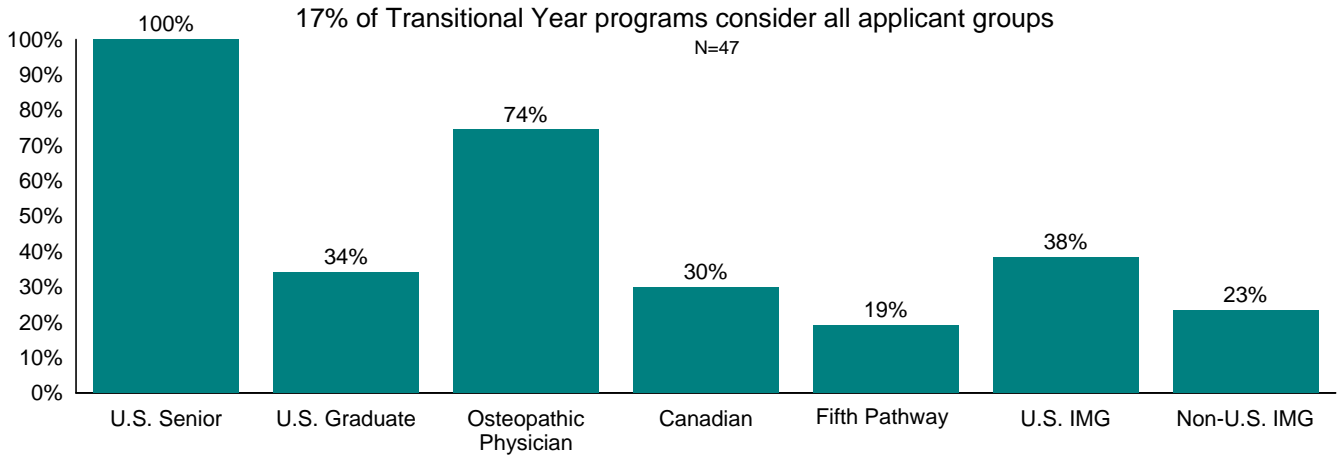
Vascular Surgery
(N=22)

Figure VS-1

Vascular Surgery
Percentage of Programs Citing Each Factor And Mean Importance Rating[1] for Each Factor in Selecting Applicants to Interview
(N=20)

