

Appendix: Survey questions

How was your 2023-24 interview season structured?

1. 100% virtual
2. Virtual, except for local/in-house medical students
3. Hybrid of virtual and in-person interviewing, with the majority of interviews conducted virtually
4. Hybrid of virtual and in-person interviewing, with the majority of interviews conducted in-person
5. 100% in-person

Please indicate your level of agreement with the following statement: "For resident recruitment, my program intends on maintaining some capacity for virtual interviewing long-term."

1. Strongly disagree
2. Disagree
3. Neutral
4. Agree
5. Strongly agree

Select the one response below that best matches how you used signals in your 2023-2024 residency interview process.

1. Deciding which applicants to review in depth (ie, I only read letters of recommendation, MSPE, or personal statements of those who signaled, etc.)
2. Deciding which applicants to invite to interview
3. I invited at least one applicant for interview, that I might not have otherwise interviewed, based on their preference signaling our program
4. Deciding which applicants to rank
5. Deciding where to rank individual applicants
6. I ranked at least one applicant for interview, that I might not have otherwise have ranked, based on their preference signaling our program
7. I did not use signals in my decision making

When an applicant signaled your program did you: Check one

1. Automatically offered the applicant an interview regardless of other factors
2. Automatically offered the applicant an interview if they meet the other established criteria for the program
3. Considered a signal as a positive factor in a holistic review of the applicant to determine if they were offered an interview
4. Ignored signal as part of the determination of which applicants were offered interviews

When you had to choose between equivalent applicants, which of the following factors was the most likely to sway you to offer a specific applicant an interview? Check one

1. The applicant signaled interest through ERAS
2. The applicant completed a rotation with my program
3. The applicant is from the medical school affiliated with my program
4. The applicant is from the state where my program is located and/or is likely to practice in the state where my program is located
5. The applicant indicated they would like to stay in my program's geographic location
6. The applicant's experiences (ie, research, community service, etc.)
7. The applicant's quantitative data (ie, class rank, test scores, retakes, etc.)

When you had to choose between equivalent applicants, which of the following factors was the second most likely to sway you to offer a specific applicant an interview? Check one

1. The applicant signaled interest through ERAS
2. The applicant completed a rotation with my program
3. The applicant is from the medical school affiliated with my program
4. The applicant is from the state where my program is located and/or is likely to practice in the state where my program is located
5. The applicant indicated they would like to stay in my program's geographic location
6. The applicant's experiences (ie, research, community service, etc.)
7. The applicant's quantitative data (ie, class rank, test scores, retakes, etc.)

Please indicate your level of agreement with the following statements (5-point Likert scale for each statement).

- Signaling will decrease stress on applicants
- Signaling will decrease stress on program directors
- Signaling will make the residency match process more equitable
- Family Medicine residency applicants should continue to take part in preference signaling
- During the 2024 Residency Match, I was able to match with at least one applicant due to their preference signaling our program, that I may not have otherwise

What would be the most appropriate number of preference signals to be available to Family Medicine residency applicants?

1. Zero (get rid of preference signals)
2. 1
3. 2
4. 3
5. 4
6. 5 (current number)
7. 6
8. 7
9. 8
10. 9

11. 10+

Which party does preference signaling benefit more? Check one

1. Applicants
2. Residency programs
3. Equal benefit