Results of the 2010 NRMP Program Director Survey

May 2010

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

Suggested Citation

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The National Resident Matching Program (NRMP) conducted a survey of the directors of all programs participating in the 2010 Main Residency Match. The primary purpose of the survey was to shed light on the factors that program directors use in both (1) selecting applicants to interview and (2) ranking applicants for the Match.

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

The survey solicited information on:

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

The overall response rate for the 19 largest specialties detailed in this report was 48.7 percent, and ranged from a high of 61.1 percent for Pediatrics to a low of 36.8 for General Surgery (see table below).

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

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

<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>150</td>
<td>83</td>
<td>55.3%</td>
</tr>
<tr>
<td>Dermatology</td>
<td>108</td>
<td>52</td>
<td>48.1%</td>
</tr>
<tr>
<td>Diagnostic Radiology</td>
<td>185</td>
<td>93</td>
<td>50.3%</td>
</tr>
<tr>
<td>Emergency Medicine</td>
<td>148</td>
<td>80</td>
<td>54.1%</td>
</tr>
<tr>
<td>Family Medicine</td>
<td>440</td>
<td>246</td>
<td>55.9%</td>
</tr>
<tr>
<td>General Surgery</td>
<td>402</td>
<td>148</td>
<td>36.8%</td>
</tr>
<tr>
<td>Internal Medicine</td>
<td>603</td>
<td>267</td>
<td>44.3%</td>
</tr>
<tr>
<td>Internal Medicine/Pediatrics</td>
<td>77</td>
<td>43</td>
<td>55.8%</td>
</tr>
<tr>
<td>Neurology</td>
<td>129</td>
<td>67</td>
<td>51.9%</td>
</tr>
<tr>
<td>Obstetrics and Gynecology</td>
<td>234</td>
<td>116</td>
<td>49.6%</td>
</tr>
<tr>
<td>Orthopaedic Surgery</td>
<td>152</td>
<td>69</td>
<td>45.4%</td>
</tr>
<tr>
<td>Otolaryngology</td>
<td>100</td>
<td>38</td>
<td>38.0%</td>
</tr>
<tr>
<td>Pathology-Anatomic and Clinical</td>
<td>141</td>
<td>83</td>
<td>58.9%</td>
</tr>
<tr>
<td>Pediatrics</td>
<td>208</td>
<td>127</td>
<td>61.1%</td>
</tr>
<tr>
<td>Physical Medicine &amp; Rehabilitation</td>
<td>84</td>
<td>42</td>
<td>50.0%</td>
</tr>
<tr>
<td>Plastic Surgery</td>
<td>19</td>
<td>10</td>
<td>52.6%</td>
</tr>
<tr>
<td>Plastic Surgery (Integrated)</td>
<td>31</td>
<td>18</td>
<td>58.1%</td>
</tr>
<tr>
<td>Psychiatry</td>
<td>180</td>
<td>79</td>
<td>43.9%</td>
</tr>
<tr>
<td>Radiation Oncology</td>
<td>77</td>
<td>33</td>
<td>42.9%</td>
</tr>
<tr>
<td>Transitional Year</td>
<td>111</td>
<td>49</td>
<td>44.1%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>3579</strong></td>
<td><strong>1743</strong></td>
<td><strong>48.7%</strong></td>
</tr>
</tbody>
</table>
All Specialties Combined
### All Specialties

**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>Letters of Recommendation in the specialty</td>
<td>71%</td>
</tr>
<tr>
<td>Grades in required clerkships</td>
<td>62%</td>
</tr>
<tr>
<td>Medical Student Performance Evaluation (MSPE/Dean's Letter)</td>
<td>60%</td>
</tr>
<tr>
<td>Grades in clerkship in desired specialty</td>
<td>60%</td>
</tr>
<tr>
<td>Gaps in medical education</td>
<td>60%</td>
</tr>
<tr>
<td>Class ranking/quartile</td>
<td>59%</td>
</tr>
<tr>
<td>Honors in clinical clerkships</td>
<td>55%</td>
</tr>
<tr>
<td>Honors in clerkship in desired specialty</td>
<td>55%</td>
</tr>
<tr>
<td>Consistency of grades</td>
<td>54%</td>
</tr>
<tr>
<td>Honors in basic sciences</td>
<td>40%</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 1 score</td>
<td>73%</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 2 score</td>
<td>61%</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 3 score *</td>
<td>25%</td>
</tr>
</tbody>
</table>

*Available for International Medical Graduates only*

**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>58%</td>
</tr>
<tr>
<td>Graduate of highly regarded U.S. medical school</td>
<td>44%</td>
</tr>
<tr>
<td>Alpha Omega Alpha (AOA) membership</td>
<td>42%</td>
</tr>
<tr>
<td>Gold Society membership</td>
<td>17%</td>
</tr>
</tbody>
</table>

*NRMP Program Director Survey Results, 2010*
Figure 1
All Specialties
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>68%</td>
</tr>
<tr>
<td>Volunteer/extracurricular experiences</td>
<td>52%</td>
</tr>
<tr>
<td>Applicant was flagged with Match violation by the NRMP</td>
<td>51%</td>
</tr>
<tr>
<td>Other life experience</td>
<td>50%</td>
</tr>
<tr>
<td>Visa status</td>
<td>40%</td>
</tr>
<tr>
<td>Fluency in language spoken by your patient population</td>
<td>30%</td>
</tr>
<tr>
<td>Personal prior knowledge of the applicant</td>
<td>55%</td>
</tr>
<tr>
<td>Perceived commitment to specialty</td>
<td>53%</td>
</tr>
<tr>
<td>Audition elective/rotation within your department</td>
<td>51%</td>
</tr>
<tr>
<td>Perceived interest in program</td>
<td>47%</td>
</tr>
<tr>
<td>Away rotation in your specialty at another institution</td>
<td>22%</td>
</tr>
<tr>
<td>Demonstrated involvement and interest in research</td>
<td>41%</td>
</tr>
<tr>
<td>Interest in academic career</td>
<td>28%</td>
</tr>
</tbody>
</table>
All Specialties
Mean Importance Ratings* of Factors in Ranking Applicants

Medical School Performance and Test Scores

**Letters of Recommendation**
- Letters of recommendation in the specialty: 4.2

**Medical School Performance**
- Grades in clerkship in desired specialty: 4.2
- Honors in clerkship in desired specialty: 4.1
- Gaps in medical education: 4.1
- Grades in required clerkships: 4.0
- Class ranking/quartile: 4.0
- Honors in clinical clerkships: 4.0
- Medical Student Performance Evaluation (MSPE/Dean’s Letter): 3.9
- Consistency of grades: 3.9
- Honors in basic sciences: 3.1

**Standardized Test Scores**
- USMLE/COMLEX Step 1 score: 4.1
- USMLE/COMLEX Step 2 score: 4.0
- USMLE/COMLEX Step 3 score: 3.2

**U.S. Allopathic Graduates**
- Graduate of U.S. allopathic medical school: 4.1
- Graduate of highly regarded U.S. medical school: 3.6
- Alpha Omega Alpha (AOA) membership: 3.6
- Gold Society membership: 2.8

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

Mean Importance Ratings* of Factors in Ranking Applicants

**Residency Interview**
- Interactions with faculty during interview and visit: 4.7
- Interpersonal skills: 4.7
- Interactions with housestaff during interview and visit: 4.6
- Feedback from current residents: 4.5
- Evidence of professionalism and ethics: 4.5
- Perceived commitment to specialty: 4.2
- Leadership qualities: 4.0
- Perceived interest in program: 3.8

**Miscellaneous Applicant Considerations**
- Applicant was flagged with Match violation by the NRMP: 4.8
- Visa status: 3.8
- Fluency in language spoken by your patient population: 3.3

**Personal Knowledge of Applicant**
- Personal prior knowledge of the applicant: 3.9
- Audition elective/rotation within your department: 3.7
- Away rotation in your specialty at another institution: 2.6

**Personal Statement**
- Personal Statement: 3.4
- Other life experience: 3.2
- Volunteer/extracurricular experiences: 3.1

**Research**
- Demonstrated involvement and interest in research: 3.1
- Interest in academic career: 2.9

**Post Interview Contact**
- Other post-interview contact: 2.9
- Second interview/visit: 2.7

*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 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

**USMLE Step 1 Score**

Scores Required?

- Yes, pass only: 39%
- Yes, target score: 60%
- No: 1%

If Required, Do You Consider Applicants Who Fail Their Exam On The 1st Attempt?

- Never: 24%
- Seldom: 60%
- Often: 16%

**USMLE Step 2 (CK) Score**

Scores Required?

- Yes, pass only: 35%
- Yes, target score: 44%
- No: 21%

If Required, Do You Consider Applicants Who Fail Their Exam On The 1st Attempt?

- Never: 29%
- Seldom: 59%
- Often: 12%

NRMP Program Director Survey Results, 2010
All Specialties
Average USMLE Step 1 and Step 2 (CK) Scores Programs Consider When Granting Interviews

**Figure 4**

Average Scores Below Which Programs Generally Do Not Grant Interviews

- **Step 1**: 209
- **Step 2 (CK)**: 206

Average Scores Above Which Programs Almost Always Grant Interviews

- **Step 1**: 227
- **Step 2 (CK)**: 225

NRMP Program Director Survey Results, 2010
Figure 5

Program's Interview Activities

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

- 26% of programs extend slots for 0% of interview slots.
- 13% extend slots for 1-24% of interview slots.
- 11% extend slots for 25-49% of interview slots.
- 18% extend slots for 50-74% of interview slots.
- 24% extend slots for 75-99% of interview slots.
- 8% extend slots for 100% of interview slots.

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

- Average number of applications received: 716
- Number of applicants interviewed: 85
- Number of applicants ranked: 66
- Number of positions in the Match: 7

Average Percentage of Applications Rejected and Reviewed

- 54% of applications are rejected.
- 45% of applications receive an in-depth review.

NRMP Program Director Survey Results, 2010
Figure A-1: Anesthesiology
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

*Medical School Performance*

- Letters of recommendation in the specialty: 67%
- Grades in required clerkships: 64%
- Medical Student Performance Evaluation (MSPE/Dean's Letter): 51%
- Grades in clerkship in desired specialty: 60%
- Gaps in medical education: 58%
- Class ranking/quartile: 58%
- Honors in clinical clerkships: 64%
- Honors in clerkship in desired specialty: 58%
- Consistency of grades: 60%
- Honors in basic sciences: 54%

*Standardized Test Scores*

- USMLE/COMLEX Step 1 score: 71%
- USMLE/COMLEX Step 2 score: 55%
- USMLE/COMLEX Step 3 score *: 22%

*U.S. Allopathic Graduates*

- Graduate of U.S. allopathic medical school: 55%
- Graduate of highly regarded U.S. medical school: 47%
- Alpha Omega Alpha (AOA) membership: 51%
- Gold Society membership: 20%

Note: The data were sorted by aggregate totals.

NRMP Program Director Survey Results, 2010
Figure A-1: Anesthesiology Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

Other Factors

Note: The data were sorted by aggregate totals.

NRMP Program Director Survey Results, 2010
**Figure A-2**

Anesthesiology

Mean Importance Ratings* of Factors in Ranking Applicants

*Medical School Performance and Test Scores*

1. **Letters of Recommendation**
   - Letters of recommendation in the specialty: 4.2

2. **Medical School Performance**
   - Grades in clerkship in desired specialty: 4.4
   - Honors in clerkship in desired specialty: 4.3
   - Gaps in medical education: 4.2
   - Grades in required clerkships: 4.3
   - Class ranking/quartile: 4.4
   - Honors in clinical clerkships: 4.2
   - Medical Student Performance Evaluation (MSPE/Dean's Letter): 4.2
   - Consistency of grades: 4.1
   - Honors in basic sciences: 3.7

3. **Standardized Test Scores**
   - USMLE/COMLEX Step 1 score: 4.2
   - USMLE/COMLEX Step 2 score: 4.2
   - USMLE/COMLEX Step 3 score: 3.1

4. **U.S. Allopathic Graduates**
   - Graduate of U.S. allopathic medical school: 4.2
   - Graduate of highly regarded U.S. medical school: 3.7
   - Alpha Omega Alpha (AOA) membership: 3.9
   - Gold Society membership: 2.9

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

Note: Items are presented in descending order based on mean ratings of factors of all programs. The data were sorted by aggregate totals.
Figure A-2
Anesthesiology
Mean Importance Ratings* of Factors in Ranking Applicants

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

Note: Items are presented in descending order based on mean ratings of factors of all programs. The data were sorted by aggregate totals.

Residency Interview
Interactions with faculty during interview and visit 4.7
Interpersonal skills 4.7
Interactions with housestaff during interview and visit 4.5
Feedback from current residents 4.4
Evidence of professionalism and ethics 4.6
Perceived commitment to specialty 4.3
Leadership qualities 4.2
Perceived interest in program 3.8

Miscellaneous Applicant Considerations
Applicant was flagged with Match violation by the NRMP 4.9
Visa status 3.8
Fluency in language spoken by your patient population 3.1

Personal Knowledge of Applicant
Personal prior knowledge of the applicant 3.9
Audition elective/rotation within your department 3.7
Away rotation in your specialty at another institution 2.5

Personal Statement
Personal Statement 3.4
Other life experience 3.3
Volunteer/extracurricular experiences 3.0

Research
Demonstrated involvement and interest in research 3.3
Interest in academic career 3.0

Post Interview Contact
Other post-interview contact 2.7
Second interview/visit 2.6

NRMP Program Director Survey Results, 2010
Figure A-3  Anesthesiology
Percentage of Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

**USMLE Step 1 Score**

<table>
<thead>
<tr>
<th>Scores Required?</th>
<th>If Required, Do You Consider Applicants Who Fail Their Exam On The 1st Attempt?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, pass only</td>
<td>15%</td>
</tr>
<tr>
<td>Yes, target score</td>
<td>85%</td>
</tr>
<tr>
<td>No</td>
<td>0%</td>
</tr>
<tr>
<td>Never</td>
<td>0%</td>
</tr>
<tr>
<td>Seldom</td>
<td>28%</td>
</tr>
<tr>
<td>Often</td>
<td>72%</td>
</tr>
</tbody>
</table>

**USMLE Step 2 (CK) Score**

<table>
<thead>
<tr>
<th>Scores Required?</th>
<th>If Required, Do You Consider Applicants Who Fail Their Exam On The 1st Attempt?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, pass only</td>
<td>17%</td>
</tr>
<tr>
<td>Yes, target score</td>
<td>56%</td>
</tr>
<tr>
<td>No</td>
<td>27%</td>
</tr>
<tr>
<td>Never</td>
<td>35%</td>
</tr>
<tr>
<td>Seldom</td>
<td>65%</td>
</tr>
<tr>
<td>Often</td>
<td>0%</td>
</tr>
</tbody>
</table>

NRMP Program Director Survey Results, 2010
Average Target USMLE Step 1 and Step 2 (CK) Scores Programs Consider When Granting Interviews

| Average Scores Below Which Programs Generally Do Not Grant Interviews |
|-------------------------|-------------------------|
| Step 1: 208             | Step 2 (CK): 207        |

| Average Scores Above Which Programs Almost Always Grant Interviews |
|-------------------------|-------------------------|
| Step 1: 228             | Step 2 (CK): 227        |

NRMP Program Director Survey Results, 2010
Figure A-5  Anesthesiology Program's Interview Activities

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

- 0%: 15%
- 1-24%: 11%
- 25-49%: 11%
- 50-74%: 26%
- 75-99%: 26%
- 100%: 11%

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

- Number of applications received: 659
- Number of applicants interviewed: 107
- Number of applicants ranked: 89
- Number of positions in the Match: 8

