Results of the 2008 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 collections may be directed to Philip Szenas, Director of Research, National Resident Matching Program, at pszenas@aamc.org.

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

Suggested Citation

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# Table of Contents

**Introduction** .....................................................................................................................................................1

**All Specialties** ...................................................................................................................................................2

## Charts for Individual Specialties

- Anesthesiology ..................................................................................................................................................9
- Dermatology .....................................................................................................................................................16
- Diagnostic Radiology .......................................................................................................................................23
- Emergency Medicine ........................................................................................................................................30
- Family Medicine ..............................................................................................................................................37
- General Surgery ................................................................................................................................................44
- Internal Medicine ...............................................................................................................................................51
- Internal Medicine/Pediatrics .............................................................................................................................58
- Neurology ..........................................................................................................................................................65
- Obstetrics and Gynecology ...............................................................................................................................72
- Orthopaedic Surgery ..........................................................................................................................................79
- Otolaryngology ..................................................................................................................................................86
- Pathology-Anatomic and Clinical ......................................................................................................................93
- Pediatrics ..........................................................................................................................................................100
- Physical Medicine and Rehabilitation ................................................................................................................107
- Plastic Surgery ..................................................................................................................................................114
- Psychiatry .........................................................................................................................................................121
- Radiation Oncology ..........................................................................................................................................128
- Transitional Year ................................................................................................................................................135
Introduction

The National Resident Matching Program (NRMP) conducted a survey of the directors of all programs participating in the 2008 Main Residency Match. The primary purpose of the survey was to shed light on the factors that program directors use in both (1) selecting applicant 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 the 19 largest specialties detailed in this report was 55.6 percent; and ranged from a high of 70.0 percent for Emergency Medicine to a low of 39.0 for Transitional Year (see table below).

This report presents preliminary results on selected items from the survey by specialty. The NRMP hopes that program directors, 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/.

<table>
<thead>
<tr>
<th>Specialty</th>
<th>Surveys Sent</th>
<th>Number Responding</th>
<th>Response Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Anesthesiology</td>
<td>169</td>
<td>84</td>
<td>49.7%</td>
</tr>
<tr>
<td>Dermatology</td>
<td>110</td>
<td>61</td>
<td>55.5%</td>
</tr>
<tr>
<td>Diagnostic Radiology</td>
<td>205</td>
<td>109</td>
<td>53.2%</td>
</tr>
<tr>
<td>Emergency Medicine</td>
<td>140</td>
<td>98</td>
<td>70.0%</td>
</tr>
<tr>
<td>Family Medicine</td>
<td>455</td>
<td>282</td>
<td>62.0%</td>
</tr>
<tr>
<td>General Surgery</td>
<td>241</td>
<td>112</td>
<td>46.5%</td>
</tr>
<tr>
<td>Internal Medicine</td>
<td>423</td>
<td>200</td>
<td>47.3%</td>
</tr>
<tr>
<td>Internal Medicine/Pediatrics</td>
<td>79</td>
<td>36</td>
<td>45.6%</td>
</tr>
<tr>
<td>Neurology</td>
<td>131</td>
<td>73</td>
<td>55.7%</td>
</tr>
<tr>
<td>Obstetrics and Gynecology</td>
<td>238</td>
<td>146</td>
<td>61.3%</td>
</tr>
<tr>
<td>Orthopaedic Surgery</td>
<td>160</td>
<td>87</td>
<td>54.4%</td>
</tr>
<tr>
<td>Otolaryngology</td>
<td>105</td>
<td>59</td>
<td>56.2%</td>
</tr>
<tr>
<td>Pathology-Anatomic and Clinical</td>
<td>146</td>
<td>99</td>
<td>67.8%</td>
</tr>
<tr>
<td>Pediatrics</td>
<td>189</td>
<td>127</td>
<td>67.2%</td>
</tr>
<tr>
<td>Physical Medicine &amp; Rehabilitation</td>
<td>89</td>
<td>46</td>
<td>51.7%</td>
</tr>
<tr>
<td>Plastic Surgery</td>
<td>48</td>
<td>32</td>
<td>66.7%</td>
</tr>
<tr>
<td>Psychiatry</td>
<td>182</td>
<td>96</td>
<td>52.7%</td>
</tr>
<tr>
<td>Radiation Oncology</td>
<td>77</td>
<td>45</td>
<td>58.4%</td>
</tr>
<tr>
<td>Transitional Year</td>
<td>123</td>
<td>48</td>
<td>39.0%</td>
</tr>
<tr>
<td><strong>Total:</strong></td>
<td><strong>3,310</strong></td>
<td><strong>1,840</strong></td>
<td><strong>55.6%</strong></td>
</tr>
</tbody>
</table>
All Specialties Combined
### Figure 1

**All Specialties**
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

<table>
<thead>
<tr>
<th>Medical School Performance</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medical Student Performance Evaluation (MSPE)</td>
<td>76%</td>
</tr>
<tr>
<td>Grades in required clerkships</td>
<td>71%</td>
</tr>
<tr>
<td>Grades in clerkship in desired specialty</td>
<td>69%</td>
</tr>
<tr>
<td>Gaps in medical education</td>
<td>69%</td>
</tr>
<tr>
<td>Class ranking/quartile</td>
<td>66%</td>
</tr>
<tr>
<td>Honors in clinical clerkships</td>
<td>63%</td>
</tr>
<tr>
<td>Consistency of grades</td>
<td>63%</td>
</tr>
<tr>
<td>Honors in clerkship in desired specialty</td>
<td>62%</td>
</tr>
<tr>
<td>Honors in basic sciences</td>
<td>49%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Letters of Recommendation from</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Department chair in the specialty</td>
<td>75%</td>
</tr>
<tr>
<td>Colleague in the specialty</td>
<td>75%</td>
</tr>
<tr>
<td>Clerkship director in the specialty</td>
<td>74%</td>
</tr>
<tr>
<td>Other faculty</td>
<td>73%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Standardized Test Scores</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>USMLE/COMLEX Step 1 score</td>
<td>82%</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 2 score</td>
<td>70%</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 3 score</td>
<td>34%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>U.S. Allopathic Graduates</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Graduate of U.S. allopathic medical school</td>
<td>64%</td>
</tr>
<tr>
<td>Graduate of highly regarded U.S. medical school</td>
<td>54%</td>
</tr>
<tr>
<td>Alpha Omega Alpha (AOA) membership</td>
<td>53%</td>
</tr>
</tbody>
</table>
Figure 1

All Specialties
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

Other Factors

0% 20% 40% 60% 80% 100%

Personal Statement
- Personal Statement: 75%
- Volunteer/extracurricular experiences: 59%
- Other life experience: 59%
- Applicant was flagged with NRMP match violation: 57%
- Community service: 56%
- Visa status: 52%
- Fluency in language spoken by patient population: 41%

Commitment
- Perceived commitment to specialty: 66%
- Personal prior knowledge of the applicant: 66%
- Audition elective/rotation within your department: 64%
- Perceived interest in program: 59%
- Away rotation in your specialty at another institution: 34%

Research
- Involvement in research: 45%
- Interest in research: 42%
- Involvement in specialty-specific research: 41%
- Interest in academic career: 38%
**Figure 2**

**All Specialties**

Mean Importance Ratings* of Factors in Applicant Ranking

*Medical School Performance and Test Scores*

<table>
<thead>
<tr>
<th>Factor</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medical School Performance/Grades</td>
<td></td>
</tr>
<tr>
<td>Grades in clerkship in desired specialty</td>
<td>4.0</td>
</tr>
<tr>
<td>Grades in required clerkships</td>
<td>3.8</td>
</tr>
<tr>
<td>Honors in clerkship in desired specialty</td>
<td>3.8</td>
</tr>
<tr>
<td>Medical Student Performance Evaluation (MSPE)</td>
<td></td>
</tr>
<tr>
<td>Honors in clinical clerkships</td>
<td>3.7</td>
</tr>
<tr>
<td>Class ranking/quartile</td>
<td>3.7</td>
</tr>
<tr>
<td>Consistency of grades</td>
<td>3.6</td>
</tr>
<tr>
<td>Gaps in medical education</td>
<td>3.8</td>
</tr>
<tr>
<td>Honors in basic sciences</td>
<td>2.9</td>
</tr>
<tr>
<td>Letters of Recommendation from</td>
<td></td>
</tr>
<tr>
<td>Clerkship director in specialty</td>
<td>3.9</td>
</tr>
<tr>
<td>Colleague in the specialty</td>
<td>3.8</td>
</tr>
<tr>
<td>Chair in the specialty</td>
<td>3.8</td>
</tr>
<tr>
<td>Other faculty</td>
<td>3.5</td>
</tr>
<tr>
<td>U.S. Allopathic Graduates</td>
<td></td>
</tr>
<tr>
<td>Graduate of U.S. allopathic medical school</td>
<td>3.8</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>3.2</td>
</tr>
<tr>
<td>Standardized Test Scores</td>
<td></td>
</tr>
<tr>
<td>USMLE/COMLEX Step 1 score</td>
<td>3.8</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 2 score</td>
<td>3.6</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 3 score</td>
<td>2.3</td>
</tr>
</tbody>
</table>

*Mean Rating +/- 1 Standard Deviation*

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

NRMP Program Director Survey Results, 2008
All Specialties
Mean Importance Ratings* of Factors in Applicant Ranking

Other Factors

Residency Interview
- Interpersonal skills exhibited during interview
- Interactions with faculty during interview
- Professional attributes exhibited during interview
- Interactions with housestaff during interview
- Feedback from current residents
- Leadership qualities exhibited during interview
- Perceived commitment to specialty
- Perceived interest in program

Miscellaneous Applicant Considerations
- Applicant was flagged with NRMP Match violation
- Visa status
- Fluency in language spoken by patient population

Personal Knowledge of Applicant
- Personal prior knowledge of the applicant
- Audition elective/rotation within your department
- Away rotation in your specialty at another institution

Personal Statement
- Personal statement
- Other life experience
- Volunteer/extracurricular experiences
- Community service

Research Involvement
- Demonstrated involvement in research
- Interest in research
- Involvement in specialty-specific research
- Interest in academic career

Post Interview Contact
- Other post-interview contact
- Second interview/visit

*Ratings on a scale from 1 (not at all important) to 5 (very important).
Figure 3
All Specialties
Percentage of Programs That Use USMLE Step 1 and Step 2 Scores When Considering Which Applicants to Interview

**USMLE Step 1**

Scores Required?

- Yes, pass only: 40.8%
- Yes, target score: 56.9%
- Not Required: 2.3%

If Required, Do You Consider Applicants Who Failed Exam on 1st Attempt?

- Never: 18.7%
- Seldom: 64.8%
- Often: 16.5%

**USMLE Step 2**

Scores Required?

- Yes, pass only: 33.2%
- Yes, target score: 41.4%
- Not Required: 25.4%

If Required, Do You Consider Applicants Who Failed Exam on 1st Attempt?

- Never: 21.4%
- Seldom: 66.3%
- Often: 12.3%
Figure 4
All Specialties
Percentage of Program's Interview Slots Offered Prior to the November 1st MSPE Release Date

Percent of Programs

Percent of Interview Slots Filled

0% 1-24% 25-49% 50-74% 75-99% 100%

34.8% 19.1% 15.7% 15% 12% 3.4%
Anesthesiology
Figure AN-1
Anesthesiology
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

Medical School Performance
- Medical Student Performance Evaluation (MSPE): 76%
- Grades in required clerkships: 66%
- Grades in clerkship in desired specialty: 62%
- Gaps in medical education: 68%
- Class ranking/quartile: 66%
- Honors in clinical clerkships: 59%
- Consistency of grades: 58%
- Honors in clerkship in desired specialty: 57%
- Honors in basic sciences: 54%

Letters of Recommendation from
- Department chair in the specialty: 68%
- Colleague in the specialty: 66%
- Clerkship director in the specialty: 64%
- Other faculty: 64%

Standardized Test Scores
- USMLE/COMLEX Step 1 score: 81%
- USMLE/COMLEX Step 2 score: 70%
- USMLE/COMLEX Step 3 score: 31%

U.S. Allopathic Graduates
- Graduate of U.S. allopathic medical school: 65%
- Graduate of highly regarded U.S. medical school: 58%
- Alpha Omega Alpha (AOA) membership: 55%
Figure AN-1 (continued)

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

Other Factors

<table>
<thead>
<tr>
<th>Factor</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personal Statement</td>
<td>66%</td>
</tr>
<tr>
<td>Volunteer/extracurricular experiences</td>
<td>57%</td>
</tr>
<tr>
<td>Other life experience</td>
<td>58%</td>
</tr>
<tr>
<td>Applicant was flagged with NRMP match violation</td>
<td>51%</td>
</tr>
<tr>
<td>Community service</td>
<td>49%</td>
</tr>
<tr>
<td>Visa status</td>
<td>45%</td>
</tr>
<tr>
<td>Fluency in language spoken by patient population</td>
<td>34%</td>
</tr>
<tr>
<td>Perceived commitment to specialty</td>
<td>70%</td>
</tr>
<tr>
<td>Personal prior knowledge of the applicant</td>
<td>65%</td>
</tr>
<tr>
<td>Audition elective/rotation within your department</td>
<td>77%</td>
</tr>
<tr>
<td>Perceived interest in program</td>
<td>58%</td>
</tr>
<tr>
<td>Away rotation in your specialty at another institution</td>
<td>32%</td>
</tr>
<tr>
<td>Involvement in research</td>
<td>53%</td>
</tr>
<tr>
<td>Interest in research</td>
<td>46%</td>
</tr>
<tr>
<td>Involvement in specialty-specific research</td>
<td>49%</td>
</tr>
<tr>
<td>Interest in academic career</td>
<td>45%</td>
</tr>
</tbody>
</table>

NRMP Program Director Survey Results, 2008
Mean Importance Ratings* of Factors in Applicant Ranking

Medical School Performance/Grades
- Grades in clerkship in desired specialty: 3.9
- Grades in required clerkships: 3.9
- Honors in clerkship in desired specialty: 3.9

Medical Student Performance Evaluation (MSPE)
- Honors in clinical clerkships: 3.9
- Class ranking/quartile: 4.0
- Consistency of grades: 3.9
- Gaps in medical education: 4.1
- Honors in basic sciences: 3.4

Letters of Recommendation from
- Clerkship director in specialty: 3.8
- Colleague in the specialty: 3.6
- Chair in the specialty: 3.7
- Other faculty: 3.4

U.S. Allopathic Graduates
- Graduate of U.S. allopathic medical school: 3.8
- Graduate of highly regarded U.S. medical school: 3.5
- Alpha Omega Alpha (AOA) membership: 3.5

Standardized Test Scores
- USMLE/COMLEX Step 1 score: 4.1
- USMLE/COMLEX Step 2 score: 4.1
- USMLE/COMLEX Step 3 score: 2.6

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

#### Residency Interview
- Interpersonal skills exhibited during interview: 4.2
- Interactions with faculty during interview: 4.1
- Professional attributes exhibited during interview: 4.1
- Interactions with housestaff during interview: 3.9
- Feedback from current residents: 3.8
- Leadership qualities exhibited during interview: 3.8
- Perceived commitment to specialty: 4.4
- Perceived interest in program: 4.0

#### Miscellaneous Applicant Considerations
- Applicant was flagged with NRMP Match violation: 4.2
- Visa status: 3.3
- Fluency in language spoken by patient population: 2.9

#### Personal Knowledge of Applicant
- Personal prior knowledge of the applicant: 4.0
- Audition elective/rotation within your department: 3.9
- Away rotation in your specialty at another institution: 2.7

#### Personal Statement
- Personal statement: 3.0
- Other life experience: 3.0
- Volunteer/extracurricular experiences: 2.7
- Community service: 2.5

#### Research Involvement
- Demonstrated involvement in research: 3.1
- Interest in research: 2.9
- Involvement in specialty-specific research: 3.1
- Interest in academic career: 2.9

#### Post Interview Contact
- Other post-interview contact: 2.8
- Second interview/visit: 2.5

* *Ratings on a scale from 1 (not at all important) to 5 (very important).*
Figure AN-3
Anesthesiology
Percentage of Programs That Use USMLE Step 1 and Step 2 Scores When Considering Which Applicants to Interview

**USMLE Step 1**

Scores Required?
- Yes, pass only: 13.4%
- Yes, target score: 82.9%
- Not Required: 3.7%

