Results of the 2012 NRMP Program Director Survey
Requests for permission to use these data as well as questions about the content of this publication or the National Resident Matching Program data and reports may be directed to Mei Liang, Director of Research, NRMP, at mliang@nrmp.org.

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

Suggested Citation

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The National Resident Matching Program (NRMP) conducted a survey of the directors of all programs participating in the 2012 Main Residency Match℠. The primary purpose of the survey was to shed light on the factors that program directors use in both (1) selecting applicants to interview and (2) ranking applicants for The Match.

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

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

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

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

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

The NRMP’s data reporting and research activities are guided by its Data Release and Research Committee. NRMP data and reports can be found at: www.nrmp.org/data/.
All Specialties Combined
Figure 1
All Specialties
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

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

N=1,666

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

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

N=1,666

* International Medical Graduates only
Figure 2

All Specialties
Mean Importance Ratings* of Factors in Ranking Applicants

Applicant was flagged with Match violation by the NRMP
4.8

Interactions with faculty during interview and visit
4.7

Interpersonal skills
4.7

Interactions with housestaff during interview and visit
4.6

Feedback from current residents
4.5

Evidence of professionalism and ethics
4.5

Grades in clerkship in desired specialty
4.2

Perceived commitment to specialty
4.2

Letters of recommendation in the specialty
4.2

Graduate of U.S. allopathic medical school
4.1

USMLE/COMLEX Step 1 score
4.1

Leadership qualities
4.1

Honors in clerkship in desired specialty
4.0

Gaps in medical education
4.0

Grades in required clerkships
4.0

USMLE/COMLEX Step 2 score
4.0

Honors in clinical clerkships
3.9

Class ranking/quartile
3.9

Medical Student Performance Evaluation (MSPE/Dean's Letter)
3.8

Personal prior knowledge of the applicant
3.8

N=1,666

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

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

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

N=1,666
NRMP Program Director Survey Results, 2012

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?

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

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

Scores required?

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

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

Scores Below Which Programs Generally Does Not Grant Interviews

Scores Above Which Programs Almost Always Grant Interviews

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

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

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

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

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

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

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

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

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

* Osteopathic applicants only

NRMP Program Director Survey Results, 2012
Figure 5
All Specialties
Program’s Interview Activities

Percentage of Program’s Interview Slots Extended Prior to the November 1st MSPE/Dean’s Letter Release Date
N=1,836

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

Average Percentage of Applications Interviewed

Percentage of Programs that Typically Interview and Rank Each Applicant Groups

37% of all programs consider all applicants
N=1,868

NRMP Program Director Survey Results, 2012
Anesthesiology
(N=88)
Figure AN-1

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

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

N=74
Anesthesiology Percentage of Programs Citing Each Factor in Selecting Applicants to Interview (continued)

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

*N=74
* International Medical Graduates only

NRMP Program Director Survey Results, 2012
Figure AN-2
Anesthesiology
Mean Importance Ratings* of Factors in Ranking Applicants

- Applicant was flagged with Match violation by the NRMP: 4.9
- Interactions with faculty during interview and visit: 4.7
- Interpersonal skills: 4.7
- Interactions with housestaff during interview and visit: 4.6
- Feedback from current residents: 4.4
- Evidence of professionalism and ethics: 4.6
- Grades in clerkship in desired specialty: 4.2
- Perceived commitment to specialty: 4.0
- Letters of recommendation in the specialty: 3.9
- Graduate of U.S. allopathic medical school: 4.2
- USMLE/COMLEX Step 1 score: 4.2
- Leadership qualities: 4.0
- Honors in clerkship in desired specialty: 4.1
- Gaps in medical education: 4.2
- Grades in required clerkships: 4.2
- USMLE/COMLEX Step 2 score: 4.0
- Honors in clinical clerkships: 4.2
- Class ranking/quartile: 4.3
- Medical Student Performance Evaluation (MSPE/Dean's Letter): 3.9
- Personal prior knowledge of the applicant: 3.8

N=74

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

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

N=74

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

NRMP Program Director Survey Results, 2012
Figure AN-3
Anesthesiology Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

Percentage of Programs That Use USMLE Step 1 Score

Scores required?
N=87

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

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

Scores required?
N=81

Would your program consider applicants who fail their exam on the 1st attempt?
N=61

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

Scores Below Which Programs Generally Does Not Grant Interviews

Scores Above Which Programs Almost Always Grant Interviews

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

NRMP Program Director Survey Results, 2012 15
Figure AN-4

Anesthesiology

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

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

USMLE Step 2 CS

USMLE Step 3

Yes, pass only | No
---|---
67% | 33%
21% | 11%

Yes, pass only | Yes, target score | No
---|---|---
54% | 43% | 53%
31% | 39% | 69%

* Osteopathic applicants only
Anesthesiology Program’s Interview Activities

Figure AN-5

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

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

Average Percentage of Applications Rejected and Reviewed

Percentage of Programs that Typically Interview and Rank Each Applicant Groups

* Data from the NRMP database

NRMP Program Director Survey Results, 2012
Child Neurology
(N=46)
Figure CN-1
Child Neurology
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

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

N=41
Figure CN-1
Child Neurology
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview (continued)

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

N=41

* International Medical Graduates only

NRMP Program Director Survey Results, 2012
20
Figure CN-2
Mean Importance Ratings* of Factors in Ranking Applicants

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

*N=41
*Ratings on a scale from 1 (not at all important) to 5 (very important).
Figure CN-2
Child Neurology
Mean Importance Ratings* of Factors in Ranking Applicants (continued)

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

*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=44

Would your program consider applicants who fail their exam on the 1st attempt?
N=38

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

Scores required?
N=40

Would your program consider applicants who fail their exam on the 1st attempt?
N=33

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

Scores Below Which Programs Generally Does Not Grant Interviews

Scores Above Which Programs Almost Always Grant Interviews

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

NRMP Program Director Survey Results, 2012
Figure CN-4

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

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

**USMLE Step 2 CS**
- **N=40**
  - Yes, pass only: 75%
  - No: 25%

**USMLE Step 3**
- **N=33**
  - Yes, pass only: 18%
  - Yes, target score: 27%
  - No: 55%

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

**COMLEX-USA Level 1**
- **N=33**
  - Yes, pass only: 48%
  - Yes, target score: 30%
  - No: 21%

**COMLEX-USA Level 2-CE**
- **N=31**
  - Yes, pass only: 45%
  - Yes, target score: 26%
  - No: 29%

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

**COMLEX-USA Level 2-PE**
- **N=29**
  - Yes, pass only: 48%
  - Yes, target score: 21%
  - No: 31%

**COMLEX-USA Level 3**
- **N=27**
  - Yes, pass only: 33%
  - Yes, target score: 15%
  - No: 52%

* Osteopathic applicants only
**Figure CN-5**

**Child Neurology Program’s Interview Activities**

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

N=42

- 0%: 19%
- 1-24%: 19%
- 25-49%: 7%
- 50-74%: 24%
- 75-99%: 21%
- 100%: 10%

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

- Number of applications received: 51
- Number of applicants interviewed: 17
- Number of applicants ranked: 12
- Number of positions in The Match: 2

**Average Percentage of Applications Rejected and Reviewed**

- Percentage of applications rejected: 31%
- Percentage of applicants receiving an interview: 73%

* Data from the NRMP database

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

- U.S. Senior: 98%
- U.S. Grad: 84%
- Osteopathic: 86%
- Canadian: 86%
- Fifth Pathway: 61%
- U.S. IMG: 77%
- Non-U.S. IMG: 77%

61% of Child Neurology programs consider all applicants

NRMP Program Director Survey Results, 2012
Dermatology
(N=53)
Figure D-1
Dermatology Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

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

N=47

NRMP Program Director Survey Results, 2012 27
Figure D-1
Dermatology
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview
(continued)

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

N=47

* International Medical Graduates only
Figure D-2

Mean Importance Ratings* of Factors in Ranking Applicants

Applicant was flagged with Match violation by the NRMP: 4.4
Interactions with faculty during interview and visit: 4.9
Interpersonal skills: 4.8
Interactions with housestaff during interview and visit: 4.7
Feedback from current residents: 4.6
Evidence of professionalism and ethics: 4.7
Grades in clerkship in desired specialty: 4.2
Perceived commitment to specialty: 4.3
Letters of recommendation in the specialty: 4.5
Graduate of U.S. allopathic medical school: 4.2
USMLE/COMLEX Step 1 score: 4.2
Leadership qualities: 4.4
Honors in clerkship in desired specialty: 4.3
Gaps in medical education: 3.3
Grades in required clerkships: 4.1
USMLE/COMLEX Step 2 score: 3.7
Honors in clinical clerkships: 4.3
Class ranking/quartile: 3.9
Medical Student Performance Evaluation (MSPE/Dean's Letter): 3.6
Personal prior knowledge of the applicant: 4.1

N=47

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

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

<table>
<thead>
<tr>
<th>Factor</th>
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<td>Consistency of grades</td>
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<tr>
<td>Perceived interest in program</td>
<td>4.1</td>
</tr>
<tr>
<td>Visa status**</td>
<td>3.6</td>
</tr>
<tr>
<td>Audition elective/rotation within your department</td>
<td>3.9</td>
</tr>
<tr>
<td>Graduate of highly regarded U.S. medical school</td>
<td>3.5</td>
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<td>Alpha Omega Alpha (AOA) membership</td>
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<td>Other life experience</td>
<td>3.4</td>
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<tr>
<td>Demonstrated involvement and interest in research</td>
<td>3.7</td>
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<tr>
<td>Honors in basic sciences</td>
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<tr>
<td>Volunteer/extracurricular experiences</td>
<td>3.5</td>
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<tr>
<td>USMLE/COMLEX Step 3 score**</td>
<td>3.0</td>
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<td>Other post-interview contact</td>
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<td>Interest in academic career</td>
<td>3.4</td>
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<td>Gold Society membership</td>
<td>2.7</td>
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<tr>
<td>Second interview/visit</td>
<td>2.8</td>
</tr>
<tr>
<td>Away rotation in your specialty at another institution</td>
<td>2.7</td>
</tr>
</tbody>
</table>

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

** International Medical Graduates only

N=47
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?