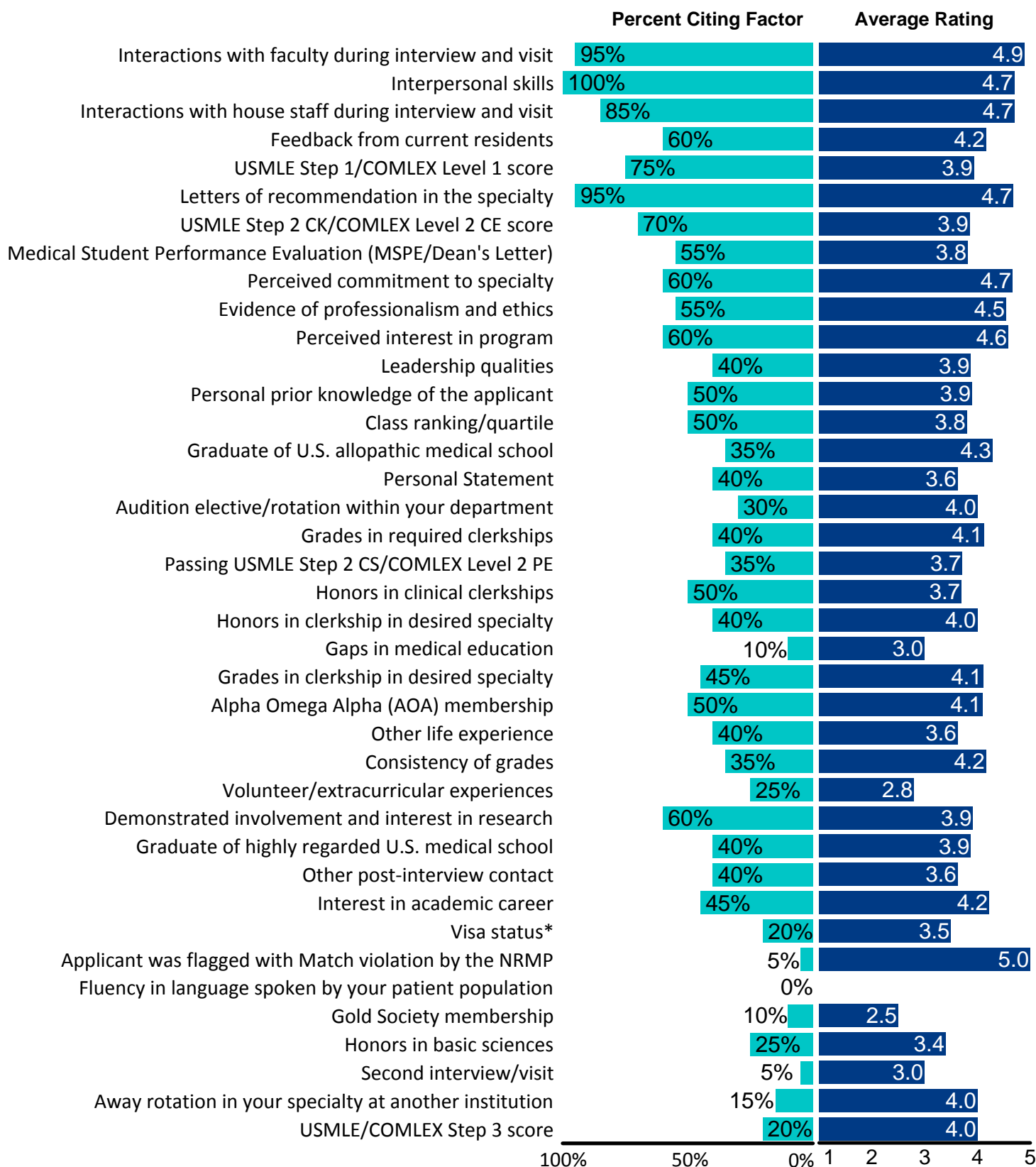| Factor	Percent Citing Factor	Average Rating
USMLE Step 1/COMLEX Level 1 score	95%	3.8
Letters of recommendation in the specialty	100%	4.7
Medical Student Performance Evaluation (MSPE/Dean's Letter)	70%	3.9
USMLE Step 2 CK/COMLEX Level 2 CE score	80%	3.6
Personal Statement	80%	3.9
Graduate of U.S. allopathic medical school	55%	3.9
Grades in required clerkships	50%	4.0
Gaps in medical education	30%	3.5
Honors in clinical clerkships	70%	4.1
Perceived commitment to specialty	80%	4.8
Class ranking/quartile	55%	4.0
Evidence of professionalism and ethics	55%	4.5
Personal prior knowledge of the applicant	60%	3.3
Audition elective/rotation within your department	45%	4.0
Leadership qualities	60%	4.0
Honors in clerkship in desired specialty	75%	4.2
Grades in clerkship in desired specialty	65%	4.2
Alpha Omega Alpha (AOA) membership	65%	3.8
Pass USMLE Step2 CS/COMLEX Lvl2 PE	45%	3.6
Perceived interest in program	65%	4.5
Consistency of grades	50%	3.7
Other life experience	40%	3.9
Volunteer/extracurricular experiences	50%	3.7
Graduate of highly regarded U.S. medical school	55%	3.8
Demonstrated involvement and interest in research	75%	4.0
Visa status*	45%	3.7
Applicant was flagged with Match violation by the NRMP	25%	4.6
Interest in academic career	45%	3.9
Honors in basic sciences	10%	3.5
Gold Society membership	10%	3.0
Away rotation in your specialty at another institution	30%	3.7
Fluency in language spoken by your patient population	15%	3.3
USMLE/COMLEX Step 3 score	15%	4.3