If Required, Do You Consider Applicants Who Failed Exam on 1st Attempt?
- Never: 21.5%
- Seldom: 74.7%
- Often: 3.8%

**USMLE Step 2**

Scores Required?
- Yes, pass only: 6.2%
- Yes, target score: 58%
- Not Required: 35.8%

If Required, Do You Consider Applicants Who Failed Exam on 1st Attempt?
- Never: 33.8%
- Seldom: 63.4%
- Often: 2.8%
Figure AN-4
Anesthesiology
Percentage of Program’s Interview Slots Offered Prior to the November 1st MSPE Release Date

Percent of Programs

<table>
<thead>
<tr>
<th>Percent of Interview Slots Filled</th>
<th>Percent of Programs</th>
</tr>
</thead>
<tbody>
<tr>
<td>0%</td>
<td>20.5%</td>
</tr>
<tr>
<td>1-24%</td>
<td>21.7%</td>
</tr>
<tr>
<td>25-49%</td>
<td>19.3%</td>
</tr>
<tr>
<td>50-74%</td>
<td>15.7%</td>
</tr>
<tr>
<td>75-99%</td>
<td>16.9%</td>
</tr>
<tr>
<td>100%</td>
<td>6%</td>
</tr>
</tbody>
</table>
Dermatology
Figure DM-1
Dermatology
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview
Medical School Performance and Test Scores

Medical School Performance
- Medical Student Performance Evaluation (MSPE): 87%
- Grades in required clerkships: 82%
- Grades in clerkship in desired specialty: 80%
- Gaps in medical education: 67%
- Class ranking/quartile: 71%
- Honors in clinical clerkships: 78%
- Consistency of grades: 80%
- Honors in clerkship in desired specialty: 76%
- Honors in basic sciences: 69%

Letters of Recommendation from
- Department chair in the specialty: 87%
- Colleague in the specialty: 82%
- Clerkship director in the specialty: 82%
- Other faculty: 78%

Standardized Test Scores
- USMLE/COMLEX Step 1 score: 76%
- USMLE/COMLEX Step 2 score: 56%
- USMLE/COMLEX Step 3 score: 29%

U.S. Allopathic Graduates
- Graduate of U.S. allopathic medical school: 76%
- Graduate of highly regarded U.S. medical school: 58%
- Alpha Omega Alpha (AOA) membership: 71%
### Dermatology Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

**Other Factors**

<table>
<thead>
<tr>
<th>Factor</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personal Statement</td>
<td>91%</td>
</tr>
<tr>
<td>Volunteer/extracurricular experiences</td>
<td>78%</td>
</tr>
<tr>
<td>Other life experience</td>
<td>73%</td>
</tr>
<tr>
<td>Applicant was flagged with NRMP match violation</td>
<td>44%</td>
</tr>
<tr>
<td>Community service</td>
<td>75%</td>
</tr>
<tr>
<td>Visa status</td>
<td>38%</td>
</tr>
<tr>
<td>Fluency in language spoken by patient population</td>
<td>40%</td>
</tr>
</tbody>
</table>

**Commitment**

<table>
<thead>
<tr>
<th>Factor</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Perceived commitment to specialty</td>
<td>71%</td>
</tr>
<tr>
<td>Personal prior knowledge of the applicant</td>
<td>76%</td>
</tr>
<tr>
<td>Audition elective/rotation within your department</td>
<td>80%</td>
</tr>
<tr>
<td>Perceived interest in program</td>
<td>64%</td>
</tr>
<tr>
<td>Away rotation in your specialty at another institution</td>
<td>55%</td>
</tr>
</tbody>
</table>

**Research**

<table>
<thead>
<tr>
<th>Factor</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Involvement in research</td>
<td>71%</td>
</tr>
<tr>
<td>Interest in research</td>
<td>67%</td>
</tr>
<tr>
<td>Involvement in specialty-specific research</td>
<td>76%</td>
</tr>
<tr>
<td>Interest in academic career</td>
<td>67%</td>
</tr>
</tbody>
</table>
Figure DM-2

Dermatology
Mean Importance Ratings* of Factors in Applicant Ranking

Medical School Performance and Test Scores

<table>
<thead>
<tr>
<th>Medical School Performance/Grades</th>
<th>Mean Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grades in clerkship in desired specialty</td>
<td>4.2</td>
</tr>
<tr>
<td>Grades in required clerkships</td>
<td>4.1</td>
</tr>
<tr>
<td>Honors in clerkship in desired specialty</td>
<td>4.2</td>
</tr>
<tr>
<td>Medical Student Performance Evaluation (MSPE)</td>
<td>3.9</td>
</tr>
<tr>
<td>Honors in clinical clerkships</td>
<td>4.1</td>
</tr>
<tr>
<td>Class ranking/quartile</td>
<td>3.8</td>
</tr>
<tr>
<td>Consistency of grades</td>
<td>3.9</td>
</tr>
<tr>
<td>Gaps in medical education</td>
<td>3.4</td>
</tr>
<tr>
<td>Honors in basic sciences</td>
<td>3.5</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Letters of Recommendation from</th>
<th>Mean Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clerkship director in specialty</td>
<td>4.3</td>
</tr>
<tr>
<td>Colleague in the specialty</td>
<td>4.2</td>
</tr>
<tr>
<td>Chair in the specialty</td>
<td>4.3</td>
</tr>
<tr>
<td>Other faculty</td>
<td>3.7</td>
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</table>

<table>
<thead>
<tr>
<th>U.S. Allopathic Graduates</th>
<th>Mean Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Graduate of U.S. allopathic medical school</td>
<td>3.8</td>
</tr>
<tr>
<td>Graduate of highly regarded U.S. medical school</td>
<td>3.2</td>
</tr>
<tr>
<td>Alpha Omega Alpha (AOA) membership</td>
<td>3.4</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Standardized Test Scores</th>
<th>Mean Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>USMLE/COMLEX Step 1 score</td>
<td>3.8</td>
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<tr>
<td>USMLE/COMLEX Step 2 score</td>
<td>3.3</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 3 score</td>
<td>2.1</td>
</tr>
</tbody>
</table>

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

Other Factors

Residency Interview
- Interpersonal skills exhibited during interview
- Interactions with faculty during interview
- Professional attributes exhibited during interview
- Interactions with housestaff during interview
- Feedback from current residents
- Leadership qualities exhibited during interview
- Perceived commitment to specialty
- Perceived interest in program

Miscellaneous Applicant Considerations
- Applicant was flagged with NRMP Match violation
- Visa status
- Fluency in language spoken by patient population

Personal Knowledge of Applicant
- Personal prior knowledge of the applicant
- Audition elective/rotation within your department
- Away rotation in your specialty at another institution

Personal Statement
- Personal statement
- Other life experience
- Volunteer/extracurricular experiences
- Community service

Research Involvement
- Demonstrated involvement in research
- Interest in research
- Involvement in specialty-specific research
- Interest in academic career

Post Interview Contact
- Other post-interview contact
- Second interview/visit

*Ratings on a scale from 1 (not at all important) to 5 (very important).
Figure DM-3
Dermatology Percentage of Programs That Use USMLE Step 1 and Step 2 Scores When Considering Which Applicants to Interview

**USMLE Step 1**

<table>
<thead>
<tr>
<th>Scores Required?</th>
<th>Yes, pass only</th>
<th>Yes, target score</th>
<th>Not Required</th>
<th>If Required, Do You Consider Applicants Who Failed Exam on 1st Attempt?</th>
<th>Never</th>
<th>Seldom</th>
<th>Often</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>25.4%</td>
<td></td>
<td>0%</td>
<td>44.8%</td>
<td></td>
<td></td>
<td>1.7%</td>
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</table>

**USMLE Step 2**

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<thead>
<tr>
<th>Scores Required?</th>
<th>Yes, pass only</th>
<th>Yes, target score</th>
<th>Not Required</th>
<th>If Required, Do You Consider Applicants Who Failed Exam on 1st Attempt?</th>
<th>Never</th>
<th>Seldom</th>
<th>Often</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>9.1%</td>
<td></td>
<td>50.9%</td>
<td>50%</td>
<td></td>
<td>47.6%</td>
<td>2.4%</td>
</tr>
</tbody>
</table>
Dermatology
Percentage of Program’s Interview Slots Offered Prior to the November 1st MSPE Release Date

Percent of Programs

Percent of Interview Slots Filled

- 93.3%
- 3.3%
- 0%
- 1.7%
- 1.7%
- 0%

NRMP Program Director Survey Results, 2008 22
Diagnostic Radiology
Figure DR-1
Diagnostic Radiology
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

Medical School Performance
- Medical Student Performance Evaluation (MSPE): 86%
- Grades in required clerkships: 79%
- Grades in clerkship in desired specialty: 74%
- Gaps in medical education: 78%
- Class ranking/quartile: 84%
- Honors in clinical clerkships: 73%
- Consistency of grades: 82%
- Honors in clerkship in desired specialty: 71%
- Honors in basic sciences: 67%

Letters of Recommendation from
- Department chair in the specialty: 79%
- Colleague in the specialty: 83%
- Clerkship director in the specialty: 77%
- Other faculty: 81%

Standardized Test Scores
- USMLE/COMLEX Step 1 score: 82%
- USMLE/COMLEX Step 2 score: 58%
- USMLE/COMLEX Step 3 score: 36%

U.S. Allopathic Graduates
- Graduate of U.S. allopathic medical school: 77%
- Graduate of highly regarded U.S. medical school: 69%
- Alpha Omega Alpha (AOA) membership: 78%
Figure DR-1
Diagnostic Radiology
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

Other Factors

<table>
<thead>
<tr>
<th>Factor</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Personal Statement</td>
<td>79%</td>
</tr>
<tr>
<td>Volunteer/extracurricular experiences</td>
<td>63%</td>
</tr>
<tr>
<td>Other life experience</td>
<td>61%</td>
</tr>
<tr>
<td>Applicant was flagged with NRMP match violation</td>
<td>64%</td>
</tr>
<tr>
<td>Community service</td>
<td>56%</td>
</tr>
<tr>
<td>Visa status</td>
<td>55%</td>
</tr>
<tr>
<td>Fluency in language spoken by patient population</td>
<td>46%</td>
</tr>
<tr>
<td>Perceived commitment to specialty</td>
<td>68%</td>
</tr>
<tr>
<td>Personal prior knowledge of the applicant</td>
<td>74%</td>
</tr>
<tr>
<td>Audition elective/rotation within your department</td>
<td>82%</td>
</tr>
<tr>
<td>Perceived interest in program</td>
<td>68%</td>
</tr>
<tr>
<td>Away rotation in your specialty at another institution</td>
<td>44%</td>
</tr>
<tr>
<td>Involvement in research</td>
<td>64%</td>
</tr>
<tr>
<td>Interest in research</td>
<td>58%</td>
</tr>
<tr>
<td>Involvement in specialty-specific research</td>
<td>59%</td>
</tr>
<tr>
<td>Interest in academic career</td>
<td>57%</td>
</tr>
</tbody>
</table>

NRMP Program Director Survey Results, 2008
### Mean Importance Ratings* of Factors in Applicant Ranking

#### Medical School Performance/Grades
- Grades in clerkship in desired specialty: 3.8
- Grades in required clerkships: 4.0
- Honors in clerkship in desired specialty: 3.8

#### Medical Student Performance Evaluation (MSPE)
- Honors in clinical clerkships: 4.0
- Class ranking/quartile: 4.2
- Consistency of grades: 4.0
- Gaps in medical education: 3.9
- Honors in basic sciences: 3.5

#### Letters of Recommendation from
- Clerkship director in specialty: 3.8
- Colleague in the specialty: 3.9
- Chair in the specialty: 3.6
- Other faculty: 3.8

#### U.S. Allopathic Graduates
- Graduate of U.S. allopathic medical school: 3.9
- Graduate of highly regarded U.S. medical school: 3.5
- Alpha Omega Alpha (AOA) membership: 3.7

#### Standardized Test Scores
- USMLE/COMLEX Step 1 score: 4.0
- USMLE/COMLEX Step 2 score: 3.3
- USMLE/COMLEX Step 3 score: 2.4

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

Other Factors

Residency Interview
- Interpersonal skills exhibited during interview
- Interactions with faculty during interview
- Professional attributes exhibited during interview
- Interactions with housestaff during interview
- Feedback from current residents
- Leadership qualities exhibited during interview
- Perceived commitment to specialty
- Perceived interest in program

Miscellaneous Applicant Considerations
- Applicant was flagged with NRMP Match violation
- Visa status
- Fluency in language spoken by patient population

Personal Knowledge of Applicant
- Personal prior knowledge of the applicant
- Audition elective/rotation within your department
- Away rotation in your specialty at another institution

Personal Statement
- Personal statement
- Other life experience
- Volunteer/extracurricular experiences
- Community service

Research Involvement
- Demonstrated involvement in research
- Interest in research
- Involvement in specialty-specific research
- Interest in academic career

Post Interview Contact
- Other post-interview contact
- Second interview/visit

*Ratings on a scale from 1 (not at all important) to 5 (very important).
Figure DR-3
Diagnostic Radiology
Percentage of Programs That Use USMLE Step 1 and Step 2 Scores When Considering Which Applicants to Interview

USMLE Step 1

- **Scores Required?**
  - Yes, pass only: 17.8%
  - Yes, target score: 79.4%
  - Not Required: 2.8%

- **If Required, Do You Consider Applicants Who Failed Exam on 1st Attempt?**
  - Never: 50%
  - Seldom: 48.1%
  - Often: 1.9%

USMLE Step 2

- **Scores Required?**
  - Yes, pass only: 13.3%
  - Yes, target score: 45.7%
  - Not Required: 41%

- **If Required, Do You Consider Applicants Who Failed Exam on 1st Attempt?**
  - Never: 51.2%
  - Seldom: 47.6%
  - Often: 1.2%
Figure DR-4
Diagnostic Radiology
Percentage of Program’s Interview Slots Offered Prior to the November 1st MSPE Release Date

Percent of Programs

Percent of Interview Slots Filled

0% 1-24% 25-49% 50-74% 75-99% 100%

0% 10% 20% 30% 40% 50%
Emergency Medicine
Figure EM-1

Emergency Medicine Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

*Medical School Performance*
- Medical Student Performance Evaluation (MSPE): 81%
- Grades in required clerkships: 87%
- Grades in clerkship in desired specialty: 92%
- Gaps in medical education: 75%
- Class ranking/quartile: 80%
- Honors in clinical clerkships: 78%
- Consistency of grades: 70%
- Honors in clerkship in desired specialty: 83%
- Honors in basic sciences: 49%

*Letters of Recommendation from*
- Department chair in the specialty: 87%
- Colleague in the specialty: 93%
- Clerkship director in the specialty: 96%
- Other faculty: 76%

*Standardized Test Scores*
- USMLE/COMLEX Step 1 score: 85%
- USMLE/COMLEX Step 2 score: 65%
- USMLE/COMLEX Step 3 score: 35%

*U.S. Allopathic Graduates*
- Graduate of U.S. allopathic medical school: 72%
- Graduate of highly regarded U.S. medical school: 62%
- Alpha Omega Alpha (AOA) membership: 70%
Figure EM-1 (continued)
Emergency Medicine
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview
Other Factors

0% 20% 40% 60% 80% 100%

Personal Statement
- Personal Statement: 73%
- Volunteer/extracurricular experiences: 69%
- Other life experience: 72%
- Applicant was flagged with NRMP match violation: 54%
- Community service: 63%
- Visa status: 40%
- Fluency in language spoken by patient population: 42%

Commitment
- Perceived commitment to specialty: 81%
- Personal prior knowledge of the applicant: 80%
- Audition elective/rotation within your department: 84%
- Perceived interest in program: 61%
- Away rotation in your specialty at another institution: 64%

Research
- Involvement in research: 54%
- Interest in research: 52%
- Involvement in specialty-specific research: 52%
- Interest in academic career: 52%

NRMP Program Director Survey Results, 2008
Figure EM-2

Emergency Medicine
Mean Importance Ratings* of Factors in Applicant Ranking

Medical School Performance and Test Scores

- Grades in clerkship in desired specialty: 4.4
- Grades in required clerkships: 3.9
- Honors in clerkship in desired specialty: 4.2
- Medical Student Performance Evaluation (MSPE): 3.6
- Honors in clinical clerkships: 3.8
- Class ranking/quartile: 3.5
- Consistency of grades: 3.3
- Gaps in medical education: 3.7
- Honors in basic sciences: 2.4