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

N=51

N=36

N=47

N=25

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

Scores required?

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

N=51

N=36

N=47

N=25

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

Scores Below Which Programs Generally Does Not Grant Interviews

Scores Above Which Programs Almost Always Grant Interviews

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

**USMLE Step 2 CS**
- N=41
- Yes, pass only: 46%
- No: 54%

**USMLE Step 3**
- N=37
- Yes, pass only: 11%
- Yes, target score: 16%
- No: 73%

**COMLEX-USA Level 1**
- N=23
- Yes, pass only: 13%
- Yes, target score: 9%
- No: 78%

**COMLEX-USA Level 2-CE**
- N=23
- Yes, pass only: 0%
- Yes, target score: 9%
- No: 91%

**COMLEX-USA Level 2-PE**
- N=23
- Yes, pass only: 4%
- Yes, target score: 4%
- No: 91%

**COMLEX-USA Level 3**
- N=21
- Yes, pass only: 0%
- Yes, target score: 5%
- No: 95%

* Osteopathic applicants only
Figure D-5

Dermatology Program’s Interview Activities

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

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

Average Percentage of Applications Rejected and Reviewed

Percentage of Programs that Typically Interview and Rank Each Applicant Groups

19% of Dermatology programs consider all applicants

* Data from the NRMP database

NRMP Program Director Survey Results, 2012
Emergency Medicine
(N=98)
Figure EM-1
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

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

N=88

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

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

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

- Applicant was flagged with Match violation by the NRMP: 4.8
- Interactions with faculty during interview and visit: 4.8
- Interpersonal skills: 4.7
- Interactions with housestaff during interview and visit: 4.7
- Feedback from current residents: 4.6
- Evidence of professionalism and ethics: 4.4
- Grades in clerkship in desired specialty: 4.6
- Perceived commitment to specialty: 3.8
- Letters of recommendation in the specialty: 4.8
- Graduate of U.S. allopathic medical school: 4.3
- USMLE/COMLEX Step 1 score: 3.7
- Leadership qualities: 3.9
- Honors in clerkship in desired specialty: 4.4
- Gaps in medical education: 3.6
- Grades in required clerkships: 3.9
- USMLE/COMLEX Step 2 score: 3.8
- Honors in clinical clerkships: 4.0
- Class ranking/quartile: 3.6
- Medical Student Performance Evaluation (MSPE/Dean’s Letter): 3.6
- Personal prior knowledge of the applicant: 3.9

N=88

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

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

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

*N=88

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

NRMP Program Director Survey Results, 2012
Emergency Medicine
Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

Percentage of Programs That Use USMLE Step 1 Score

Scores required?
N=96

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

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

Scores required?
N=92

Would your program consider applicants who fail their exam on the 1st attempt?
N=89

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

Scores Below Which Programs Generally Does Not Grant Interviews

Scores Above Which Programs Almost Always Grant Interviews

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

NRMP Program Director Survey Results, 2012

39
Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

**USMLE Step 2 CS**
- N=88
- Yes, pass only: 67%
- Yes, target score: 33%
- No

**USMLE Step 3**
- N=58
- Yes, pass only
- Yes, target score: 14%
- No: 81%

**COMLEX-USA Level 1**
- N=63
- Yes, pass only
- Yes, target score: 27%
- No: 38%

**COMLEX-USA Level 2-CE**
- N=59
- Yes, pass only
- Yes, target score: 29%
- No: 51%

**COMLEX-USA Level 2-PE**
- N=54
- Yes, pass only
- Yes, target score: 35%
- No: 57%

**COMLEX-USA Level 3**
- N=46
- Yes, pass only
- Yes, target score: 15%
- No: 76%

* Osteopathic applicants only

NRMP Program Director Survey Results, 2012
Figure EM-5
Emergency Medicine
Program’s Interview Activities

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

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

Average Percentage of Applications Rejected and Reviewed

Percentage of Programs that Typically Interview and Rank Each Applicant Groups

20% of Emergency Medicine programs consider all applicants

* Data from the NRMP database
| Family Medicine  
| (N=235) |
Figure FM-1
Family Medicine
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

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

N=205

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

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

N=205

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

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

N=205

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

0 1 2 3 4 5

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

N=205

*Ratings on a scale from 1 (not at all important) to 5 (very important).
** International Medical Graduates only
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=229

Would your program consider applicants who fail their exam on the 1st attempt?
N=173

Percentage of Programs That Use USMLE Step 2 (CK) Score
Scores required?
N=226

Would your program consider applicants who fail their exam on the 1st attempt?
N=170

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

Scores Below Which Programs Generally Does Not Grant Interviews

Scores Above Which Programs Almost Always Grant Interviews

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

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

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

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

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

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

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

* Osteopathic applicants only

NRMP Program Director Survey Results, 2012
Figure FM-5
Family Medicine Program’s Interview Activities

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

N=222

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

Average Percentage of Applications Rejected and Reviewed

Percentage of Programs that Typically Interview and Rank Each Applicant Groups

45% of Family Medicine programs consider all applicants

* Data from the NRMP database

NRMP Program Director Survey Results, 2012
<table>
<thead>
<tr>
<th>General Surgery</th>
</tr>
</thead>
<tbody>
<tr>
<td>(N=164)</td>
</tr>
</tbody>
</table>
Figure GS-1
General Surgery
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

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

N=140

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

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

N=140

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

Applicant was flagged with Match violation by the NRMP 4.7
Interactions with faculty during interview and visit 4.7
Interpersonal skills 4.5
Interactions with housestaff during interview and visit 4.6
Feedback from current residents 4.6
Evidence of professionalism and ethics 4.3
Grades in clerkship in desired specialty 4.3
Perceived commitment to specialty 4.1
Letters of recommendation in the specialty 4.5
Graduate of U.S. allopathic medical school 4.2
USMLE/COMLEX Step 1 score 4.3
Leadership qualities 4.1
Honors in clerkship in desired specialty 4.3
Gaps in medical education 4.1
Grades in required clerkships 4.0
USMLE/COMLEX Step 2 score 4.1
Honors in clinical clerkships 4.1
Class ranking/quartile 3.9
Medical Student Performance Evaluation (MSPE/Dean’s Letter) 3.5
Personal prior knowledge of the applicant 3.7

N=140

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

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

N=140

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

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

**Scores required?**
- Yes, pass only: 17%
- Yes, target score: 83%
- No: 0%

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

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

**Scores required?**
- Yes, pass only: 21%
- Yes, target score: 65%
- No: 14%

**Would your program consider applicants who fail their exam on the 1st attempt?**
- Never: 50%
- Seldom: 48%
- Often: 2%

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

**Scores Below Which Programs Generally Does Not Grant Interviews**
- USMLE Step 1: 196
- USMLE Step 2 CK: 212

**Scores Above Which Programs Almost Always Grant Interviews**
- USMLE Step 1: 246
- USMLE Step 2 CK: 260

The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.
Figure GS-4
General Surgery
Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

