Is Pediatrics For Me?

Jennifer Trainor, MD
Career Advising in Pediatrics
January 23, 2020
What’s the attraction?

Kids:

• are cuter than adults
• get better faster than adults
• don’t whine as much as adults
• usually don’t cause their own illness

Don’t you want to take care of me?
Common Myths

- All pediatricians do is see kids with runny noses & vomiting/diarrhea
- If you are AOA with great board scores, you shouldn’t “waste” your hard work by going into an easy-to-match specialty
- All pediatricians have low salaries
- A career in pediatrics won’t offer enough intellectual stimulation
- Only women go into pediatrics
Pediatricians can:

- Be primary care providers
- Have longitudinal relationships with children and families
- Resuscitate newborns in the delivery room & counsel adolescents on substance abuse & sexually transmitted illness both in the same day
Pediatricians can:

• Be subspecialty care providers
• Perform procedures multiple days per week
• OR never perform procedures
Pediatricians can:

- Work exclusively in hospital-based practice
  - In an academic environment
  - In a community environment
- Work exclusively in an outpatient-based practice
  - As clinicians
  - As clinician-educators
  - As clinician-educator, researcher
- Combine the two
Pediatricians can:

- Focus on health policy & public health
- Focus on advocacy
- Participate in international health opportunities
- Focus on research—basic science, translational, clinical
Former Lurie & Feinberg grads on Why Peds?
Why I am now so glad I went into Pediatrics (quite different than why I chose Pediatrics, when I knew nothing) in no certain order:

- I have never disliked a kid for acting like a kid. I may have disliked a parent or the way a parent treated me, but the relationship with the kid is always awesome.
- No one can ever say I am only in it for the money.
- Having our own babies and children is much easier, even if it is just feeling slightly less incompetent.
- Fixing a nursemaid's makes me feel heroic for doing very little.
- Reassuring our over-educated friends that their normal kids are ok is great.
- Pediatric residents, for the most part, perhaps because they are not chasing the most lucrative fields, are cooler and funnier to work with, followed by emergency medicine residents.
I loved the people who were already practicing it. I wanted to work with those kinds of doctors for the rest of my life. A truly compassionate selfless group of people, who managed to see the joy and humor in life despite dealing with unbelievable sadness and tragedy sometimes.

And the children always brought such joy to my days.

Plus, I've felt like a child advocate since my own tragic childhood, and whether in a small or large way was compelled to keep children safe and do whatever I could to help them have happy, successful childhoods.

I have never regretted my decision for a second.
Linda DiMeglio

- I chose it because I was inspired to enter medicine by my own pediatrician.
- I stayed with it for many of the reasons noted previously.
- I also feel strongly about advocating for those who legally need adult voices and medically need someone always acting in their best interest.
- I love watching them grow and develop over the years and then being their friends and colleagues as adults.
- Shorter medical histories never hurt either!
Honesty, I'm not 100% sure how I stumbled into peds. I had an overwhelming sense that pediatrics was a "noble" profession. It made far greater of an impact than internal medicine (at least in my mind).

I also knew that, in general, I didn't like adults when they were sick.

As far as my choice of critical care, I was an adrenaline junky. I remember a senior resident telling me about how you either like sick children or basically well children. If you like sick; you were heading toward PICU, ED, HemeOnc, Cards. If you like basically well children; Gen Peds, ID, Renal.

What is more interesting to me is the things that I love about my career now have nothing to do with what I originally liked. …the research, administration, team building, problem solving have all created fun challenges that I never would have anticipated.
How many pediatricians do we train?

Figure 1.1 Yearly Count of General Pediatricians Certified Since 2003 by Gender

ABP: Pediatrician Workforce Data Book 2018-2019
## Pediatrics & Subspecialties

Analysis by First-Year Trainees from Pediatric Specialties/Subspecialties (2014-2018)

Select (click ↓) a specialty/subspecialty name to filter graphs below.