100% 50% 0%   1 2 3 4 5

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

Figure VS-2

Vascular Surgery
Percentage of Programs Citing Each Factor And Mean Importance Rating[1] for Each Factor in Ranking Applicants
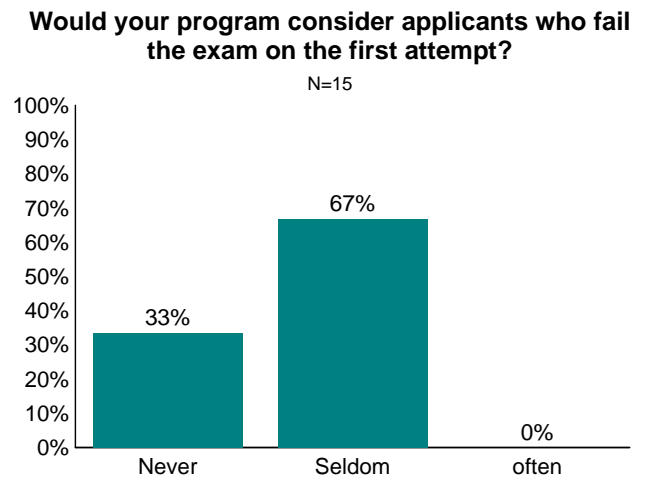**(N=20)**

Factor	Percent Citing Factor	Average Rating
Interactions with faculty during interview and visit	95%	4.9
Interpersonal skills	100%	4.7
Interactions with house staff during interview and visit	85%	4.7
Feedback from current residents	60%	4.2
USMLE Step 1/COMLEX Level 1 score	75%	3.9
Letters of recommendation in the specialty	95%	4.7
USMLE Step 2 CK/COMLEX Level 2 CE score	70%	3.9
Medical Student Performance Evaluation (MSPE/Dean's Letter)	55%	3.8
Perceived commitment to specialty	60%	4.7
Evidence of professionalism and ethics	55%	4.5
Perceived interest in program	60%	4.6
Leadership qualities	40%	3.9
Personal prior knowledge of the applicant	50%	3.9
Class ranking/quartile	50%	3.8
Graduate of U.S. allopathic medical school	35%	4.3
Personal Statement	40%	3.6
Audition elective/rotation within your department	30%	4.0
Grades in required clerkships	40%	4.1
Passing USMLE Step 2 CS/COMLEX Level 2 PE	35%	3.7
Honors in clinical clerkships	50%	3.7
Honors in clerkship in desired specialty	40%	4.0
Gaps in medical education	10%	3.0
Grades in clerkship in desired specialty	45%	4.1
Alpha Omega Alpha (AOA) membership	50%	4.1
Other life experience	40%	3.6
Consistency of grades	35%	4.2
Volunteer/extracurricular experiences	25%	2.8
Demonstrated involvement and interest in research	60%	3.9
Graduate of highly regarded U.S. medical school	40%	3.9
Other post-interview contact	40%	3.6
Interest in academic career	45%	4.2
Visa status*	20%	3.5
Applicant was flagged with Match violation by the NRMP	5%	5.0
Fluency in language spoken by your patient population	0%	
Gold Society membership	10%	2.5
Honors in basic sciences	25%	3.4
Second interview/visit	5%	3.0
Away rotation in your specialty at another institution	15%	4.0
USMLE/COMLEX Step 3 score	20%	4.0

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

Percentage of Programs That Use USMLE Step 1 Score

Scores required?
N=21

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

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

Scores required?
N=21

Would your program consider applicants who fail the exam on the first attempt?
N=15

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

Scores Below Which Programs Generally Do Not Grant Interviews

USMLE Step 1	USMLE Step 2 CK
N=11	N=8

Scores Above Which Programs Almost Always Grant Interviews

USMLE Step 1	USMLE Step 2 CK
N=8	N=6

The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.
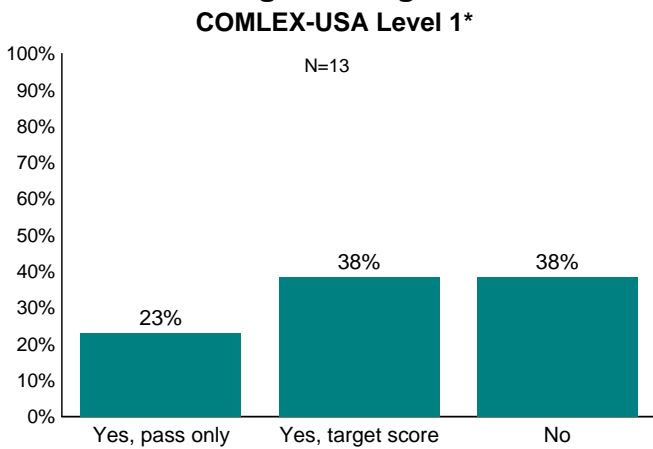
Figure VS-4