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

**USMLE Step 2 CS**
- Yes, pass only: 79%
- No: 21%

**USMLE Step 3**
- Yes, pass only: 11%
- Yes, target score: 8%
- No: 81%

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

**COMLEX-USA Level 1**
- Yes, pass only: 16%
- Yes, target score: 40%
- No: 44%

**COMLEX-USA Level 2-CE**
- Yes, pass only: 17%
- Yes, target score: 37%
- No: 46%

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

**COMLEX-USA Level 2-PE**
- Yes, pass only: 46%
- Yes, target score: 3%
- No: 51%

**COMLEX-USA Level 3**
- Yes, pass only: 15%
- Yes, target score: 2%
- No: 84%

* Osteopathic applicants only

NRMP Program Director Survey Results, 2012
**Figure GS-5**

**General Surgery Program's Interview Activities**

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

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

**N=158**

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

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

**Average Percentage of Applications Rejected and Reviewed**

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

**N=160**

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

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

*Data from the NRMP database*
Internal Medicine
(N=296)
<table>
<thead>
<tr>
<th>Factor</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>USMLE/COMLEX Step 1 score</td>
<td>82%</td>
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<tr>
<td>Letters of recommendation in the specialty</td>
<td>72%</td>
</tr>
<tr>
<td>Personal Statement</td>
<td>65%</td>
</tr>
<tr>
<td>Grades in required clerkships</td>
<td>72%</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 2 score</td>
<td>76%</td>
</tr>
<tr>
<td>Grades in clerkship in desired specialty</td>
<td>66%</td>
</tr>
<tr>
<td>Graduate of U.S. allopathic medical school</td>
<td>67%</td>
</tr>
<tr>
<td>Medical Student Performance Evaluation (MSPE/Dean’s Letter)</td>
<td>78%</td>
</tr>
<tr>
<td>Class ranking/quartile</td>
<td>74%</td>
</tr>
<tr>
<td>Gaps in medical education</td>
<td>65%</td>
</tr>
<tr>
<td>Personal prior knowledge of the applicant</td>
<td>62%</td>
</tr>
<tr>
<td>Perceived commitment to specialty</td>
<td>47%</td>
</tr>
<tr>
<td>Honors in clinical clerkships</td>
<td>60%</td>
</tr>
<tr>
<td>Applicant was flagged with Match violation by the NRMP</td>
<td>62%</td>
</tr>
<tr>
<td>Volunteer/extracurricular experiences</td>
<td>48%</td>
</tr>
<tr>
<td>Other life experience</td>
<td>52%</td>
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<tr>
<td>Honors in clerkship in desired specialty</td>
<td>57%</td>
</tr>
<tr>
<td>Consistency of grades</td>
<td>56%</td>
</tr>
<tr>
<td>Audition elective/rotation within your department</td>
<td>50%</td>
</tr>
</tbody>
</table>

N=258
Figure IM-1
Internal Medicine
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview (continued)

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

N=258

* International Medical Graduates only
Figure IM-2

Mean Importance Ratings* of Factors in Ranking Applicants

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

N=258

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

Consistency of grades 3.8
Perceived interest in program 3.4
Visa status** 3.3
Audition elective/rotation within your department 3.3
Graduate of highly regarded U.S. medical school 3.7
Alpha Omega Alpha (AOA) membership 3.6
Fluency in language spoken by your patient population 3.5
Personal Statement 2.7
Other life experience 2.8
Demonstrated involvement and interest in research 2.7
Honors in basic sciences 2.9
Volunteer/extracurricular experiences 2.7
USMLE/COMLEX Step 3 score** 2.9
Other post-interview contact 2.4
Interest in academic career 2.5
Gold Society membership 3.0
Second interview/visit 2.2
Away rotation in your specialty at another institution 1.9

* 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?
- Yes, pass only: 34%
- Yes, target score: 65%
- No: 1%

Would your program consider applicants who fail their exam on the 1st attempt?
- Never: 22%
- Seldom: 69%
- Often: 9%

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

Scores required?
- Yes, pass only: 28%
- Yes, target score: 58%
- No: 14%

Would your program consider applicants who fail their exam on the 1st attempt?
- Never: 33%
- Seldom: 62%
- Often: 5%

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

Scores Below Which Programs Generally Does Not Grant Interviews
- USMLE Step 1: 180
- USMLE Step 2 CK: 200

Scores Above Which Programs Almost Always Grant Interviews
- USMLE Step 1: 230
- USMLE Step 2 CK: 220

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

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

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

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

USMLE Step 3
N=160
- Yes, pass only: 23%
- Yes, target score: 11%

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

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

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

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

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

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

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

N=283

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

Average Percentage of Applications Rejected and Reviewed

Percentage of Programs that Typically Interview and Rank Each Applicant Groups

43% of Internal Medicine programs consider all applicants
Internal Medicine/Pediatrics
(N=35)
Figure IMP-1
Internal Medicine/Pediatrics
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

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

N=31
Figure IMP-1

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

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

N=31

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

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

N=31

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

Internal Medicine/Pediatrics

Mean Importance Ratings* of Factors in Ranking Applicants

(continued)

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

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

** International Medical Graduates only

NRMP Program Director Survey Results, 2012

70
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=35

Would your program consider applicants who fail their exam on the 1st attempt?
N=25

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

Scores required?
N=35

Would your program consider applicants who fail their exam on the 1st attempt?
N=24

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

Scores Below Which Programs Generally Does Not Grant Interviews

Scores Above Which Programs Almost Always Grant Interviews

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

NRMP Program Director Survey Results, 2012 71
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=33
  - Yes, pass only: 64%
  - No: 36%

- **USMLE Step 3**
  - N=24
  - Yes, pass only: 8%
  - Yes, target score: 8%
  - No: 83%

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

- **COMLEX-USA Level 1***
  - N=30
  - Yes, pass only: 33%
  - Yes, target score: 43%
  - No: 23%

- **COMLEX-USA Level 2-CE***
  - N=29
  - Yes, pass only: 24%
  - Yes, target score: 34%
  - No: 41%

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

- **COMLEX-USA Level 2-PE***
  - N=27
  - Yes, pass only: 41%
  - Yes, target score: 7%
  - No: 52%

- **COMLEX-USA Level 3***
  - N=21
  - Yes, pass only: 14%
  - Yes, target score: 5%
  - No: 81%

* Osteopathic applicants only

NRMP Program Director Survey Results, 2012 72
Figure IMP-5

Internal Medicine/Pediatrics Program’s Interview Activities

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

N=34

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

Average Percentage of Applications Rejected and Reviewed

Percentage of Programs that Typically Interview and Rank Each Applicant Groups

17% of Internal Medicine/Pediatrics programs consider all applicants

* Data from the NRMP database

NRMP Program Director Survey Results, 2012 73
Neurological Surgery
(N=42)
Figure NS-1
Neurological Surgery
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

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

N=37

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

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

N=37

* International Medical Graduates only
Neurological Surgery
Mean Importance Ratings* of Factors in Ranking Applicants

Figure NS-2

Applicant was flagged with Match violation by the NRMP

Interactions with faculty during interview and visit

Interpersonal skills

Interactions with housestaff during interview and visit

Feedback from current residents

Evidence of professionalism and ethics

Grades in clerkship in desired specialty

Perceived commitment to specialty

Letters of recommendation in the specialty

Graduate of U.S. allopathic medical school

USMLE/COMLEX Step 1 score

Leadership qualities

Honors in clerkship in desired specialty

Gaps in medical education

Grades in required clerkships

USMLE/COMLEX Step 2 score

Honors in clinical clerkships

Class ranking/quartile

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

Personal prior knowledge of the applicant

N=37

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

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

N=37

* 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=40

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

N=33

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

Scores required?

N=37

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

N=25

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

Scores Below Which Programs Generally Does Not Grant Interviews

Scores Above Which Programs Almost Always Grant Interviews

The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.
NRMP Program Director Survey Results, 2012

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

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

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

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

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

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

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

* Osteopathic applicants only
**Figure NS-5**  
**Neurological Surgery**  
**Program’s Interview Activities**

**Percentage of Program’s Interview Slots Extended Prior to the November 1st MSPE/Dean’s Letter Release Date**  
N=39

<table>
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<th>Percentage of Interview Slots Extended</th>
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<th>1-24%</th>
<th>25-49%</th>
<th>50-74%</th>
<th>75-99%</th>
<th>100%</th>
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</thead>
<tbody>
<tr>
<td>Count</td>
<td>21%</td>
<td>5%</td>
<td>10%</td>
<td>8%</td>
<td>23%</td>
<td>33%</td>
</tr>
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**Average Number of Applications Received, Applicants Interviewed and Ranked and Positions in The Match**

<table>
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<th>Number of Applications Received</th>
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<tr>
<td>Number of Applicants Interviewed</td>
<td>35</td>
</tr>
<tr>
<td>Number of Applicants Ranked</td>
<td>24</td>
</tr>
<tr>
<td>Number of Positions in The Match</td>
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</table>

**Average Percentage of Applications Rejected and Reviewed**

<table>
<thead>
<tr>
<th>Percentage of Applications Rejected</th>
<th>44%</th>
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</thead>
<tbody>
<tr>
<td>Percentage of Applicants Receiving an Interview</td>
<td>49%</td>
</tr>
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</table>

* Data from the NRMP database

**Percentage of Programs that Typically Interview and Rank Each Applicant Groups**  
28% of Neurological Surgery programs consider all applicants

<table>
<thead>
<tr>
<th>Applicant Group</th>
<th>Percentage</th>
</tr>
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<tbody>
<tr>
<td>U.S. Senior</td>
<td>98%</td>
</tr>
<tr>
<td>U.S. Grad</td>
<td>63%</td>
</tr>
<tr>
<td>Osteopathic</td>
<td>38%</td>
</tr>
<tr>
<td>Canadian</td>
<td>33%</td>
</tr>
<tr>
<td>Fifth Pathway</td>
<td>28%</td>
</tr>
<tr>
<td>U.S. IMG</td>
<td>50%</td>
</tr>
<tr>
<td>Non-U.S. IMG</td>
<td>50%</td>
</tr>
</tbody>
</table>

NRMP Program Director Survey Results, 2012
Neurology
(N=59)
Figure N-1
Neurology
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

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

N=55

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

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

N=55

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

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

*N=55
*Ratings on a scale from 1 (not at all important) to 5 (very important).
Figure N-2
Neurology
Mean Importance Ratings* of Factors in Ranking Applicants
(continued)

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

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

NRMP Program Director Survey Results, 2012
Figure N-3

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

Percentage of Programs That Use USMLE Step 1 Score

Scores required?