<table>
<thead>
<tr>
<th>Specialty</th>
<th>2014</th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pediatrics (Categorical)</td>
<td>3,076</td>
<td>3,080</td>
<td>3,133</td>
<td>3,161</td>
<td>3,204</td>
</tr>
<tr>
<td>Medicine-Pediatrics</td>
<td>373</td>
<td>379</td>
<td>386</td>
<td>381</td>
<td>378</td>
</tr>
<tr>
<td>Adolescent Medicine</td>
<td>28</td>
<td>35</td>
<td>34</td>
<td>29</td>
<td>31</td>
</tr>
<tr>
<td>Child Abuse Pediatrics</td>
<td>13</td>
<td>16</td>
<td>7</td>
<td>14</td>
<td>18</td>
</tr>
<tr>
<td>Developmental and Behavioral Pediatrics</td>
<td>32</td>
<td>40</td>
<td>30</td>
<td>41</td>
<td>42</td>
</tr>
<tr>
<td>Neonatal-Perinatal Medicine</td>
<td>257</td>
<td>261</td>
<td>261</td>
<td>258</td>
<td>268</td>
</tr>
<tr>
<td>Pediatric Cardiology</td>
<td>145</td>
<td>149</td>
<td>152</td>
<td>152</td>
<td>154</td>
</tr>
<tr>
<td>Pediatric Critical Care Medicine</td>
<td>171</td>
<td>179</td>
<td>179</td>
<td>190</td>
<td>193</td>
</tr>
<tr>
<td>Pediatric Emergency Medicine</td>
<td>168</td>
<td>168</td>
<td>187</td>
<td>191</td>
<td>189</td>
</tr>
<tr>
<td>Pediatric Endocrinology</td>
<td>85</td>
<td>88</td>
<td>81</td>
<td>82</td>
<td>82</td>
</tr>
<tr>
<td>Pediatric Gastroenterology</td>
<td>94</td>
<td>102</td>
<td>101</td>
<td>103</td>
<td>113</td>
</tr>
<tr>
<td>Pediatric Hematology/Oncology</td>
<td>171</td>
<td>169</td>
<td>168</td>
<td>167</td>
<td>161</td>
</tr>
<tr>
<td>Pediatric Infectious Diseases</td>
<td>66</td>
<td>50</td>
<td>58</td>
<td>62</td>
<td>60</td>
</tr>
<tr>
<td>Pediatric Nephrology</td>
<td>41</td>
<td>33</td>
<td>36</td>
<td>36</td>
<td>46</td>
</tr>
<tr>
<td>Pediatric Pulmonology</td>
<td>58</td>
<td>54</td>
<td>60</td>
<td>52</td>
<td>59</td>
</tr>
<tr>
<td>Pediatric Rheumatology</td>
<td>32</td>
<td>25</td>
<td>29</td>
<td>39</td>
<td>29</td>
</tr>
</tbody>
</table>

Data from ABP
What percent of peds residents go into subspecialties?

General Pediatrics Career Trends
Percent of Respondents Selecting Subspecialty Career Areas Since 1991*

The Pediatric Workforce: An Update on General Pediatrics and Pediatric Subspecialties Workforce Data from the American Board of Pediatrics
What do we know about recent residency graduates?

2015 General Pediatrics Examination
First-Time Takers (n=3,301)

Current Position

- Practice - Hospitalist, 10.5%
- Practice - Subspecialist, 1.2%
- Training - Health Services or General Academic, 1.5%
- Training - Hospitalist, 2.7%
- Chief resident, 10.8%
- Practice - General Pediatrician, 34.2%
- Other, 5.5%

ABP Workforce Data 2015
In what practice setting do new grads work?

2015 General Pediatrics Examination
Clinically Active First-time Takers Practicing as General Pediatricians, Subspecialists, or Hospitalists (n=1,385)
Ownership of Primary Practice
by Gender and Medical School

- University/Medical school, 24.1%
- Community or non-university affiliated hospital, 21.4%
- Managed care network, 10.7%
- Independent practice/private practice, 29.9%
- Federal, state, or local government, 7.4%
- Other practice type, 6.1%
- No response, 0.4%

The Pediatric Workforce: An Update on General Pediatrics and Pediatric Subspecialties Workforce Data from the American Board of Pediatrics 2015
What subspecialties did pediatricians choose?

1st Year Fellows by discipline 2003-2020

https://www.abp.org/content/yearly-growth-pediatric-fellows-subspecialty-demographics-and-program-characteristics
Where are the general pediatricians?

US-Based General Pediatricians Trends from 2006–2018

- Hover over or click a state for historical change and more information.

<table>
<thead>
<tr>
<th>US-Based General Pediatrics Pediatricians in 2018</th>
<th>2018 Average Number of General Pediatricians Per State</th>
</tr>
</thead>
<tbody>
<tr>
<td>65,512*</td>
<td>1,284.5*</td>
</tr>
</tbody>
</table>

Pediatricians Certified in General Pediatrics per 100,000 Children

Map showing the number of pediatricians per 100,000 children across the United States.
Where are the pediatricians and peds specialists?
Note in some areas, we have very few pediatric specialists.
Are pediatricians happy?