Average Percentage of Applications Rejected and Reviewed

- Percentage of applications rejected: 51%
- Percentage of applications receiving an indepth review: 45%
Dermatology
Figure D-1
Dermatology
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview
Medical School Performance and Test Scores

Letters of Recommendation
- Letters of recommendation in the specialty: 77%

Medical School Performance
- Grades in required clerkships: 65%
- Medical Student Performance Evaluation (MSPE/Dean's Letter): 71%
- Grades in clerkship in desired specialty: 63%
- Gaps in medical education: 52%
- Class ranking/quartile: 63%
- Honors in clinical clerkships: 65%
- Honors in clerkship in desired specialty: 65%
- Consistency of grades: 60%
- Honors in basic sciences: 50%

Standardized Test Scores
- USMLE/COMLEX Step 1 score: 62%
- USMLE/COMLEX Step 2 score: 44%
- USMLE/COMLEX Step 3 score: 29%

U.S. Allopathic Graduates
- Graduate of U.S. allopathic medical school: 60%
- Graduate of highly regarded U.S. medical school: 54%
- Alpha Omega Alpha (AOA) membership: 52%
- Gold Society membership: 17%

Note: The data were sorted by aggregate totals.
Figure D-1 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>73%</td>
</tr>
<tr>
<td>Volunteer/extracurricular experiences</td>
<td>67%</td>
</tr>
<tr>
<td>Applicant was flagged with Match violation by the NRMP</td>
<td>42%</td>
</tr>
<tr>
<td>Other life experience</td>
<td>67%</td>
</tr>
<tr>
<td>Visa status</td>
<td>37%</td>
</tr>
<tr>
<td>Fluency in language spoken by your patient population</td>
<td>35%</td>
</tr>
<tr>
<td>Personal prior knowledge of the applicant</td>
<td>67%</td>
</tr>
<tr>
<td>Perceived commitment to specialty</td>
<td>65%</td>
</tr>
<tr>
<td>Audition elective/rotation within your department</td>
<td>60%</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>Demonstrated involvement and interest in research</td>
<td>62%</td>
</tr>
<tr>
<td>Interest in academic career</td>
<td>60%</td>
</tr>
</tbody>
</table>

Note: The data were sorted by aggregate totals.
**Figure D-2** Dermatology
Mean Importance Ratings* of Factors in Ranking Applicants
*Medical School Performance and Test Scores*

<table>
<thead>
<tr>
<th>Category</th>
<th>Factor</th>
<th>Rating</th>
</tr>
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<tbody>
<tr>
<td><strong>Letters of Recommendation</strong></td>
<td>Letters of recommendation in the specialty</td>
<td>4.6</td>
</tr>
<tr>
<td><strong>Medical School Performance</strong></td>
<td>Grades in clerkship in desired specialty</td>
<td>4.5</td>
</tr>
<tr>
<td></td>
<td>Honors in clerkship in desired specialty</td>
<td>4.4</td>
</tr>
<tr>
<td></td>
<td>Gaps in medical education</td>
<td>3.7</td>
</tr>
<tr>
<td></td>
<td>Grades in required clerkships</td>
<td>4.1</td>
</tr>
<tr>
<td></td>
<td>Class ranking/quartile</td>
<td>4.1</td>
</tr>
<tr>
<td></td>
<td>Honors in clinical clerkships</td>
<td>4.1</td>
</tr>
<tr>
<td></td>
<td>Medical Student Performance Evaluation</td>
<td>3.7</td>
</tr>
<tr>
<td></td>
<td>Consistency of grades</td>
<td>4.0</td>
</tr>
<tr>
<td></td>
<td>Honors in basic sciences</td>
<td>3.2</td>
</tr>
<tr>
<td><strong>Standardized Test Scores</strong></td>
<td>USMLE/COMLEX Step 1 score</td>
<td>4.1</td>
</tr>
<tr>
<td></td>
<td>USMLE/COMLEX Step 2 score</td>
<td>3.8</td>
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<tr>
<td></td>
<td>USMLE/COMLEX Step 3 score</td>
<td>3.3</td>
</tr>
<tr>
<td><strong>U.S. Allopathic Graduates</strong></td>
<td>Graduate of U.S. allopathic medical school</td>
<td>4.4</td>
</tr>
<tr>
<td></td>
<td>Graduate of highly regarded U.S. medical school</td>
<td>3.7</td>
</tr>
<tr>
<td></td>
<td>Alpha Omega Alpha (AOA) membership</td>
<td>3.6</td>
</tr>
<tr>
<td></td>
<td>Gold Society membership</td>
<td>3.0</td>
</tr>
</tbody>
</table>

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

Note: Items are presented in descending order based on mean ratings of factors of all programs. The data were sorted by aggregate totals.
Figure D-2  Dermatology
Mean Importance Ratings* of Factors in Ranking Applicants
Other Factors

<table>
<thead>
<tr>
<th>Residency Interview</th>
<th>4.9</th>
</tr>
</thead>
<tbody>
<tr>
<td>Interactions with faculty during interview and visit</td>
<td>4.8</td>
</tr>
<tr>
<td>Interpersonal skills</td>
<td>4.7</td>
</tr>
<tr>
<td>Interactions with housestaff during interview and visit</td>
<td>4.6</td>
</tr>
<tr>
<td>Feedback from current residents</td>
<td>4.7</td>
</tr>
<tr>
<td>Evidence of professionalism and ethics</td>
<td>4.4</td>
</tr>
<tr>
<td>Perceived commitment to specialty</td>
<td>4.5</td>
</tr>
<tr>
<td>Leadership qualities</td>
<td>4.2</td>
</tr>
<tr>
<td>Perceived interest in program</td>
<td>4.7</td>
</tr>
<tr>
<td>Applicant was flagged with Match violation by the NRMP</td>
<td>3.8</td>
</tr>
<tr>
<td>Visa status</td>
<td>3.0</td>
</tr>
<tr>
<td>Fluency in language spoken by your patient population</td>
<td>2.9</td>
</tr>
<tr>
<td>Personal Knowledge of Applicant</td>
<td>3.9</td>
</tr>
<tr>
<td>Personal prior knowledge of the applicant</td>
<td>3.9</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>3.9</td>
</tr>
<tr>
<td>Personal Statement</td>
<td>3.5</td>
</tr>
<tr>
<td>Personal Statement</td>
<td>3.5</td>
</tr>
<tr>
<td>Other life experience</td>
<td>3.5</td>
</tr>
<tr>
<td>Volunteer/extracurricular experiences</td>
<td>3.5</td>
</tr>
<tr>
<td>Research</td>
<td>3.5</td>
</tr>
<tr>
<td>Demonstrated involvement and interest in research</td>
<td>3.5</td>
</tr>
<tr>
<td>Interest in academic career</td>
<td>3.5</td>
</tr>
<tr>
<td>Post Interview Contact</td>
<td>3.5</td>
</tr>
<tr>
<td>Other post-interview contact</td>
<td>3.5</td>
</tr>
<tr>
<td>Second interview/visit</td>
<td>3.5</td>
</tr>
</tbody>
</table>

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

Note: Items are presented in descending order based on mean ratings of factors of all programs. The data were sorted by aggregate totals.
Figure D-3  Dermatology
Percentage of Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

USMLE Step 1 Score

Scores Required?

<table>
<thead>
<tr>
<th>Scores Required</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, pass only</td>
<td>10%</td>
</tr>
<tr>
<td>Yes, target score</td>
<td>90%</td>
</tr>
<tr>
<td>No</td>
<td>0%</td>
</tr>
</tbody>
</table>

If Required, Do You Consider Applicants Who Fail Their Exam On The 1st Attempt?

<table>
<thead>
<tr>
<th>If Required</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td>53%</td>
</tr>
<tr>
<td>Seldom</td>
<td>43%</td>
</tr>
<tr>
<td>Often</td>
<td>4%</td>
</tr>
</tbody>
</table>

USMLE Step 2 (CK) Score

Scores Required?

<table>
<thead>
<tr>
<th>Scores Required</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, pass only</td>
<td>20%</td>
</tr>
<tr>
<td>Yes, target score</td>
<td>51%</td>
</tr>
<tr>
<td>No</td>
<td>29%</td>
</tr>
</tbody>
</table>

If Required, Do You Consider Applicants Who Fail Their Exam On The 1st Attempt?

<table>
<thead>
<tr>
<th>If Required</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td>67%</td>
</tr>
<tr>
<td>Seldom</td>
<td>31%</td>
</tr>
<tr>
<td>Often</td>
<td>3%</td>
</tr>
</tbody>
</table>

NRMP Program Director Survey Results, 2010
Figure D-4 Dermatology
Average Target USMLE Step 1 and Step 2 (CK) Scores Programs Consider When Granting Interviews

Average Scores Below Which Programs Generally Do Not Grant Interviews

Average Scores Above Which Programs Almost Always Grant Interviews

NRMP Program Director Survey Results, 2010
Figure D-5: Dermatology Program’s Interview Activities

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

- 0% of Programs
- 78% of Programs
- 6% of Programs
- 2% of Programs
- 6% of Programs
- 0% of Programs
- 8% of Programs

Percent of Interview Slots

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

Percentage of applications rejected: 44%
Percentage of applications receiving an in-depth review: 54%

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

- Number of applications received: 409
- Number of applicants interviewed: 33
- Number of applicants ranked: 25
- Number of positions in the Match: 3

Average Percentage of Applications Rejected and Reviewed

- Percentage of applications rejected: 44%
- Percentage of applications receiving an in-depth review: 54%
Diagnostic Radiology
Figure RD-1
Diagnostic Radiology
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>Letters of Recommendation in the specialty</td>
<td>65%</td>
</tr>
<tr>
<td>Grades in required clerkships</td>
<td>67%</td>
</tr>
<tr>
<td>Medical Student Performance Evaluation (MSPE/Dean’s Letter)</td>
<td>67%</td>
</tr>
<tr>
<td>Grades in clerkship in desired specialty</td>
<td>59%</td>
</tr>
<tr>
<td>Gaps in medical education</td>
<td>59%</td>
</tr>
<tr>
<td>Class ranking/quartile</td>
<td>71%</td>
</tr>
<tr>
<td>Honors in clinical clerkships</td>
<td>62%</td>
</tr>
<tr>
<td>Honors in clerkship in desired specialty</td>
<td>54%</td>
</tr>
<tr>
<td>Consistency of grades</td>
<td>59%</td>
</tr>
<tr>
<td>Honors in basic sciences</td>
<td>52%</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 1 score</td>
<td>69%</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 2 score</td>
<td>42%</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 3 score *</td>
<td>17%</td>
</tr>
<tr>
<td>Graduate of U.S. allopathic medical school</td>
<td>58%</td>
</tr>
<tr>
<td>Graduate of highly regarded U.S. medical school</td>
<td>44%</td>
</tr>
<tr>
<td>Alpha Omega Alpha (AOA) membership</td>
<td>56%</td>
</tr>
<tr>
<td>Gold Society membership</td>
<td>16%</td>
</tr>
</tbody>
</table>

Note: The data were sorted by aggregate totals.
<table>
<thead>
<tr>
<th>Factor</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personal Statement</td>
<td>71%</td>
</tr>
<tr>
<td>Volunteer/extracurricular experiences</td>
<td>56%</td>
</tr>
<tr>
<td>Applicant was flagged with Match violation by the NRMP</td>
<td>54%</td>
</tr>
<tr>
<td>Other life experience</td>
<td>56%</td>
</tr>
<tr>
<td>Visa status</td>
<td>39%</td>
</tr>
<tr>
<td>Fluency in language spoken by your patient population</td>
<td>24%</td>
</tr>
<tr>
<td>Personal prior knowledge of the applicant</td>
<td>56%</td>
</tr>
<tr>
<td>Perceived commitment to specialty</td>
<td>48%</td>
</tr>
<tr>
<td>Audition elective/rotation within your department</td>
<td>52%</td>
</tr>
<tr>
<td>Perceived interest in program</td>
<td>56%</td>
</tr>
<tr>
<td>Away rotation in your specialty at another institution</td>
<td>18%</td>
</tr>
<tr>
<td>Demonstrated involvement and interest in research</td>
<td>53%</td>
</tr>
<tr>
<td>Interest in academic career</td>
<td>33%</td>
</tr>
</tbody>
</table>

Note: The data were sorted by aggregate totals.
Mean Importance Ratings* of Factors in Ranking Applicants

Medical School Performance and Test Scores

Letters of Recommendation
- Letters of recommendation in the specialty: 3.9

Medical School Performance
- Grades in clerkship in desired specialty: 3.7
- Honors in clerkship in desired specialty: 3.9
- Gaps in medical education: 4.1
- Grades in required clerkships: 4.2
- Class ranking/quartile: 4.3
- Honors in clinical clerkships: 4.2
- Medical Student Performance Evaluation (MSPE/Dean's Letter): 4.2
- Consistency of grades: 4.1
- Honors in basic sciences: 3.5

Standardized Test Scores
- USMLE/COMLEX Step 1 score: 4.3
- USMLE/COMLEX Step 2 score: 3.8
- USMLE/COMLEX Step 3 score: 3.1

U.S. Allopathic Graduates
- Graduate of U.S. allopathic medical school: 4.2
- Graduate of highly regarded U.S. medical school: 3.6
- Alpha Omega Alpha (AOA) membership: 3.9
- Gold Society membership: 2.6

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

Note: Items are presented in descending order based on mean ratings of factors of all programs. The data were sorted by aggregate totals.
### Mean Importance Ratings* of Factors in Ranking Applicants

<table>
<thead>
<tr>
<th>Factor</th>
<th>NRMP Program Director Survey Results, 2010</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Post Interview Contact</strong></td>
<td></td>
</tr>
<tr>
<td>Interactions with faculty during interview and visit</td>
<td>4.8</td>
</tr>
<tr>
<td>Interpersonal skills</td>
<td>4.6</td>
</tr>
<tr>
<td>Interactions with housestaff during interview and visit</td>
<td>4.7</td>
</tr>
<tr>
<td>Feedback from current residents</td>
<td>4.6</td>
</tr>
<tr>
<td>Evidence of professionalism and ethics</td>
<td>4.4</td>
</tr>
<tr>
<td>Perceived commitment to specialty</td>
<td>4.2</td>
</tr>
<tr>
<td>Leadership qualities</td>
<td>4.0</td>
</tr>
<tr>
<td>Perceived interest in program</td>
<td>3.9</td>
</tr>
<tr>
<td>Applicant was flagged with Match violation by the NRMP</td>
<td>4.8</td>
</tr>
<tr>
<td>Visa status</td>
<td>3.9</td>
</tr>
<tr>
<td>Fluency in language spoken by your patient population</td>
<td>2.8</td>
</tr>
<tr>
<td><strong>Personal Knowledge of Applicant</strong></td>
<td></td>
</tr>
<tr>
<td>Personal prior knowledge of the applicant</td>
<td>4.0</td>
</tr>
<tr>
<td>Audition elective/rotation within your department</td>
<td>3.6</td>
</tr>
<tr>
<td>Away rotation in your specialty at another institution</td>
<td>2.5</td>
</tr>
<tr>
<td><strong>Personal Statement</strong></td>
<td></td>
</tr>
<tr>
<td>Personal Statement</td>
<td>3.2</td>
</tr>
<tr>
<td>Other life experience</td>
<td>3.2</td>
</tr>
<tr>
<td>Volunteer/extracurricular experiences</td>
<td>2.8</td>
</tr>
<tr>
<td><strong>Research</strong></td>
<td></td>
</tr>
<tr>
<td>Demonstrated involvement and interest in research</td>
<td>3.4</td>
</tr>
<tr>
<td>Interest in academic career</td>
<td>2.9</td>
</tr>
<tr>
<td><strong>Miscellaneous Applicant Considerations</strong></td>
<td></td>
</tr>
<tr>
<td>Applicant was flagged with Match violation by the NRMP</td>
<td>4.8</td>
</tr>
<tr>
<td>Visa status</td>
<td>3.9</td>
</tr>
<tr>
<td>Fluency in language spoken by your patient population</td>
<td>2.8</td>
</tr>
</tbody>
</table>

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

Note: Items are presented in descending order based on mean ratings of factors of all programs. The data were sorted by aggregate totals.
Figure RD-3 Diagnostic Radiology
Percentage of Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

**USMLE Step 1 Score**

Scores Required?