<table>
<thead>
<tr>
<th></th>
<th>N=58</th>
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<tr>
<td>Yes, pass only</td>
<td>29%</td>
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<td>Yes, target score</td>
<td>69%</td>
</tr>
<tr>
<td>No</td>
<td>2%</td>
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</table>

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

<table>
<thead>
<tr>
<th></th>
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<tr>
<td>Never</td>
<td>18%</td>
</tr>
<tr>
<td>Seldom</td>
<td>80%</td>
</tr>
<tr>
<td>Often</td>
<td>2%</td>
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</table>

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

Scores required?

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<tbody>
<tr>
<td>Yes, pass only</td>
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<tr>
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Would your program consider applicants who fail their exam on the 1st attempt?

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<td>Never</td>
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<tr>
<td>Seldom</td>
<td>80%</td>
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<tr>
<td>Often</td>
<td>2%</td>
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</tbody>
</table>

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

Scores Below Which Programs Generally Does Not Grant Interviews

Scores Above Which Programs Almost Always Grant Interviews

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

NRMP Program Director Survey Results, 2012
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**

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

**USMLE Step 3**

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

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

**COMLEX-USA Level 1**

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

**COMLEX-USA Level 2-CE**

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

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

**COMLEX-USA Level 2-PE**

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

**COMLEX-USA Level 3**

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

* Osteopathic applicants only
**Figure N-5**

**Neurology Program’s Interview Activities**

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

- 0%: 11%
- 1-24%: 16%
- 25-49%: 9%
- 50-74%: 20%
- 75-99%: 33%
- 100%: 11%

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

- Number of applications received: 374 (N=57)
- Number of applicants interviewed: 55 (N=56)
- Number of applicants ranked: 46 (N=59*)
- Number of positions in The Match: 5 (N=59*)

**Average Percentage of Applications Rejected and Reviewed**

- Percentage of applications rejected: 57% (N=55)
- Percentage of applicants receiving an interview: 43% (N=55)

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

- U.S. Senior: 98%
- U.S. Grad: 84%
- Osteopathic: 81%
- Canadian: 74%
- Fifth Pathway: 60%
- U.S. IMG: 82%
- Non-U.S. IMG: 79%

*Data from the NRMP database*

NRMP Program Director Survey Results, 2012
Obstetrics and Gynecology
(N=113)
Figure OG-1
Obstetrics and Gynecology
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

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

N=97

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

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

N=97

* International Medical Graduates only
Obstetrics and Gynecology

Mean Importance Ratings* of Factors in Ranking Applicants

- Applicant was flagged with Match violation by the NRMP: 4.8
- Interactions with faculty during interview and visit: 4.7
- Interpersonal skills: 4.7
- Interactions with housestaff during interview and visit: 4.7
- Feedback from current residents: 4.7
- Evidence of professionalism and ethics: 4.6
- Grades in clerkship in desired specialty: 4.4
- Perceived commitment to specialty: 4.2
- Letters of recommendation in the specialty: 4.1
- Graduate of U.S. allopathic medical school: 4.2
- USMLE/COMLEX Step 1 score: 4.1
- Leadership qualities: 4.3
- Honors in clerkship in desired specialty: 4.2
- Gaps in medical education: 4.1
- Grades in required clerkships: 4.1
- USMLE/COMLEX Step 2 score: 4.0
- Honors in clinical clerkships: 4.0
- Class ranking/quartile: 3.8
- Medical Student Performance Evaluation (MSPE/Dean's Letter): 3.6
- Personal prior knowledge of the applicant: 3.6

N=97

*Ratings on a scale from 1 (not at all important) to 5 (very important).
<table>
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<tr>
<th>Factor</th>
<th>Rating</th>
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<tr>
<td>Perceived interest in program</td>
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<tr>
<td>Visa status**</td>
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</tr>
<tr>
<td>Audition elective/rotation within your department</td>
<td>3.4</td>
</tr>
<tr>
<td>Graduate of highly regarded U.S. medical school</td>
<td>3.5</td>
</tr>
<tr>
<td>Alpha Omega Alpha (AOA) membership</td>
<td>3.3</td>
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<tr>
<td>Fluency in language spoken by your patient population</td>
<td>3.0</td>
</tr>
<tr>
<td>Personal Statement</td>
<td>3.3</td>
</tr>
<tr>
<td>Other life experience</td>
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<tr>
<td>Demonstrated involvement and interest in research</td>
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<tr>
<td>Honors in basic sciences</td>
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<td>Volunteer/extracurricular experiences</td>
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<td>USMLE/COMLEX Step 3 score**</td>
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<tr>
<td>Other post-interview contact</td>
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<tr>
<td>Interest in academic career</td>
<td>2.6</td>
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<td>Gold Society membership</td>
<td>3.0</td>
</tr>
<tr>
<td>Second interview/visit</td>
<td>2.8</td>
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<tr>
<td>Away rotation in your specialty at another institution</td>
<td>2.1</td>
</tr>
</tbody>
</table>

*N=97

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

** International Medical Graduates only

NRMP Program Director Survey Results, 2012
Obstetrics and Gynecology Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

Percentage of Programs That Use USMLE Step 1 Score

Scores required?
N=111

Would your program consider applicants who fail their exam on the 1st attempt?
N=88

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

Scores required?
N=109

Would your program consider applicants who fail their exam on the 1st attempt?
N=82

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

Scores Below Which Programs Generally Does Not Grant Interviews

Scores Above Which Programs Almost Always Grant Interviews

NRMP Program Director Survey Results, 2012

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

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

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

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

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

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

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

* Osteopathic applicants only

NRMP Program Director Survey Results, 2012
Figure OG-5
Obstetrics and Gynecology
Program’s Interview Activities

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

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

Average Percentage of Applications Rejected and Reviewed

Percentage of Programs that Typically Interview and Rank Each Applicant Groups

* Data from the NRMP database

NRMP Program Director Survey Results, 2012
Orthopedic Surgery
(N=87)
Figure OS-1
Orthopedic Surgery
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

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

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

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

N=78

* International Medical Graduates only
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<th>Mean Importance Rating</th>
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<td>Applicant was flagged with Match violation by the NRMP</td>
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<tr>
<td>Interactions with faculty during interview and visit</td>
<td>4.7</td>
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<tr>
<td>Interpersonal skills</td>
<td>4.6</td>
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<tr>
<td>Interactions with housestaff during interview and visit</td>
<td>4.8</td>
</tr>
<tr>
<td>Feedback from current residents</td>
<td>4.7</td>
</tr>
<tr>
<td>Evidence of professionalism and ethics</td>
<td>4.6</td>
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<tr>
<td>Grades in clerkship in desired specialty</td>
<td>4.3</td>
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<tr>
<td>Perceived commitment to specialty</td>
<td>4.0</td>
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<td>Letters of recommendation in the specialty</td>
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<tr>
<td>Graduate of U.S. allopathic medical school</td>
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<td>USMLE/COMLEX Step 1 score</td>
<td>4.5</td>
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<tr>
<td>Leadership qualities</td>
<td>4.3</td>
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<tr>
<td>Honors in clerkship in desired specialty</td>
<td>4.4</td>
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<tr>
<td>Gaps in medical education</td>
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<tr>
<td>Grades in required clerkships</td>
<td>4.3</td>
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<tr>
<td>USMLE/COMLEX Step 2 score</td>
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<tr>
<td>Honors in clinical clerkships</td>
<td>4.4</td>
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<tr>
<td>Class ranking/quartile</td>
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<td>Medical Student Performance Evaluation (MSPE/Dean's Letter)</td>
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<td>Personal prior knowledge of the applicant</td>
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*N=78

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

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

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

N=78

NRMP Program Director Survey Results, 2012
Orthopedic Surgery
Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

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

Scores required?

- Yes, pass only: 11%
- Yes, target score: 88%
- No: 1%

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

- Never: 59%
- Seldom: 40%
- Often: 1%

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

Scores required?