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

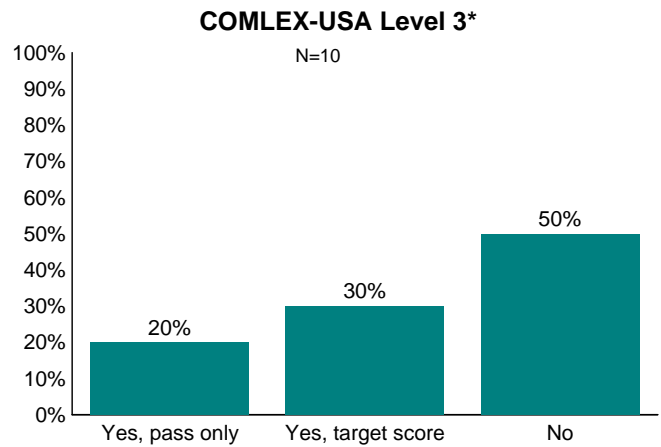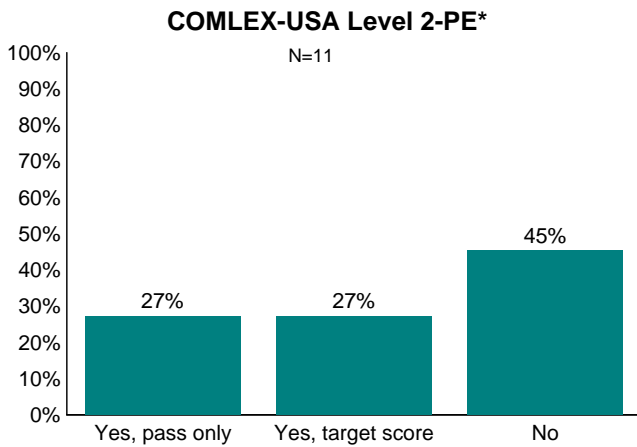## Percentage of Programs That Use USMLE Step 2 CS and Step 3 Scores

USMLE Step 2 CS
N=21

USMLE Step 3
N=15

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

COMLEX-USA Level 1*
N=13
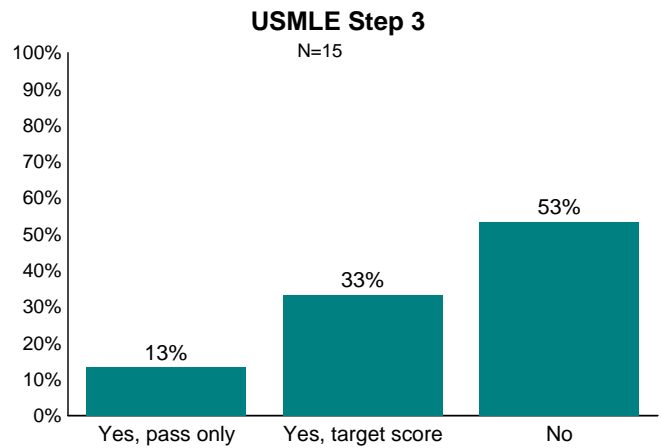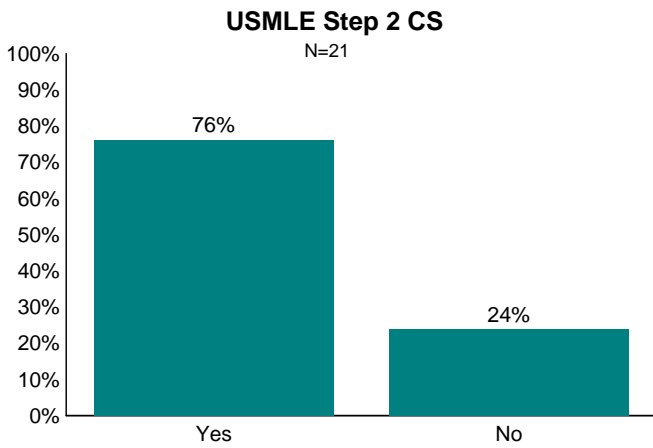
COMLEX-USA Level 2-CE*
N=12

