

Appendix E-1: Selection Criteria for Orthopaedic Residency: 26-Item Questionnaire

Instructions: On a scale of 1-10 please rate the importance that you give to each of the following factors in selecting a candidate for residency. Please give an importance rating to each qualification.

Importance Rating Scale
1= No importance
2
3
4
5
6
7
8
9
10 = Utmost importance
N/A = Not applicable

Qualification	Importance Rating
Candidate is a member of Alpha Omega Alpha	<input type="checkbox"/>
Personal statement	<input type="checkbox"/>
Appearance/layout of Curriculum Vitae	<input type="checkbox"/>
U.S.M.L.E. Step-I Scores	<input type="checkbox"/>
Candidate had/has relative affiliated with the institution	<input type="checkbox"/>
Candidate has a published research experience	<input type="checkbox"/>
Candidate had a dedicated research experience	<input type="checkbox"/>
Inability to get into an orthopaedic program on initial attempt	<input type="checkbox"/>
Letter of recommendation from orthopaedic surgeon	<input type="checkbox"/>
Letter of recommendation from nonorthopaedic surgeon	<input type="checkbox"/>
Letter of recommendation from a senior resident	<input type="checkbox"/>
Telephone call made on behalf of the candidate	<input type="checkbox"/>
Reputation of undergraduate institution	<input type="checkbox"/>
Undergraduate grade-point average	<input type="checkbox"/>

Appendix E-2: The Program Directors' Survey

Instructions: Please circle one best answer, when applicable, for each of the following questions

- 1) Letters of Recommendation: The most important aspect of a letter of recommendation is that:
 - A) The letter is written by an orthopaedic surgeon
 - B) The letter is written by a well-known orthopaedic surgeon
 - C) The letter is overwhelmingly positive
 - D) The letter is written by someone whom I know
- 2) Personal Statement: The most important aspect of a personal statement is:
 - A) To gain insight into the applicant's decision to pursue orthopaedics
 - B) To gain insight into the applicant's writing and communication abilities
 - C) To learn more about the candidate's personal interests and background
 - D) I do not feel that the personal statement is very important or valuable in evaluating a candidate
- 3) The interview process at our institution can best be characterized as having:
 - A) A straightforward process with the goal of getting to know the applicant
 - B) An emphasis on problem-solving and/or manual skills
 - C) An emphasis on ethical issues
 - D) An emphasis on psychological testing
- 4) How important is AOA (Alpha Omega Alpha) membership when evaluating candidates?
 - A) Only applicants who are AOA members are offered an interview
 - B) AOA is an important part of our evaluation process; more than 75% of the candidates offered interviews are members
 - C) Alpha Omega Alpha is an important part of our evaluation process; 50% to 75% of the candidates offered interviews are AOA members
 - D) Less than 50% of the candidates offered interviews are AOA members
 - E) Candidates are evaluated regardless of their AOA status
- 5A) List the total number of residents who matched to your program over the past three years. _____
How many residents who matched to your program over the past three years were members of AOA? _____
- 5B) How many of the residents who matched to your program over the past three years completed a medical student rotation at your institution prior to matching? _____
- 6) Your interview committee includes a psychiatrist/psychologist. True False
- 7) Your interview process includes manual skills testing. True False
- 8) Your interview process includes presentations of clinical scenarios for assessment of the applicants. True False
- 9) Once selected for an interview, all candidates are considered as equal for the final decision that is made solely on the basis of the candidates' performance during the interview. True False

26-Item Questionnaire (*Continued*)

Qualification	Importance Rating
Undergraduate major in engineering	<input type="checkbox"/>
Reputation of medical school	<input type="checkbox"/>
Dean’s letter	<input type="checkbox"/>
Rank in medical school	<input type="checkbox"/>
Candidate has rotated on a clinical service at your program	<input type="checkbox"/>
MD/PhD candidate	<input type="checkbox"/>
Personal appearance of candidate on day of interview	<input type="checkbox"/>
Formality/politeness of candidate on day of interview	<input type="checkbox"/>
Performance on ethical questions on day of interview	<input type="checkbox"/>
Evaluation by psychiatrist/psychologist on day of interview	<input type="checkbox"/>
Manual skills testing on day of interview	<input type="checkbox"/>
Receipt of thank-you letters after completion of interview	<input type="checkbox"/>