- Yes, pass only: 17%
- Yes, target score: 44%
- No: 39%

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

- Never: 69%
- Seldom: 31%
- Often: 0%

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

Scores Below Which Programs Generally Does Not Grant Interviews

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

Scores Above Which Programs Almost Always Grant Interviews

- USMLE Step 1: 280
- USMLE Step 2 CK: 280

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

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

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

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

**COMLEX-USA Level 1**
- Yes, pass only: 13%
- Yes, target score: 8%
- No: 86%

**COMLEX-USA Level 2-CE**
- Yes, pass only: 8%
- Yes, target score: 5%
- No: 86%

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

**COMLEX-USA Level 2-PE**
- Yes, pass only: 8%
- Yes, target score: 3%
- No: 89%

**COMLEX-USA Level 3**
- Yes, pass only: 8%
- Yes, target score: 3%
- No: 89%

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

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

Average Percentage of Applications Rejected and Reviewed

Percentage of Programs that Typically Interview and Rank Each Applicant Groups

* Data from the NRMP database

NRMP Program Director Survey Results, 2012
Otolaryngology
(N=51)
Figure O-1
Otolaryngology
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

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

N=45
Figure O-1

Otolaryngology

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

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

*N=45

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

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<td>Interpersonal skills</td>
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<td>Interactions with housestaff during interview and visit</td>
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<td>Feedback from current residents</td>
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<td>Evidence of professionalism and ethics</td>
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<tr>
<td>Grades in clerkship in desired specialty</td>
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<tr>
<td>Perceived commitment to specialty</td>
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<tr>
<td>Letters of recommendation in the specialty</td>
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<td>Graduate of U.S. allopathic medical school</td>
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<tr>
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<td>Medical Student Performance Evaluation (MSPE/Dean's Letter)</td>
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<td>Personal prior knowledge of the applicant</td>
<td>4.1</td>
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*Ratings on a scale from 1 (not at all important) to 5 (very important).

N=45

NRMP Program Director Survey Results, 2012
**Otolaryngology**

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

<table>
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<tr>
<th>Factor</th>
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<tr>
<td>Consistency of grades</td>
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<td>Perceived interest in program</td>
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<td>Visa status**</td>
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<td>Audition elective/rotation within your department</td>
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<tr>
<td>Graduate of highly regarded U.S. medical school</td>
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<td>Alpha Omega Alpha (AOA) membership</td>
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<td>Fluency in language spoken by your patient population</td>
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<td>Personal Statement</td>
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<td>Other life experience</td>
<td>3.2</td>
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<td>Demonstrated involvement and interest in research</td>
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<td>Honors in basic sciences</td>
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<td>Volunteer/extracurricular experiences</td>
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<tr>
<td>USMLE/COMLEX Step 3 score**</td>
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<td>Other post-interview contact</td>
<td>2.4</td>
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<td>Interest in academic career</td>
<td>3.0</td>
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<td>Gold Society membership</td>
<td>2.2</td>
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<td>Second interview/visit</td>
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<td>Away rotation in your specialty at another institution</td>
<td>2.6</td>
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*Ratings on a scale from 1 (not at all important) to 5 (very important).

** International Medical Graduates only

NRMP Program Director Survey Results, 2012
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?

<table>
<thead>
<tr>
<th>Yes, pass only</th>
<th>Yes, target score</th>
<th>No</th>
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<tr>
<td>16%</td>
<td>84%</td>
<td>0%</td>
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</table>

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

<table>
<thead>
<tr>
<th>Never</th>
<th>Seldom</th>
<th>Often</th>
</tr>
</thead>
<tbody>
<tr>
<td>57%</td>
<td>38%</td>
<td>5%</td>
</tr>
</tbody>
</table>

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

Scores required?

<table>
<thead>
<tr>
<th>Yes, pass only</th>
<th>Yes, target score</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>20%</td>
<td>33%</td>
<td>47%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Never</th>
<th>Seldom</th>
<th>Often</th>
</tr>
</thead>
<tbody>
<tr>
<td>57%</td>
<td>35%</td>
<td>9%</td>
</tr>
</tbody>
</table>

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

Scores Below Which Programs Generally Does Not Grant Interviews

Scores Above Which Programs Almost Always Grant Interviews

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

NRMP Program Director Survey Results, 2012
Figure O-4
Otolaryngology
Percentage of Programs That Use USMLE Step 2 Clinical Skill (CS), Step 3, and COMLEX-USA Scores* When Considering Which Applicants to Interview

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

USMLE Step 2 CS
N=44

Yes, pass only: 50%
No: 50%

USMLE Step 3
N=28

Yes, pass only: 7%
Yes, target score: 7%
No: 86%

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

COMLEX-USA Level 1*
N=21

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

COMLEX-USA Level 2-CE*
N=19

Yes, pass only: 5%
Yes, target score: 5%
No: 89%

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

COMLEX-USA Level 2-PE*
N=19

Yes, pass only: 5%
Yes, target score: 5%
No: 89%

COMLEX-USA Level 3*
N=19

Yes, pass only: 0%
Yes, target score: 5%
No: 95%

* Osteopathic applicants only

NRMP Program Director Survey Results, 2012 112
Figure O-5
Otolaryngology
Program's Interview Activities

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

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

Average Percentage of Applications Rejected and Reviewed

Percentage of Programs that Typically Interview and Rank Each Applicant Groups

18% of Otolaryngology programs consider all applicants

* Data from the NRMP database
<table>
<thead>
<tr>
<th>Pathology</th>
</tr>
</thead>
<tbody>
<tr>
<td>(N=78)</td>
</tr>
</tbody>
</table>
Figure PAC-1
Pathology
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

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

N=70

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

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

N=70

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

- Applicant was flagged with Match violation by the NRMP: 4.9
- Interactions with faculty during interview and visit: 4.8
- Interpersonal skills: 4.7
- Interactions with housestaff during interview and visit: 4.7
- Feedback from current residents: 4.6
- Evidence of professionalism and ethics: 4.4
- Grades in clerkship in desired specialty: 4.2
- Perceived commitment to specialty: 4.6
- Letters of recommendation in the specialty: 4.7
- Graduate of U.S. allopathic medical school: 4.0
- USMLE/COMLEX Step 1 score: 4.4
- Leadership qualities: 3.9
- Honors in clerkship in desired specialty: 3.9
- Gaps in medical education: 4.3
- Grades in required clerkships: 3.7
- USMLE/COMLEX Step 2 score: 4.3
- Honors in clinical clerkships: 3.5
- Class ranking/quartile: 3.7
- Medical Student Performance Evaluation (MSPE/Dean's Letter): 3.7
- Personal prior knowledge of the applicant: 3.6

N=70

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

- Consistency of grades: 4.0
- Perceived interest in program: 4.0
- Visa status**: 3.8
- Audition elective/rotation within your department: 3.9
- Graduate of highly regarded U.S. medical school: 3.8
- Alpha Omega Alpha (AOA) membership: 3.2
- Fluency in language spoken by your patient population: 3.8
- Personal Statement: 3.5
- Other life experience: 2.8
- Demonstrated involvement and interest in research: 3.4
- Honors in basic sciences: 3.5
- Volunteer/extracurricular experiences: 2.6
- USMLE/COMLEX Step 3 score**: 3.4
- Other post-interview contact: 3.4
- Interest in academic career: 3.4
- Gold Society membership: 2.2
- Second interview/visit: 2.8
- Away rotation in your specialty at another institution: 2.9

N=70

*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=75

Would your program consider applicants who fail their exam on the 1st attempt?
N=58

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

Scores required?
N=72

Would your program consider applicants who fail their exam on the 1st attempt?
N=52

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

Scores Below Which Programs Generally Does Not Grant Interviews

Scores Above Which Programs Almost Always Grant Interviews

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

NRMP Program Director Survey Results, 2012 119
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=67

Yes, pass only 82%

No 18%

USMLE Step 3

N=55

Yes, pass only 29%

Yes, target score 16%

No 55%

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

COMLEX-USA Level 1*

N=52

Yes, pass only 35%

Yes, target score 56%

No 10%

COMLEX-USA Level 2-CE*

N=51

Yes, pass only 29%

Yes, target score 49%

No 22%

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

COMLEX-USA Level 2-PE*

N=52

Yes, pass only 56%

Yes, target score 21%

No 23%

COMLEX-USA Level 3*

N=39

Yes, pass only 33%

Yes, target score 8%

No 59%

* Osteopathic applicants only
Figure PAC-5
Pathology
Program's Interview Activities

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

N=75

<table>
<thead>
<tr>
<th></th>
<th>0%</th>
<th>1-24%</th>
<th>25-49%</th>
<th>50-74%</th>
<th>75-99%</th>
<th>100%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Percentage</td>
<td>15%</td>
<td>19%</td>
<td>15%</td>
<td>12%</td>
<td>25%</td>
<td>15%</td>
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</table>