If Required, Do You Consider Applicants Who Fail Their Exam On The 1st Attempt?

<table>
<thead>
<tr>
<th>Scores Required</th>
<th>USMLE Step 1 Score</th>
<th>If Required, Do You Consider Applicants Who Fail Their Exam On The 1st Attempt</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, pass only</td>
<td>23%</td>
<td>Never: 0% Seldom: 56% Often: 43% 1%</td>
</tr>
<tr>
<td>Yes, target score</td>
<td>77%</td>
<td>No: 1%</td>
</tr>
<tr>
<td>No</td>
<td>0%</td>
<td></td>
</tr>
</tbody>
</table>

**USMLE Step 2 (CK) Score**

Scores Required?

If Required, Do You Consider Applicants Who Fail Their Exam On The 1st Attempt?

<table>
<thead>
<tr>
<th>Scores Required</th>
<th>USMLE Step 2 (CK) Score</th>
<th>If Required, Do You Consider Applicants Who Fail Their Exam On The 1st Attempt</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, pass only</td>
<td>21%</td>
<td>Never: 23% Seldom: 77% Often: 0%</td>
</tr>
<tr>
<td>Yes, target score</td>
<td>38%</td>
<td>No: 41%</td>
</tr>
<tr>
<td>No</td>
<td>41%</td>
<td></td>
</tr>
</tbody>
</table>

NRMP Program Director Survey Results, 2010
Average Target USMLE Step 1 and Step 2 (CK) Scores Programs Consider When Granting Interviews

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

- **Step 1:** 218
- **Step 2 (CK):** 214

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

- **Step 1:** 237
- **Step 2 (CK):** 237

NRMP Program Director Survey Results, 2010
Percentage of Program's Interview Slots Extended Prior to the November 1st MSPE/Dean's Letter Release Date

- 0%: 33%
- 1-24%: 13%
- 25-49%: 7%
- 50-74%: 16%
- 75-99%: 21%
- 100%: 10%

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

- Number of applications received: 530
- Number of applicants interviewed: 79
- Number of applicants ranked: 66
- Number of positions in the Match: 5

Average Percentage of Applications Rejected and Reviewed

- Percentage of applications rejected: 47
- Percentage of applications receiving an in-depth review: 51
Emergency Medicine
### Emergency Medicine
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><strong>Letters of Recommendation</strong></td>
<td></td>
</tr>
<tr>
<td>Letters of recommendation in the specialty</td>
<td>90%</td>
</tr>
<tr>
<td><strong>Medical School Performance</strong></td>
<td></td>
</tr>
<tr>
<td>Grades in required clerkships</td>
<td>80%</td>
</tr>
<tr>
<td>Medical Student Performance Evaluation (MSPE/Dean's Letter)</td>
<td>71%</td>
</tr>
<tr>
<td>Grades in clerkship in desired specialty</td>
<td>85%</td>
</tr>
<tr>
<td>Gaps in medical education</td>
<td>69%</td>
</tr>
<tr>
<td>Class ranking/quartile</td>
<td>78%</td>
</tr>
<tr>
<td>Honors in clinical clerkships</td>
<td>79%</td>
</tr>
<tr>
<td>Honors in clerkship in desired specialty</td>
<td>80%</td>
</tr>
<tr>
<td>Consistency of grades</td>
<td>64%</td>
</tr>
<tr>
<td>Honors in basic sciences</td>
<td>48%</td>
</tr>
<tr>
<td><strong>Standardized Test Scores</strong></td>
<td></td>
</tr>
<tr>
<td>USMLE/COMLEX Step 1 score</td>
<td>81%</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 2 score</td>
<td>66%</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 3 score *</td>
<td>26%</td>
</tr>
<tr>
<td><strong>U.S. Allopathic Graduates</strong></td>
<td></td>
</tr>
<tr>
<td>Graduate of U.S. allopathic medical school</td>
<td>65%</td>
</tr>
<tr>
<td>Graduate of highly regarded U.S. medical school</td>
<td>49%</td>
</tr>
<tr>
<td>Alpha Omega Alpha (AOA) membership</td>
<td>54%</td>
</tr>
<tr>
<td>Gold Society membership</td>
<td>20%</td>
</tr>
</tbody>
</table>

*Note: The data were sorted by aggregate totals.*

NRMP Program Director Survey Results, 2010
Figure EM-1
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: 68%
- Volunteer/extracurricular experiences: 60%
- Applicant was flagged with Match violation by the NRMP: 59%
- Other life experience: 61%
- Visa status: 39%
- Fluency in language spoken by your patient population: 35%

Commitment
- Personal prior knowledge of the applicant: 65%
- Perceived commitment to specialty: 63%
- Audition elective/rotation within your department: 64%
- Perceived interest in program: 44%
- Away rotation in your specialty at another institution: 59%

Research
- Demonstrated involvement and interest in research: 55%
- Interest in academic career: 43%

Note: The data were sorted by aggregate totals.
NRMP Program Director Survey Results, 2010
Figure EM-2
Emergency Medicine
Mean Importance Ratings* of Factors in Ranking Applicants
Medical School Performance and Test Scores

Letters of Recommendation
Letters of recommendation in the specialty

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

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

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

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

Note: Items are presented in descending order based on mean ratings of factors of all programs. The data were sorted by aggregate totals.
### Mean Importance Ratings* of Factors in Ranking Applicants

<table>
<thead>
<tr>
<th>Other Factors</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Interactions with faculty during interview and visit</td>
<td>4.8</td>
</tr>
<tr>
<td>Interpersonal skills</td>
<td>4.7</td>
</tr>
<tr>
<td>Interactions with housestaff during interview and visit</td>
<td>4.7</td>
</tr>
<tr>
<td>Feedback from current residents</td>
<td>4.5</td>
</tr>
<tr>
<td>Evidence of professionalism and ethics</td>
<td>4.6</td>
</tr>
<tr>
<td>Perceived commitment to specialty</td>
<td>4.2</td>
</tr>
<tr>
<td>Leadership qualities</td>
<td>4.1</td>
</tr>
<tr>
<td>Perceived interest in program</td>
<td>3.5</td>
</tr>
<tr>
<td>Applicant was flagged with Match violation by the NRMP</td>
<td>4.9</td>
</tr>
<tr>
<td>Visa status</td>
<td>3.3</td>
</tr>
<tr>
<td>Fluency in language spoken by your patient population</td>
<td>3.0</td>
</tr>
<tr>
<td>Personal prior knowledge of the applicant</td>
<td>4.0</td>
</tr>
<tr>
<td>Audition elective/rotation within your department</td>
<td>3.9</td>
</tr>
<tr>
<td>Away rotation in your specialty at another institution</td>
<td>3.8</td>
</tr>
<tr>
<td>Personal Statement</td>
<td>2.7</td>
</tr>
<tr>
<td>Other life experience</td>
<td>3.1</td>
</tr>
<tr>
<td>Volunteer/extracurricular experiences</td>
<td>3.0</td>
</tr>
<tr>
<td>Demonstrated involvement and interest in research</td>
<td>3.1</td>
</tr>
<tr>
<td>Interest in academic career</td>
<td>3.0</td>
</tr>
<tr>
<td>Other post-interview contact</td>
<td>2.6</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).

Note: Items are presented in descending order based on mean ratings of factors of all programs. The data were sorted by aggregate totals.
Figure EM-3
Emergency Medicine
Percentage of Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

**USMLE Step 1 Score**

Scores Required?

- Yes, pass only: 39%
- Yes, target score: 58%
- No: 3%

If Required, Do You Consider Applicants Who Fail Their Exam On The 1st Attempt?

- Never: 16%
- Seldom: 74%
- Often: 10%

**USMLE Step 2 (CK) Score**

Scores Required?

- Yes, pass only: 25%
- Yes, target score: 37%
- No: 37%

If Required, Do You Consider Applicants Who Fail Their Exam On The 1st Attempt?

- Never: 35%
- Seldom: 62%
- Often: 3%

NRMP Program Director Survey Results, 2010
Figure EM-4  Emergency Medicine
Average Target USMLE Step 1 and Step 2 (CK) Scores Programs Consider When Granting Interviews

Average Scores Below Which Programs Generally Do Not Grant Interviews

Average Scores Above Which Programs Almost Always Grant Interviews

NRMP Program Director Survey Results, 2010
Figure EM-5  
Emergency Medicine Program's Interview Activities

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

<table>
<thead>
<tr>
<th>Percent of Interview Slots</th>
<th>Percent of Programs</th>
</tr>
</thead>
<tbody>
<tr>
<td>0%</td>
<td>20%</td>
</tr>
<tr>
<td>1-24%</td>
<td>18%</td>
</tr>
<tr>
<td>25-49%</td>
<td>19%</td>
</tr>
<tr>
<td>50-74%</td>
<td>25%</td>
</tr>
<tr>
<td>75-99%</td>
<td>19%</td>
</tr>
<tr>
<td>100%</td>
<td>0%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Means</th>
</tr>
</thead>
<tbody>
<tr>
<td>580</td>
</tr>
</tbody>
</table>

| Number of applications received | 122 |
| Number of applicants interviewed | 109 |
| Number of applicants ranked | 11  |

Average Percentage of Applications Rejected and Reviewed

<table>
<thead>
<tr>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>40</td>
</tr>
<tr>
<td>59</td>
</tr>
</tbody>
</table>

NRMP Program Director Survey Results, 2010
Family Medicine
Figure FM-1

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

Medical School Performance and Test Scores

Letters of Recommendation
- Letters of recommendation in the specialty: 70%

Medical School Performance
- Grades in required clerkships: 56%
- Medical Student Performance Evaluation (MSPE/Dean's Letter): 56%
- Grades in clerkship in desired specialty: 50%
- Gaps in medical education: 66%
- Class ranking/quartile: 47%
- Honors in clinical clerkships: 39%
- Honors in clerkship in desired specialty: 37%
- Consistency of grades: 47%
- Honors in basic sciences: 29%

Standardized Test Scores
- USMLE/COMLEX Step 1 score: 75%
- USMLE/COMLEX Step 2 score: 72%
- USMLE/COMLEX Step 3 score *: 29%

U.S. Allopathic Graduates
- Graduate of U.S. allopathic medical school: 55%
- Graduate of highly regarded U.S. medical school: 35%
- Alpha Omega Alpha (AOA) membership: 21%
- Gold Society membership: 11%

Note: The data were sorted by aggregate totals.
Figure FM-1
Family Medicine
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview
Other Factors

Personal Statement
- Personal Statement: 76%
- Volunteer/extracurricular experiences: 56%
- Applicant was flagged with Match violation by the NRMP: 57%
- Other life experience: 50%
- Visa status: 48%
- Fluency in language spoken by your patient population: 36%

Commitment
- Personal prior knowledge of the applicant: 57%
- Perceived commitment to specialty: 60%
- Audition elective/rotation within your department: 54%
- Perceived interest in program: 50%
- Away rotation in your specialty at another institution: 15%

Research
- Demonstrated involvement and interest in research: 15%
- Interest in academic career: 10%

Note: The data were sorted by aggregate totals.

NRMP Program Director Survey Results, 2010
Mean Importance Ratings* of Factors in Ranking Applicants

Medical School Performance and Test Scores

Letters of Recommendation

1. Letters of recommendation in the specialty
   - Rating: 4.1

Medical School Performance

1. Grades in clerkship in desired specialty
   - Rating: 3.9
2. Honors in clerkship in desired specialty
   - Rating: 3.7
3. Gaps in medical education
   - Rating: 4.3
4. Grades in required clerkships
   - Rating: 3.8
5. Class ranking/quartile
   - Rating: 3.6
6. Honors in clinical clerkships
   - Rating: 3.6
7. Medical Student Performance Evaluation (MSPE/Dean's Letter)
   - Rating: 4.0
8. Consistency of grades
   - Rating: 3.7
9. Honors in basic sciences
   - Rating: 2.8

Standardized Test Scores

1. USMLE/COMLEX Step 1 score
   - Rating: 3.9
2. USMLE/COMLEX Step 2 score
   - Rating: 4.1
3. USMLE/COMLEX Step 3 score
   - Rating: 3.3

U.S. Allopathic Graduates

1. Graduate of U.S. allopathic medical school
   - Rating: 4.1
2. Graduate of highly regarded U.S. medical school
   - Rating: 3.4
3. Alpha Omega Alpha (AOA) membership
   - Rating: 2.9
4. Gold Society membership
   - Rating: 2.6

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

Note: Items are presented in descending order based on mean ratings of factors of all programs. The data were sorted by aggregate totals.
Mean Importance Ratings* of Factors in Ranking Applicants

**Residency Interview**
- Interactions with faculty during interview and visit: 4.8
- Interpersonal skills: 4.7
- Interactions with housestaff during interview and visit: 4.8
- Feedback from current residents: 4.7
- Evidence of professionalism and ethics: 4.5
- Perceived commitment to specialty: 4.5
- Leadership qualities: 3.9
- Perceived interest in program: 3.9

**Miscellaneous Applicant Considerations**
- Applicant was flagged with Match violation by the NRMP: 4.8
- Visa status: 4.0
- Fluency in language spoken by your patient population: 3.7

**Personal Knowledge of Applicant**
- Personal prior knowledge of the applicant: 4.0
- Audition elective/rotation within your department: 4.0
- Away rotation in your specialty at another institution: 2.4

**Personal Statement**
- Personal Statement: 4.0
- Other life experience: 3.3
- Volunteer/extracurricular experiences: 3.4

**Research**
- Demonstrated involvement and interest in research: 2.2
- Interest in academic career: 2.2

**Post Interview Contact**
- Other post-interview contact: 3.5
- Second interview/visit: 3.4

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

Note: Items are presented in descending order based on mean ratings of factors of all programs. The data were sorted by aggregate totals.
Figure FM-3

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

USMLE Step 1 Score

Scores Required?

- Yes, pass only: 63%
- Yes, target score: 35%
- No: 1%

If Required, Do You Consider Applicants Who Fail Their Exam On The 1st Attempt?

- Never: 3%
- Seldom: 46%
- Often: 51%

USMLE Step 2 (CK) Score

Scores Required?

- Yes, pass only: 55%
- Yes, target score: 36%
- No: 9%

If Required, Do You Consider Applicants Who Fail Their Exam On The 1st Attempt?

- Never: 7%
- Seldom: 56%
- Often: 37%

NRMP Program Director Survey Results, 2010
Family Medicine

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

NRMP Program Director Survey Results, 2010
Family Medicine
Program's Interview Activities

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

- 17% for 0%
- 19% for 1-24%
- 14% for 25-49%
- 20% for 50-74%
- 26% for 75-99%
- 4% for 100%

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

- Number of applications received: 890
- Number of applicants interviewed: 68
- Number of applicants ranked: 44
- Number of positions in the Match: 6

Average Percentage of Applications Rejected and Reviewed

- Percentage of applications rejected: 68
- Percentage of applications receiving an indepth review: 33

NRMP Program Director Survey Results, 2010
General Surgery
Figure GS-1
General Surgery
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview
Medical School Performance and Test Scores

Note: The data were sorted by aggregate totals.