Letters of Recommendation from
- Clerkship director in specialty: 4.6
- Colleague in the specialty: 4.1
- Chair in the specialty: 4.0
- Other faculty: 3.0

U.S. Allopathic Graduates
- Graduate of U.S. allopathic medical school: 3.7
- Graduate of highly regarded U.S. medical school: 3.2
- Alpha Omega Alpha (AOA) membership: 3.2

Standardized Test Scores
- USMLE/COMLEX Step 1 score: 3.4
- USMLE/COMLEX Step 2 score: 3.3
- USMLE/COMLEX Step 3 score: 2.2

*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 Applicant Ranking

Other Factors

- **Residency Interview**
  - Interpersonal skills exhibited during interview: 4.2
  - Interactions with faculty during interview: 4.2
  - Professional attributes exhibited during interview: 4.2
  - Interactions with housestaff during interview: 4.1
  - Feedback from current residents: 4.1
  - Leadership qualities exhibited during interview: 3.7
  - Perceived commitment to specialty: 4.0
  - Perceived interest in program: 3.3

- **Miscellaneous Applicant Considerations**
  - Applicant was flagged with NRMP Match violation: 4.1
  - Visa status: 2.9
  - Fluency in language spoken by patient population: 2.7

- **Personal Knowledge of Applicant**
  - Personal prior knowledge of the applicant: 3.9
  - Audition elective/rotation within your department: 4.2
  - Away rotation in your specialty at another institution: 3.6

- **Personal Statement**
  - Personal statement: 2.6
  - Other life experience: 3.2
  - Volunteer/extracurricular experiences: 2.9
  - Community service: 2.8

- **Research Involvement**
  - Demonstrated involvement in research: 2.7
  - Interest in research: 2.6
  - Involvement in specialty-specific research: 2.7
  - Interest in academic career: 2.5

- **Post Interview Contact**
  - Other post-interview contact: 2.3
  - Second interview/visit: 2.3

*Ratings on a scale from 1 (not at all important) to 5 (very important).
Figure EM-3  Emergency Medicine
Percentage of Programs That Use USMLE Step 1 and Step 2 Scores When Considering Which Applicants to Interview

USMLE Step 1
Scores Required?
- Yes, pass only: 48.9%
- Yes, target score: 44.7%
- Not Required: 6.4%
If Required, Do You Consider Applicants Who Failed Exam on 1st Attempt?
- Never: 16.9%
- Seldom: 76.4%
- Often: 6.7%

USMLE Step 2
Scores Required?
- Yes, pass only: 30.9%
- Yes, target score: 25.5%
- Not Required: 43.6%
If Required, Do You Consider Applicants Who Failed Exam on 1st Attempt?
- Never: 26%
- Seldom: 71.2%
- Often: 2.7%
Figure EM-4
Emergency Medicine
Percentage of Program’s Interview Slots Offered Prior to the November 1st MSPE Release Date

Percent of Programs

24.7% 23.7% 24.7% 20.6% 6.2%

Percent of Interview Slots Filled

0% 1-24% 25-49% 50-74% 75-99% 100%
Family Medicine
Figure FM-1

Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

**Medical School Performance**
- Medical Student Performance Evaluation (MSPE): 72%
- Grades in required clerkships: 62%
- Grades in clerkship in desired specialty: 59%
- Gaps in medical education: 74%
- Class ranking/quartile: 52%
- Honors in clinical clerkships: 45%
- Consistency of grades: 55%
- Honors in clerkship in desired specialty: 45%
- Honors in basic sciences: 35%

**Letters of Recommendation from**
- Department chair in the specialty: 68%
- Colleague in the specialty: 71%
- Clerkship director in the specialty: 70%
- Other faculty: 72%

**Standardized Test Scores**
- USMLE/COMLEX Step 1 score: 85%
- USMLE/COMLEX Step 2 score: 79%
- USMLE/COMLEX Step 3 score: 35%

**U.S. Allopathic Graduates**
- Graduate of U.S. allopathic medical school: 60%
- Graduate of highly regarded U.S. medical school: 46%
- Alpha Omega Alpha (AOA) membership: 30%
Family Medicine
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

**Other Factors**

- Personal Statement: 83%
- Volunteer/extracurricular experiences: 60%
- Other life experience: 59%
- Applicant was flagged with NRMP match violation: 64%
- Community service: 57%
- Visa status: 60%
- Fluency in language spoken by patient population: 51%

**Commitment**

- Perceived commitment to specialty: 76%
- Personal prior knowledge of the applicant: 65%
- Audition elective/rotation within your department: 54%
- Perceived interest in program: 61%
- Away rotation in your specialty at another institution: 23%

**Research**

- Involvement in research: 16%
- Interest in research: 19%
- Involvement in specialty-specific research: 17%
- Interest in academic career: 18%
**Figure FM-2**

Family Medicine

Mean Importance Ratings* of Factors in Applicant Ranking

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

**Medical School Performance/Grades**
- Grades in clerkship in desired specialty: 3.7
- Grades in required clerkships: 3.5
- Honors in clerkship in desired specialty: 3.3
- Medical Student Performance Evaluation (MSPE):
  - Honors in clinical clerkships: 3.3
  - Class ranking/quartile: 3.2
  - Consistency of grades: 3.4
  - Gaps in medical education: 4.1
- Honors in basic sciences: 2.4

**Letters of Recommendation from**
- Clerkship director in specialty: 3.6
- Colleague in the specialty: 3.5
- Chair in the specialty: 3.5
- Other faculty: 3.4

**U.S. Allopathic Graduates**
- Graduate of U.S. allopathic medical school: 3.8
- Graduate of highly regarded U.S. medical school: 3.1
- Alpha Omega Alpha (AOA) membership: 2.6

**Standardized Test Scores**
- USMLE/COMLEX Step 1 score: 3.7
- USMLE/COMLEX Step 2 score: 3.7
- USMLE/COMLEX Step 3 score: 2.3

*Mean Rating +/- 1 Standard Deviation*
**Family Medicine**

**Mean Importance Ratings* of Factors in Applicant Ranking**

### Other Factors

- **Residency Interview**
  - Interpersonal skills exhibited during interview: 4.5
  - Interactions with faculty during interview: 4.5
  - Professional attributes exhibited during interview: 4.4
  - Interactions with housestaff during interview: 4.5
  - Feedback from current residents: 4.5
  - Leadership qualities exhibited during interview: 3.9
  - Perceived commitment to specialty: 4.5
  - Perceived interest in program: 3.9

- **Miscellaneous Applicant Considerations**
  - Applicant was flagged with NRMP Match violation: 4.5
  - Visa status: 3.8
  - Fluency in language spoken by patient population: 3.6

- **Personal Knowledge of Applicant**
  - Personal prior knowledge of the applicant: 3.8
  - Audition elective/rotation within your department: 3.6
  - Away rotation in your specialty at another institution: 2.3

- **Personal Statement**
  - Personal statement: 3.7
  - Other life experience: 3.2
  - Volunteer/extracurricular experiences: 3.2
  - Community service: 3.2

- **Research Involvement**
  - Demonstrated involvement in research: 2.0
  - Interest in research: 2.1
  - Involvement in specialty-specific research: 2.1
  - Interest in academic career: 2.0

- **Post Interview Contact**
  - Other post-interview contact: 3.2
  - Second interview/visit: 3.0

*Ratings on a scale from 1 (not at all important) to 5 (very important).*
Family Medicine
Percentage of Programs That Use USMLE Step 1 and Step 2 Scores When Considering Which Applicants to Interview

USMLE Step 1

Scores Required?

- Yes, pass only: 70.5%
- Yes, target score: 26.5%
- Not Required: 2.9%

If Required, Do You Consider Applicants Who Failed Exam on 1st Attempt?

- Never: 0%
- Seldom: 53.4%
- Often: 46.6%

USMLE Step 2

Scores Required?

- Yes, pass only: 60.7%
- Yes, target score: 26.3%
- Not Required: 13%

If Required, Do You Consider Applicants Who Failed Exam on 1st Attempt?

- Never: 3.1%
- Seldom: 64.1%
- Often: 32.8%

Figure FM-3

Scores Required? If Required, Do You Consider Applicants Who Failed Exam on 1st Attempt?

NRMP Program Director Survey Results, 2008 42
Figure FM-4

Family Medicine
Percentage of Program's Interview Slots Offered Prior to the November 1st MSPE Release Date

Percent of Programs

Percent of Interview Slots Filled

- 23.6% (0%)
- 24.6% (1-24%)
- 17.4% (25-49%)
- 21% (50-74%)
- 10.1% (75-99%)
- 3.3% (100%)

NRMP Program Director Survey Results, 2008
General Surgery
Figure GS-1
General Surgery
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview
Medical School Performance and Test Scores

<table>
<thead>
<tr>
<th>Medical School Performance</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medical Student Performance Evaluation (MSPE)</td>
<td>75%</td>
</tr>
<tr>
<td>Grades in required clerkships</td>
<td>73%</td>
</tr>
<tr>
<td>Grades in clerkship in desired specialty</td>
<td>78%</td>
</tr>
<tr>
<td>Gaps in medical education</td>
<td>65%</td>
</tr>
<tr>
<td>Class ranking/quartile</td>
<td>69%</td>
</tr>
<tr>
<td>Honors in clinical clerkships</td>
<td>72%</td>
</tr>
<tr>
<td>Consistency of grades</td>
<td>59%</td>
</tr>
<tr>
<td>Honors in clerkship in desired specialty</td>
<td>73%</td>
</tr>
<tr>
<td>Honors in basic sciences</td>
<td>56%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Letters of Recommendation from</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Department chair in the specialty</td>
<td>85%</td>
</tr>
<tr>
<td>Colleague in the specialty</td>
<td>81%</td>
</tr>
<tr>
<td>Clerkship director in the specialty</td>
<td>76%</td>
</tr>
<tr>
<td>Other faculty</td>
<td>79%</td>
</tr>
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<table>
<thead>
<tr>
<th>Standardized Test Scores</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>USMLE/COMLEX Step 1 score</td>
<td>83%</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 2 score</td>
<td>75%</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 3 score</td>
<td>24%</td>
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<thead>
<tr>
<th>U.S. Allopathic Graduates</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Graduate of U.S. allopathic medical school</td>
<td>64%</td>
</tr>
<tr>
<td>Graduate of highly regarded U.S. medical school</td>
<td>57%</td>
</tr>
<tr>
<td>Alpha Omega Alpha (AOA) membership</td>
<td>61%</td>
</tr>
</tbody>
</table>
Figure GS-1 (continued)

General Surgery
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

Other Factors

<table>
<thead>
<tr>
<th>Factor</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personal Statement</td>
<td>73%</td>
</tr>
<tr>
<td>Volunteer/extracurricular experiences</td>
<td>55%</td>
</tr>
<tr>
<td>Other life experience</td>
<td>52%</td>
</tr>
<tr>
<td>Applicant was flagged with NRMP match violation</td>
<td>55%</td>
</tr>
<tr>
<td>Community service</td>
<td>54%</td>
</tr>
<tr>
<td>Visa status</td>
<td>57%</td>
</tr>
<tr>
<td>Fluency in language spoken by patient population</td>
<td>37%</td>
</tr>
<tr>
<td>Perceived commitment to specialty</td>
<td>59%</td>
</tr>
<tr>
<td>Personal prior knowledge of the applicant</td>
<td>67%</td>
</tr>
<tr>
<td>Audition elective/rotation within your department</td>
<td>60%</td>
</tr>
<tr>
<td>Perceived interest in program</td>
<td>52%</td>
</tr>
<tr>
<td>Away rotation in your specialty at another institution</td>
<td>23%</td>
</tr>
<tr>
<td>Involvement in research</td>
<td>51%</td>
</tr>
<tr>
<td>Interest in research</td>
<td>44%</td>
</tr>
<tr>
<td>Involvement in specialty-specific research</td>
<td>40%</td>
</tr>
<tr>
<td>Interest in academic career</td>
<td>37%</td>
</tr>
</tbody>
</table>
General Surgery
Mean Importance Ratings* of Factors in Applicant Ranking

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

Medical School Performance/Grades
- Grades in clerkship in desired specialty: 4.4
- Grades in required clerkships: 4.0
- Honors in clerkship in desired specialty: 4.3

Medical Student Performance Evaluation (MSPE)
- Honors in clinical clerkships: 4.1
- Class ranking/quartile: 4.1
- Consistency of grades: 3.7
- Gaps in medical education: 3.8
- Honors in basic sciences: 3.3

Letters of Recommendation from
- Clerkship director in specialty: 4.2
- Colleague in the specialty: 4.2
- Chair in the specialty: 4.4
- Other faculty: 3.7

U.S. Allopathic Graduates
- Graduate of U.S. allopathic medical school: 4.0
- Graduate of highly regarded U.S. medical school: 3.4
- Alpha Omega Alpha (AOA) membership: 3.5

Standardized Test Scores
- USMLE/COMLEX Step 1 score: 4.0
- USMLE/COMLEX Step 2 score: 3.7
- USMLE/COMLEX Step 3 score: 2.0

Mean Rating +/- 1 Standard Deviation

NRMP Program Director Survey Results, 2008
**Residency Interview**
- Interpersonal skills exhibited during interview: 4.2
- Interactions with faculty during interview: 4.3
- Professional attributes exhibited during interview: 4.1
- Interactions with housestaff during interview: 4.2
- Feedback from current residents: 4.1
- Leadership qualities exhibited during interview: 4.0
- Perceived commitment to specialty: 4.0
- Perceived interest in program: 3.6

**Miscellaneous Applicant Considerations**
- Applicant was flagged with NRMP Match violation: 4.0
- Visa status: 3.5
- Fluency in language spoken by patient population: 3.0

**Personal Knowledge of Applicant**
- Personal prior knowledge of the applicant: 3.6
- Audition elective/rotation within your department: 3.4
- Away rotation in your specialty at another institution: 2.1

**Personal Statement**
- Personal statement: 3.2
- Other life experience: 2.8
- Volunteer/extracurricular experiences: 2.8
- Community service: 2.7

**Research Involvement**
- Demonstrated involvement in research: 3.2
- Interest in research: 3.1
- Involvement in specialty-specific research: 2.8
- Interest in academic career: 2.7

**Post Interview Contact**
- Other post-interview contact: 2.7
- Second interview/visit: 2.4

*Mean +/- 1 Standard Deviation*

*Ratings on a scale from 1 (not at all important) to 5 (very important).
Figure GS-3  General Surgery
Percentage of Programs That Use USMLE Step 1 and Step 2 Scores When Considering Which Applicants to Interview

**USMLE Step 1**

Scores Required?

- Yes, pass only: 11.8%
- Yes, target score: 86.4%
- Not Required: 1.8%

If Required, Do You Consider Applicants Who Failed Exam on 1st Attempt?

- Never: 37%
- Seldom: 60.2%
- Often: 2.8%

**USMLE Step 2**

Scores Required?

- Yes, pass only: 13.1%
- Yes, target score: 68.2%
- Not Required: 18.7%

If Required, Do You Consider Applicants Who Failed Exam on 1st Attempt?

