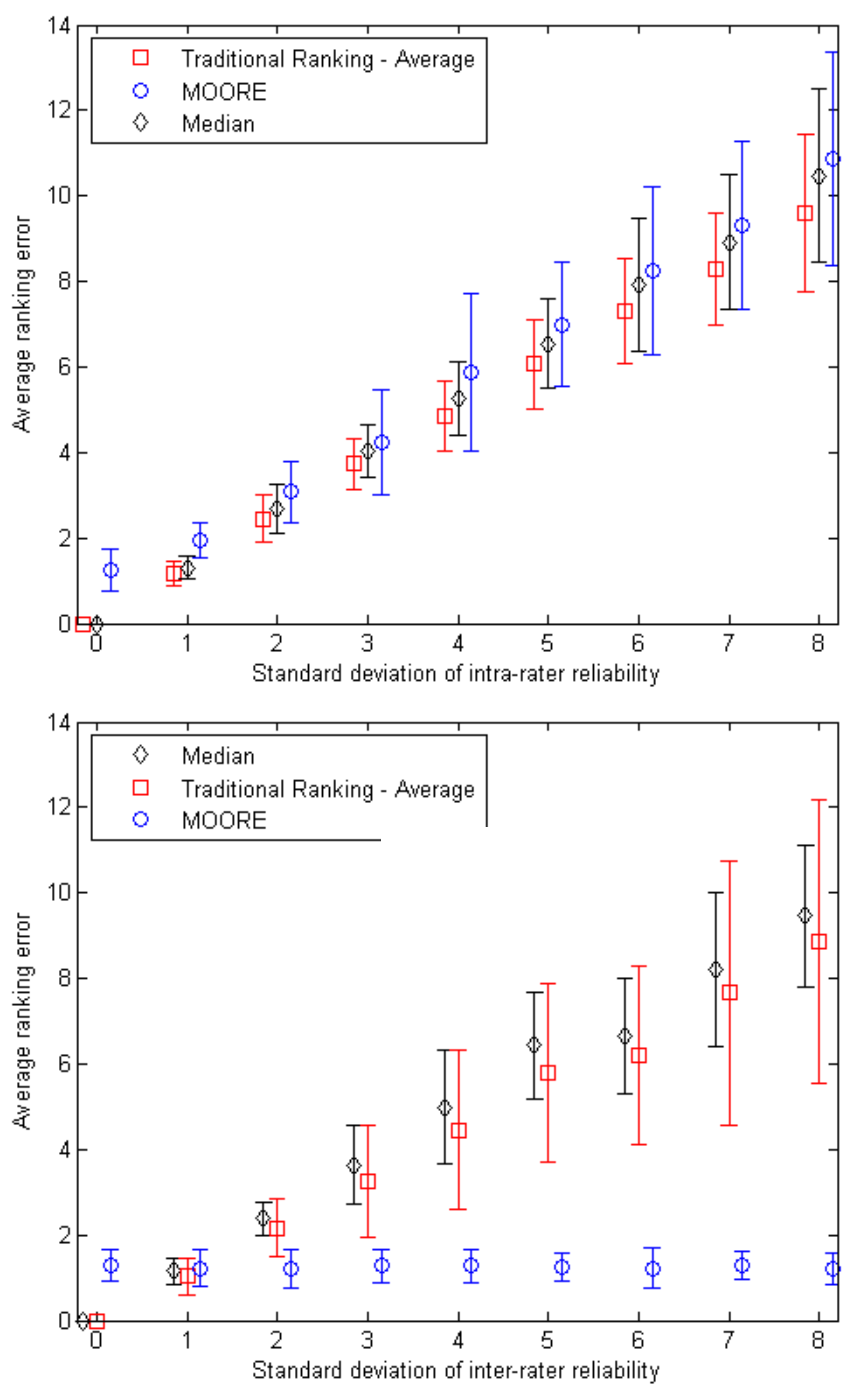


Supplemental Digital Figure 1  
Average number of incorrectly assigned applicants at each spot on the overall Rank Order List for Moore Optimized Ordinal Rank Estimator (MOORE) and Traditional Ranking methods. Data are shown from simulations with intra-rater variability = 4 and inter-rater variability = 8.



**Supplemental Digital Figure 2**  
Average ranking error with increasing intra-rater variability (noise) and inter-rater variability (bias) for Moore Optimized Ordinal Rank Estimator (MOORE,) Traditional Ranking, and a median based ranking algorithm.