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

N=77

<table>
<thead>
<tr>
<th>Number of applications received</th>
<th>Number of applicants interviewed</th>
<th>Number of applicants ranked</th>
<th>Number of positions in The Match</th>
</tr>
</thead>
<tbody>
<tr>
<td>362</td>
<td>40</td>
<td>27</td>
<td>4</td>
</tr>
</tbody>
</table>

Average Percentage of Applications Rejected and Reviewed

N=76

<table>
<thead>
<tr>
<th>Percentage of applications rejected</th>
<th>Percentage of applicants receiving an interview</th>
</tr>
</thead>
<tbody>
<tr>
<td>54%</td>
<td>44%</td>
</tr>
</tbody>
</table>

Percentage of Programs that Typically Interview and Rank Each Applicant Groups

63% of Pathology programs consider all applicants

<table>
<thead>
<tr>
<th>Applicant Groups</th>
<th>63% Consider All Applicants</th>
</tr>
</thead>
<tbody>
<tr>
<td>U.S. Senior</td>
<td>97%</td>
</tr>
<tr>
<td>U.S. Grad</td>
<td>91%</td>
</tr>
<tr>
<td>Osteopathic</td>
<td>91%</td>
</tr>
<tr>
<td>Canadian</td>
<td>73%</td>
</tr>
<tr>
<td>Fifth Pathway</td>
<td>65%</td>
</tr>
<tr>
<td>U.S. IMG</td>
<td>85%</td>
</tr>
<tr>
<td>Non-U.S. IMG</td>
<td>83%</td>
</tr>
</tbody>
</table>

* Data from the NRMP database
Figure P-1: Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

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

N=109

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

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

* International Medical Graduates only

N=109

NRMP Program Director Survey Results, 2012
Figure P-2
Mean Importance Ratings* of Factors in Ranking Applicants

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

N=109

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

Mean Importance Ratings* of Factors in Ranking Applicants

(continued)

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

** International Medical Graduates only

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

N=109

NRMP Program Director Survey Results, 2012
Figure P-3
Pediatrics
Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

Percentage of Programs That Use USMLE Step 1 Score

Scores required? N=126

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Yes, pass only</th>
<th>Yes, target score</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>3%</td>
<td>56%</td>
<td>43%</td>
<td>2%</td>
</tr>
</tbody>
</table>

Would your program consider applicants who fail their exam on the 1st attempt? N=98

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

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

Scores required? N=124

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Yes, pass only</th>
<th>Yes, target score</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>14%</td>
<td>48%</td>
<td>40%</td>
<td>13%</td>
</tr>
</tbody>
</table>

Would your program consider applicants who fail their exam on the 1st attempt? N=94

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

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

Scores Below Which Programs Generally Does Not Grant Interviews

Scores Above Which Programs Almost Always Grant Interviews

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

Pediatrics

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

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

USMLE Step 2 CS

- N=121

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

USMLE Step 3

- N=76

- Yes, pass only: 82%
- Yes, target score: 14%
- No: 4%

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

COMLEX-USA Level 1*

- N=110

- Yes, pass only: 55%
- Yes, target score: 33%
- No: 12%

COMLEX-USA Level 2-CE*

- N=105

- Yes, pass only: 50%
- Yes, target score: 27%
- No: 24%

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

COMLEX-USA Level 2-PE*

- N=96

- Yes, pass only: 64%
- Yes, target score: 29%
- No: 7%

COMLEX-USA Level 3*

- N=68

- Yes, pass only: 82%
- Yes, target score: 13%
- No: 4%

* Osteopathic applicants only
## Figure P-5

### Pediatrics
**Program’s Interview Activities**

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

<table>
<thead>
<tr>
<th>Percent</th>
<th>0%</th>
<th>1-24%</th>
<th>25-49%</th>
<th>50-74%</th>
<th>75-99%</th>
<th>100%</th>
</tr>
</thead>
<tbody>
<tr>
<td>N=126</td>
<td>13%</td>
<td>21%</td>
<td>9%</td>
<td>17%</td>
<td>33%</td>
<td>9%</td>
</tr>
</tbody>
</table>

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

* Data from the NRMP database

#### Average Percentage of Applications Rejected and Reviewed

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

N=131

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

<table>
<thead>
<tr>
<th>Applicant Group</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>U.S. Senior</td>
<td>97%</td>
</tr>
<tr>
<td>U.S. Grad</td>
<td>67%</td>
</tr>
<tr>
<td>Osteopathic</td>
<td>87%</td>
</tr>
<tr>
<td>Canadian</td>
<td>63%</td>
</tr>
<tr>
<td>Fifth Pathway</td>
<td>45%</td>
</tr>
<tr>
<td>U.S. IMG</td>
<td>76%</td>
</tr>
<tr>
<td>Non-U.S. IMG</td>
<td>63%</td>
</tr>
</tbody>
</table>

40% of Pediatrics programs consider all applicants

N=128
Physical Medicine and Rehabilitation
(N=37)
Figure PMR-1
Physical Medicine and Rehabilitation
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

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

N=31
Figure PMR-1
Physical Medicine and Rehabilitation
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview
(continued)

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

N=31

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

N=31

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

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

N=31

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

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

---

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

Scores required?  
N=29

<table>
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</tr>
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<td>No</td>
<td>7%</td>
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Would your program consider applicants who fail their exam on the 1st attempt?  
N=28

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<th>Percentage</th>
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<tbody>
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<td>Never</td>
<td>21%</td>
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<tr>
<td>Seldom</td>
<td>71%</td>
</tr>
<tr>
<td>Often</td>
<td>7%</td>
</tr>
</tbody>
</table>

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

Scores required?  
N=30

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<th>Option</th>
<th>Percentage</th>
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<td>47%</td>
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<tr>
<td>No</td>
<td>20%</td>
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Would your program consider applicants who fail their exam on the 1st attempt?  
N=26

<table>
<thead>
<tr>
<th>Option</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Never</td>
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</tr>
<tr>
<td>Seldom</td>
<td>81%</td>
</tr>
<tr>
<td>Often</td>
<td>4%</td>
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</table>

---

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

Scores Below Which Programs Generally Does Not Grant Interviews

USMLE Step 1  
N=14

Scores Above Which Programs Almost Always Grant Interviews

USMLE Step 1  
N=10

USMLE Step 2 CK  
N=9

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

**USMLE Step 2 CS**

- Yes, pass only: 83%
- Yes, target score: 17%

**USMLE Step 3**

- Yes, pass only: 25%
- Yes, target score: 10%
- No: 65%

**COMLEX-USA Level 1***

- Yes, pass only: 55%
- Yes, target score: 34%
- No: 10%

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

- Yes, pass only: 53%
- Yes, target score: 30%
- No: 17%

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

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

**COMLEX-USA Level 3***

- Yes, pass only: 28%
- Yes, target score: 17%
- No: 56%

* Osteopathic applicants only

NRMP Program Director Survey Results, 2012 136
Figure PMR-5  
Physical Medicine and Rehabilitation Program’s Interview Activities

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

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

Average Percentage of Applications Rejected and Reviewed

Percentage of Programs that Typically Interview and Rank Each Applicant Groups

* Data from the NRMP database
Plastic Surgery
(N=27)
Figure PS-1

Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

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

N=24
Figure PS-1

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

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

N=24

* International Medical Graduates only
Plastic Surgery

Mean Importance Ratings* of Factors in Ranking Applicants

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

N=24

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

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<td>3.8</td>
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<tr>
<td>Visa status**</td>
<td>3.9</td>
</tr>
<tr>
<td>Audition elective/rotation within your department</td>
<td>3.9</td>
</tr>
<tr>
<td>Graduate of highly regarded U.S. medical school</td>
<td>3.7</td>
</tr>
<tr>
<td>Alpha Omega Alpha (AOA) membership</td>
<td>3.7</td>
</tr>
<tr>
<td>Fluency in language spoken by your patient population</td>
<td>2.9</td>
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<tr>
<td>Personal Statement</td>
<td>3.7</td>
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<tr>
<td>Other life experience</td>
<td>3.0</td>
</tr>
<tr>
<td>Demonstrated involvement and interest in research</td>
<td>3.8</td>
</tr>
<tr>
<td>Honors in basic sciences</td>
<td>3.2</td>
</tr>
<tr>
<td>Volunteer/extracurricular experiences</td>
<td>2.9</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 3 score**</td>
<td>2.8</td>
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<tr>
<td>Other post-interview contact</td>
<td>1.0</td>
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<tr>
<td>Interest in academic career</td>
<td>3.5</td>
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<tr>
<td>Gold Society membership</td>
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<tr>
<td>Away rotation in your specialty at another institution</td>
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*N=24

*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?

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<td>44%</td>
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Would your program consider applicants who fail their exam on the 1st attempt?

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<td>44%</td>
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**Percentage of Programs That Use USMLE Step 2 (CK) Score**

Scores required?

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<td>38%</td>
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Would your program consider applicants who fail their exam on the 1st attempt?