- Never: 40.8%
- Seldom: 55.1%
- Often: 4.1%
Figure GS-4
General Surgery
Percentage of Program’s Interview Slots Offered Prior to the
November 1st MSPE Release Date

Percent of Programs

Percent of Interview Slots Filled
Figure IM-1: Internal Medicine
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

Medical School Performance
- Medical Student Performance Evaluation (MSPE): 79%
- Grades in required clerkships: 65%
- Grades in clerkship in desired specialty: 60%
- Gaps in medical education: 66%
- Class ranking/quartile: 61%
- Honors in clinical clerkships: 58%
- Consistency of grades: 56%
- Honors in clerkship in desired specialty: 55%
- Honors in basic sciences: 36%

Letters of Recommendation from
- Department chair in the specialty: 69%
- Colleague in the specialty: 59%
- Clerkship director in the specialty: 67%
- Other faculty: 60%

Standardized Test Scores
- USMLE/COMLEX Step 1 score: 81%
- USMLE/COMLEX Step 2 score: 72%
- USMLE/COMLEX Step 3 score: 33%

U.S. Allopathic Graduates
- Graduate of U.S. allopathic medical school: 61%
- Graduate of highly regarded U.S. medical school: 45%
- Alpha Omega Alpha (AOA) membership: 44%
Figure IM-1 (continued)

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

Other Factors

NRMP Program Director Survey Results, 2008
Figure IM-2
Mean Importance Ratings* of Factors in Applicant Ranking

Medical School Performance and Test Scores

Medical School Performance/Grades
- Grades in clerkship in desired specialty: 3.9
- Grades in required clerkships: 3.8
- Honors in clerkship in desired specialty: 3.7

Medical Student Performance Evaluation (MSPE)
- Honors in clinical clerkships: 3.7
- Class ranking/quartile: 3.8
- Consistency of grades: 3.4
- Gaps in medical education: 3.9
- Honors in basic sciences: 2.8

Letters of Recommendation from
- Clerkship director in specialty: 3.9
- Colleague in the specialty: 3.5
- Chair in the specialty: 3.8
- Other faculty: 3.4

U.S. Allopathic Graduates
- Graduate of U.S. allopathic medical school: 3.8
- Graduate of highly regarded U.S. medical school: 3.4
- Alpha Omega Alpha (AOA) membership: 3.2

Standardized Test Scores
- USMLE/COMLEX Step 1 score: 3.6
- USMLE/COMLEX Step 2 score: 3.7
- USMLE/COMLEX Step 3 score: 2.4

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

**Other Factors**

- Residency Interview
  - Interpersonal skills exhibited during interview
  - Interactions with faculty during interview
  - Professional attributes exhibited during interview
  - Interactions with housestaff during interview
  - Feedback from current residents
  - Leadership qualities exhibited during interview
  - Perceived commitment to specialty
  - Perceived interest in program

- Miscellaneous Applicant Considerations
  - Applicant was flagged with NRMP Match violation
  - Visa status
  - Fluency in language spoken by patient population

- Personal Knowledge of Applicant
  - Personal prior knowledge of the applicant
  - Audition elective/rotation within your department
  - Away rotation in your specialty at another institution

- Personal Statement
  - Personal statement
  - Other life experience
  - Volunteer/extracurricular experiences
  - Community service

- Research Involvement
  - Demonstrated involvement in research
  - Interest in research
  - Involvement in specialty-specific research
  - Interest in academic career

- Post Interview Contact
  - Other post-interview contact
  - Second interview/visit

---

*Ratings on a scale from 1 (not at all important) to 5 (very important).
Figure IM-3

Internal Medicine

Percentage of Programs That Use USMLE Step 1 and Step 2 Scores When Considering Which Applicants to Interview

USMLE Step 1

Scores Required?

If Required, Do You Consider Applicants Who Failed Exam on 1st Attempt?

- Yes, pass only: 33.8%
- Yes, target score: 65.2%
- Not Required: 1%

- Never: 8.4%
- Seldom: 8.9%
- Often: 82.6%

USMLE Step 2

Scores Required?

If Required, Do You Consider Applicants Who Failed Exam on 1st Attempt?

- Yes, pass only: 25.1%
- Yes, target score: 55.9%
- Not Required: 19%

- Never: 13.8%
- Seldom: 8.3%
- Often: 77.9%
Internal Medicine
Percentage of Program’s Interview Slots Offered Prior to the November 1st MSPE Release Date

Percent of Programs

Percent of Interview Slots Filled

- 24.1%
- 22.1%
- 24.1%
- 15.6%
- 13.1%
- 1%

NRMP Program Director Survey Results, 2008
Internal Medicine/Pediatrics
Figure IP-1

Internal Medicine/Pediatrics

Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

Medical School Performance

- Medical Student Performance Evaluation (MSPE): 80%
- Grades in required clerkships: 71%
- Grades in clerkship in desired specialty: 77%
- Gaps in medical education: 69%
- Class ranking/quartile: 77%
- Honors in clinical clerkships: 63%
- Consistency of grades: 63%
- Honors in clerkship in desired specialty: 57%
- Honors in basic sciences: 51%

Letters of Recommendation from

- Department chair in the specialty: 66%
- Colleague in the specialty: 57%
- Clerkship director in the specialty: 57%
- Other faculty: 57%

Standardized Test Scores

- USMLE/COMLEX Step 1 score: 89%
- USMLE/COMLEX Step 2 score: 77%
- USMLE/COMLEX Step 3 score: 29%

U.S. Allopathic Graduates

- Graduate of U.S. allopathic medical school: 66%
- Graduate of highly regarded U.S. medical school: 51%
- Alpha Omega Alpha (AOA) membership: 57%
Figure IP-1 (continued)

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

Other Factors

<table>
<thead>
<tr>
<th>Factor</th>
<th>Percentage</th>
</tr>
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<tbody>
<tr>
<td>Personal Statement</td>
<td>69%</td>
</tr>
<tr>
<td>Volunteer/extracurricular experiences</td>
<td>54%</td>
</tr>
<tr>
<td>Other life experience</td>
<td>51%</td>
</tr>
<tr>
<td>Applicant was flagged with NRMP match violation</td>
<td>60%</td>
</tr>
<tr>
<td>Community service</td>
<td>60%</td>
</tr>
<tr>
<td>Visa status</td>
<td>37%</td>
</tr>
<tr>
<td>Fluency in language spoken by patient population</td>
<td>31%</td>
</tr>
<tr>
<td>Perceived commitment to specialty</td>
<td>66%</td>
</tr>
<tr>
<td>Personal prior knowledge of the applicant</td>
<td>57%</td>
</tr>
<tr>
<td>Audition elective/rotation within your department</td>
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<td>Perceived interest in program</td>
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</tr>
<tr>
<td>Away rotation in your specialty at another institution</td>
<td>14%</td>
</tr>
<tr>
<td>Involvement in research</td>
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</tr>
<tr>
<td>Interest in research</td>
<td>26%</td>
</tr>
<tr>
<td>Involvement in specialty-specific research</td>
<td>14%</td>
</tr>
<tr>
<td>Interest in academic career</td>
<td>26%</td>
</tr>
</tbody>
</table>

NRMP Program Director Survey Results, 2008
Internal Medicine/Pediatrics
Mean Importance Ratings* of Factors in Applicant Ranking

Medical School Performance and Test Scores

Medical School Performance/Grades
- Grades in clerkship in desired specialty: 4.2
- Grades in required clerkships: 3.9
- Honors in clerkship in desired specialty: 3.9
- Medical Student Performance Evaluation (MSPE): 3.9
- Honors in clinical clerkships: 3.9
- Class ranking/quartile: 4.1
- Consistency of grades: 3.6
- Gaps in medical education: 3.4
- Honors in basic sciences: 2.8

Letters of Recommendation from
- Clerkship director in specialty: 3.7
- Colleague in the specialty: 3.6
- Chair in the specialty: 3.4
- Other faculty: 3.3

U.S. Allopathic Graduates
- Graduate of U.S. allopathic medical school: 3.6
- Graduate of highly regarded U.S. medical school: 2.9
- Alpha Omega Alpha (AOA) membership: 3.1

Standardized Test Scores
- USMLE/COMLEX Step 1 score: 3.6
- USMLE/COMLEX Step 2 score: 3.6
- USMLE/COMLEX Step 3 score: 2.0

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

Mean Importance Ratings* of Factors in Applicant Ranking

**Other Factors**

<table>
<thead>
<tr>
<th>Factor</th>
<th>Mean Importance Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Residency Interview</td>
<td></td>
</tr>
<tr>
<td>Interpersonal skills exhibited during interview</td>
<td>4.3</td>
</tr>
<tr>
<td>Interactions with faculty during interview</td>
<td>4.2</td>
</tr>
<tr>
<td>Professional attributes exhibited during interview</td>
<td>4.1</td>
</tr>
<tr>
<td>Interactions with housestaff during interview</td>
<td>4.2</td>
</tr>
<tr>
<td>Feedback from current residents</td>
<td>3.9</td>
</tr>
<tr>
<td>Leadership qualities exhibited during interview</td>
<td>3.8</td>
</tr>
<tr>
<td>Perceived commitment to specialty</td>
<td>4.1</td>
</tr>
<tr>
<td>Perceived interest in program</td>
<td>3.0</td>
</tr>
<tr>
<td>Miscellaneous Applicant Considerations</td>
<td></td>
</tr>
<tr>
<td>Applicant was flagged with NRMP Match violation</td>
<td>4.6</td>
</tr>
<tr>
<td>Visa status</td>
<td>2.9</td>
</tr>
<tr>
<td>Fluency in language spoken by patient population</td>
<td>2.8</td>
</tr>
<tr>
<td>Personal Knowledge of Applicant</td>
<td></td>
</tr>
<tr>
<td>Personal prior knowledge of the applicant</td>
<td>3.4</td>
</tr>
<tr>
<td>Audition elective/rotation within your department</td>
<td>2.9</td>
</tr>
<tr>
<td>Away rotation in your specialty at another institution</td>
<td>1.7</td>
</tr>
<tr>
<td>Personal Statement</td>
<td></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>Volunteer/extracurricular experiences</td>
<td>3.3</td>
</tr>
<tr>
<td>Community service</td>
<td>3.2</td>
</tr>
<tr>
<td>Research Involvement</td>
<td></td>
</tr>
<tr>
<td>Demonstrated involvement in research</td>
<td>2.1</td>
</tr>
<tr>
<td>Interest in research</td>
<td>2.0</td>
</tr>
<tr>
<td>Involvement in specialty-specific research</td>
<td>1.8</td>
</tr>
<tr>
<td>Interest in academic career</td>
<td>2.1</td>
</tr>
<tr>
<td>Post Interview Contact</td>
<td></td>
</tr>
<tr>
<td>Other post-interview contact</td>
<td>2.3</td>
</tr>
<tr>
<td>Second interview/visit</td>
<td>2.4</td>
</tr>
</tbody>
</table>

*Ratings on a scale from 1 (not at all important) to 5 (very important).
Figure IP-3
Internal Medicine/Pediatrics
Percentage of Programs That Use USMLE Step 1 and Step 2 Scores When Considering Which Applicants to Interview

**USMLE Step 1**

Scores Required?

- Yes, pass only: 47.2%
- Yes, target score: 52.8%
- Not Required: 0%

If Required, Do You Consider Applicants Who Failed Exam on 1st Attempt?

- Never: 5.6%
- Seldom: 80.6%
- Often: 13.9%

**USMLE Step 2**

Scores Required?

- Yes, pass only: 35.3%
- Yes, target score: 38.2%
- Not Required: 26.5%

If Required, Do You Consider Applicants Who Failed Exam on 1st Attempt?

- Never: 12.1%
- Seldom: 84.8%
- Often: 3%
Figure IP-4
Internal Medicine/Pediatrics
Percentage of Program’s Interview Slots Offered Prior to the November 1st MSPE Release Date

Percent of Programs

<table>
<thead>
<tr>
<th>Percent of Interview Slots Filled</th>
<th>Percent of Programs</th>
</tr>
</thead>
<tbody>
<tr>
<td>0%</td>
<td>1.0%</td>
</tr>
<tr>
<td>1-24%</td>
<td>22.9%</td>
</tr>
<tr>
<td>25-49%</td>
<td>11.4%</td>
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<tr>
<td>50-74%</td>
<td>31.4%</td>
</tr>
<tr>
<td>75-99%</td>
<td>11.4%</td>
</tr>
<tr>
<td>100%</td>
<td>2.9%</td>
</tr>
</tbody>
</table>

NRMP Program Director Survey Results, 2008
Neurology
**Figure N-1**
Neurology
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

**Medical School Performance**
- Medical Student Performance Evaluation (MSPE): 71%
- Grades in required clerkships: 69%
- Grades in clerkship in desired specialty: 69%
- Gaps in medical education: 72%
- Class ranking/quartile: 68%
- Honors in clinical clerkships: 63%
- Consistency of grades: 66%
- Honors in clerkship in desired specialty: 68%
- Honors in basic sciences: 53%

**Letters of Recommendation from**
- Department chair in the specialty: 81%
- Colleague in the specialty: 82%
- Clerkship director in the specialty: 79%
- Other faculty: 81%

**Standardized Test Scores**
- USMLE/COMLEX Step 1 score: 87%
- USMLE/COMLEX Step 2 score: 79%
- USMLE/COMLEX Step 3 score: 53%

**U.S. Allopathic Graduates**
- Graduate of U.S. allopathic medical school: 72%
- Graduate of highly regarded U.S. medical school: 63%
- Alpha Omega Alpha (AOA) membership: 54%
Figure N-1 (continued) Neurology Percentage of Programs Citing Each Factor in Selecting Applicants to Interview
Other Factors

<table>
<thead>
<tr>
<th>Factor</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Personal Statement</td>
<td>71%</td>
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<tr>
<td>Volunteer/extracurricular experiences</td>
<td>57%</td>
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<tr>
<td>Other life experience</td>
<td>60%</td>
</tr>
<tr>
<td>Applicant was flagged with NRMP match violation</td>
<td>72%</td>
</tr>
<tr>
<td>Community service</td>
<td>56%</td>
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<tr>
<td>Visa status</td>
<td>63%</td>
</tr>
<tr>
<td>Fluency in language spoken by patient population</td>
<td>54%</td>
</tr>
<tr>
<td>Perceived commitment to specialty</td>
<td>72%</td>
</tr>
<tr>
<td>Personal prior knowledge of the applicant</td>
<td>63%</td>
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<tr>
<td>Audition elective/rotation within your department</td>
<td>65%</td>
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<tr>
<td>Perceived interest in program</td>
<td>62%</td>
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<tr>
<td>Away rotation in your specialty at another institution</td>
<td>37%</td>
</tr>
<tr>
<td>Involvement in research</td>
<td>54%</td>
</tr>
<tr>
<td>Interest in research</td>
<td>56%</td>
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<tr>
<td>Involvement in specialty-specific research</td>
<td>57%</td>
</tr>
<tr>
<td>Interest in academic career</td>
<td>56%</td>
</tr>
</tbody>
</table>

NRMP Program Director Survey Results, 2008
Neurology

Mean Importance Ratings* of Factors in Applicant Ranking

Medical School Performance and Test Scores

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

Medical School Performance/Grades
- Grades in clerkship in desired specialty: 4.1
- Grades in required clerkships: 3.8
- Honors in clerkship in desired specialty: 4.0

Medical Student Performance Evaluation (MSPE)
- Honors in clinical clerkships: 3.8
- Class ranking/quartile: 3.8
- Consistency of grades: 3.7
- Gaps in medical education: 4.0
- Honors in basic sciences: 3.3

Letters of Recommendation from
- Clerkship director in specialty: 4.4
- Colleague in the specialty: 4.3
- Chair in the specialty: 4.2
- Other faculty: 3.9

U.S. Allopathic Graduates
- Graduate of U.S. allopathic medical school: 4.1
- Graduate of highly regarded U.S. medical school: 3.8
- Alpha Omega Alpha (AOA) membership: 3.2

Standardized Test Scores
- USMLE/COMLEX Step 1 score: 4.0
- USMLE/COMLEX Step 2 score: 3.9
- USMLE/COMLEX Step 3 score: 3.1

NRMP Program Director Survey Results, 2008
### Figure N-2 (continued)

**Neurology**

Mean Importance Ratings* of Factors in Applicant Ranking

**Other Factors**

<table>
<thead>
<tr>
<th>Factor</th>
<th>Mean Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Residency Interview</td>
<td></td>
</tr>
<tr>
<td>Interpersonal skills exhibited during interview</td>
<td>4.5</td>
</tr>
<tr>
<td>Interactions with faculty during interview</td>
<td>4.3</td>
</tr>
<tr>
<td>Professional attributes exhibited during interview</td>
<td>4.3</td>
</tr>
<tr>
<td>Interactions with housestaff during interview</td>
<td>4.2</td>
</tr>
<tr>
<td>Feedback from current residents</td>
<td>4.0</td>
</tr>
<tr>
<td>Leadership qualities exhibited during interview</td>
<td>3.8</td>
</tr>
<tr>
<td>Perceived commitment to specialty</td>
<td>4.4</td>
</tr>
<tr>
<td>Perceived interest in program</td>
<td>4.0</td>
</tr>
<tr>
<td>Miscellaneous Applicant Considerations</td>
<td></td>
</tr>
<tr>
<td>Applicant was flagged with NRMP Match violation</td>
<td>4.4</td>
</tr>
<tr>
<td>Visa status</td>
<td>3.6</td>
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<tr>
<td>Fluency in language spoken by patient population</td>
<td>3.5</td>
</tr>
<tr>
<td>Personal Knowledge of Applicant</td>
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<td>Personal prior knowledge of the applicant</td>
<td>3.6</td>
</tr>
<tr>
<td>Audition elective/rotation within your department</td>
<td>3.3</td>
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<tr>
<td>Away rotation in your specialty at another institution</td>
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<td>Personal Statement</td>
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<td>Personal statement</td>
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<td>Volunteer/extracurricular experiences</td>
<td>2.9</td>
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<td>Community service</td>
<td>2.8</td>
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<tr>
<td>Research Involvement</td>
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<tr>
<td>Demonstrated involvement in research</td>
<td>3.1</td>
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<td>Interest in research</td>
<td>3.1</td>
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<tr>
<td>Involvement in specialty-specific research</td>
<td>3.2</td>
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<td>Interest in academic career</td>
<td>3.1</td>
</tr>
<tr>
<td>Post Interview Contact</td>
<td></td>
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<tr>
<td>Other post-interview contact</td>
<td>2.8</td>
</tr>
<tr>
<td>Second interview/visit</td>
<td>2.5</td>
</tr>
</tbody>
</table>

*Mean +/- 1 Standard Deviation

*Ratings on a scale from 1 (not at all important) to 5 (very important).*
Figure N-3  Neurology
Percentage of Programs That Use USMLE Step 1 and Step 2 Scores When Considering Which Applicants to Interview

**USMLE Step 1**

Scores Required?