NRMP Program Director Survey Results, 2010
Figure GS-1
General Surgery
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview
Other Factors

Note: The data were sorted by aggregate totals.

NRMP Program Director Survey Results, 2010
52
### Mean Importance Ratings of Factors in Ranking Applicants

#### Medical School Performance
- **Letters of recommendation in the specialty**: 4.6
- **Grades in clerkship in desired specialty**: 4.4
- **Honors in clerkship in desired specialty**: 4.4
- **Gaps in medical education**: 4.2
- **Grades in required clerkships**: 4.1
- **Class ranking/quartile**: 4.2
- **Honors in clinical clerkships**: 4.1
- **Medical Student Performance Evaluation (MSPE/Dean’s Letter)**: 3.7
- **Consistency of grades**: 4.0
- **Honors in basic sciences**: 3.5

#### Standardized Test Scores
- **USMLE/COMLEX Step 1 score**: 4.5
- **USMLE/COMLEX Step 2 score**: 4.3
- **USMLE/COMLEX Step 3 score**: 3.4

#### U.S. Allopathic Graduates
- **Graduate of U.S. allopathic medical school**: 4.4
- **Graduate of highly regarded U.S. medical school**: 3.8
- **Alpha Omega Alpha (AOA) membership**: 4.0
- **Gold Society membership**: 3.0

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

Note: Items are presented in descending order based on mean ratings of factors of all programs. The data were sorted by aggregate totals.
## Mean Importance Ratings* of Factors in Ranking Applicants

<table>
<thead>
<tr>
<th>Factors</th>
<th>Rating</th>
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<tbody>
<tr>
<td>Interactions with faculty during interview and visit</td>
<td>4.7</td>
</tr>
<tr>
<td>Interpersonal skills</td>
<td>4.6</td>
</tr>
<tr>
<td>Interactions with housestaff during interview and visit</td>
<td>4.6</td>
</tr>
<tr>
<td>Feedback from current residents</td>
<td>4.6</td>
</tr>
<tr>
<td>Evidence of professionalism and ethics</td>
<td>4.4</td>
</tr>
<tr>
<td>Perceived commitment to specialty</td>
<td>4.3</td>
</tr>
<tr>
<td>Leadership qualities</td>
<td>4.3</td>
</tr>
<tr>
<td>Perceived interest in program</td>
<td>4.0</td>
</tr>
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</table>

### Special Considerations

<table>
<thead>
<tr>
<th>Factor</th>
<th>Rating</th>
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</thead>
<tbody>
<tr>
<td>Applicant was flagged with Match violation by the NRMP</td>
<td>4.7</td>
</tr>
<tr>
<td>Visa status</td>
<td>3.8</td>
</tr>
<tr>
<td>Fluency in language spoken by your patient population</td>
<td>3.3</td>
</tr>
</tbody>
</table>

### Personal Knowledge of Applicant

<table>
<thead>
<tr>
<th>Factor</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personal prior knowledge of the applicant</td>
<td>4.0</td>
</tr>
<tr>
<td>Audition elective/rotation within your department</td>
<td>3.7</td>
</tr>
<tr>
<td>Away rotation in your specialty at another institution</td>
<td>2.5</td>
</tr>
</tbody>
</table>

### Personal Statement

<table>
<thead>
<tr>
<th>Factor</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personal Statement</td>
<td>3.3</td>
</tr>
<tr>
<td>Other life experience</td>
<td>3.3</td>
</tr>
<tr>
<td>Volunteer/extracurricular experiences</td>
<td>3.1</td>
</tr>
</tbody>
</table>

### Research

<table>
<thead>
<tr>
<th>Factor</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Demonstrated involvement and interest in research</td>
<td>3.5</td>
</tr>
<tr>
<td>Interest in academic career</td>
<td>3.2</td>
</tr>
</tbody>
</table>

### Post Interview Contact

<table>
<thead>
<tr>
<th>Factor</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Other post-interview contact</td>
<td>3.2</td>
</tr>
<tr>
<td>Second interview/visit</td>
<td>3.0</td>
</tr>
</tbody>
</table>

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

Note: Items are presented in descending order based on mean ratings of factors of all programs. The data were sorted by aggregate totals.

NRMP Program Director Survey Results, 2010
Percentage of Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

**USMLE Step 1 Score**

Scores Required?

- Yes, pass only: 22%
- Yes, target score: 78%
- No: 1%

If Required, Do You Consider Applicants Who Fail Their Exam On The 1st Attempt?

- Never: 45%
- Seldom: 53%
- Often: 2%

**USMLE Step 2 (CK) Score**

Scores Required?

- Yes, pass only: 26%
- Yes, target score: 59%
- No: 15%

If Required, Do You Consider Applicants Who Fail Their Exam On The 1st Attempt?

- Never: 48%
- Seldom: 51%
- Often: 1%
General Surgery
Average Target USMLE Step 1 and Step 2 (CK) Scores Programs Consider When Granting Interviews

Average Scores Below Which Programs Generally Do Not Grant Interviews

- Step 1: 208
- Step 2 (CK): 207

Average Scores Above Which Programs Almost Always Grant Interviews

- Step 1: 223
- Step 2 (CK): 222

NRMP Program Director Survey Results, 2010
Figure GS-5  General Surgery Program’s Interview Activities

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

- 0%: 24%
- 1-24%: 9%
- 25-49%: 16%
- 50-74%: 13%
- 75-99%: 24%
- 100%: 15%

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

- Number of applications received: 532
- Number of applicants interviewed: 60
- Number of applicants ranked: 45
- Number of positions in the Match: 5

**Average Percentage of Applications Rejected and Reviewed**

- Percentage of applications rejected: 57%
- Percentage of applications receiving an in-depth review: 42%
Internal Medicine
Figure IM-1

Internal Medicine

Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

Medical School Performance and Test Scores

- **Letters of Recommendation**
  - Letters of recommendation in the specialty: 60%

- **Medical School Performance**
  - Grades in required clerkships: 62%
  - Medical Student Performance Evaluation (MSPE/Dean’s Letter): 65%
  - Grades in clerkship in desired specialty: 55%
  - Gaps in medical education: 61%
  - Class ranking/quartile: 59%
  - Honors in clinical clerkships: 52%
  - Honors in clerkship in desired specialty: 50%
  - Consistency of grades: 47%
  - Honors in basic sciences: 36%

- **Standardized Test Scores**
  - USMLE/COMLEX Step 1 score: 68%
  - USMLE/COMLEX Step 2 score: 62%
  - USMLE/COMLEX Step 3 score *: 25%

- **U.S. Allopathic Graduates**
  - Graduate of U.S. allopathic medical school: 54%
  - Graduate of highly regarded U.S. medical school: 42%
  - Alpha Omega Alpha (AOA) membership: 40%
  - Gold Society membership: 19%

Note: The data were sorted by aggregate totals.
Figure IM-1
Internal Medicine
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

Other Factors

Note: The data were sorted by aggregate totals.
Figure IM-2

Internal Medicine

Mean Importance Ratings* of Factors in Ranking Applicants

Medical School Performance and Test Scores

Letters of Recommendation
Letters of recommendation in the specialty

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

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

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

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

Note: Items are presented in descending order based on mean ratings of factors of all programs. The data were sorted by aggregate totals.
Figure IM-2
Internal Medicine
Mean Importance Ratings* of Factors in Ranking Applicants
Other Factors

Residency Interview
- Interactions with faculty during interview and visit: 4.5
- Interpersonal skills: 4.6
- Interactions with housestaff during interview and visit: 4.3
- Feedback from current residents: 4.2
- Evidence of professionalism and ethics: 4.5
- Perceived commitment to specialty: 3.8
- Leadership qualities: 3.8
- Perceived interest in program: 3.5

Miscellaneous Applicant Considerations
- Applicant was flagged with Match violation by the NRMP: 4.8
- Visa status: 3.5
- Fluency in language spoken by your patient population: 3.4

Personal Knowledge of Applicant
- Personal prior knowledge of the applicant: 3.9
- Audition elective/rotation within your department: 3.5
- Away rotation in your specialty at another institution: 2.2

Personal Statement
- Personal Statement: 3.0
- Other life experience: 3.0
- Volunteer/extracurricular experiences: 2.8

Research
- Demonstrated involvement and interest in research: 2.8
- Interest in academic career: 2.7

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

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

Note: Items are presented in descending order based on mean ratings of factors of all programs. The data were sorted by aggregate totals.
Figure IM-3 Internal Medicine
Percentage of Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

**USMLE Step 1 Score**

Scores Required?

<table>
<thead>
<tr>
<th>Scores Required</th>
<th>Yes, pass only</th>
<th>Yes, target score</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>36%</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

If Required, Do You Consider Applicants Who Fail Their Exam On The 1st Attempt?

<table>
<thead>
<tr>
<th>If Required</th>
<th>Never</th>
<th>Seldom</th>
<th>Often</th>
</tr>
</thead>
<tbody>
<tr>
<td>21%</td>
<td>68%</td>
<td>10%</td>
<td></td>
</tr>
</tbody>
</table>

**USMLE Step 2 (CK) Score**

Scores Required?

<table>
<thead>
<tr>
<th>Scores Required</th>
<th>Yes, pass only</th>
<th>Yes, target score</th>
<th>No</th>
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<tbody>
<tr>
<td>29%</td>
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<td></td>
<td>17%</td>
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</table>

If Required, Do You Consider Applicants Who Fail Their Exam On The 1st Attempt?

<table>
<thead>
<tr>
<th>If Required</th>
<th>Never</th>
<th>Seldom</th>
<th>Often</th>
</tr>
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<tbody>
<tr>
<td>31%</td>
<td>63%</td>
<td>6%</td>
<td></td>
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</tbody>
</table>

NRMP Program Director Survey Results, 2010 63
Average Target USMLE Step 1 and Step 2 (CK) Scores Programs Consider When Granting Interviews

**NRMP Program Director Survey Results, 2010**

**Figure IM-4**

Average Scores Above Which Programs Almost Always Grant Interviews

<table>
<thead>
<tr>
<th>Step 1</th>
<th>Step 2 (CK)</th>
</tr>
</thead>
<tbody>
<tr>
<td>228</td>
<td>227</td>
</tr>
</tbody>
</table>

Average Scores Below Which Programs Generally Do Not Grant Interviews

<table>
<thead>
<tr>
<th>Step 1</th>
<th>Step 2 (CK)</th>
</tr>
</thead>
<tbody>
<tr>
<td>207</td>
<td>207</td>
</tr>
</tbody>
</table>
Figure IM-5

Internal Medicine
Program’s Interview Activities

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

Percentage of Interview Slots

- 0% 0%
- 1-24% 12%
- 25-49% 11%
- 50-74% 20%
- 75-99% 28%
- 100% 3%

Percent of Programs

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

- Number of applications received: 1,644
- Number of applicants interviewed: 164
- Number of applicants ranked: 121
- Number of positions in the Match: 10

Average Percentage of Applications Rejected and Reviewed

- Percentage of applications rejected: 58%
- Percentage of applications receiving an in-depth review: 40%
Internal Medicine/Pediatrics
Figure IMP-1: Internal Medicine/Pediatrics
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

Note: The data were sorted by aggregate totals.

NRMP Program Director Survey Results, 2010
Figure IMP-1: Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

**Other Factors**

- Personal Statement: 53%
- Volunteer/extracurricular experiences: 51%
- Applicant was flagged with Match violation by the NRMP: 42%
- Other life experience: 47%
- Visa status: 37%
- Fluency in language spoken by your patient population: 30%

**Commitment**

- Personal prior knowledge of the applicant: 49%
- Perceived commitment to specialty: 49%
- Audition elective/rotation within your department: 37%
- Perceived interest in program: 37%
- Away rotation in your specialty at another institution: 7%

**Research**

- Demonstrated involvement and interest in research: 23%
- Interest in academic career: 16%

Note: The data were sorted by aggregate totals.

NRMP Program Director Survey Results, 2010
Mean Importance Ratings* of Factors in Ranking Applicants

**Medical School Performance**
- Grades in clerkship in desired specialty: 4.5
- Honors in clerkship in desired specialty: 4.5
- Gaps in medical education: 3.9
- Grades in required clerkships: 4.1
- Class ranking/quartile: 4.2
- Honors in clinical clerkships: 4.2
- Medical School Performance Evaluation (MSPE/Dean's Letter): 4.2
- Consistency of grades: 3.9

**Letters of Recommendation**
- Letters of recommendation in the specialty: 4.0

**Standardized Test Scores**
- USMLE/COMLEX Step 1 score: 4.0
- USMLE/COMLEX Step 2 score: 4.1
- USMLE/COMLEX Step 3 score: 3.6

**U.S. Allopathic Graduates**
- Graduate of U.S. allopathic medical school: 4.1
- Graduate of highly regarded U.S. medical school: 4.0
- Alpha Omega Alpha (AOA) membership: 3.9
- Gold Society membership: 3.3

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

Note: Items are presented in descending order based on mean ratings of factors of all programs. The data were sorted by aggregate totals.
**Figure IMP-2**

**Internal Medicine/Pediatrics**

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

*Note: Items are presented in descending order based on mean ratings of factors of all programs. The data were sorted by aggregate totals.*

<table>
<thead>
<tr>
<th>Residency Interview</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Interactions with faculty during interview and visit</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>4.8</td>
</tr>
<tr>
<td>Interpersonal skills</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>4.6</td>
</tr>
<tr>
<td>Interactions with housestaff during interview and visit</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>4.8</td>
</tr>
<tr>
<td>Feedback from current residents</td>
<td></td>
<td></td>
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<td></td>
<td>4.7</td>
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<tr>
<td>Evidence of professionalism and ethics</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>4.5</td>
</tr>
<tr>
<td>Perceived commitment to specialty</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>4.3</td>
</tr>
<tr>
<td>Leadership qualities</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>4.1</td>
</tr>
<tr>
<td>Perceived interest in program</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>3.6</td>
</tr>
</tbody>
</table>

**Miscellaneous Applicant Considerations**

| Applicant was flagged with Match violation by the NRMP  |  |   |   |   | 4.9|
| Visa status                                             |   |   |   |   | 3.5|
| Fluency in language spoken by your 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  |   |   |   |   | 2.2|

**Personal Statement**

| Personal Statement                                     |   |   |   |   | 3.1|
| Other life experience                                  |   |   |   |   | 3.3|
| Volunteer/extracurricular experiences                 |   |   |   |   | 3.4|

**Research**

| Demonstrated involvement and interest in research      |   |   |   |   | 2.7|
| Interest in academic career                            |   |   |   |   | 2.8|

**Post Interview Contact**

| Other post-interview contact                            |   |   |   |   | 2.9|
| Second interview/visit                                 |   |   |   |   | 2.7|

---

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

### USMLE Step 1 Score

#### Scores Required?
- Yes, pass only: 49%
- Yes, target score: 51%
- No: 0%

#### If Required, Do You Consider Applicants Who Fail Their Exam On The 1st Attempt?
- Never: 10%
- Seldom: 83%
- Often: 7%

### USMLE Step 2 (CK) Score

#### Scores Required?
- Yes, pass only: 43%
- Yes, target score: 38%
- No: 20%

#### If Required, Do You Consider Applicants Who Fail Their Exam On The 1st Attempt?
- Never: 26%
- Seldom: 71%
- Often: 3%
Average Target USMLE Step 1 and Step 2 (CK) Scores Programs Consider When Granting Interviews

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

- **Step 1:** 203
- **Step 2 (CK):** 200

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

- **Step 1:** 218
- **Step 2 (CK):** 219

NRMP Program Director Survey Results, 2010
Figure IMP-5  Internal Medicine/Pediatrics Program’s Interview Activities

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

<table>
<thead>
<tr>
<th>Percent of Interview Slots</th>
<th>Percent of Programs</th>
</tr>
</thead>
<tbody>
<tr>
<td>0%</td>
<td>10%</td>
</tr>
<tr>
<td>1-24%</td>
<td>17%</td>
</tr>
<tr>
<td>25-49%</td>
<td>10%</td>
</tr>
<tr>
<td>50-74%</td>
<td>26%</td>
</tr>
<tr>
<td>75-99%</td>
<td>38%</td>
</tr>
<tr>
<td>100%</td>
<td>0%</td>
</tr>
</tbody>
</table>

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

Means

- Number of applications received: 250
- Number of applicants interviewed: 56
- Number of applicants ranked: 47
- Number of positions in the Match: 5

Average Percentage of Applications Rejected and Reviewed

- Percentage of applications rejected: 44%
- Percentage of applications receiving an indepth review: 48%
Figure N-1
Neurology
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview
Medical School Performance and Test Scores

Note: The data were sorted by aggregate totals.