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<tr>
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<td>50%</td>
</tr>
<tr>
<td>Often</td>
<td>0%</td>
</tr>
</tbody>
</table>

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

Scores Below Which Programs Generally Does Not Grant Interviews

Scores Above Which Programs Almost Always Grant Interviews

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

NRMP Program Director Survey Results, 2012
Figure PS-4

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

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

USMLE Step 2 CS
N=25

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<td>USMLE Step 2 CS</td>
<td>60%</td>
<td>40%</td>
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</table>

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Yes, target score</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>USMLE Step 3</td>
<td>27%</td>
<td>9%</td>
</tr>
</tbody>
</table>

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

COMLEX-USA Level 1*
N=13

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Yes, pass only</th>
<th>Yes, target score</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>COMLEX-USA Level 1*</td>
<td>46%</td>
<td>8%</td>
<td>46%</td>
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</table>

<table>
<thead>
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<th>Percentage</th>
<th>Yes, pass only</th>
<th>Yes, target score</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>COMLEX-USA Level 2-CE*</td>
<td>36%</td>
<td>0%</td>
<td>64%</td>
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Percentage of Programs That Use COMLEX-USA Level 2-PE and Level 3 Scores

COMLEX-USA Level 2-PE*
N=11

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<th>Percentage</th>
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<tr>
<td>COMLEX-USA Level 2-PE*</td>
<td>36%</td>
<td>9%</td>
<td>55%</td>
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<table>
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<th>Percentage</th>
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<th>Yes, target score</th>
<th>No</th>
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</thead>
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<tr>
<td>COMLEX-USA Level 3*</td>
<td>30%</td>
<td>10%</td>
<td>60%</td>
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</table>

* Osteopathic applicants only

NRMP Program Director Survey Results, 2012 144
Figure PS-5
Plastic Surgery Program’s Interview Activities

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

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

Average Percentage of Applications Rejected and Reviewed

Percentage of Programs that Typically Interview and Rank Each Applicant Groups

38% of Plastic Surgery programs consider all applicants

* Data from the NRMP database
Psychiatry
(N=88)
Figure PSY-1
Psychiatry
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

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

N=74
Figure PSY-1
Psychiatry
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview
(continued)

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

N=74

* International Medical Graduates only
Figure PSY-2

Psychiatry

Mean Importance Ratings* of Factors in Ranking Applicants

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

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

N=74

NRMP Program Director Survey Results, 2012
Figure PSY-2

Psychiatry

Mean Importance Ratings* of Factors in Ranking Applicants

(continued)

0 1 2 3 4 5

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

N=74

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

NRMP Program Director Survey Results, 2012
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**

<table>
<thead>
<tr>
<th>Scores required?</th>
<th>% of Programs</th>
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</thead>
<tbody>
<tr>
<td>Yes, pass only</td>
<td>65%</td>
</tr>
<tr>
<td>Yes, target score</td>
<td>34%</td>
</tr>
<tr>
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<td>1%</td>
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**Would your program consider applicants who fail their exam on the 1st attempt?**

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<thead>
<tr>
<th>Frequency</th>
<th>% of Programs</th>
</tr>
</thead>
<tbody>
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<td>Never</td>
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</tr>
<tr>
<td>Often</td>
<td>39%</td>
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**Percentage of Programs That Use USMLE Step 2 (CK) Score**

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<th>Scores required?</th>
<th>% of Programs</th>
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</thead>
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<tr>
<td>Yes, pass only</td>
<td>56%</td>
</tr>
<tr>
<td>Yes, target score</td>
<td>33%</td>
</tr>
<tr>
<td>No</td>
<td>11%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Frequency</th>
<th>% of Programs</th>
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<tbody>
<tr>
<td>Never</td>
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<td>Seldom</td>
<td>67%</td>
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<tr>
<td>Often</td>
<td>29%</td>
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</table>

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

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

NRMP Program Director Survey Results, 2012
Psychiatry

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

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

**USMLE Step 2 CS**
- 84% Yes, pass only
- 16% No

**USMLE Step 3**
- 32% Yes, pass only
- 19% Yes, target score
- 49% No

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

**COMLEX-USA Level 1***
- 63% Yes, pass only
- 34% Yes, target score
- 3% No

**COMLEX-USA Level 2-CE***
- 61% Yes, pass only
- 28% Yes, target score
- 12% No

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

**COMLEX-USA Level 2-PE***
- 74% Yes, pass only
- 10% Yes, target score
- 16% No

**COMLEX-USA Level 3***
- 30% Yes, pass only
- 15% Yes, target score
- 54% No

* Osteopathic applicants only

NRMP Program Director Survey Results, 2012
Percentage of Program’s Interview Slots Extended Prior to the November 1st MSPE/Dean’s Letter Release Date

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

Average Percentage of Applications Rejected and Reviewed

Percentage of Programs that Typically Interview and Rank Each Applicant Groups

* Data from the NRMP database

NRMP Program Director Survey Results, 2012

58% of Psychiatry programs consider all applicants
Radiation Oncology

(N=45)
Figure RO-1

Radiation Oncology

Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

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

N=36

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

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

N=36

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

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<th>Factor</th>
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<tr>
<td>Interactions with faculty during interview and visit</td>
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<tr>
<td>Interpersonal skills</td>
<td>4.7</td>
</tr>
<tr>
<td>Interactions with housestaff during interview and visit</td>
<td>4.5</td>
</tr>
<tr>
<td>Feedback from current residents</td>
<td>4.5</td>
</tr>
<tr>
<td>Evidence of professionalism and ethics</td>
<td>4.4</td>
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<tr>
<td>Grades in clerkship in desired specialty</td>
<td>4.5</td>
</tr>
<tr>
<td>Perceived commitment to specialty</td>
<td>4.6</td>
</tr>
<tr>
<td>Letters of recommendation in the specialty</td>
<td>4.5</td>
</tr>
<tr>
<td>Graduate of U.S. allopathic medical school</td>
<td>4.5</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 1 score</td>
<td>4.3</td>
</tr>
<tr>
<td>Leadership qualities</td>
<td>4.1</td>
</tr>
<tr>
<td>Honors in clerkship in desired specialty</td>
<td>4.3</td>
</tr>
<tr>
<td>Gaps in medical education</td>
<td>3.6</td>
</tr>
<tr>
<td>Grades in required clerkships</td>
<td>4.1</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 2 score</td>
<td>3.7</td>
</tr>
<tr>
<td>Honors in clinical clerkships</td>
<td>4.1</td>
</tr>
<tr>
<td>Class ranking/quartile</td>
<td>4.1</td>
</tr>
<tr>
<td>Medical Student Performance Evaluation (MSPE/Dean's Letter)</td>
<td>3.7</td>
</tr>
<tr>
<td>Personal prior knowledge of the applicant</td>
<td>4.4</td>
</tr>
</tbody>
</table>

N=36

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

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

*N=36

*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

<table>
<thead>
<tr>
<th>Scores required?</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, pass only</td>
<td>21%</td>
</tr>
<tr>
<td>Yes, target score</td>
<td>79%</td>
</tr>
<tr>
<td>No</td>
<td>0%</td>
</tr>
</tbody>
</table>

- **N=42**

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

<table>
<thead>
<tr>
<th>Scores required?</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, pass only</td>
<td>24%</td>
</tr>
<tr>
<td>Yes, target score</td>
<td>45%</td>
</tr>
<tr>
<td>No</td>
<td>32%</td>
</tr>
</tbody>
</table>

- **N=38**

### Would your program consider applicants who fail their exam on the 1st attempt? (Step 1)

- **Percentage of Programs**
  - Never: 65%
  - Seldom: 26%
  - Often: 9%

- **N=34**

### Would your program consider applicants who fail their exam on the 1st attempt? (Step 2)

- **Percentage of Programs**
  - Never: 65%
  - Seldom: 26%
  - Often: 9%

- **N=23**

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

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

- **USMLE Step 1**: 200-220
- **USMLE Step 2 CK**: 200-220

- **N=25**

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

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

- **N=17**

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

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

**USMLE Step 3**
- N=30
- Yes, pass only: 30%
- Yes, target score: 0%
- No: 70%

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

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

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

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

* Osteopathic applicants only
Figure RO-5

Radiation Oncology Program’s Interview Activities

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

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

Average Percentage of Applications Rejected and Reviewed

Percentage of Programs that Typically Interview and Rank Each Applicant Groups

30% of Radiation Oncology programs consider all applicants

* Data from the NRMP database

NRMP Program Director Survey Results, 2012
Radiology
(N=88)
Figure RD-1
Radiology
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

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

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

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

* International Medical Graduates only

N=80

NRMP Program Director Survey Results, 2012
Figure RD-2
Mean Importance Ratings* of Factors in Ranking Applicants

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

N=80

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

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

*N=80
*Ratings on a scale from 1 (not at all important) to 5 (very important).
** International Medical Graduates only
Radiology Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