- Yes, pass only: 31.9%
- Yes, target score: 66.7%
- Not Required: 1.4%

If Required, Do You Consider Applicants Who Failed Exam on 1st Attempt?

- Never: 18.3%
- Seldom: 77.5%
- Often: 4.2%

**USMLE Step 2**

Scores Required?

- Yes, pass only: 29.2%
- Yes, target score: 54.2%
- Not Required: 16.7%

If Required, Do You Consider Applicants Who Failed Exam on 1st Attempt?

- Never: 24.6%
- Seldom: 73.9%
- Often: 1.4%
Neurology
Percentage of Program's Interview Slots Offered Prior to the November 1st MSPE Release Date

<table>
<thead>
<tr>
<th>Percent of Programs</th>
<th>Percent of Interview Slots Filled</th>
</tr>
</thead>
<tbody>
<tr>
<td>23.3%</td>
<td>0%</td>
</tr>
<tr>
<td>19.2%</td>
<td>1-24%</td>
</tr>
<tr>
<td>15.1%</td>
<td>25-49%</td>
</tr>
<tr>
<td>16.4%</td>
<td>50-74%</td>
</tr>
<tr>
<td>19.2%</td>
<td>75-99%</td>
</tr>
<tr>
<td>6.8%</td>
<td>100%</td>
</tr>
</tbody>
</table>
Obstetrics and Gynecology
Figure OB-1
Obstetrics and Gynecology
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

Medical School Performance and Test Scores

- **Medical School Performance**
  - Medical Student Performance Evaluation (MSPE): 67%
  - Grades in required clerkships: 72%
  - Grades in clerkship in desired specialty: 71%
  - Gaps in medical education: 60%
  - Class ranking/quartile: 64%
  - Honors in clinical clerkships: 65%
  - Consistency of grades: 59%
  - Honors in clerkship in desired specialty: 65%
  - Honors in basic sciences: 42%

- **Letters of Recommendation from**
  - Department chair in the specialty: 74%
  - Colleague in the specialty: 68%
  - Clerkship director in the specialty: 67%
  - Other faculty: 69%

- **Standardized Test Scores**
  - USMLE/COMLEX Step 1 score: 78%
  - USMLE/COMLEX Step 2 score: 70%
  - USMLE/COMLEX Step 3 score: 37%

- **U.S. Allopathic Graduates**
  - Graduate of U.S. allopathic medical school: 62%
  - Graduate of highly regarded U.S. medical school: 52%
  - Alpha Omega Alpha (AOA) membership: 51%
Figure OB-1

Obstetrics and Gynecology
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

Other Factors

- Personal Statement
  - Personal Statement: 72%
  - Volunteer/extracurricular experiences: 52%
  - Other life experience: 52%
  - Applicant was flagged with NRMP match violation: 58%
  - Community service: 52%
  - Visa status: 56%
  - Fluency in language spoken by patient population: 31%

- Commitment
  - Perceived commitment to specialty: 56%
  - Personal prior knowledge of the applicant: 58%
  - Audition elective/rotation within your department: 58%
  - Perceived interest in program: 58%
  - Away rotation in your specialty at another institution: 22%

- Research
  - Involvement in research: 38%
  - Interest in research: 36%
  - Involvement in specialty-specific research: 35%
  - Interest in academic career: 28%

NRMP Program Director Survey Results, 2008
Obstetrics and Gynecology

Mean Importance Ratings* of Factors in Applicant Ranking

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

<table>
<thead>
<tr>
<th>Medical School Performance/Grades</th>
<th>Mean Rating +/- 1 Standard Deviation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grades in clerkship in desired specialty</td>
<td>4.0</td>
</tr>
<tr>
<td>Grades in required clerkships</td>
<td>3.9</td>
</tr>
<tr>
<td>Honors in clerkship in desired specialty</td>
<td>3.9</td>
</tr>
<tr>
<td>Medical Student Performance Evaluation (MSPE)</td>
<td>3.4</td>
</tr>
<tr>
<td>Honors in clinical clerkships</td>
<td>3.8</td>
</tr>
<tr>
<td>Class ranking/quartile</td>
<td>3.6</td>
</tr>
<tr>
<td>Consistency of grades</td>
<td>3.7</td>
</tr>
<tr>
<td>Gaps in medical education</td>
<td>3.8</td>
</tr>
<tr>
<td>Honors in basic sciences</td>
<td>2.8</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Letters of Recommendation from</th>
<th>Mean Rating +/- 1 Standard Deviation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clerkship director in specialty</td>
<td>3.6</td>
</tr>
<tr>
<td>Colleague in the specialty</td>
<td>3.6</td>
</tr>
<tr>
<td>Chair in the specialty</td>
<td>3.5</td>
</tr>
<tr>
<td>Other faculty</td>
<td>3.4</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>U.S. Allopathic Graduates</th>
<th>Mean Rating +/- 1 Standard Deviation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Graduate of U.S. allopathic medical school</td>
<td>3.8</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>3.3</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Standardized Test Scores</th>
<th>Mean Rating +/- 1 Standard Deviation</th>
</tr>
</thead>
<tbody>
<tr>
<td>USMLE/COMLEX Step 1 score</td>
<td>3.9</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 2 score</td>
<td>3.8</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 3 score</td>
<td>2.5</td>
</tr>
</tbody>
</table>
Mean Importance Ratings* of Factors in Applicant Ranking

**Residency Interview**
- Interpersonal skills exhibited during interview: 4.2
- Interactions with faculty during interview: 4.2
- Professional attributes exhibited during interview: 4.2
- Interactions with housestaff during interview: 4.3
- Feedback from current residents: 4.2
- Leadership qualities exhibited during interview: 3.9
- Perceived commitment to specialty: 4.0
- Perceived interest in program: 3.7

**Miscellaneous Applicant Considerations**
- Applicant was flagged with NRMP Match violation: 4.4
- Visa status: 3.8
- Fluency in language spoken by patient population: 3.0

**Personal Knowledge of Applicant**
- Personal prior knowledge of the applicant: 3.5
- Audition elective/rotation within your department: 3.4
- Away rotation in your specialty at another institution: 2.1

**Personal Statement**
- Personal statement: 3.2
- Other life experience: 3.0
- Volunteer/extracurricular experiences: 2.8
- Community service: 2.8

**Research Involvement**
- Demonstrated involvement in research: 2.8
- Interest in research: 2.8
- Involvement in specialty-specific research: 2.7
- Interest in academic career: 2.5

**Post Interview Contact**
- Other post-interview contact: 2.8
- Second interview/visit: 2.5

*Ratings on a scale from 1 (not at all important) to 5 (very important).
Figure OB-3

Obstetrics and Gynecology
Percentage of Programs That Use USMLE Step 1 and Step 2 Scores When Considering Which Applicants to Interview

USMLE Step 1

Scores Required?

If Required, Do You Consider Applicants Who Failed Exam on 1st Attempt?

Yes, pass only 47.6% 76.5%
Yes, target score 51% 10.3%
Not Required 1.4% 13.2%

USMLE Step 2

Scores Required?

If Required, Do You Consider Applicants Who Failed Exam on 1st Attempt?

Yes, pass only 43.1% 80.3%
Yes, target score 44.5% 14.8%
Not Required 12.4% 4.9%
Figure OB-4
Obstetrics and Gynecology
Percentage of Program’s Interview Slots Offered Prior to the November 1st MSPE Release Date

Percent of Programs

Percent of Interview Slots Filled

<table>
<thead>
<tr>
<th>Percent of Program's Interview Slots Offered</th>
<th>Percent of Programs</th>
</tr>
</thead>
<tbody>
<tr>
<td>0%</td>
<td>27.2%</td>
</tr>
<tr>
<td>1-24%</td>
<td>10.2%</td>
</tr>
<tr>
<td>25-49%</td>
<td>18.4%</td>
</tr>
<tr>
<td>50-74%</td>
<td>20.4%</td>
</tr>
<tr>
<td>75-99%</td>
<td>17.7%</td>
</tr>
<tr>
<td>100%</td>
<td>6.1%</td>
</tr>
</tbody>
</table>
Orthopaedic Surgery
Orthopaedic Surgery

Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

**Medical School Performance**
- Medical Student Performance Evaluation (MSPE): 72%
- Grades in required clerkships: 66%
- Grades in clerkship in desired specialty: 66%
- Gaps in medical education: 54%
- Class ranking/quartile: 67%
- Honors in clinical clerkships: 66%
- Consistency of grades: 63%
- Honors in clerkship in desired specialty: 63%
- Honors in basic sciences: 55%

**Letters of Recommendation from**
- Department chair in the specialty: 80%
- Colleague in the specialty: 78%
- Clerkship director in the specialty: 76%
- Other faculty: 76%

**Standardized Test Scores**
- USMLE/COMLEX Step 1 score: 75%
- USMLE/COMLEX Step 2 score: 51%
- USMLE/COMLEX Step 3 score: 28%

**U.S. Allopathic Graduates**
- Graduate of U.S. allopathic medical school: 66%
- Graduate of highly regarded U.S. medical school: 53%
- Alpha Omega Alpha (AOA) membership: 71%
## Orthopaedic Surgery
### Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

#### Other Factors

<table>
<thead>
<tr>
<th>Factor</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personal Statement</td>
<td>67%</td>
</tr>
<tr>
<td>Volunteer/extracurricular experiences</td>
<td>63%</td>
</tr>
<tr>
<td>Other life experience</td>
<td>66%</td>
</tr>
<tr>
<td>Applicant was flagged with NRMP match violation</td>
<td>41%</td>
</tr>
<tr>
<td>Community service</td>
<td>62%</td>
</tr>
<tr>
<td>Visa status</td>
<td>38%</td>
</tr>
<tr>
<td>Fluency in language spoken by patient population</td>
<td>32%</td>
</tr>
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</table>

#### Commitment

<table>
<thead>
<tr>
<th>Factor</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Perceived commitment to specialty</td>
<td>54%</td>
</tr>
<tr>
<td>Personal prior knowledge of the applicant</td>
<td>64%</td>
</tr>
<tr>
<td>Audition elective/rotation within your department</td>
<td>84%</td>
</tr>
<tr>
<td>Perceived interest in program</td>
<td>58%</td>
</tr>
<tr>
<td>Away rotation in your specialty at another institution</td>
<td>45%</td>
</tr>
</tbody>
</table>

#### Research

<table>
<thead>
<tr>
<th>Factor</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Involvement in research</td>
<td>68%</td>
</tr>
<tr>
<td>Interest in research</td>
<td>62%</td>
</tr>
<tr>
<td>Involvement in specialty-specific research</td>
<td>55%</td>
</tr>
<tr>
<td>Interest in academic career</td>
<td>38%</td>
</tr>
</tbody>
</table>
Orthopaedic Surgery
Mean Importance Ratings* of Factors in Applicant Ranking

Medical School Performance and Test Scores

Medical School Performance/Grades
- Grades in clerkship in desired specialty: 3.9
- Grades in required clerkships: 4.0
- Honors in clerkship in desired specialty: 3.8

Medical Student Performance Evaluation (MSPE)
- Honors in clinical clerkships: 4.0
- Class ranking/quartile: 3.8
- Consistency of grades: 3.7

- Gaps in medical education: 3.3
- Honors in basic sciences: 3.2

Letters of Recommendation from
- Clerkship director in specialty: 4.0
- Colleague in the specialty: 3.9
- Chair in the specialty: 4.0
- Other faculty: 3.5

U.S. Allopathic Graduates
- Graduate of U.S. allopathic medical school: 3.9
- Graduate of highly regarded U.S. medical school: 3.1
- Alpha Omega Alpha (AOA) membership: 3.6

Standardized Test Scores
- USMLE/COMLEX Step 1 score: 4.0
- USMLE/COMLEX Step 2 score: 3.3
- USMLE/COMLEX Step 3 score: 2.0

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

Other Factors

Residency Interview
- Interpersonal skills exhibited during interview
- Interactions with faculty during interview
- Professional attributes exhibited during interview
- Interactions with housestaff during interview
- Feedback from current residents
- Leadership qualities exhibited during interview
- Perceived commitment to specialty
- Perceived interest in program

Miscellaneous Applicant Considerations
- Applicant was flagged with NRMP Match violation
- Visa status
- Fluency in language spoken by patient population

Personal Knowledge of Applicant
- Personal prior knowledge of the applicant
- Audition elective/rotation within your department
- Away rotation in your specialty at another institution

Personal Statement
- Personal statement
- Other life experience
- Volunteer/extracurricular experiences
- Community service

Research Involvement
- Demonstrated involvement in research
- Interest in research
- Involvement in specialty-specific research
- Interest in academic career

Post Interview Contact
- Other post-interview contact
- Second interview/visit

*Ratings on a scale from 1 (not at all important) to 5 (very important).
Figure ORS-3
Orthopaedic Surgery
Percentage of Programs That Use USMLE Step 1 and Step 2 Scores When Considering Which Applicants to Interview

USMLE Step 1

Scores Required?

- Yes, pass only: 19.3%
- Yes, target score: 79.5%
- Not Required: 1.2%

If Required, Do You Consider Applicants Who Failed Exam on 1st Attempt?

- Never: 52.6%
- Seldom: 43.4%
- Often: 3.9%

USMLE Step 2

Scores Required?

- Yes, pass only: 20.3%
- Yes, target score: 41.8%
- Not Required: 38%

If Required, Do You Consider Applicants Who Failed Exam on 1st Attempt?