NRMP Program Director Survey Results, 2010
Figure N-1
Neurology
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>69%</td>
</tr>
<tr>
<td>Volunteer/extracurricular experiences</td>
<td>46%</td>
</tr>
<tr>
<td>Applicant was flagged with Match violation by the NRMP</td>
<td>49%</td>
</tr>
<tr>
<td>Other life experience</td>
<td>43%</td>
</tr>
<tr>
<td>Visa status</td>
<td>43%</td>
</tr>
<tr>
<td>Fluency in language spoken by your patient population</td>
<td>27%</td>
</tr>
<tr>
<td>Personal prior knowledge of the applicant</td>
<td>63%</td>
</tr>
<tr>
<td>Perceived commitment to specialty</td>
<td>58%</td>
</tr>
<tr>
<td>Audition elective/rotation within your department</td>
<td>52%</td>
</tr>
<tr>
<td>Perceived interest in program</td>
<td>42%</td>
</tr>
<tr>
<td>Away rotation in your specialty at another institution</td>
<td>25%</td>
</tr>
<tr>
<td>Demonstrated involvement and interest in research</td>
<td>43%</td>
</tr>
<tr>
<td>Interest in academic career</td>
<td>31%</td>
</tr>
</tbody>
</table>

Note: The data were sorted by aggregate totals.
Figure N-2  Neurology  
Mean Importance Ratings* of Factors in Ranking Applicants 
Medical School Performance and Test Scores

<table>
<thead>
<tr>
<th>Factor</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Letters of recommendation in the specialty</td>
<td>4.3</td>
</tr>
<tr>
<td>Grades in clerkship in desired specialty</td>
<td>4.3</td>
</tr>
<tr>
<td>Honors in clerkship in desired specialty</td>
<td>4.2</td>
</tr>
<tr>
<td>Gaps in medical education</td>
<td>4.2</td>
</tr>
<tr>
<td>Grades in required clerkships</td>
<td>4.0</td>
</tr>
<tr>
<td>Class ranking/quartile</td>
<td>4.0</td>
</tr>
<tr>
<td>Honors in clinical clerkships</td>
<td>3.9</td>
</tr>
<tr>
<td>Medical Student Performance Evaluation (MSPE/Dean's Letter)</td>
<td>4.2</td>
</tr>
<tr>
<td>Consistency of grades</td>
<td>3.9</td>
</tr>
<tr>
<td>Honors in basic sciences</td>
<td>3.0</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 1 score</td>
<td>4.1</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 2 score</td>
<td>4.1</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 3 score</td>
<td>3.4</td>
</tr>
<tr>
<td>Graduate of U.S. allopathic medical school</td>
<td>4.2</td>
</tr>
<tr>
<td>Graduate of highly regarded U.S. medical school</td>
<td>3.7</td>
</tr>
<tr>
<td>Alpha Omega Alpha (AOA) membership</td>
<td>3.7</td>
</tr>
<tr>
<td>Gold Society membership</td>
<td>2.9</td>
</tr>
</tbody>
</table>

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

Note: Items are presented in descending order based on mean ratings of factors of all programs. The data were sorted by aggregate totals.
Figure N-2
Mean Importance Ratings* of Factors in Ranking Applicants

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

Note: Items are presented in descending order based on mean ratings of factors of all programs. The data were sorted by aggregate totals.
Figure N-3
Neurology
Percentage of Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

USMLE Step 1 Score

Scores Required?

- Yes, pass only: 33%
- Yes, target score: 67%
- No: 0%

If Required, Do You Consider Applicants Who Fail Their Exam On The 1st Attempt?

- Never: 20%
- Seldom: 77%
- Often: 3%

USMLE Step 2 (CK) Score

Scores Required?

- Yes, pass only: 31%
- Yes, target score: 51%
- No: 18%

If Required, Do You Consider Applicants Who Fail Their Exam On The 1st Attempt?

- Never: 27%
- Seldom: 70%
- Often: 3%
Figure N-4 Neurology
Average Target USMLE Step 1 and Step 2 (CK) Scores Programs Consider When Granting Interviews

Average Scores Below Which Programs Generally Do Not Grant Interviews

Average Scores Above Which Programs Almost Always Grant Interviews

Step 1: 202
Step 2 (CK): 203
Step 1: 222
Step 2 (CK): 221

NRMP Program Director Survey Results, 2010
Figure N-5
Neurology Program's Interview Activities

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

Percent of Programs

Percent of Interview Slots

- 0%: 18%
- 1-24%: 9%
- 25-49%: 12%
- 50-74%: 23%
- 75-99%: 31%
- 100%: 6%

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

- Number of applications received: 356
- Number of applicants interviewed: 50
- Number of applicants ranked: 41
- Number of positions in the Match: 4

Average Percentage of Applications Rejected and Reviewed

- Percentage of applications rejected: 53%
- Percentage of applications receiving an in-depth review: 46%

NRMP Program Director Survey Results, 2010
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

**Medical School Performance**
- Grades in required clerkships: 69%
- Medical Student Performance Evaluation (MSPE/Dean's Letter): 55%
- Grades in clerkship in desired specialty: 66%
- Gaps in medical education: 57%
- Class ranking/quartile: 60%
- Honors in clinical clerkships: 61%
- Honors in clerkship in desired specialty: 63%
- Consistency of grades: 49%
- Honors in basic sciences: 44%

**Standardized Test Scores**
- USMLE/COMLEX Step 1 score: 76%
- USMLE/COMLEX Step 2 score: 61%
- USMLE/COMLEX Step 3 score: 19%

**U.S. Allopathic Graduates**
- Graduate of U.S. allopathic medical school: 58%
- Graduate of highly regarded U.S. medical school: 44%
- Alpha Omega Alpha (AOA) membership: 44%
- Gold Society membership: 22%

Note: The data were sorted by aggregate totals.
Figure OG-1 Obstetrics and Gynecology
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

Other Factors

Note: The data were sorted by aggregate totals.

NRMP Program Director Survey Results, 2010
Mean Importance Ratings* of Factors in Ranking Applicants

Medical School Performance and Test Scores

**Letters of Recommendation**
- Letters of recommendation in the specialty: 4.1

**Medical School Performance**
- Grades in clerkship in desired specialty: 4.4
- Honors in clerkship in desired specialty: 4.3
- Gaps in medical education: 4.1
- Grades in required clerkships: 4.2
- Class ranking/quartile: 3.9
- Honors in clinical clerkships: 4.0
- Medical Student Performance Evaluation (MSPE/Dean's Letter): 3.5
- Consistency of grades: 3.8
- Honors in basic sciences: 3.1

**Standardized Test Scores**
- USMLE/COMLEX Step 1 score: 4.2
- USMLE/COMLEX Step 2 score: 3.9
- USMLE/COMLEX Step 3 score: 3.1

**U.S. Allopathic Graduates**
- Graduate of U.S. allopathic medical school: 4.2
- Graduate of highly regarded U.S. medical school: 3.6
- Alpha Omega Alpha (AOA) membership: 3.5
- Gold Society membership: 2.9

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

Note: Items are presented in descending order based on mean ratings of factors of all programs. The data were sorted by aggregate totals.
Figure OG-2 Obstetrics and Gynecology
Mean Importance Ratings* of Factors in Ranking Applicants

Other Factors

Residency Interview
- Interactions with faculty during interview and visit 4.7
- Interpersonal skills 4.7
- Interactions with housestaff during interview and visit 4.7
- Feedback from current residents 4.7
- Evidence of professionalism and ethics 4.6
- Perceived commitment to specialty 4.2
- Leadership qualities 4.3
- Perceived interest in program 3.9

Miscellaneous Applicant Considerations
- Applicant was flagged with Match violation by the NRMP 4.9
- Visa status 3.9
- Fluency in language spoken by your patient population 3.0

Personal Knowledge of Applicant
- Personal prior knowledge of the applicant 3.7
- Audition elective/rotation within your department 3.4
- Away rotation in your specialty at another institution 2.5

Personal Statement
- Personal Statement 3.4
- Other life experience 3.3
- Volunteer/extracurricular experiences 3.1

Research
- Demonstrated involvement and interest in research 3.2
- Interest in academic career 2.8

Post Interview Contact
- Other post-interview contact 3.1
- Second interview/visit 2.6

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

Note: Items are presented in descending order based on mean ratings of factors of all programs. The data were sorted by aggregate totals.
NRMP Program Director Survey Results, 2010
Average Target USMLE Step 1 and Step 2 (CK) Scores Programs Consider When Granting Interviews

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

<table>
<thead>
<tr>
<th>Step 1</th>
<th>Step 2 (CK)</th>
</tr>
</thead>
<tbody>
<tr>
<td>199</td>
<td>201</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Step 1</th>
<th>Step 2 (CK)</th>
</tr>
</thead>
<tbody>
<tr>
<td>216</td>
<td>219</td>
</tr>
</tbody>
</table>
Figure OG-5 Obstetrics and Gynecology Program’s Interview Activities

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

- 13% of programs extended interview slots to 0% of interview slots.
- 7% extended slots to 1-24%.
- 15% extended slots to 25-49%.
- 21% extended slots to 50-74%.
- 29% extended slots to 75-99%.
- 15% extended slots to 100%.

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

- Mean number of applications received: 356
- Number of applicants interviewed: 62
- Number of applicants ranked: 51
- Number of positions in the Match: 5

Average Percentage of Applications Rejected and Reviewed

- Percentage of applications rejected: 52
- Percentage of applications receiving an in-depth review: 48

NRMP Program Director Survey Results, 2010
Figure OS-1
Orthopaedic Surgery
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview
Medical School Performance and Test Scores

Note: The data were sorted by aggregate totals.

NRMP Program Director Survey Results, 2010
Figure OS-1 Orthopaedic Surgery
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

Other Factors

- Personal Statement: 70%
- Volunteer/extracurricular experiences: 54%
- Applicant was flagged with Match violation by the NRMP: 42%
- Other life experience: 49%
- Visa status: 33%
- Fluency in language spoken by your patient population: 17%

Commitment

- Personal prior knowledge of the applicant: 58%
- Perceived commitment to specialty: 43%
- Audition elective/rotation within your department: 59%
- Perceived interest in program: 36%
- Away rotation in your specialty at another institution: 26%

Research

- Demonstrated involvement and interest in research: 61%
- Interest in academic career: 25%

Note: The data were sorted by aggregate totals.
NRMP Program Director Survey Results, 2010
Mean Importance Ratings* of Factors in Ranking Applicants

**Medical School Performance and Test Scores**

- **Letters of Recommendation**
  - Letters of recommendation in the specialty: 4.3

- **Medical School Performance**
  - Grades in clerkship in desired specialty: 4.1
  - Honors in clerkship in desired specialty: 4.3
  - Gaps in medical education: 4.0
  - Grades in required clerkships: 4.2
  - Class ranking/quartile: 4.1
  - Honors in clinical clerkships: 4.5
  - Medical Student Performance Evaluation (MSPE/Dean's Letter): 3.4
  - Consistency of grades: 4.1
  - Honors in basic sciences: 3.7

- **Standardized Test Scores**
  - USMLE/COMLEX Step 1 score: 4.4
  - USMLE/COMLEX Step 2 score: 3.7
  - USMLE/COMLEX Step 3 score: 3.2

- **U.S. Allopathic Graduates**
  - Graduate of U.S. allopathic medical school: 4.5
  - Graduate of highly regarded U.S. medical school: 3.6
  - Alpha Omega Alpha (AOA) membership: 4.0
  - Gold Society membership: 2.5

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

Note: Items are presented in descending order based on mean ratings of factors of all programs. The data were sorted by aggregate totals.
Figure OS-2
Orthopaedic Surgery

Mean Importance Ratings* of Factors in Ranking Applicants

**Other Factors**

<table>
<thead>
<tr>
<th>Factor</th>
<th>Mean Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Interactions with faculty during interview and visit</td>
<td>4.7</td>
</tr>
<tr>
<td>Interpersonal skills</td>
<td>4.7</td>
</tr>
<tr>
<td>Interactions with housestaff during interview and visit</td>
<td>4.6</td>
</tr>
<tr>
<td>Feedback from current residents</td>
<td>4.7</td>
</tr>
<tr>
<td>Evidence of professionalism and ethics</td>
<td>4.6</td>
</tr>
<tr>
<td>Perceived commitment to specialty</td>
<td>4.1</td>
</tr>
<tr>
<td>Leadership qualities</td>
<td>4.3</td>
</tr>
<tr>
<td>Perceived interest in program</td>
<td>3.9</td>
</tr>
<tr>
<td>Applicant was flagged with Match violation by the NRMP</td>
<td>4.8</td>
</tr>
<tr>
<td>Visa status</td>
<td>4.0</td>
</tr>
<tr>
<td>Fluency in language spoken by your patient population</td>
<td>2.9</td>
</tr>
<tr>
<td>Personal prior knowledge of the applicant</td>
<td>4.3</td>
</tr>
<tr>
<td>Audition elective/rotation within your department</td>
<td>4.2</td>
</tr>
<tr>
<td>Away rotation in your specialty at another institution</td>
<td>3.3</td>
</tr>
<tr>
<td>Personal Statement</td>
<td>3.5</td>
</tr>
<tr>
<td>Other life experience</td>
<td>3.5</td>
</tr>
<tr>
<td>Volunteer/extracurricular experiences</td>
<td>3.3</td>
</tr>
<tr>
<td>Demonstrated involvement and interest in research</td>
<td>3.7</td>
</tr>
<tr>
<td>Interest in academic career</td>
<td>3.2</td>
</tr>
<tr>
<td>Other post-interview contact</td>
<td>2.6</td>
</tr>
<tr>
<td>Second interview/visit</td>
<td>2.3</td>
</tr>
</tbody>
</table>

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

Note: Items are presented in descending order based on mean ratings of factors of all programs. The data were sorted by aggregate totals.
Figure OS-3: Orthopaedic Surgery Percentage of Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview.