Percentage of Programs That Use COMLEX-USA Level 2-PE and Level 3 Scores
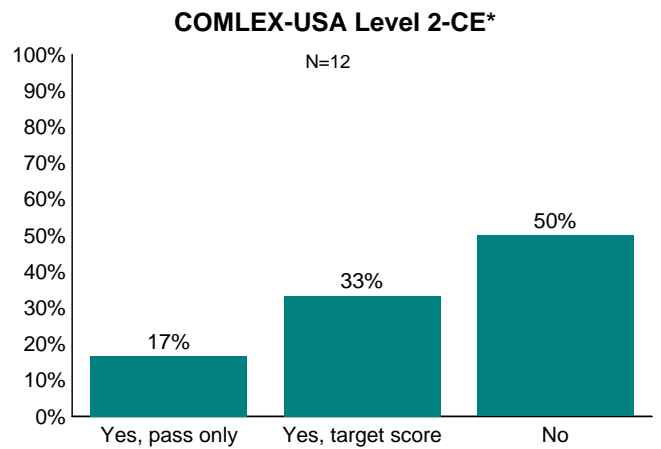
COMLEX-USA Level 2-PE*
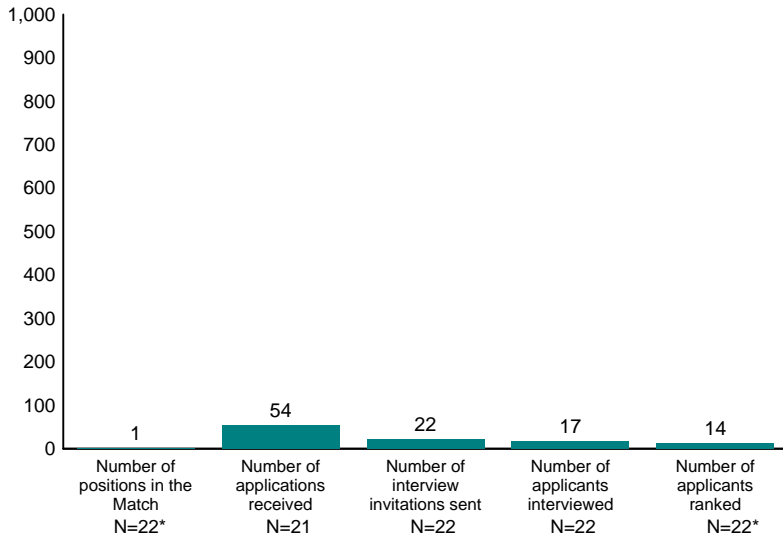N=11

COMLEX-USA Level 3*
N=10

* 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

Number of positions in the Match N=22*	1
Number of applications received N=21	54
Number of interview invitations sent N=22	22
Number of applicants interviewed N=22	17
Number of applicants ranked N=22*	14

* Data from the NRMP database. All Responding programs included

Average Percentage of Applicants Rejected and Reviewed

Percentage of applications rejected N=21: 27%
Percentage of applicants receiving an in-depth review N=21: 69%
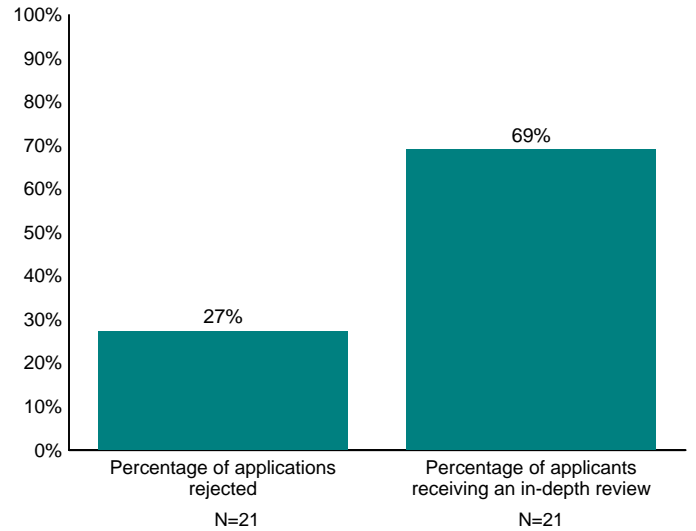
Percentage of Programs that Typically Interview and Rank Each Applicant Type

38% of Vascular Surgery programs consider all applicant groups
N=21

U.S. Senior	U.S. Graduate	Osteopathic Physician	Canadian	Fifth Pathway	U.S. IMG	Non-U.S. IMG
95%	71%	62%	48%	43%	52%	43%