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

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

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

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

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

<table>
<thead>
<tr>
<th>Would your program consider applicants who fail their exam on the 1st attempt?</th>
<th>N=74</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td>59%</td>
</tr>
<tr>
<td>Seldom</td>
<td>41%</td>
</tr>
<tr>
<td>Often</td>
<td>0%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Would your program consider applicants who fail their exam on the 1st attempt?</th>
<th>N=50</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td>60%</td>
</tr>
<tr>
<td>Seldom</td>
<td>40%</td>
</tr>
<tr>
<td>Often</td>
<td>0%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Scores Below Which Programs Generally Does Not Grant Interviews</th>
<th>Scores Above Which Programs Almost Always Grant Interviews</th>
</tr>
</thead>
<tbody>
<tr>
<td>USMLE Step 1: N=62</td>
<td>USMLE Step 1: N=39</td>
</tr>
<tr>
<td>USMLE Step 2 CK: N=25</td>
<td>USMLE Step 2 CK: N=19</td>
</tr>
</tbody>
</table>

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

NRMP Program Director Survey Results, 2012
Radiology 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=78

- Yes, pass only: 53%  
- No: 47%

**USMLE Step 3**  
N=56

- Yes, pass only: 79%  
- Yes, target score: 5%  
- No: 16%

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

**COMLEX-USA Level 1**  
N=45

- Yes, pass only: 13%  
- Yes, target score: 36%  
- No: 51%

**COMLEX-USA Level 2-CE**  
N=44

- Yes, pass only: 16%  
- Yes, target score: 20%  
- No: 64%

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

**COMLEX-USA Level 2-PE**  
N=43

- Yes, pass only: 16%  
- Yes, target score: 9%  
- No: 74%

**COMLEX-USA Level 3**  
N=41

- Yes, pass only: 12%  
- Yes, target score: 7%  
- No: 80%

* Osteopathic applicants only

NRMP Program Director Survey Results, 2012
Figure RD-5
Radiology Program’s Interview Activities

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

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

Average Percentage of Applications Rejected and Reviewed

Percentage of Programs that Typically Interview and Rank Each Applicant Groups

33% of Radiology programs consider all applicants

* Data from the NRMP database

NRMP Program Director Survey Results, 2012
Vascular Surgery
(N=13)
Figure VS-1

Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

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

N=7

NRMP Program Director Survey Results, 2012
<table>
<thead>
<tr>
<th>Factor</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Evidence of professionalism and ethics</td>
<td>86%</td>
</tr>
<tr>
<td>Interpersonal skills</td>
<td>86%</td>
</tr>
<tr>
<td>Perceived interest in program</td>
<td>100%</td>
</tr>
<tr>
<td>Graduate of highly regarded U.S. medical school</td>
<td>100%</td>
</tr>
<tr>
<td>Leadership qualities</td>
<td>71%</td>
</tr>
<tr>
<td>Alpha Omega Alpha (AOA) membership</td>
<td>100%</td>
</tr>
<tr>
<td>Demonstrated involvement and interest in research</td>
<td>100%</td>
</tr>
<tr>
<td>Feedback from current residents</td>
<td>86%</td>
</tr>
<tr>
<td>Visa status*</td>
<td>100%</td>
</tr>
<tr>
<td>Honors in basic sciences</td>
<td>86%</td>
</tr>
<tr>
<td>Fluency in language spoken by your patient population</td>
<td>57%</td>
</tr>
<tr>
<td>Interest in academic career</td>
<td>100%</td>
</tr>
<tr>
<td>Away rotation in your specialty at another institution</td>
<td>57%</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 3 score*</td>
<td>71%</td>
</tr>
<tr>
<td>Other post-interview contact</td>
<td>43%</td>
</tr>
<tr>
<td>Gold Society membership</td>
<td>14%</td>
</tr>
</tbody>
</table>

* NRMP Program Director Survey Results, 2012

N=7

* International Medical Graduates only
Vascular Surgery

Mean Importance Ratings* of Factors in Ranking Applicants

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

*N=7

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

Vascular Surgery

Mean Importance Ratings* of Factors in Ranking Applicants

(continued)

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

*N=7

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

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

Percentage of Programs That Use USMLE Step 1 Score

Scores required?

<table>
<thead>
<tr>
<th>Score Requirement</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, pass only</td>
<td>18%</td>
</tr>
<tr>
<td>Yes, target score</td>
<td>82%</td>
</tr>
<tr>
<td>No</td>
<td>0%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Consideration</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td>13%</td>
</tr>
<tr>
<td>Seldom</td>
<td>88%</td>
</tr>
<tr>
<td>Often</td>
<td>0%</td>
</tr>
</tbody>
</table>

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

Scores required?

<table>
<thead>
<tr>
<th>Score Requirement</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, pass only</td>
<td>27%</td>
</tr>
<tr>
<td>Yes, target score</td>
<td>55%</td>
</tr>
<tr>
<td>No</td>
<td>18%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Consideration</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td>0%</td>
</tr>
<tr>
<td>Seldom</td>
<td>100%</td>
</tr>
<tr>
<td>Often</td>
<td>0%</td>
</tr>
</tbody>
</table>

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

Scores Below Which Programs Generally Does Not Grant Interviews

Scores Above Which Programs Almost Always Grant Interviews

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

NRMP Program Director Survey Results, 2012
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**

<table>
<thead>
<tr>
<th>USMLE Step 2 CS</th>
<th>USMLE Step 3</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>N=11</strong></td>
<td><strong>N=8</strong></td>
</tr>
<tr>
<td>73% Yes, pass only</td>
<td>25% Yes, pass only</td>
</tr>
<tr>
<td>27% No</td>
<td>38% Yes, target score</td>
</tr>
<tr>
<td></td>
<td>38% No</td>
</tr>
</tbody>
</table>

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

Not reported because of low response rate

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

Not reported because of low response rate

* Osteopathic applicants only
**Figure VS-5**  
*Vascular Surgery Program’s Interview Activities*

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

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Number of Programs</th>
</tr>
</thead>
<tbody>
<tr>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>1-24%</td>
<td>0%</td>
</tr>
<tr>
<td>25-49%</td>
<td>0%</td>
</tr>
<tr>
<td>50-74%</td>
<td>0%</td>
</tr>
<tr>
<td>75-99%</td>
<td>8%</td>
</tr>
<tr>
<td>100%</td>
<td>8%</td>
</tr>
</tbody>
</table>

N=12

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

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

### Average Percentage of Applications Rejected and Reviewed

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

* Data from the NRMP database

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

- U.S. Senior: **100%**
- U.S. Grad: **75%**
- Osteopathic: **50%**
- Canadian: **42%**
- Fifth Pathway: **25%**
- U.S. IMG: **50%**
- Non-U.S. IMG: **42%**

25% of Vascular Surgery programs consider all applicants

N=12
Transitional Year
(N=49)
## Figure TY-1
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

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

N=39

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

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

N=39

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

Applicant was flagged with Match violation by the NRMP

0 1 2 3 4 5

Interactions with faculty during interview and visit

4.6

Interpersonal skills

4.5

Interactions with housestaff during interview and visit

4.3

Feedback from current residents

4.2

Evidence of professionalism and ethics

4.4

Grades in clerkship in desired specialty

3.3

Perceived commitment to specialty

3.8

Letters of recommendation in the specialty

3.6

Graduate of U.S. allopathic medical school

4.2

USMLE/COMLEX Step 1 score

3.9

Leadership qualities

3.9

Honors in clerkship in desired specialty

3.2

Gaps in medical education

4.2

Grades in required clerkships

4.1

USMLE/COMLEX Step 2 score

3.9

Honors in clinical clerkships

3.9

Class ranking/quartile

3.9

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

4.1

Personal prior knowledge of the applicant

3.7

N=39

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

(continued)

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

N=39

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

NRMP Program Director Survey Results, 2012 182
Transitional Year
Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

Figure TY-3

Percentage of Programs That Use USMLE Step 1 Score

Scores required?

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

N=47

N=35

0%

10%

20%

30%

40%

50%

60%

70%

80%

90%

100%

Yes, pass only

Yes, target score

No

Never

Seldom

Often

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

Scores required?

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

N=46

N=32

0%

10%

20%

30%

40%

50%

60%

70%

80%

90%

100%

Yes, pass only

Yes, target score

No

Never

Seldom

Often

Scores Below Which Programs Generally Does Not Grant Interviews

Scores Above Which Programs Almost Always Grant Interviews

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

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

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

USMLE Step 2 CS
N=46

USMLE Step 3
N=23

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

COMLEX-USA Level 1*
N=30

COMLEX-USA Level 2-CE*
N=29

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

COMLEX-USA Level 2-PE*
N=30

COMLEX-USA Level 3*
N=19

* Osteopathic applicants only
Figure TY-5
Transitional Year Program's Interview Activities

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

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

Average Percentage of Applications Rejected and Reviewed

Percentage of Programs that Typically Interview and Rank Each Applicant Groups

23% of Transitional Year programs consider all applicants

* Data from the NRMP database