**USMLE Step 1 Score**

**Scores Required?**
- Yes, pass only: 14%
- Yes, target score: 85%
- No: 2%

**If Required, Do You Consider Applicants Who Fail Their Exam On The 1st Attempt?**
- Never: 52%
- Seldom: 44%
- Often: 3%

**USMLE Step 2 (CK) Score**

**Scores Required?**
- Yes, pass only: 19%
- Yes, target score: 40%
- No: 42%

**If Required, Do You Consider Applicants Who Fail Their Exam On The 1st Attempt?**
- Never: 58%
- Seldom: 39%
- Often: 3%

NRMP Program Director Survey Results, 2010
### Orthopaedic Surgery

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

<table>
<thead>
<tr>
<th></th>
<th>Step 1</th>
<th>Step 2 (CK)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average Scores Above Which Programs Almost Always Grant Interviews</td>
<td>236</td>
<td>237</td>
</tr>
<tr>
<td>Average Scores Below Which Programs Generally Do Not Grant Interviews</td>
<td>217</td>
<td>218</td>
</tr>
</tbody>
</table>

NRMP Program Director Survey Results, 2010
Figure OS-5  Orthopaedic Surgery Program’s Interview Activities

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

- 0% of programs extend slots
- 20% extend slots up to 24%
- 70% extend slots up to 49%
- Remaining categories show lower percentages

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

- Mean number of applications received: 457
- Mean number of applicants interviewed: 58
- Mean number of applicants ranked: 45
- Mean number of positions in the Match: 4

Average Percentage of Applications Rejected and Reviewed

- Mean percentage of applications rejected: 46%
- Mean percentage of applications receiving an in-depth review: 54%
Otolaryngology
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

**Letters of Recommendation**
- Letters of recommendation in the specialty: 71%

**Medical School Performance**
- Grades in required clerkships: 50%
- Medical Student Performance Evaluation (MSPE/Dean's Letter): 39%
- Grades in clerkship in desired specialty: 63%
- Gaps in medical education: 42%
- Class ranking/quartile: 42%
- Honors in clinical clerkships: 58%
- Honors in clerkship in desired specialty: 58%
- Consistency of grades: 47%
- Honors in basic sciences: 37%

**Standardized Test Scores**
- USMLE/COMLEX Step 1 score: 63%
- USMLE/COMLEX Step 2 score: 42%
- USMLE/COMLEX Step 3 score: 13%

**U.S. Allopathic Graduates**
- Graduate of U.S. allopathic medical school: 53%
- Graduate of highly regarded U.S. medical school: 37%
- Alpha Omega Alpha (AOA) membership: 58%
- Gold Society membership: 5%

Note: The data were sorted by aggregate totals.
Figure O-1: Otolaryngology
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

Note: The data were sorted by aggregate totals.

NRMP Program Director Survey Results, 2010
Figure O-2  Otolaryngology
Mean Importance Ratings* of Factors in Ranking Applicants
Medical School Performance and Test Scores

Letters of Recommendation
- Letters of recommendation in the specialty: 4.6

Medical School Performance
- Grades in clerkship in desired specialty: 4.4
- Honors in clerkship in desired specialty: 4.4
- Gaps in medical education: 3.6
- Grades in required clerkships: 4.1
- Class ranking/quartile: 3.8
- Honors in clinical clerkships: 4.3
- Medical Student Performance Evaluation (MSPE/Dean's Letter): 3.2
- Consistency of grades: 4.0
- Honors in basic sciences: 3.4

Standardized Test Scores
- USMLE/COMLEX Step 1 score: 4.3
- USMLE/COMLEX Step 2 score: 3.8
- USMLE/COMLEX Step 3 score: 2.2

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: 3.9
- Gold Society membership: 2.7

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

Note: Items are presented in descending order based on mean ratings of factors of all programs. The data were sorted by aggregate totals.
Figure O-2
Otolaryngology
Mean Importance Ratings* of Factors in Ranking Applicants

Other Factors

### Residency Interview
- Interactions with faculty during interview and visit: 4.8
- Interpersonal skills: 4.6
- Interactions with housestaff during interview and visit: 4.7
- Feedback from current residents: 4.6
- Evidence of professionalism and ethics: 4.6
- Perceived commitment to specialty: 4.2
- Leadership qualities: 4.3
- Perceived interest in program: 3.6

### Miscellaneous Applicant Considerations
- Applicant was flagged with Match violation by the NRMP: 4.6
- Visa status: 3.5
- Fluency in language spoken by your patient population: 3.3

### Personal Knowledge of Applicant
- Personal prior knowledge of the applicant: 3.9
- Audition elective/rotation within your department: 4.1
- Away rotation in your specialty at another institution: 2.8

### Personal Statement
- Personal Statement: 3.4
- Other life experience: 3.2
- Volunteer/extracurricular experiences: 3.4

### Research
- Demonstrated involvement and interest in research: 3.8
- Interest in academic career: 3.2

### Post Interview Contact
- Other post-interview contact: 2.0
- Second interview/visit: 2.1

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

Note: Items are presented in descending order based on mean ratings of factors of all programs. The data were sorted by aggregate totals.
Figure O-3  Otolaryngology
Percentage of Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

**USMLE Step 1 Score**

Scores Required?
- Yes, pass only: 17%
- Yes, target score: 80%
- No: 3%

If Required, Do You Consider Applicants Who Fail Their Exam On The 1st Attempt?
- Never: 56%
- Seldom: 41%
- Often: 3%

**USMLE Step 2 (CK) Score**

Scores Required?
- Yes, pass only: 21%
- Yes, target score: 36%
- No: 42%

If Required, Do You Consider Applicants Who Fail Their Exam On The 1st Attempt?
- Never: 50%
- Seldom: 46%
- Often: 4%
Figure O-4: Otolaryngology
Average Target USMLE Step 1 and Step 2 (CK) Scores Programs Consider When Granting Interviews

- Average Scores Below Which Programs Generally Do Not Grant Interviews
  - Step 1: 224
  - Step 2 (CK): 223

- Average Scores Above Which Programs Almost Always Grant Interviews
  - Step 1: 244
  - Step 2 (CK): 244

NRMP Program Director Survey Results, 2010
Figure O-5
Otolaryngology Program's Interview Activities

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

<table>
<thead>
<tr>
<th>Percent of Interview Slots</th>
<th>Percent of Programs</th>
</tr>
</thead>
<tbody>
<tr>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>1-24%</td>
<td>8%</td>
</tr>
<tr>
<td>25-49%</td>
<td>6%</td>
</tr>
<tr>
<td>50-74%</td>
<td>11%</td>
</tr>
<tr>
<td>75-99%</td>
<td>3%</td>
</tr>
<tr>
<td>100%</td>
<td>36%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Means</th>
<th>Number of applications received</th>
<th>Number of applicants interviewed</th>
<th>Number of applicants ranked</th>
<th>Number of positions in the Match</th>
</tr>
</thead>
<tbody>
<tr>
<td>237</td>
<td>36</td>
<td>30</td>
<td>3</td>
<td></td>
</tr>
</tbody>
</table>

Average Percentage of Applications Rejected and Reviewed

<table>
<thead>
<tr>
<th>Percent</th>
<th>Percentage of applications rejected</th>
<th>Percentage of applications receiving an indepth review</th>
</tr>
</thead>
<tbody>
<tr>
<td>70</td>
<td>37</td>
<td></td>
</tr>
</tbody>
</table>
Pathology-Anatomic and Clinical
### 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>Letters of Recommendation in the specialty</td>
<td>84%</td>
</tr>
<tr>
<td>Grades in required clerkships</td>
<td>60%</td>
</tr>
<tr>
<td>Medical Student Performance Evaluation (MSPE/Dean's Letter)</td>
<td>61%</td>
</tr>
<tr>
<td>Grades in clerkship in desired specialty</td>
<td>67%</td>
</tr>
<tr>
<td>Gaps in medical education</td>
<td>70%</td>
</tr>
<tr>
<td>Class ranking/quartile</td>
<td>70%</td>
</tr>
<tr>
<td>Honors in clinical clerkships</td>
<td>52%</td>
</tr>
<tr>
<td>Honors in clerkship in desired specialty</td>
<td>60%</td>
</tr>
<tr>
<td>Consistency of grades</td>
<td>61%</td>
</tr>
<tr>
<td>Honors in basic sciences</td>
<td>48%</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 1 score</td>
<td>73%</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 2 score</td>
<td>65%</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 3 score *</td>
<td>41%</td>
</tr>
<tr>
<td>Graduate of U.S. allopathic medical school</td>
<td>53%</td>
</tr>
<tr>
<td>Graduate of highly regarded U.S. medical school</td>
<td>49%</td>
</tr>
<tr>
<td>Alpha Omega Alpha (AOA) membership</td>
<td>37%</td>
</tr>
<tr>
<td>Gold Society membership</td>
<td>8%</td>
</tr>
</tbody>
</table>

**Note:** The data were sorted by aggregate totals.

NRMP Program Director Survey Results, 2010
Figure PAC-1  Pathology-Anatomic and Clinical
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

Other Factors

Note: The data were sorted by aggregate totals.

NRMP Program Director Survey Results, 2010
**Letters of Recommendation**

- Letters of recommendation in the specialty: 4.5

**Medical School Performance**

- Grades in clerkship in desired specialty: 4.2
- Honors in clerkship in desired specialty: 4.0
- Gaps in medical education: 4.2
- Grades in required clerkships: 3.8
- Class ranking/quartile: 3.9
- Honors in clinical clerkships: 3.7
- Medical Student Performance Evaluation (MSPE/Dean's Letter): 3.9
- Consistency of grades: 3.9
- Honors in basic sciences: 3.6

**Standardized Test Scores**

- USMLE/COMLEX Step 1 score: 4.2
- USMLE/COMLEX Step 2 score: 4.1
- USMLE/COMLEX Step 3 score: 3.5

**U.S. Allopathic Graduates**

- Graduate of U.S. allopathic medical school: 3.8
- Graduate of highly regarded U.S. medical school: 3.7
- Alpha Omega Alpha (AOA) membership: 3.4
- Gold Society membership: 2.0

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

Note: Items are presented in descending order based on mean ratings of factors of all programs. The data were sorted by aggregate totals.
### Residency Interview

<table>
<thead>
<tr>
<th>Factor</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Interactions with faculty during interview and visit</td>
<td>4.8</td>
</tr>
<tr>
<td>Interpersonal skills</td>
<td>4.6</td>
</tr>
<tr>
<td>Interactions with housestaff during interview and visit</td>
<td>4.7</td>
</tr>
<tr>
<td>Feedback from current residents</td>
<td>4.6</td>
</tr>
<tr>
<td>Evidence of professionalism and ethics</td>
<td>4.4</td>
</tr>
<tr>
<td>Perceived commitment to specialty</td>
<td>4.6</td>
</tr>
<tr>
<td>Leadership qualities</td>
<td>3.8</td>
</tr>
<tr>
<td>Perceived interest in program</td>
<td>4.2</td>
</tr>
</tbody>
</table>

### Miscellaneous Applicant Considerations

<table>
<thead>
<tr>
<th>Factor</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Applicant was flagged with Match violation by the NRMP</td>
<td>4.7</td>
</tr>
<tr>
<td>Visa status</td>
<td>3.8</td>
</tr>
<tr>
<td>Fluency in language spoken by your patient population</td>
<td>3.8</td>
</tr>
</tbody>
</table>

### Personal Knowledge of Applicant

<table>
<thead>
<tr>
<th>Factor</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personal prior knowledge of the applicant</td>
<td>3.8</td>
</tr>
<tr>
<td>Audition elective/rotation within your department</td>
<td>3.8</td>
</tr>
<tr>
<td>Away rotation in your specialty at another institution</td>
<td>3.0</td>
</tr>
</tbody>
</table>

### Personal Statement

<table>
<thead>
<tr>
<th>Factor</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personal Statement</td>
<td>3.7</td>
</tr>
<tr>
<td>Other life experience</td>
<td>3.0</td>
</tr>
<tr>
<td>Volunteer/extracurricular experiences</td>
<td>2.9</td>
</tr>
</tbody>
</table>

### Research

<table>
<thead>
<tr>
<th>Factor</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Demonstrated involvement and interest in research</td>
<td>3.4</td>
</tr>
<tr>
<td>Interest in academic career</td>
<td>3.1</td>
</tr>
</tbody>
</table>

### Post Interview Contact

<table>
<thead>
<tr>
<th>Factor</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Other post-interview contact</td>
<td>3.0</td>
</tr>
<tr>
<td>Second interview/visit</td>
<td>2.5</td>
</tr>
</tbody>
</table>

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

Note: Items are presented in descending order based on mean ratings of factors of all programs. The data were sorted by aggregate totals.
Pathology-Anatomic and Clinical
Percentage of Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

USMLE Step 1 Score

Scores Required?

- Yes, pass only: 27%
- Yes, target score: 70%
- No: 2%

If Required, Do You Consider Applicants Who Fail Their Exam On The 1st Attempt?

- Never: 24%
- Seldom: 64%
- Often: 12%

USMLE Step 2 (CK) Score

Scores Required?

- Yes, pass only: 27%
- Yes, target score: 58%
- No: 15%

If Required, Do You Consider Applicants Who Fail Their Exam On The 1st Attempt?

- Never: 25%
- Seldom: 65%
- Often: 10%
Average Scores Below Which Programs Generally Do Not Grant Interviews

- Step 1: 204
- Step 2 (CK): 206

Average Scores Above Which Programs Almost Always Grant Interviews

- Step 1: 226
- Step 2 (CK): 228

NRMP Program Director Survey Results, 2010
Figure PAC-5
Pathology-Anatomic and Clinical Program’s Interview Activities

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

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

Average Percentage of Applications Rejected and Reviewed

NRMP Program Director Survey Results, 2010
**Figure P-1 Pediatrics**  
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview  
*Medical School Performance and Test Scores*

Note: The data were sorted by aggregate totals.

**Letters of Recommendation**
- Letters of recommendation in the specialty: 63%

**Medical School Performance**
- Grades in required clerkships: 60%
- Medical Student Performance Evaluation (MSPE/Dean's Letter): 58%
- Grades in clerkship in desired specialty: 53%
- Gaps in medical education: 55%
- Class ranking/quartile: 54%
- Honors in clinical clerkships: 49%
- Honors in clerkship in desired specialty: 46%
- Consistency of grades: 57%
- Honors in basic sciences: 32%

**Standardized Test Scores**
- USMLE/COMLEX Step 1 score: 83%
- USMLE/COMLEX Step 2 score: 66%
- USMLE/COMLEX Step 3 score *: 24%

**U.S. Allopathic Graduates**
- Graduate of U.S. allopathic medical school: 59%
- Graduate of highly regarded U.S. medical school: 41%
- Alpha Omega Alpha (AOA) membership: 42%
- Gold Society membership: 19%

NRMP Program Director Survey Results, 2010
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

Other Factors

Note: The data were sorted by aggregate totals.