- Never: 50.9%
- Seldom: 41.8%
- Often: 7.3%
Figure ORS-4
Orthopaedic Surgery
Percentage of Program’s Interview Slots Offered Prior to the November 1st MSPE Release Date

Percent of Programs

Percent of Interview Slots Filled

- 81%
- 3.6%
- 4.8%
- 2.4%
- 6%
- 2.4%
Otolaryngology
Figure OTO-1

Otolaryngology
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview
Medical School Performance and Test Scores

Medical School Performance
- Medical Student Performance Evaluation (MSPE) - 70%
- Grades in required clerkships - 89%
- Grades in clerkship in desired specialty - 83%
- Gaps in medical education - 74%
- Class ranking/quartile - 85%
- Honors in clinical clerkships - 85%
- Consistency of grades - 81%
- Honors in clerkship in desired specialty - 81%
- Honors in basic sciences - 74%

Letters of Recommendation from
- Department chair in the specialty - 94%
- Colleague in the specialty - 94%
- Clerkship director in the specialty - 89%
- Other faculty - 85%

Standardized Test Scores
- USMLE/COMLEX Step 1 score - 87%
- USMLE/COMLEX Step 2 score - 57%
- USMLE/COMLEX Step 3 score - 17%

U.S. Allopathic Graduates
- Graduate of U.S. allopathic medical school - 72%
- Graduate of highly regarded U.S. medical school - 67%
- Alpha Omega Alpha (AOA) membership - 87%
Figure OTO-1
Otolaryngology
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

Other Factors

- Personal Statement
  - Personal Statement: 91%
  - Volunteer/extracurricular experiences: 83%
  - Other life experience: 78%
  - Applicant was flagged with NRMP match violation: 41%
  - Community service: 76%
  - Visa status: 39%
  - Fluency in language spoken by patient population: 31%

- Commitment
  - Perceived commitment to specialty: 74%
  - Personal prior knowledge of the applicant: 74%
  - Audition elective/rotation within your department: 70%
  - Perceived interest in program: 63%
  - Away rotation in your specialty at another institution: 50%

- Research
  - Involvement in research: 81%
  - Interest in research: 78%
  - Involvement in specialty-specific research: 67%
  - Interest in academic career: 52%
Otolaryngology

Mean Importance Ratings* of Factors in Applicant Ranking

Medical School Performance and Test Scores

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

**Figure OTO-2**

**Medical School Performance/Grades**
- Grades in clerkship in desired specialty: 4.3
- Grades in required clerkships: 4.2
- Honors in clerkship in desired specialty: 4.3

**Medical Student Performance Evaluation (MSPE)**
- Honors in clinical clerkships: 3.1
- Class ranking/quartile: 4.0
- Consistency of grades: 3.9
- Gaps in medical education: 3.4
- Honors in basic sciences: 3.4

**Letters of Recommendation from**
- Clerkship director in specialty: 4.3
- Colleague in the specialty: 4.4
- Chair in the specialty: 4.5
- Other faculty: 3.8

**U.S. Allopathic Graduates**
- Graduate of U.S. allopathic medical school: 3.9
- Graduate of highly regarded U.S. medical school: 3.4
- Alpha Omega Alpha (AOA) membership: 4.0

**Standardized Test Scores**
- USMLE/COMLEX Step 1 score: 4.0
- USMLE/COMLEX Step 2 score: 3.2
- USMLE/COMLEX Step 3 score: 1.9

Mean Rating +/- 1 Standard Deviation

NRMP Program Director Survey Results, 2008
**Residency Interview**
- Interpersonal skills exhibited during interview: 4.3
- Interactions with faculty during interview: 4.3
- Professional attributes exhibited during interview: 4.1
- Interactions with housestaff during interview: 4.2
- Feedback from current residents: 4.0
- Leadership qualities exhibited during interview: 3.9
- Perceived commitment to specialty: 3.9
- Perceived interest in program: 3.5

**Miscellaneous Applicant Considerations**
- Applicant was flagged with NRMP Match violation: 3.7
- Visa status: 3.3
- Fluency in language spoken by patient population: 2.8

**Personal Knowledge of Applicant**
- Personal prior knowledge of the applicant: 3.8
- Audition elective/rotation within your department: 4.0
- Away rotation in your specialty at another institution: 2.7

**Personal Statement**
- Personal statement: 3.3
- Other life experience: 3.3
- Volunteer/extracurricular experiences: 3.1
- Community service: 2.9

**Research Involvement**
- Demonstrated involvement in research: 3.8
- Interest in research: 3.6
- Involvement in specialty-specific research: 3.2
- Interest in academic career: 2.9

**Post Interview Contact**
- Other post-interview contact: 1.6
- Second interview/visit: 1.4

*Mean +/- 1 Standard Deviation*

---

*Ratings on a scale from 1 (not at all important) to 5 (very important).*
Figure OTO-3

Otolaryngology
Percentage of Programs That Use USMLE Step 1 and Step 2 Scores When Considering Which Applicants to Interview

**USMLE Step 1**

- **Scores Required?**
  - Yes, pass only: 18.6%
  - Yes, target score: 76.3%
  - Not Required: 5.1%

- **If Required, Do You Consider Applicants Who Failed Exam on 1st Attempt?**
  - Never: 56.6%
  - Seldom: 43.4%
  - Often: 0%

**USMLE Step 2**

- **Scores Required?**
  - Yes, pass only: 23.7%
  - Yes, target score: 28.8%
  - Not Required: 47.5%

- **If Required, Do You Consider Applicants Who Failed Exam on 1st Attempt?**
  - Never: 61.3%
  - Seldom: 38.7%
  - Often: 0%
Figure OTO-4
Otolaryngology
Percentage of Program's Interview Slots Offered Prior to the November 1st MSPE Release Date

Percent of Programs

Percent of Interview Slots Filled

- 0%: 55.2%
- 1-24%: 10.3%
- 25-49%: 8.6%
- 50-74%: 3.4%
- 75-99%: 6.9%
- 100%: 15.5%

NRMP Program Director Survey Results, 2008

92
Pathology-Anatomic and Clinical
Figure PTH-1
Pathology-Anatomic and Clinical
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview
Medical School Performance and Test Scores

Medical School Performance
- Medical Student Performance Evaluation (MSPE): 80%
- Grades in required clerkships: 77%
- Grades in clerkship in desired specialty: 80%
- Gaps in medical education: 80%
- Class ranking/quartile: 73%
- Honors in clinical clerkships: 71%
- Consistency of grades: 73%
- Honors in clerkship in desired specialty: 69%
- Honors in basic sciences: 68%

Letters of Recommendation from
- Department chair in the specialty: 89%
- Colleague in the specialty: 89%
- Clerkship director in the specialty: 90%
- Other faculty: 91%

Standardized Test Scores
- USMLE/COMLEX Step 1 score: 84%
- USMLE/COMLEX Step 2 score: 79%
- USMLE/COMLEX Step 3 score: 57%

U.S. Allopathic Graduates
- Graduate of U.S. allopathic medical school: 62%
- Graduate of highly regarded U.S. medical school: 60%
- Alpha Omega Alpha (AOA) membership: 50%
### Figure PTH-1 (continued)

**Pathology-Anatomic and Clinical**

Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

**Other Factors**

<table>
<thead>
<tr>
<th>Factor</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personal Statement</td>
<td>87%</td>
</tr>
<tr>
<td>Volunteer/extracurricular experiences</td>
<td>57%</td>
</tr>
<tr>
<td>Other life experience</td>
<td>58%</td>
</tr>
<tr>
<td>Applicant was flagged with NRMP match violation</td>
<td>61%</td>
</tr>
<tr>
<td>Community service</td>
<td>49%</td>
</tr>
<tr>
<td>Visa status</td>
<td>60%</td>
</tr>
<tr>
<td>Fluency in language spoken by patient population</td>
<td>42%</td>
</tr>
<tr>
<td><strong>Commitment</strong></td>
<td></td>
</tr>
<tr>
<td>Perceived commitment to specialty</td>
<td>81%</td>
</tr>
<tr>
<td>Personal prior knowledge of the applicant</td>
<td>69%</td>
</tr>
<tr>
<td>Audition elective/rotation within your department</td>
<td>77%</td>
</tr>
<tr>
<td>Perceived interest in program</td>
<td>68%</td>
</tr>
<tr>
<td>Away rotation in your specialty at another institution</td>
<td>63%</td>
</tr>
<tr>
<td><strong>Research</strong></td>
<td></td>
</tr>
<tr>
<td>Involvement in research</td>
<td>50%</td>
</tr>
<tr>
<td>Interest in research</td>
<td>53%</td>
</tr>
<tr>
<td>Involvement in specialty-specific research</td>
<td>52%</td>
</tr>
<tr>
<td>Interest in academic career</td>
<td>46%</td>
</tr>
</tbody>
</table>
### Pathology-Anatomic and Clinical

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

**Medical School Performance and Test Scores**

<table>
<thead>
<tr>
<th>Factor</th>
<th>Mean Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grades in clerkship in desired specialty</td>
<td>3.9</td>
</tr>
<tr>
<td>Grades in required clerkships</td>
<td>3.5</td>
</tr>
<tr>
<td>Honors in clerkship in desired specialty</td>
<td>3.7</td>
</tr>
<tr>
<td>Medical Student Performance Evaluation (MSPE)</td>
<td>3.7</td>
</tr>
<tr>
<td>Honors in clinical clerkships</td>
<td>3.4</td>
</tr>
<tr>
<td>Class ranking/quartile</td>
<td>3.6</td>
</tr>
<tr>
<td>Consistency of grades</td>
<td>3.6</td>
</tr>
<tr>
<td>Gaps in medical education</td>
<td>4.1</td>
</tr>
<tr>
<td>Honors in basic sciences</td>
<td>3.4</td>
</tr>
</tbody>
</table>

**Letters of Recommendation from**

<table>
<thead>
<tr>
<th>Source</th>
<th>Mean Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clerkship director in specialty</td>
<td>4.3</td>
</tr>
<tr>
<td>Colleague in the specialty</td>
<td>4.2</td>
</tr>
<tr>
<td>Chair in the specialty</td>
<td>4.1</td>
</tr>
<tr>
<td>Other faculty</td>
<td>3.9</td>
</tr>
</tbody>
</table>

**U.S. Allopathic Graduates**

<table>
<thead>
<tr>
<th>Qualification</th>
<th>Mean Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Graduate of U.S. allopathic medical school</td>
<td>3.6</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>3.2</td>
</tr>
</tbody>
</table>

**Standardized Test Scores**

<table>
<thead>
<tr>
<th>Test Score</th>
<th>Mean Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>USMLE/COMLEX Step 1 score</td>
<td>3.7</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 2 score</td>
<td>3.6</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 3 score</td>
<td>2.9</td>
</tr>
</tbody>
</table>

*Mean Rating +/- 1 Standard Deviation

*Ratings on a scale from 1 (not at all important) to 5 (very important).*
**Pathology-Anatomic and Clinical**
Mean Importance Ratings* of Factors in Applicant Ranking

**Other Factors**

- **Residency Interview**
  - Interpersonal skills exhibited during interview
  - Interactions with faculty during interview
  - Professional attributes exhibited during interview
  - Interactions with housestaff during interview
  - Feedback from current residents
  - Leadership qualities exhibited during interview
  - Perceived commitment to specialty
  - Perceived interest in program

- **Miscellaneous Applicant Considerations**
  - Applicant was flagged with NRMP Match violation
  - Visa status
  - Fluency in language spoken by patient population

- **Personal Knowledge of Applicant**
  - Personal prior knowledge of the applicant
  - Audition elective/rotation within your department
  - Away rotation in your specialty at another institution

- **Personal Statement**
  - Personal statement
  - Other life experience
  - Volunteer/extracurricular experiences
  - Community service

- **Research Involvement**
  - Demonstrated involvement in research
  - Interest in research
  - Involvement in specialty-specific research
  - Interest in academic career

- **Post Interview Contact**
  - Other post-interview contact
  - Second interview/visit

*Ratings on a scale from 1 (not at all important) to 5 (very important).
Pathology-Anatomic and Clinical
Percentage of Programs That Use USMLE Step 1 and Step 2 Scores When Considering Which Applicants to Interview

**USMLE Step 1**

**Scores Required?**
- Yes, pass only: 42.7%
- Yes, target score: 54.2%
- Not Required: 3.1%

**If Required, Do You Consider Applicants Who Failed Exam on 1st Attempt?**
- Never: 10.8%
- Seldom: 71%
- Often: 18.3%

**USMLE Step 2**

**Scores Required?**
- Yes, pass only: 33%
- Yes, target score: 43.6%
- Not Required: 23.4%

**If Required, Do You Consider Applicants Who Failed Exam on 1st Attempt?**
- Never: 14.1%
- Seldom: 70.6%
- Often: 15.3%
Figure PTH-4
Pathology-Anatomic and Clinical
Percentage of Program’s Interview Slots Offered Prior to the
November 1st MSPE Release Date

Percent of Programs

Percent of Interview Slots Filled

<table>
<thead>
<tr>
<th>Percentage Range</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>0%</td>
<td>38.1%</td>
</tr>
<tr>
<td>1-24%</td>
<td>20.6%</td>
</tr>
<tr>
<td>25-49%</td>
<td>11.3%</td>
</tr>
<tr>
<td>50-74%</td>
<td>12.4%</td>
</tr>
<tr>
<td>75-99%</td>
<td>15.5%</td>
</tr>
<tr>
<td>100%</td>
<td>2.1%</td>
</tr>
</tbody>
</table>
Pediatrics
Figure PD-1
Pediatrics
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

Medical School Performance
- Medical Student Performance Evaluation (MSPE): 70%
- Grades in required clerkships: 69%
- Grades in clerkship in desired specialty: 65%
- Gaps in medical education: 64%
- Class ranking/quartile: 60%
- Honors in clinical clerkships: 57%
- Consistency of grades: 59%
- Honors in clerkship in desired specialty: 54%
- Honors in basic sciences: 42%

Letters of Recommendation from
- Department chair in the specialty: 61%
- Colleague in the specialty: 65%
- Clerkship director in the specialty: 61%
- Other faculty: 65%

Standardized Test Scores
- USMLE/COMLEX Step 1 score: 81%
- USMLE/COMLEX Step 2 score: 77%
- USMLE/COMLEX Step 3 score: 23%

U.S. Allopathic Graduates
- Graduate of U.S. allopathic medical school: 60%
- Graduate of highly regarded U.S. medical school: 48%
- Alpha Omega Alpha (AOA) membership: 51%
Figure PD-1 (continued)

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

**Other Factors**

- Personal Statement: 65%
- Volunteer/extracurricular experiences: 58%
- Other life experience: 55%
- Applicant was flagged with NRMP match violation: 52%
- Community service: 54%
- Visa status: 51%
- Fluency in language spoken by patient population: 46%

**Commitment**

- Perceived commitment to specialty: 57%
- Personal prior knowledge of the applicant: 58%
- Audition elective/rotation within your department: 55%
- Perceived interest in program: 48%
- Away rotation in your specialty at another institution: 14%

**Research**

- Involvement in research: 33%
- Interest in research: 24%
- Involvement in specialty-specific research: 25%
- Interest in academic career: 23%
Pediatrics

Mean Importance Ratings* of Factors in Applicant Ranking

**Medical School Performance and Test Scores**

- Grades in clerkship in desired specialty: 4.1
- Grades in required clerkships: 4.0
- Honors in clerkship in desired specialty: 3.8
- Medical Student Performance Evaluation (MSPE): 3.9
- Honors in clinical clerkships: 3.8
- Class ranking/quartile: 3.9
- Consistency of grades: 3.8
- Gaps in medical education: 4.0
- Honors in basic sciences: 2.9

**Letters of Recommendation from**

- Clerkship director in specialty: 3.7
- Colleague in the specialty: 3.8
- Chair in the specialty: 3.3
- Other faculty: 3.6

**U.S. Allopathic Graduates**

- Graduate of U.S. allopathic medical school: 3.9
- Graduate of highly regarded U.S. medical school: 3.3
- Alpha Omega Alpha (AOA) membership: 3.5

**Standardized Test Scores**

- USMLE/COMLEX Step 1 score: 3.8
- USMLE/COMLEX Step 2 score: 3.9
- USMLE/COMLEX Step 3 score: 2.1

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

Other Factors

<table>
<thead>
<tr>
<th>Residency Interview</th>
<th>Mean Importance Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Interpersonal skills exhibited during interview</td>
<td>4.5</td>
</tr>
<tr>
<td>Interactions with faculty during interview</td>
<td>4.4</td>
</tr>
<tr>
<td>Professional attributes exhibited during interview</td>
<td>4.4</td>
</tr>
<tr>
<td>Interactions with housestaff during interview</td>
<td>4.4</td>
</tr>
<tr>
<td>Feedback from current residents</td>
<td>4.3</td>
</tr>
<tr>
<td>Leadership qualities exhibited during interview</td>
<td>3.9</td>
</tr>
<tr>
<td>Perceived commitment to interview</td>
<td>4.1</td>
</tr>
<tr>
<td>Perceived interest in program</td>
<td>3.5</td>
</tr>
</tbody>
</table>

Miscellaneous Applicant Considerations

| Applicant was flagged with NRMP Match violation | 4.5 |
| Visa status | 3.5 |
| Fluency in language spoken by patient population | 3.3 |

Personal Knowledge of Applicant

| Personal prior knowledge of the applicant | 3.5 |
| Audition elective/rotation within your department | 3.4 |
| Away rotation in your specialty at another institution | 2.0 |

Personal Statement

| Personal statement | 3.0 |
| Other life experience | 3.1 |
| Volunteer/extracurricular experiences | 3.1 |
| Community service | 3.1 |

Research Involvement

| Demonstrated involvement in research | 2.5 |
| Interest in research | 2.5 |
| Involvement in specialty-specific research | 2.4 |
| Interest in academic career | 2.3 |

Post Interview Contact

| Other post-interview contact | 2.5 |
| Second interview/visit | 2.2 |

*Ratings on a scale from 1 (not at all important) to 5 (very important).
Figure PD-3
Pediatrics
Percentage of Programs That Use USMLE Step 1 and Step 2 Scores When Considering Which Applicants to Interview

USMLE Step 1

Scores Required?

Yes, pass only: 57.3%
Yes, target score: 41.9%
Not Required: 0.8%

If Required, Do You Consider Applicants Who Failed Exam on 1st Attempt?