<table>
<thead>
<tr>
<th>Specialty</th>
<th>Frequency</th>
<th>Mean satisfaction</th>
<th>Regression Coefficient</th>
<th>Lower 95% Confidence Limit</th>
<th>Upper 95% Confidence Limit</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pediatric emergency medicine</td>
<td>29</td>
<td>0.64</td>
<td>0.409**</td>
<td>0.150</td>
<td>0.667</td>
</tr>
<tr>
<td>Geriatric medicine</td>
<td>34</td>
<td>0.57</td>
<td>0.339*</td>
<td>0.066</td>
<td>0.612</td>
</tr>
<tr>
<td>Dermatology</td>
<td>101</td>
<td>0.55</td>
<td>0.312***</td>
<td>0.144</td>
<td>0.480</td>
</tr>
<tr>
<td>Pediatrics</td>
<td>340</td>
<td>0.52</td>
<td>0.283***</td>
<td>0.181</td>
<td>0.385</td>
</tr>
<tr>
<td>Internal medicine and pediatrics</td>
<td>50</td>
<td>0.50</td>
<td>0.268**</td>
<td>0.095</td>
<td>0.442</td>
</tr>
<tr>
<td>Other pediatric subspecialty</td>
<td>98</td>
<td>0.50</td>
<td>0.265**</td>
<td>0.073</td>
<td>0.457</td>
</tr>
<tr>
<td>Neonatal and perinatal medicine</td>
<td>67</td>
<td>0.50</td>
<td>0.264*</td>
<td>0.012</td>
<td>0.516</td>
</tr>
<tr>
<td>Allergy and immunology</td>
<td>33</td>
<td>0.50</td>
<td>0.263*</td>
<td>0.053</td>
<td>0.486</td>
</tr>
<tr>
<td>Child and adolescent psychiatry</td>
<td>59</td>
<td>0.46</td>
<td>0.224*</td>
<td>0.053</td>
<td>0.395</td>
</tr>
<tr>
<td>Radiation oncology</td>
<td>42</td>
<td>0.44</td>
<td>0.202</td>
<td>-0.039</td>
<td>0.443</td>
</tr>
<tr>
<td>Cardiovascular diseases</td>
<td>149</td>
<td>0.43</td>
<td>0.198*</td>
<td>0.014</td>
<td>0.381</td>
</tr>
<tr>
<td>Medical oncology</td>
<td>48</td>
<td>0.43</td>
<td>0.195</td>
<td>-0.097</td>
<td>0.487</td>
</tr>
<tr>
<td>Ophthalmology</td>
<td>184</td>
<td>0.41</td>
<td>0.172*</td>
<td>0.012</td>
<td>0.332</td>
</tr>
<tr>
<td>Occupational medicine</td>
<td>53</td>
<td>0.40</td>
<td>0.166</td>
<td>-0.070</td>
<td>0.402</td>
</tr>
<tr>
<td>Hospitalists</td>
<td>37</td>
<td>0.40</td>
<td>0.165</td>
<td>-0.181</td>
<td>0.510</td>
</tr>
<tr>
<td>Physical medicine and rehabilitation</td>
<td>69</td>
<td>0.39</td>
<td>0.153</td>
<td>-0.027</td>
<td>0.338</td>
</tr>
<tr>
<td>Psychiatry</td>
<td>306</td>
<td>0.37</td>
<td>0.137*</td>
<td>0.010</td>
<td>0.265</td>
</tr>
<tr>
<td>Otolaryngology</td>
<td>81</td>
<td>0.35</td>
<td>0.120</td>
<td>-0.083</td>
<td>0.323</td>
</tr>
<tr>
<td>Other medical subspecialty</td>
<td>20</td>
<td>0.34</td>
<td>0.106</td>
<td>-0.252</td>
<td>0.465</td>
</tr>
<tr>
<td>Critical care internal</td>
<td>70</td>
<td>0.33</td>
<td>0.094</td>
<td>-0.091</td>
<td>0.383</td>
</tr>
</tbody>
</table>

Everything highlighted yellow is pediatrics or subspecialty
Now let’s get to how you pay the bills...

“So in other words, we’re hoping to discover what makes the nitty, gritty.”
**Private Survey: ~1900 pediatrician responses, 19,328 total physician response

** May not be representative of total work force or academic salaries

Where Respondents Work

Where Do Pediatricians Work?

- Office-based single-specialty group practice: 31%
- Hospital: 23%
- Office-based multispecialty group practice: 12%
- Office-based solo practice: 9%
- Healthcare organization: 9%
- Outpatient clinic: 9%
- Academic (nonhospital), research, military, government: 6%
Survey Respondents: All Physicians

Survey Demographics

BY GENDER

64% Men
36% Women

BY AGE

70 or older 4%
65-69 7%
60-64 13%
55-59 14%
50-54 13%
45-49 13%
40-44 12%
35-39 14%
28-34 9%
Under 28 0%
How Do Physicians Feel About Pay?