NRMP Program Director Survey Results, 2010
Mean Importance Ratings* of Factors in Ranking Applicants

Medical School Performance and Test Scores

<table>
<thead>
<tr>
<th>Factor</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Letters of recommendation in the specialty</td>
<td>4.0</td>
</tr>
<tr>
<td>Grades in clerkship in desired specialty</td>
<td>4.1</td>
</tr>
<tr>
<td>Honors in clerkship in desired specialty</td>
<td>4.1</td>
</tr>
<tr>
<td>Gaps in medical education</td>
<td>4.1</td>
</tr>
<tr>
<td>Grades in required clerkships</td>
<td>4.1</td>
</tr>
<tr>
<td>Class ranking/quartile</td>
<td>4.1</td>
</tr>
<tr>
<td>Honors in clinical clerkships</td>
<td>3.9</td>
</tr>
<tr>
<td>Medical Student Performance Evaluation</td>
<td>4.1</td>
</tr>
<tr>
<td>Consistency of grades</td>
<td>3.9</td>
</tr>
<tr>
<td>Honors in basic sciences</td>
<td>2.9</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 1 score</td>
<td>4.1</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 2 score</td>
<td>4.0</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 3 score</td>
<td>3.1</td>
</tr>
<tr>
<td>Graduate of U.S. allopathic medical school</td>
<td>4.2</td>
</tr>
<tr>
<td>Graduate of highly regarded U.S. medical school</td>
<td>3.7</td>
</tr>
<tr>
<td>Alpha Omega Alpha (AOA) membership</td>
<td>3.9</td>
</tr>
<tr>
<td>Gold Society membership</td>
<td>3.1</td>
</tr>
</tbody>
</table>

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

Note: Items are presented in descending order based on mean ratings of factors of all programs. The data were sorted by aggregate totals.
## Figure P-2
### Pediatrics
### Mean Importance Ratings* of Factors in Ranking Applicants

#### Other Factors

<table>
<thead>
<tr>
<th>Factor</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Interactions with faculty during interview and visit</td>
<td>4.7</td>
</tr>
<tr>
<td>Interpersonal skills</td>
<td>4.7</td>
</tr>
<tr>
<td>Interactions with housestaff during interview and visit</td>
<td>4.6</td>
</tr>
<tr>
<td>Feedback from current residents</td>
<td>4.5</td>
</tr>
<tr>
<td>Evidence of professionalism and ethics</td>
<td>4.4</td>
</tr>
<tr>
<td>Perceived commitment to specialty</td>
<td>4.0</td>
</tr>
<tr>
<td>Leadership qualities</td>
<td>4.0</td>
</tr>
<tr>
<td>Perceived interest in program</td>
<td>3.3</td>
</tr>
</tbody>
</table>

#### Residency Interview

<table>
<thead>
<tr>
<th>Factor</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Applicant was flagged with Match violation by the NRMP</td>
<td>4.9</td>
</tr>
<tr>
<td>Visa status</td>
<td>3.6</td>
</tr>
<tr>
<td>Fluency in language spoken by your patient population</td>
<td>3.0</td>
</tr>
</tbody>
</table>

#### Personal Knowledge of Applicant

<table>
<thead>
<tr>
<th>Factor</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personal prior knowledge of the applicant</td>
<td>4.0</td>
</tr>
<tr>
<td>Audition elective/rotation within your department</td>
<td>3.5</td>
</tr>
<tr>
<td>Away rotation in your specialty at another institution</td>
<td>2.2</td>
</tr>
</tbody>
</table>

#### Personal Statement

<table>
<thead>
<tr>
<th>Factor</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personal Statement</td>
<td>3.1</td>
</tr>
<tr>
<td>Other life experience</td>
<td>3.2</td>
</tr>
<tr>
<td>Volunteer/extracurricular experiences</td>
<td>3.2</td>
</tr>
</tbody>
</table>

#### Research

<table>
<thead>
<tr>
<th>Factor</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Demonstrated involvement and interest in research</td>
<td>2.9</td>
</tr>
<tr>
<td>Interest in academic career</td>
<td>2.8</td>
</tr>
</tbody>
</table>

#### Post Interview Contact

<table>
<thead>
<tr>
<th>Factor</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Other post-interview contact</td>
<td>2.7</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).

Note: Items are presented in descending order based on mean ratings of factors of all programs. The data were sorted by aggregate totals.
NRMP Program Director Survey Results, 2010
Figure P-4 Pediatrics
Average Target USMLE Step 1 and Step 2 (CK) Scores Programs Consider When Granting Interviews

Average Scores Below Which Programs Generally Do Not Grant Interviews

- Step 1: 200
- Step 2 (CK): 196

Average Scores Above Which Programs Almost Always Grant Interviews

- Step 1: 218
- Step 2 (CK): 215

NRMP Program Director Survey Results, 2010

120
Fig P-5

Pediatrics
Program's Interview Activities

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

- 0% (10% of programs)
- 1-24% (13% of programs)
- 25-49% (15% of programs)
- 50-74% (18% of programs)
- 75-99% (40% of programs)
- 100% (4% of programs)

Percent of Programs

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

- 801 applications received
- 135 applicants interviewed
- 109 applicants ranked
- 11 positions in the Match

Average Percentage of Applications Rejected and Reviewed

- 55% of applications rejected
- 43% of applications receiving an indepth review

NRMP Program Director Survey Results, 2010
Physical Medicine and Rehabilitation
Figure PMR-1 Physical Medicine and Rehabilitation Percentage of Programs Citing Each Factor in Selecting Applicants to Interview Medical School Performance and Test Scores

Note: The data were sorted by aggregate totals.

NRMP Program Director Survey Results, 2010
Figure PMR-1
Physical Medicine and Rehabilitation
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

Other Factors

Note: The data were sorted by aggregate totals.

NRMP Program Director Survey Results, 2010
124
Mean Importance Ratings* of Factors in Ranking Applicants

**Letters of Recommendation**
- Letters of recommendation in the specialty: 4.2

**Medical School Performance**
- Grades in clerkship in desired specialty: 4.1
- Honors in clerkship in desired specialty: 3.9
- Gaps in medical education: 4.3
- Grades in required clerkships: 3.9
- Class ranking/quartile: 3.8
- Honors in clinical clerkships: 3.7
- Medical Student Performance Evaluation (MSPE/Dean's Letter): 3.7
- Consistency of grades: 4.0
- Honors in basic sciences: 3.3

**Standardized Test Scores**
- USMLE/COMLEX Step 1 score: 4.1
- USMLE/COMLEX Step 2 score: 4.0
- USMLE/COMLEX Step 3 score: 3.1

**U.S. Allopathic Graduates**
- Graduate of U.S. allopathic medical school: 3.6
- Graduate of highly regarded U.S. medical school: 3.6
- Alpha Omega Alpha (AOA) membership: 2.9
- Gold Society membership: 2.1

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

Note: Items are presented in descending order based on mean ratings of factors of all programs. The data were sorted by aggregate totals.
**Figure PMR-2**

Mean Importance Ratings* of Factors in Ranking Applicants

*Other Factors*

- Interactions with faculty during interview and visit: 4.8
- Interpersonal skills: 4.7
- Interactions with housestaff during interview and visit: 4.6
- Feedback from current residents: 4.5
- Evidence of professionalism and ethics: 4.4
- Perceived commitment to specialty: 4.6
- Leadership qualities: 4.2
- Perceived interest in program: 4.1

**Miscellaneous Applicant Considerations**

- Applicant was flagged with Match violation by the NRMP: 4.9
- Visa status: 4.3
- Fluency in language spoken by your patient population: 3.2

**Personal Knowledge of Applicant**

- Personal prior knowledge of the applicant: 4.0
- Audition elective/rotation within your department: 4.0
- Away rotation in your specialty at another institution: 3.4

**Personal Statement**

- Personal Statement: 3.6
- Other life experience: 3.0
- Volunteer/extracurricular experiences: 3.2

**Research**

- Demonstrated involvement and interest in research: 3.2
- Interest in academic career: 2.7

**Post Interview Contact**

- Other post-interview contact: 2.8
- Second interview/visit: 2.4

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

Note: Items are presented in descending order based on mean ratings of factors of all programs. The data were sorted by aggregate totals.
**USMLE Step 1 Score**

**Scores Required?**
- Yes, pass only: 55%
- Yes, target score: 38%
- No: 7%

**If Required, Do You Consider Applicants Who Fail Their Exam On The 1st Attempt?**
- Never: 5%
- Seldom: 76%
- Often: 18%

**USMLE Step 2 (CK) Score**

**Scores Required?**
- Yes, pass only: 50%
- Yes, target score: 36%
- No: 14%

**If Required, Do You Consider Applicants Who Fail Their Exam On The 1st Attempt?**
- Never: 16%
- Seldom: 70%
- Often: 14%
Average Target USMLE Step 1 and Step 2 (CK) Scores Programs Consider When Granting Interviews

Average Scores Below Which Programs Generally Do Not Grant Interviews

Average Scores Above Which Programs Almost Always Grant Interviews

NRMP Program Director Survey Results, 2010
Figure PMR-5  Physical Medicine and Rehabilitation Program's Interview Activities

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

- 0%: 17%
- 1-24%: 17%
- 25-49%: 10%
- 50-74%: 21%
- 75-99%: 17%
- 100%: 19%

Percent of Programs

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

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

- Number of applications received: 267
- Number of applicants interviewed: 52
- Number of applicants ranked: 39
- Number of positions in the Match: 4

Average Percentage of Applications Rejected and Reviewed

- Percentage of applications rejected: 61%
- Percentage of applications receiving an indepth review: 50%
Plastic Surgery
Figure PS-1  Plastic Surgery
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

*Medical School Performance and Test Scores

Note: The data were sorted by aggregate totals.

NRMP Program Director Survey Results, 2010 131
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>75%</td>
</tr>
<tr>
<td>Volunteer/extracurricular experiences</td>
<td>75%</td>
</tr>
<tr>
<td>Applicant was flagged with Match violation by the NRMP</td>
<td>50%</td>
</tr>
<tr>
<td>Other life experience</td>
<td>71%</td>
</tr>
<tr>
<td>Visa status</td>
<td>36%</td>
</tr>
<tr>
<td>Fluency in language spoken by your patient population</td>
<td>21%</td>
</tr>
</tbody>
</table>

**Commitment**

<table>
<thead>
<tr>
<th>Factor</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personal prior knowledge of the applicant</td>
<td>54%</td>
</tr>
<tr>
<td>Perceived commitment to specialty</td>
<td>64%</td>
</tr>
<tr>
<td>Audition elective/rotation within your department</td>
<td>50%</td>
</tr>
<tr>
<td>Perceived interest in program</td>
<td>54%</td>
</tr>
<tr>
<td>Away rotation in your specialty at another institution</td>
<td>39%</td>
</tr>
</tbody>
</table>

**Research**

<table>
<thead>
<tr>
<th>Factor</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Demonstrated involvement and interest in research</td>
<td>75%</td>
</tr>
<tr>
<td>Interest in academic career</td>
<td>57%</td>
</tr>
</tbody>
</table>

Note: The data were sorted by aggregate totals.

NRMP Program Director Survey Results, 2010
Mean Importance Ratings* of Factors in Ranking Applicants

Medical School Performance and Test Scores

**Notes:** Items are presented in descending order based on mean ratings of factors of all programs. The data were sorted by aggregate totals.

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

---

**Letters of Recommendation**
- Letters of recommendation in the specialty: 4.7

**Medical School Performance**
- Grades in clerkship in desired specialty: 4.1
- Honors in clerkship in desired specialty: 4.2
- Gaps in medical education: 3.5
- Grades in required clerkships: 3.8
- Class ranking/quartile: 4.2
- Honors in clinical clerkships: 4.0
- Medical Student Performance Evaluation (MSPE/Dean's Letter): 3.6
- Consistency of grades: 3.6
- Honors in basic sciences: 3.1

**Standardized Test Scores**
- USMLE/COMLEX Step 1 score: 4.1
- USMLE/COMLEX Step 2 score: 3.7
- USMLE/COMLEX Step 3 score: 2.8

**U.S. Allopathic Graduates**
- Graduate of U.S. allopathic medical school: 3.9
- Graduate of highly regarded U.S. medical school: 3.8
- Alpha Omega Alpha (AOA) membership: 3.7
- Gold Society membership: 2.7

---

NRMP Program Director Survey Results, 2010
Mean Importance Ratings* of Factors in Ranking Applicants

**Residency Interview**
- Interactions with faculty during interview and visit: 4.7
- Interpersonal skills: 4.5
- Interactions with housestaff during interview and visit: 4.7
- Feedback from current residents: 4.6
- Evidence of professionalism and ethics: 4.4
- Perceived commitment to specialty: 4.1
- Leadership qualities: 4.3
- Perceived interest in program: 3.9

**Miscellaneous Applicant Considerations**
- Applicant was flagged with Match violation by the NRMP: 4.8
- Visa status: 3.5
- Fluency in language spoken by your patient population: 2.8

**Personal Knowledge of Applicant**
- Personal prior knowledge of the applicant: 3.8
- Audition elective/rotation within your department: 3.7
- Away rotation in your specialty at another institution: 3.3

**Personal Statement**
- Personal Statement: 3.8
- Other life experience: 3.3
- Volunteer/extracurricular experiences: 3.6

**Research**
- Demonstrated involvement and interest in research: 3.9
- Interest in academic career: 3.6

**Post Interview Contact**
- Other post-interview contact: 2.8
- Second interview/visit: 2.0

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

Note: Items are presented in descending order based on mean ratings of factors of all programs. The data were sorted by aggregate totals.
Figure PS-3 Plastic Surgery
Percentage of Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

**USMLE Step 1 Score**

Scores Required?

<table>
<thead>
<tr>
<th>Score Required</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, pass only</td>
<td>30%</td>
</tr>
<tr>
<td>Yes, target score</td>
<td>63%</td>
</tr>
<tr>
<td>No</td>
<td>7%</td>
</tr>
</tbody>
</table>

If Required, Do You Consider Applicants Who Fail Their Exam On The 1st Attempt?

<table>
<thead>
<tr>
<th>Required</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td>42%</td>
</tr>
<tr>
<td>Seldom</td>
<td>54%</td>
</tr>
<tr>
<td>Often</td>
<td>4%</td>
</tr>
</tbody>
</table>

**USMLE Step 2 (CK) Score**

Scores Required?

<table>
<thead>
<tr>
<th>Score Required</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, pass only</td>
<td>36%</td>
</tr>
<tr>
<td>Yes, target score</td>
<td>23%</td>
</tr>
<tr>
<td>No</td>
<td>41%</td>
</tr>
</tbody>
</table>

If Required, Do You Consider Applicants Who Fail Their Exam On The 1st Attempt?