Never: 2.5%
Seldom: 69.2%
Often: 28.3%

USMLE Step 2

Scores Required?

Yes, pass only: 40.3%
Yes, target score: 37.9%
Not Required: 21.8%

If Required, Do You Consider Applicants Who Failed Exam on 1st Attempt?

Never: 11%
Seldom: 75.4%
Often: 13.6%
Percentage of Program's Interview Slots Offered Prior to the November 1st MSPE Release Date

<table>
<thead>
<tr>
<th>Percent of Programs</th>
<th>Percent of Interview Slots Filled</th>
</tr>
</thead>
<tbody>
<tr>
<td>0%</td>
<td>17.6%</td>
</tr>
<tr>
<td>1-24%</td>
<td>19.2%</td>
</tr>
<tr>
<td>25-49%</td>
<td>21.6%</td>
</tr>
<tr>
<td>50-74%</td>
<td>19.2%</td>
</tr>
<tr>
<td>75-99%</td>
<td>20.8%</td>
</tr>
<tr>
<td>100%</td>
<td>1.6%</td>
</tr>
</tbody>
</table>
Physical Medicine and Rehabilitation
Physical Medicine and Rehabilitation
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview
Medical School Performance and Test Scores

**Medical School Performance**
- Medical Student Performance Evaluation (MSPE): 82%
- Grades in required clerkships: 69%
- Grades in clerkship in desired specialty: 69%
- Gaps in medical education: 84%
- Class ranking/quartile: 67%
- Honors in clinical clerkships: 58%
- Consistency of grades: 76%
- Honors in clerkship in desired specialty: 64%
- Honors in basic sciences: 53%

**Letters of Recommendation from**
- Department chair in the specialty: 76%
- Colleague in the specialty: 73%
- Clerkship director in the specialty: 76%
- Other faculty: 76%

**Standardized Test Scores**
- USMLE/COMLEX Step 1 score: 87%
- USMLE/COMLEX Step 2 score: 82%
- USMLE/COMLEX Step 3 score: 42%

**U.S. Allopathic Graduates**
- Graduate of U.S. allopathic medical school: 47%
- Graduate of highly regarded U.S. medical school: 42%
- Alpha Omega Alpha (AOA) membership: 36%
Figure PM-1
Physical Medicine and Rehabilitation
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

Other Factors

- Personal Statement
  - Personal Statement: 84%
  - Volunteer/extracurricular experiences: 58%
  - Other life experience: 56%
  - Applicant was flagged with NRMP match violation: 58%
  - Community service: 58%
  - Visa status: 56%
  - Fluency in language spoken by patient population: 24%

Commitment
- Personal prior knowledge of the applicant: 76%
- Audition elective/rotation within your department: 67%
- Perceived interest in program: 69%
- Away rotation in your specialty at another institution: 49%

Research
- Involvement in research: 44%
- Interest in research: 47%
- Involvement in specialty-specific research: 47%
- Interest in academic career: 33%
Physical Medicine and Rehabilitation
Mean Importance Ratings* of Factors in Applicant Ranking

Medical School Performance/Grades
Grades in clerkship in desired specialty
Grades in required clerkships
Honors in clerkship in desired specialty
Medical Student Performance Evaluation (MSPE)
Honors in clinical clerkships
Class ranking/quartile
Consistency of grades
Gaps in medical education
Honors in basic sciences

Letters of Recommendation from
Clerkship director in specialty
Colleague in the specialty
Chair in the specialty
Other faculty

U.S. Allopathic Graduates
Graduate of U.S. allopathic medical school
Graduate of highly regarded U.S. medical school
Alpha Omega Alpha (AOA) membership

Standardized Test Scores
USMLE/COMLEX Step 1 score
USMLE/COMLEX Step 2 score
USMLE/COMLEX Step 3 score

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

Physical Medicine and Rehabilitation
Mean Importance Ratings* of Factors in Applicant Ranking

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

Residency Interview
- Interpersonal skills exhibited during interview
  - 4.2
- Interactions with faculty during interview
  - 4.2
- Professional attributes exhibited during interview
  - 4.2
- Interactions with housestaff during interview
  - 4.1
- Feedback from current residents
  - 4.0
- Leadership qualities exhibited during interview
  - 3.9
- Perceived commitment to specialty
  - 4.6
- Perceived interest in program
  - 3.9

Miscellaneous Applicant Considerations
- Applicant was flagged with NRMP Match violation
  - 4.7
- Visa status
  - 3.9
- Fluency in language spoken by patient population
  - 3.0

Personal Knowledge of Applicant
- Personal prior knowledge of the applicant
  - 3.5
- Audition elective/rotation within your department
  - 3.9
- Away rotation in your specialty at another institution
  - 3.3

Personal Statement
- Personal statement
  - 3.8
- Other life experience
  - 3.2
- Volunteer/extracurricular experiences
  - 3.2
- Community service
  - 3.1

Research Involvement
- Demonstrated involvement in research
  - 3.2
- Interest in research
  - 3.2
- Involvement in specialty-specific research
  - 3.1
- Interest in academic career
  - 2.8

Post Interview Contact
- Other post-interview contact
  - 2.6
- Second interview/visit
  - 2.2

Mean +/- 1 Standard Deviation
Figure PM-3

Physical Medicine and Rehabilitation
Percentage of Programs That Use USMLE Step 1 and Step 2 Scores When Considering Which Applicants to Interview

**USMLE Step 1**

**Scores Required?**
- Yes, pass only: 51.1%
- Yes, target score: 46.7%
- Not Required: 2.2%

**If Required, Do You Consider Applicants Who Failed Exam on 1st Attempt?**
- Never: 4.7%
- Seldom: 86%
- Often: 9.3%

**USMLE Step 2**

**Scores Required?**
- Yes, pass only: 43.2%
- Yes, target score: 34.1%
- Not Required: 22.7%

**If Required, Do You Consider Applicants Who Failed Exam on 1st Attempt?**
- Never: 12.8%
- Seldom: 79.5%
- Often: 7.7%
Physical Medicine and Rehabilitation
Percentage of Program's Interview Slots Offered Prior to the November 1st MSPE Release Date

Percent of Programs

Percent of Interview Slots Filled

- 0%: 39.1%
- 1-24%: 15.2%
- 25-49%: 17.4%
- 50-74%: 10.9%
- 75-99%: 15.2%
- 100%: 2.2%
Plastic Surgery
Plastic Surgery
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

**Medical School Performance**
- Medical Student Performance Evaluation (MSPE): 67%
- Grades in required clerkships: 67%
- Grades in clerkship in desired specialty: 70%
- Gaps in medical education: 53%
- Class ranking/quartile: 73%
- Honors in clinical clerkships: 70%
- Consistency of grades: 63%
- Honors in clerkship in desired specialty: 70%
- Honors in basic sciences: 53%

**Letters of Recommendation from**
- Department chair in the specialty: 90%
- Colleague in the specialty: 90%
- Clerkship director in the specialty: 83%
- Other faculty: 87%

**Standardized Test Scores**
- USMLE/COMLEX Step 1 score: 80%
- USMLE/COMLEX Step 2 score: 53%
- USMLE/COMLEX Step 3 score: 30%

**U.S. Allopathic Graduates**
- Graduate of U.S. allopathic medical school: 47%
- Graduate of highly regarded U.S. medical school: 63%
- Alpha Omega Alpha (AOA) membership: 80%
Figure PS-1
Plastic Surgery
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

Other Factors

<table>
<thead>
<tr>
<th>Factor</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personal Statement</td>
<td>83%</td>
</tr>
<tr>
<td>Volunteer/extracurricular experiences</td>
<td>73%</td>
</tr>
<tr>
<td>Other life experience</td>
<td>63%</td>
</tr>
<tr>
<td>Applicant was flagged with NRMP match violation</td>
<td>60%</td>
</tr>
<tr>
<td>Community service</td>
<td>60%</td>
</tr>
<tr>
<td>Visa status</td>
<td>33%</td>
</tr>
<tr>
<td>Fluency in language spoken by patient population</td>
<td>37%</td>
</tr>
<tr>
<td>Commitment</td>
<td></td>
</tr>
<tr>
<td>Perceived commitment to specialty</td>
<td>73%</td>
</tr>
<tr>
<td>Personal prior knowledge of the applicant</td>
<td>77%</td>
</tr>
<tr>
<td>Audition elective/rotation within your department</td>
<td>77%</td>
</tr>
<tr>
<td>Perceived interest in program</td>
<td>63%</td>
</tr>
<tr>
<td>Away rotation in your specialty at another institution</td>
<td>37%</td>
</tr>
<tr>
<td>Research</td>
<td></td>
</tr>
<tr>
<td>Involvement in research</td>
<td>73%</td>
</tr>
<tr>
<td>Interest in research</td>
<td>67%</td>
</tr>
<tr>
<td>Involvement in specialty-specific research</td>
<td>53%</td>
</tr>
<tr>
<td>Interest in academic career</td>
<td>63%</td>
</tr>
</tbody>
</table>

NRMP Program Director Survey Results, 2008
Plastic Surgery
Mean Importance Ratings* of Factors in Applicant Ranking

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

Medical School Performance/Grades
- Grades in clerkship in desired specialty: 3.8
- Grades in required clerkships: 3.7
- Honors in clerkship in desired specialty: 3.8

Medical Student Performance Evaluation (MSPE)
- Honors in clinical clerkships: 3.8
- Class ranking/quartile: 3.6
- Consistency of grades: 3.5
- Gaps in medical education: 2.7
- Honors in basic sciences: 3.0

Letters of Recommendation from
- Clerkship director in specialty: 4.3
- Colleague in the specialty: 4.3
- Chair in the specialty: 4.6
- Other faculty: 3.8

U.S. Allopathic Graduates
- Graduate of U.S. allopathic medical school: 3.1
- Graduate of highly regarded U.S. medical school: 3.5
- Alpha Omega Alpha (AOA) membership: 3.4

Standardized Test Scores
- USMLE/COMLEX Step 1 score: 4.0
- USMLE/COMLEX Step 2 score: 3.4
- USMLE/COMLEX Step 3 score: 2.3

NRMP Program Director Survey Results, 2008
Figure PS-2  Plastic Surgery  Mean Importance Ratings* of Factors in Applicant Ranking  

Other Factors

Residency Interview
- Interpersonal skills exhibited during interview
- Interactions with faculty during interview
- Professional attributes exhibited during interview
- Interactions with housestaff during interview
- Feedback from current residents
- Leadership qualities exhibited during interview
- Perceived commitment to specialty
- Perceived interest in program

Miscellaneous Applicant Considerations
- Applicant was flagged with NRMP Match violation
- Visa status
- Fluency in language spoken by patient population

Personal Knowledge of Applicant
- Personal prior knowledge of the applicant
- Audition elective/rotation within your department
- Away rotation in your specialty at another institution

Personal Statement
- Personal statement
- Other life experience
- Volunteer/extracurricular experiences
- Community service

Research Involvement
- Demonstrated involvement in research
- Interest in research
- Involvement in specialty-specific research
- Interest in academic career

Post Interview Contact
- Other post-interview contact
- Second interview/visit

Mean +/- 1 Standard Deviation

*Ratings on a scale from 1 (not at all important) to 5 (very important).
Figure PS-3: Plastic Surgery
Percentage of Programs That Use USMLE Step 1 and Step 2 Scores When Considering Which Applicants to Interview

USMLE Step 1

Scores Required?

<table>
<thead>
<tr>
<th></th>
<th>0%</th>
<th>20%</th>
<th>40%</th>
<th>60%</th>
<th>80%</th>
<th>100%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, pass only</td>
<td>18.8%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Yes, target score</td>
<td>81.3%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Not Required</td>
<td>0%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

If Required, Do You Consider Applicants Who Failed Exam on 1st Attempt?

<table>
<thead>
<tr>
<th></th>
<th>0%</th>
<th>20%</th>
<th>40%</th>
<th>60%</th>
<th>80%</th>
<th>100%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td></td>
<td></td>
<td>40.6%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Seldom</td>
<td></td>
<td></td>
<td>59.4%</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Often</td>
<td></td>
<td></td>
<td>0%</td>
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</tbody>
</table>

USMLE Step 2

Scores Required?

<table>
<thead>
<tr>
<th></th>
<th>0%</th>
<th>20%</th>
<th>40%</th>
<th>60%</th>
<th>80%</th>
<th>100%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, pass only</td>
<td>28.1%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Yes, target score</td>
<td>40.6%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Not Required</td>
<td>31.3%</td>
<td></td>
<td></td>
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</tbody>
</table>

If Required, Do You Consider Applicants Who Failed Exam on 1st Attempt?

<table>
<thead>
<tr>
<th></th>
<th>0%</th>
<th>20%</th>
<th>40%</th>
<th>60%</th>
<th>80%</th>
<th>100%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td></td>
<td></td>
<td>40%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Seldom</td>
<td></td>
<td></td>
<td>60%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Often</td>
<td></td>
<td></td>
<td>0%</td>
<td></td>
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</tr>
</tbody>
</table>
Figure PS-4  Plastic Surgery  
Percentage of Program’s Interview Slots Offered Prior to the November 1st MSPE Release Date 

Percent of Programs

Percent of Interview Slots Filled

0% 1-24% 25-49% 50-74% 75-99% 100%

81.3% 0% 3.1% 6.3% 0% 9.4%
Psychiatry
Figure P-1
Psychiatry
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

*Medical School Performance and Test Scores*

- **Medical School Performance**
  - Medical Student Performance Evaluation (MSPE): 77%
  - Grades in required clerkships: 70%
  - Grades in clerkship in desired specialty: 76%
  - Gaps in medical education: 78%
  - Class ranking/quartile: 59%
  - Honors in clinical clerkships: 63%
  - Consistency of grades: 66%
  - Honors in clerkship in desired specialty: 66%
  - Honors in basic sciences: 45%

- **Letters of Recommendation from**
  - Department chair in the specialty: 68%
  - Colleague in the specialty: 78%
  - Clerkship director in the specialty: 73%
  - Other faculty: 72%

- **Standardized Test Scores**
  - USMLE/COMLEX Step 1 score: 82%
  - USMLE/COMLEX Step 2 score: 75%
  - USMLE/COMLEX Step 3 score: 42%

- **U.S. Allopathic Graduates**
  - Graduate of U.S. allopathic medical school: 67%
  - Graduate of highly regarded U.S. medical school: 53%
  - Alpha Omega Alpha (AOA) membership: 45%
Psychiatry

Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

Other Factors

- Personal Statement
  - Personal Statement: 90%
  - Volunteer/extracurricular experiences: 66%
  - Other life experience: 65%
  - Applicant was flagged with NRMP match violation: 64%
  - Community service: 58%
  - Visa status: 58%
  - Fluency in language spoken by patient population: 59%

- Commitment
  - Perceived commitment to specialty: 78%
  - Personal prior knowledge of the applicant: 66%
  - Audition elective/rotation within your department: 61%
  - Perceived interest in program: 64%
  - Away rotation in your specialty at another institution: 39%

- Research
  - Involvement in research: 52%
  - Interest in research: 47%
  - Involvement in specialty-specific research: 52%
  - Interest in academic career: 42%
Figure P-2  Psychiatry
Mean Importance Ratings* of Factors in Applicant Ranking
Medical School Performance and Test Scores

Medical School Performance/Grades
- Grades in clerkship in desired specialty: 4.0
- Grades in required clerkships: 3.6
- Honors in clerkship in desired specialty: 3.8

Medical Student Performance Evaluation (MSPE)
- Honors in clinical clerkships: 3.5
- Class ranking/quartile: 3.3
- Consistency of grades: 3.3
- Gaps in medical education: 4.0
- Honors in basic sciences: 2.6

Letters of Recommendation from
- Clerkship director in specialty: 3.6
- Colleague in the specialty: 3.6
- Chair in the specialty: 3.3
- Other faculty: 3.4

U.S. Allopathic Graduates
- Graduate of U.S. allopathic medical school: 3.6
- Graduate of highly regarded U.S. medical school: 3.3
- Alpha Omega Alpha (AOA) membership: 2.8

Standardized Test Scores
- USMLE/COMLEX Step 1 score: 3.5
- USMLE/COMLEX Step 2 score: 3.4
- USMLE/COMLEX Step 3 score: 2.5