<table>
<thead>
<tr>
<th>Required</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td>40%</td>
</tr>
<tr>
<td>Seldom</td>
<td>60%</td>
</tr>
<tr>
<td>Often</td>
<td>0%</td>
</tr>
</tbody>
</table>

NRMP Program Director Survey Results, 2010
Average Target USMLE Step 1 and Step 2 (CK) Scores Programs Consider When Granting Interviews

NRMP Program Director Survey Results, 2010
Figure PS-5: Plastic Surgery Program’s Interview Activities

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

<table>
<thead>
<tr>
<th>Percent of Interview Slots</th>
<th>Percent of Programs</th>
</tr>
</thead>
<tbody>
<tr>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>1-24%</td>
<td>4%</td>
</tr>
<tr>
<td>25-49%</td>
<td>4%</td>
</tr>
<tr>
<td>50-74%</td>
<td>0%</td>
</tr>
<tr>
<td>75-99%</td>
<td>8%</td>
</tr>
<tr>
<td>100%</td>
<td>0%</td>
</tr>
</tbody>
</table>

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

- Number of applications received: 220
- Number of applicants interviewed: 30
- Number of applicants ranked: 22
- Number of positions in the Match: 2

Average Percentage of Applications Rejected and Reviewed

- Percentage of applications rejected: 36%
- Percentage of applications receiving an indepth review: 65%

NRMP Program Director Survey Results, 2010
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

**Medical School Performance**
- Grades in required clerkships: 59%
- Medical Student Performance Evaluation (MSPE/Dean's Letter): 67%
- Grades in clerkship in desired specialty: 61%
- Gaps in medical education: 72%
- Class ranking/quartile: 56%
- Honors in clinical clerkships: 53%
- Honors in clerkship in desired specialty: 59%
- Consistency of grades: 58%
- Honors in basic sciences: 43%

**Standardized Test Scores**
- USMLE/COMLEX Step 1 score: 77%
- USMLE/COMLEX Step 2 score: 72%
- USMLE/COMLEX Step 3 score*: 43%

**U.S. Allopathic Graduates**
- Graduate of U.S. allopathic medical school: 68%
- Graduate of highly regarded U.S. medical school: 62%
- Alpha Omega Alpha (AOA) membership: 39%
- Gold Society membership: 33%

Note: The data were sorted by aggregate totals.
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

Personal Statement
- Personal Statement: 82%
- Volunteer/extracurricular experiences: 62%
- Applicant was flagged with Match violation by the NRMP: 75%
- Other life experience: 62%
- Visa status: 49%
- Fluency in language spoken by your patient population: 57%

Commitment
- Personal prior knowledge of the applicant: 65%
- Perceived commitment to specialty: 68%
- Audition elective/rotation within your department: 57%
- Perceived interest in program: 63%
- Away rotation in your specialty at another institution: 28%

Research
- Demonstrated involvement and interest in research: 62%
- Interest in academic career: 48%

Note: The data were sorted by aggregate totals.
Letters of Recommendation
Letters of recommendation in the specialty 4.1

Medical School Performance
Grades in clerkship in desired specialty 4.2
Honors in clerkship in desired specialty 4.1
Gaps in medical education 4.1
Grades in required clerkships 3.6
Class ranking/quartile 3.4
Honors in clinical clerkships 3.7
Medical Student Performance Evaluation (MSPE/Dean's Letter) 4.2
Consistency of grades 3.6
Honors in basic sciences 2.8

Standardized Test Scores
USMLE/COMLEX Step 1 score 3.6
USMLE/COMLEX Step 2 score 3.7
USMLE/COMLEX Step 3 score 3.3

U.S. Allopathic Graduates
Graduate of U.S. allopathic medical school 3.9
Graduate of highly regarded U.S. medical school 3.6
Alpha Omega Alpha (AOA) membership 3.1
Gold Society membership 2.9

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

Note: Items are presented in descending order based on mean ratings of factors of all programs. The data were sorted by aggregate totals.
Figure PSY-2 Psychiatry
Mean Importance Ratings* of Factors in Ranking Applicants

Other Factors

Residency Interview
Interactions with faculty during interview and visit
Interpersonal skills
Interactions with housestaff during interview and visit
Feedback from current residents
Evidence of professionalism and ethics
Perceived commitment to specialty
Leadership qualities
Perceived interest in program

Miscellaneous Applicant Considerations
Applicant was flagged with Match violation by the NRMP
Visa status
Fluency in language spoken by your 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

Research
Demonstrated involvement and interest in research
Interest in academic career

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

Note: Items are presented in descending order based on mean ratings of factors of all programs. The data were sorted by aggregate totals.

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

**USMLE Step 1 Score**

<table>
<thead>
<tr>
<th>Scores Required?</th>
<th>If Required, Do You Consider Applicants Who Fail Their Exam On The 1st Attempt?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, pass only</td>
<td>74%</td>
</tr>
<tr>
<td>Yes, target score</td>
<td>26%</td>
</tr>
<tr>
<td>No</td>
<td>0%</td>
</tr>
<tr>
<td>Never</td>
<td>3%</td>
</tr>
<tr>
<td>Seldom</td>
<td>61%</td>
</tr>
<tr>
<td>Often</td>
<td>37%</td>
</tr>
</tbody>
</table>

**USMLE Step 2 (CK) Score**

<table>
<thead>
<tr>
<th>Scores Required?</th>
<th>If Required, Do You Consider Applicants Who Fail Their Exam On The 1st Attempt?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, pass only</td>
<td>56%</td>
</tr>
<tr>
<td>Yes, target score</td>
<td>29%</td>
</tr>
<tr>
<td>No</td>
<td>16%</td>
</tr>
<tr>
<td>Never</td>
<td>5%</td>
</tr>
<tr>
<td>Seldom</td>
<td>66%</td>
</tr>
<tr>
<td>Often</td>
<td>29%</td>
</tr>
</tbody>
</table>
Figure PSY-4 Psychiatry
Average Target USMLE Step 1 and Step 2 (CK) Scores Programs Consider When Granting Interviews

Average Scores Below Which Programs Generally Do Not Grant Interviews

- Step 1: 197
- Step 2 (CK): 194

Average Scores Above Which Programs Almost Always Grant Interviews

- Step 1: 211
- Step 2 (CK): 209

NRMP Program Director Survey Results, 2010
Radiation Oncology
Figure RO-1
Radiation Oncology
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview
Medical School Performance and Test Scores

Note: The data were sorted by aggregate totals.

NRMP Program Director Survey Results, 2010
Figure RO-1
Radiation Oncology
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview
Other Factors

Note: The data were sorted by aggregate totals.
Figure RO-2 Radiation Oncology
Mean Importance Ratings* of Factors in Ranking Applicants
Medical School Performance and Test Scores

Mean Importance Ratings of Factors in Ranking Applicants

- **Letters of Recommendation**
  - Letters of recommendation in the specialty: 4.6

- **Medical School Performance**
  - Grades in clerkship in desired specialty: 4.3
  - Honors in clerkship in desired specialty: 4.1
  - Gaps in medical education: 3.8
  - Grades in required clerkships: 4.1
  - Class ranking/quartile: 4.0
  - Honors in clinical clerkships: 4.1
  - Medical Student Performance Evaluation (MSPE/Dean's Letter): 3.8
  - Consistency of grades: 4.0
  - Honors in basic sciences: 3.4

- **Standardized Test Scores**
  - USMLE/COMLEX Step 1 score: 4.2
  - USMLE/COMLEX Step 2 score: 3.9
  - USMLE/COMLEX Step 3 score: 3.0

- **U.S. Allopathic Graduates**
  - Graduate of U.S. allopathic medical school: 4.0
  - Graduate of highly regarded U.S. medical school: 3.5
  - Alpha Omega Alpha (AOA) membership: 3.5
  - Gold Society membership: 2.2

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

Note: Items are presented in descending order based on mean ratings of factors of all programs. The data were sorted by aggregate totals.
### Mean Importance Ratings* of Factors in Ranking Applicants

#### Residency Interview
- Interactions with faculty during interview and visit: 4.9
- Interpersonal skills: 4.7
- Interactions with housestaff during interview and visit: 4.7
- Feedback from current residents: 4.6
- Evidence of professionalism and ethics: 4.4
- Perceived commitment to specialty: 4.6
- Leadership qualities: 4.2
- Perceived interest in program: 4.2

#### Miscellaneous Applicant Considerations
- Applicant was flagged with Match violation by the NRMP: 4.8
- Visa status: 3.7
- Fluency in language spoken by your patient population: 3.2

#### Personal Knowledge of Applicant
- Personal prior knowledge of the applicant: 3.7
- Audition elective/rotation within your department: 4.2
- Away rotation in your specialty at another institution: 3.8

#### Personal Statement
- Personal Statement: 3.5
- Other life experience: 3.1
- Volunteer/extracurricular experiences: 2.8

#### Research
- Demonstrated involvement and interest in research: 4.4
- Interest in academic career: 3.9

#### Post Interview Contact
- Other post-interview contact: 3.1
- Second interview/visit: 2.6

---

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

Note: Items are presented in descending order based on mean ratings of factors of all programs. The data were sorted by aggregate totals.
Figure RO-3  Radiation Oncology
Percentage of Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK) Scores When Considering Which Applicants to Interview

**USMLE Step 1 Score**

<table>
<thead>
<tr>
<th>Scores Required?</th>
<th>If Required, Do You Consider Applicants Who Fail Their Exam On The 1st Attempt?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, pass only</td>
<td>36% 0%</td>
</tr>
<tr>
<td>Yes, target score</td>
<td>64% 55%</td>
</tr>
<tr>
<td>No</td>
<td>0% 3%</td>
</tr>
</tbody>
</table>

**USMLE Step 2 (CK) Score**

<table>
<thead>
<tr>
<th>Scores Required?</th>
<th>If Required, Do You Consider Applicants Who Fail Their Exam On The 1st Attempt?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, pass only</td>
<td>39% 52%</td>
</tr>
<tr>
<td>Yes, target score</td>
<td>39% 43%</td>
</tr>
<tr>
<td>No</td>
<td>23% 4%</td>
</tr>
</tbody>
</table>

NRMP Program Director Survey Results, 2010
Average Target USMLE Step 1 and Step 2 (CK) Scores Programs Consider When Granting Interviews

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

- Step 1: 213
- Step 2 (CK): 208

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

- Step 1: 244
- Step 2 (CK): 253
Figure RO-5  Radiation Oncology Program’s Interview Activities

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

<table>
<thead>
<tr>
<th>Percent of Interview Slots</th>
<th>Percent of Programs</th>
</tr>
</thead>
<tbody>
<tr>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>1-24%</td>
<td>6%</td>
</tr>
<tr>
<td>25-49%</td>
<td>0%</td>
</tr>
<tr>
<td>50-74%</td>
<td>3%</td>
</tr>
<tr>
<td>75-99%</td>
<td>9%</td>
</tr>
<tr>
<td>100%</td>
<td>9%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Means</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of applications received</td>
</tr>
<tr>
<td>Number of applicants interviewed</td>
</tr>
<tr>
<td>Number of applicants ranked</td>
</tr>
<tr>
<td>Number of positions in the Match</td>
</tr>
</tbody>
</table>

Average Percentage of Applications Rejected and Reviewed

<table>
<thead>
<tr>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Percentage of applications rejected</td>
</tr>
<tr>
<td>Percentage of applications receiving an in-depth review</td>
</tr>
</tbody>
</table>
Transitional Year
Figure TY-1
Transitional Year
Percentage of Programs Citing Each Factor in Selecting Applicants to Interview

Medical School Performance and Test Scores

Note: The data were sorted by aggregate totals.

NRMP Program Director Survey Results, 2010
Figure TY-1
Transitional Year
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>73%</td>
</tr>
<tr>
<td>Volunteer/extracurricular experiences</td>
<td>41%</td>
</tr>
<tr>
<td>Applicant was flagged with Match violation by the NRMP</td>
<td>47%</td>
</tr>
<tr>
<td>Other life experience</td>
<td>37%</td>
</tr>
<tr>
<td>Visa status</td>
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<tr>
<td>Fluency in language spoken by your patient population</td>
<td>24%</td>
</tr>
<tr>
<td>Personal prior knowledge of the applicant</td>
<td>49%</td>
</tr>
<tr>
<td>Perceived commitment to specialty</td>
<td>27%</td>
</tr>
<tr>
<td>Audition elective/rotation within your department</td>
<td>33%</td>
</tr>
<tr>
<td>Perceived interest in program</td>
<td>41%</td>
</tr>
<tr>
<td>Away rotation in your specialty at another institution</td>
<td>10%</td>
</tr>
<tr>
<td>Demonstrated involvement and interest in research</td>
<td>24%</td>
</tr>
<tr>
<td>Interest in academic career</td>
<td>20%</td>
</tr>
</tbody>
</table>

Note: The data were sorted by aggregate totals.
Transitional Year
Mean Importance Ratings* of Factors in Ranking Applicants
Medical School Performance and Test Scores

Letters of Recommendation
Letters of recommendation in the specialty

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

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

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

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

Note: Items are presented in descending order based on mean ratings of factors of all programs. The data were sorted by aggregate totals.
**Mean Importance Ratings* of Factors in Ranking Applicants**

<table>
<thead>
<tr>
<th>Factors</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Interactions with faculty during interview and visit</td>
<td>4.6</td>
</tr>
<tr>
<td>Interpersonal skills</td>
<td>4.5</td>
</tr>
<tr>
<td>Interactions with housestaff during interview and visit</td>
<td>4.4</td>
</tr>
<tr>
<td>Feedback from current residents</td>
<td>4.2</td>
</tr>
<tr>
<td>Evidence of professionalism and ethics</td>
<td>4.5</td>
</tr>
<tr>
<td>Perceived commitment to specialty</td>
<td>3.7</td>
</tr>
<tr>
<td>Leadership qualities</td>
<td>4.0</td>
</tr>
<tr>
<td>Perceived interest in program</td>
<td>4.1</td>
</tr>
<tr>
<td>Applicant was flagged with Match violation by the NRMP</td>
<td>4.8</td>
</tr>
<tr>
<td>Visa status</td>
<td>3.8</td>
</tr>
<tr>
<td>Fluency in language spoken by your patient population</td>
<td>3.5</td>
</tr>
<tr>
<td>Personal prior knowledge of the applicant</td>
<td>3.6</td>
</tr>
<tr>
<td>Audition elective/rotation within your department</td>
<td>3.6</td>
</tr>
<tr>
<td>Away rotation in your specialty at another institution</td>
<td>2.6</td>
</tr>
<tr>
<td>Personal Statement</td>
<td>3.5</td>
</tr>
<tr>
<td>Other life experience</td>
<td>3.3</td>
</tr>
<tr>
<td>Volunteer/extracurricular experiences</td>
<td>3.1</td>
</tr>
<tr>
<td>Demonstrated involvement and interest in research</td>
<td>3.2</td>
</tr>
<tr>
<td>Interest in academic career</td>
<td>2.9</td>
</tr>
<tr>
<td>Other post-interview contact</td>
<td>3.0</td>
</tr>
<tr>
<td>Second interview/visit</td>
<td>2.8</td>
</tr>
</tbody>
</table>

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

Note: Items are presented in descending order based on mean ratings of factors of all programs. The data were sorted by aggregate totals.
Figure TY-3
Transitional Year
Percentage of Programs That Use USMLE Step 1 and Step 2 Clinical Knowledge (CK)
Scores When Considering Which Applicants to Interview

USMLE Step 1 Score

Scores Required?

If Required, Do You Consider Applicants Who Fail Their Exam On The 1st Attempt?

<table>
<thead>
<tr>
<th>Scores Required</th>
<th>USMLE Step 1 Score</th>
<th>USMLE Step 2 (CK) Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, pass only</td>
<td>43%</td>
<td>42%</td>
</tr>
<tr>
<td>Yes, target score</td>
<td>57%</td>
<td>35%</td>
</tr>
<tr>
<td>No</td>
<td>0%</td>
<td>23%</td>
</tr>
<tr>
<td>If Required, Do You Consider Applicants Who Fail Their Exam On The 1st Attempt?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Never</td>
<td>27%</td>
<td>33%</td>
</tr>
<tr>
<td>Seldom</td>
<td>67%</td>
<td>63%</td>
</tr>
<tr>
<td>Often</td>
<td>7%</td>
<td>5%</td>
</tr>
</tbody>
</table>

NRMP Program Director Survey Results, 2010
Average Target USMLE Step 1 and Step 2 (CK) Scores Programs Consider When Granting Interviews

Average Scores Below Which Programs Generally Do Not Grant Interviews

- Step 1: 212
- Step 2 (CK): 213

Average Scores Above Which Programs Almost Always Grant Interviews

- Step 1: 239
- Step 2 (CK): 239
Transitional Year
Program’s Interview Activities

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

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

<table>
<thead>
<tr>
<th>Number of applications received</th>
<th>Number of applicants interviewed</th>
<th>Number of applicants ranked</th>
<th>Number of positions in the Match</th>
</tr>
</thead>
<tbody>
<tr>
<td>434</td>
<td>71</td>
<td>64</td>
<td>9</td>
</tr>
</tbody>
</table>

Means

Average Percentage of Applications Rejected and Reviewed

<table>
<thead>
<tr>
<th>Percentage of applications rejected</th>
<th>Percentage of applications receiving an indepth review</th>
</tr>
</thead>
<tbody>
<tr>
<td>54</td>
<td>46</td>
</tr>
</tbody>
</table>