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

Mean Importance Ratings* of Factors in Applicant Ranking

Other Factors

Residency Interview
- Interpersonal skills exhibited during interview: 4.5
- Interactions with faculty during interview: 4.5
- Professional attributes exhibited during interview: 4.4
- Interactions with housestaff during interview: 4.3
- Feedback from current residents: 4.3
- Leadership qualities exhibited during interview: 3.9
- Perceived commitment to specialty: 4.4
- Perceived interest in program: 3.8

Miscellaneous Applicant Considerations
- Applicant was flagged with NRMP Match violation: 4.5
- Visa status: 3.4
- Fluency in language spoken by patient population: 4.0

Personal Knowledge of Applicant
- Personal prior knowledge of the applicant: 3.6
- Audition elective/rotation within your department: 3.5
- Away rotation in your specialty at another institution: 2.5

Personal Statement
- Personal statement: 3.8
- Other life experience: 3.2
- Volunteer/extracurricular experiences: 3.1
- Community service: 2.9

Research Involvement
- Demonstrated involvement in research: 3.0
- Interest in research: 2.9
- Involvement in specialty-specific research: 3.0
- Interest in academic career: 2.6

Post Interview Contact
- Other post-interview contact: 3.0
- Second interview/visit: 2.5

*Ratings on a scale from 1 (not at all important) to 5 (very important).
Figure P-3  Psychiatry
Percentage of Programs That Use USMLE Step 1 and Step 2 Scores When Considering Which Applicants to Interview

**USMLE Step 1**

Scores Required?
- Yes, pass only: 65.6%
- Yes, target score: 30.1%
- Not Required: 4.3%

If Required, Do You Consider Applicants Who Failed Exam on 1st Attempt?
- Never: 1.2%
- Seldom: 51.8%
- Often: 47.1%

**USMLE Step 2**

Scores Required?
- Yes, pass only: 50.5%
- Yes, target score: 26.9%
- Not Required: 22.6%

If Required, Do You Consider Applicants Who Failed Exam on 1st Attempt?
- Never: 2.4%
- Seldom: 60%
- Often: 37.6%
Figure P-4
Psychiatry
Percentage of Program's Interview Slots Offered Prior to the November 1st MSPE Release Date

Percent of Programs

<table>
<thead>
<tr>
<th>Percent of Interview Slots Filled</th>
<th>Percent of Programs</th>
</tr>
</thead>
<tbody>
<tr>
<td>0%</td>
<td>24%</td>
</tr>
<tr>
<td>1-24%</td>
<td>31.3%</td>
</tr>
<tr>
<td>25-49%</td>
<td>16.7%</td>
</tr>
<tr>
<td>50-74%</td>
<td>13.5%</td>
</tr>
<tr>
<td>75-99%</td>
<td>12.5%</td>
</tr>
<tr>
<td>100%</td>
<td>2.1%</td>
</tr>
</tbody>
</table>

NRMP Program Director Survey Results, 2008
Radiation Oncology
Figure RO-1
Radiation Oncology
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

**Medical School Performance**
- Medical Student Performance Evaluation (MSPE): 86%
- Grades in required clerkships: 67%
- Grades in clerkship in desired specialty: 67%
- Gaps in medical education: 56%
- Class ranking/quartile: 60%
- Honors in clinical clerkships: 63%
- Consistency of grades: 67%
- Honors in clerkship in desired specialty: 63%
- Honors in basic sciences: 51%

**Letters of Recommendation from**
- Department chair in the specialty: 86%
- Colleague in the specialty: 86%
- Clerkship director in the specialty: 86%
- Other faculty: 77%

**Standardized Test Scores**
- USMLE/COMLEX Step 1 score: 72%
- USMLE/COMLEX Step 2 score: 49%
- USMLE/COMLEX Step 3 score: 26%

**U.S. Allopathic Graduates**
- Graduate of U.S. allopathic medical school: 56%
- Graduate of highly regarded U.S. medical school: 58%
- Alpha Omega Alpha (AOA) membership: 53%

NRMP Program Director Survey Results, 2008
### Radiation Oncology

#### 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>Personal Statement</td>
<td>91%</td>
</tr>
<tr>
<td>Volunteer/extracurricular experiences</td>
<td>63%</td>
</tr>
<tr>
<td>Other life experience</td>
<td>70%</td>
</tr>
<tr>
<td>Applicant was flagged with NRMP match violation</td>
<td>56%</td>
</tr>
<tr>
<td>Community service</td>
<td>58%</td>
</tr>
<tr>
<td>Visa status</td>
<td>47%</td>
</tr>
<tr>
<td>Fluency in language spoken by patient population</td>
<td>40%</td>
</tr>
<tr>
<td><strong>Commitment</strong></td>
<td></td>
</tr>
<tr>
<td>Perceived commitment to specialty</td>
<td>79%</td>
</tr>
<tr>
<td>Personal prior knowledge of the applicant</td>
<td>70%</td>
</tr>
<tr>
<td>Audition elective/rotation within your department</td>
<td>72%</td>
</tr>
<tr>
<td>Perceived interest in program</td>
<td>67%</td>
</tr>
<tr>
<td>Away rotation in your specialty at another institution</td>
<td>67%</td>
</tr>
<tr>
<td><strong>Research</strong></td>
<td></td>
</tr>
<tr>
<td>Involvement in research</td>
<td>84%</td>
</tr>
<tr>
<td>Interest in research</td>
<td>79%</td>
</tr>
<tr>
<td>Involvement in specialty-specific research</td>
<td>86%</td>
</tr>
<tr>
<td>Interest in academic career</td>
<td>79%</td>
</tr>
</tbody>
</table>
Radiation Oncology
Mean Importance Ratings* of Factors in Applicant Ranking

Medical School Performance and Test Scores

- Grades in clerkship in desired specialty: 3.8
- Grades in required clerkships: 3.7
- Honors in clerkship in desired specialty: 3.7
- Medical Student Performance Evaluation (MSPE): 3.8
- Honors in clinical clerkships: 3.7
- Class ranking/quartile: 3.5
- Consistency of grades: 3.9
- Gaps in medical education: 3.3
- Honors in basic sciences: 3.1

Letters of Recommendation from
- Clerkship director in specialty: 4.3
- Colleague in the specialty: 4.3
- Chair in the specialty: 4.3
- Other faculty: 3.6

U.S. Allopathic Graduates
- Graduate of U.S. allopathic medical school: 3.3
- Graduate of highly regarded U.S. medical school: 3.4
- Alpha Omega Alpha (AOA) membership: 3.1

Standardized Test Scores
- USMLE/COMLEX Step 1 score: 4.0
- USMLE/COMLEX Step 2 score: 3.2
- USMLE/COMLEX Step 3 score: 2.1

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

Other Factors

Residency Interview
- Interpersonal skills exhibited during interview
  - Mean: 4.2
- Interactions with faculty during interview
  - Mean: 4.2
- Professional attributes exhibited during interview
  - Mean: 4.2
- Interactions with housestaff during interview
  - Mean: 4.0
- Feedback from current residents
  - Mean: 3.9
- Leadership qualities exhibited during interview
  - Mean: 3.7
- Perceived commitment to specialty
  - Mean: 4.5
- Perceived interest in program
  - Mean: 4.1

Miscellaneous Applicant Considerations
- Applicant was flagged with NRMP Match violation
  - Mean: 4.1
- Visa status
  - Mean: 2.9
- Fluency in language spoken by patient population
  - Mean: 2.9

Personal Knowledge of Applicant
- Personal prior knowledge of the applicant
  - Mean: 3.6
- Audition elective/rotation within your department
  - Mean: 4.0
- Away rotation in your specialty at another institution
  - Mean: 3.6

Personal Statement
- Personal statement
  - Mean: 3.5
- Other life experience
  - Mean: 3.1
- Volunteer/extracurricular experiences
  - Mean: 2.8
- Community service
  - Mean: 2.7

Research Involvement
- Demonstrated involvement in research
  - Mean: 4.1
- Interest in research
  - Mean: 4.2
- Involvement in specialty-specific research
  - Mean: 4.1
- Interest in academic career
  - Mean: 3.8

Post Interview Contact
- Other post-interview contact
  - Mean: 2.2
- Second interview/visit
  - Mean: 1.6

*Ratings on a scale from 1 (not at all important) to 5 (very important).
Figure RO-3
Radiation Oncology
Percentage of Programs That Use USMLE Step 1 and Step 2 Scores When Considering Which Applicants to Interview

**USMLE Step 1**

Scores Required?
- Yes, pass only: 33.3%
- Yes, target score: 64.4%
- Not Required: 2.2%

If Required, Do You Consider Applicants Who Failed Exam on 1st Attempt?
- Never: 39.5%
- Seldom: 58.1%
- Often: 2.3%

**USMLE Step 2**

Scores Required?
- Yes, pass only: 35.6%
- Yes, target score: 40%
- Not Required: 24.4%

If Required, Do You Consider Applicants Who Failed Exam on 1st Attempt?
- Never: 40.6%
- Seldom: 56.3%
- Often: 3.1%
Figure RO-4  
Radiation Oncology  
Percentage of Program’s Interview Slots Offered Prior to the  
November 1st MSPE Release Date  

Percent of Programs

75.6%  

Percent of Interview Slots Filled

0% 1-24% 25-49% 50-74% 75-99% 100%
Transitional Year
## Figure TY-1

### Transitional Year

Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

**Medical School Performance and Test Scores**

<table>
<thead>
<tr>
<th>Factor</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medical Student Performance Evaluation (MSPE)</td>
<td>85%</td>
</tr>
<tr>
<td>Grades in required clerkships</td>
<td>68%</td>
</tr>
<tr>
<td>Grades in clerkship in desired specialty</td>
<td>38%</td>
</tr>
<tr>
<td>Gaps in medical education</td>
<td>48%</td>
</tr>
<tr>
<td>Class ranking/quartile</td>
<td>60%</td>
</tr>
<tr>
<td>Honors in clinical clerkships</td>
<td>58%</td>
</tr>
<tr>
<td>Consistency of grades</td>
<td>43%</td>
</tr>
<tr>
<td>Honors in clerkship in desired specialty</td>
<td>33%</td>
</tr>
<tr>
<td>Honors in basic sciences</td>
<td>38%</td>
</tr>
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</table>

**Letters of Recommendation from**

<table>
<thead>
<tr>
<th>Source</th>
<th>Percentage</th>
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</thead>
<tbody>
<tr>
<td>Department chair in the specialty</td>
<td>53%</td>
</tr>
<tr>
<td>Colleague in the specialty</td>
<td>58%</td>
</tr>
<tr>
<td>Clerkship director in the specialty</td>
<td>58%</td>
</tr>
<tr>
<td>Other faculty</td>
<td>58%</td>
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</table>

**Standardized Test Scores**

<table>
<thead>
<tr>
<th>Test</th>
<th>Percentage</th>
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</thead>
<tbody>
<tr>
<td>USMLE/COMLEX Step 1 score</td>
<td>75%</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 2 score</td>
<td>53%</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 3 score</td>
<td>23%</td>
</tr>
</tbody>
</table>

**U.S. Allopathic Graduates**

<table>
<thead>
<tr>
<th>Factor</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Graduate of U.S. allopathic medical school</td>
<td>55%</td>
</tr>
<tr>
<td>Graduate of highly regarded U.S. medical school</td>
<td>43%</td>
</tr>
<tr>
<td>Alpha Omega Alpha (AOA) membership</td>
<td>43%</td>
</tr>
</tbody>
</table>
Figure TY-1
Transitional Year
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview
Other Factors

NRMP Program Director Survey Results, 2008
Transitional Year
Mean Importance Ratings* of Factors in Applicant Ranking
Medical School Performance and Test Scores

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

- Grades in clerkship in desired specialty: 3.2
- Grades in required clerkships: 3.8
- Honors in clerkship in desired specialty: 3.0

Medical Student Performance Evaluation (MSPE)
- Honors in clinical clerkships: 3.6
- Class ranking/quartile: 3.6
- Consistency of grades: 3.5
- Gaps in medical education: 3.6
- Honors in basic sciences: 2.4

Letters of Recommendation from
- Clerkship director in specialty: 3.3
- Colleague in the specialty: 3.3
- Chair in the specialty: 3.3
- Other faculty: 3.3

U.S. Allopathic Graduates
- Graduate of U.S. allopathic medical school: 3.7
- Graduate of highly regarded U.S. medical school: 3.1
- Alpha Omega Alpha (AOA) membership: 2.8

Standardized Test Scores
- USMLE/COMLEX Step 1 score: 3.5
- USMLE/COMLEX Step 2 score: 3.2
- USMLE/COMLEX Step 3 score: 2.0

Mean Rating +/- 1 Standard Deviation
**Figure TY-2**
Transitional Year
Mean Importance Ratings* of Factors in Applicant Ranking

**Other Factors**

<table>
<thead>
<tr>
<th>Factor</th>
<th>Rating</th>
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</thead>
<tbody>
<tr>
<td><strong>Residency Interview</strong></td>
<td></td>
</tr>
<tr>
<td>Interpersonal skills exhibited during interview</td>
<td>4.1</td>
</tr>
<tr>
<td>Interactions with faculty during interview</td>
<td>3.9</td>
</tr>
<tr>
<td>Professional attributes exhibited during interview</td>
<td>4.0</td>
</tr>
<tr>
<td>Interactions with housestaff during interview</td>
<td>3.8</td>
</tr>
<tr>
<td>Feedback from current residents</td>
<td>3.7</td>
</tr>
<tr>
<td>Leadership qualities exhibited during interview</td>
<td>3.6</td>
</tr>
<tr>
<td>Perceived commitment to specialty</td>
<td>3.0</td>
</tr>
<tr>
<td>Perceived interest in program</td>
<td>3.9</td>
</tr>
<tr>
<td><strong>Miscellaneous Applicant Considerations</strong></td>
<td></td>
</tr>
<tr>
<td>Applicant was flagged with NRMP Match violation</td>
<td>4.2</td>
</tr>
<tr>
<td>Visa status</td>
<td>3.4</td>
</tr>
<tr>
<td>Fluency in language spoken by patient population</td>
<td>2.6</td>
</tr>
<tr>
<td><strong>Personal Knowledge of Applicant</strong></td>
<td></td>
</tr>
<tr>
<td>Personal prior knowledge of the applicant</td>
<td>3.0</td>
</tr>
<tr>
<td>Audition elective/rotation within your department</td>
<td>2.5</td>
</tr>
<tr>
<td>Away rotation in your specialty at another institution</td>
<td>1.4</td>
</tr>
<tr>
<td><strong>Personal Statement</strong></td>
<td></td>
</tr>
<tr>
<td>Personal statement</td>
<td>3.4</td>
</tr>
<tr>
<td>Other life experience</td>
<td>3.2</td>
</tr>
<tr>
<td>Volunteer/extracurricular experiences</td>
<td>3.2</td>
</tr>
<tr>
<td>Community service</td>
<td>2.8</td>
</tr>
<tr>
<td><strong>Research Involvement</strong></td>
<td></td>
</tr>
<tr>
<td>Demonstrated involvement in research</td>
<td>1.8</td>
</tr>
<tr>
<td>Interest in research</td>
<td>1.7</td>
</tr>
<tr>
<td>Involvement in specialty-specific research</td>
<td>1.6</td>
</tr>
<tr>
<td>Interest in academic career</td>
<td>1.8</td>
</tr>
<tr>
<td><strong>Post Interview Contact</strong></td>
<td></td>
</tr>
<tr>
<td>Other post-interview contact</td>
<td>2.4</td>
</tr>
<tr>
<td>Second interview/visit</td>
<td>2.0</td>
</tr>
</tbody>
</table>

*Ratings on a scale from 1 (not at all important) to 5 (very important).
Transitional Year
Percentage of Programs That Use USMLE Step 1 and Step 2 Scores When Considering Which Applicants to Interview

**USMLE Step 1**

Scores Required?

- Yes, pass only: 37%
- Yes, target score: 63%
- Not Required: 0%

If Required, Do You Consider Applicants Who Failed Exam on 1st Attempt?

- Never: 25%
- Seldom: 64.6%
- Often: 10.4%

**USMLE Step 2**

Scores Required?

- Yes, pass only: 26.7%
- Yes, target score: 31.1%
- Not Required: 42.2%

If Required, Do You Consider Applicants Who Failed Exam on 1st Attempt?

- Never: 23.1%
- Seldom: 69.2%
- Often: 7.7%
Figure TY-4
Transitional Year
Percentage of Program’s Interview Slots Offered Prior to the November 1st MSPE Release Date

Percent of Programs

Percent of Interview Slots Filled

NRMP Program Director Survey Results, 2008