Do Pediatricians Feel Fairly Compensated?

- Public Health & Preventive Medicine: 73%
- Emergency Medicine: 68%
- Dermatology: 66%
- Radiology: 66%
- Pathology: 66%
- Psychiatry: 64%
- Critical Care: 61%
- Anesthesiology: 58%
- Otolaryngology: 56%
- Cardiology: 54%
- Pediatrics: 54%
- Ophthalmology: 53%
- Family Medicine: 53%
- Oncology: 53%
- Orthopedics: 52%
- Pulmonary Medicine: 52%
- Surgery, General: 52%
- Plastic Surgery: 52%
- Internal Medicine: 51%
- Gastroenterology: 51%
- Physical Medicine & Rehabilitation: 50%
- Ob/Gyn: 50%
- Neurology: 50%
- Rheumatology: 49%
- Urology: 49%
- Allergy & Immunology: 47%
- Nephrology: 43%
- Diabetes & Endocrinology: 42%
- Infectious Diseases: 42%

2019 Data
Gender of Pediatricians, by Race/Ethnicity

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Men</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>African American/Black</td>
<td>9%</td>
<td>91%</td>
</tr>
<tr>
<td>Asian</td>
<td>39%</td>
<td>61%</td>
</tr>
<tr>
<td>Caucasian/White</td>
<td>39%</td>
<td>61%</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>45%</td>
<td>55%</td>
</tr>
<tr>
<td>Mixed race</td>
<td>56%</td>
<td>44%</td>
</tr>
</tbody>
</table>

What Percentage of Pediatricians Are Employed vs Self-employed?

- Self-employed: 28%
- Employed: 69%
Would Pediatricians Choose Medicine Again?

- Infectious Diseases: 84%
- Cardiology: 83%
- Oncology: 83%
- Nephrology: 83%
- Dermatology: 83%
- Ophthalmology: 82%
- Orthopedics: 82%
- Psychiatry: 82%
- Surgery, General: 81%
- Critical Care: 81%
- Pathology: 81%
- Public Health & Preventive Medicine: 79%
- Otolaryngology: 79%
- Neurology: 79%
- Pediatrics: 77%
- Gastroenterology: 77%
- Pulmonary Medicine: 77%
- Rheumatology: 77%
- Urology: 77%
- Emergency Medicine: 75%
- Anesthesiology: 75%
- Internal Medicine: 74%
- Family Medicine: 74%
- Ob/Gyn: 74%
- Radiology: 74%
- Allergy & Immunology: 73%
- Diabetes & Endocrinology: 73%
- Plastic Surgery: 68%
- Physical Medicine & Rehabilitation: 62%

Would Pediatricians Choose the Same Specialty?

- Ophthalmology: 96%
- Orthopedics: 95%
- Gastroenterology: 93%
- Dermatology: 92%
- Radiology: 92%
- Urology: 91%
- Plastic Surgery: 90%
- Cardiology: 90%
- Oncology: 90%
- Otolaryngology: 88%
- Anesthesiology: 85%
- Psychiatry: 85%
- Pathology: 84%
- Emergency Medicine: 83%
- Allergy & Immunology: 82%
- Neurology: 82%
- Surgery, General: 82%
- Physical Medicine & Rehabilitation: 81%
- Pediatrics: 80%
- Infectious Diseases: 80%
- Diabetes & Endocrinology: 78%
- Pulmonary Medicine: 76%
- Ob/Gyn: 75%
- Critical Care: 75%
- Public Health & Preventive Medicine: 73%
- Rheumatology: 71%
- Nephrology: 70%
- Family Medicine: 68%
- Internal Medicine: 62%

2019 Data
Full v. Part-time Workforce

Pediatricians Working Part-time, by Gender

- Men:
  - Part-time: 14%
  - Full-time: 86%

- Women:
  - Part-time: 27%
  - Full-time: 73%

2018 Data
How Many Hours do they Work?

Hours per Week Pediatricians Spent Seeing Patients

- Men: 38 hours
- Women: 36 hours
Rewards of the Job

What Is the Most Rewarding Part of Your Job?

- Gratitude/relationships with patients: 39%
- Knowing that I'm making the world a better place: 24%
- Being very good at what I do/Finding answers, diagnoses: 17%
- Making good money at a job that I like: 9%
- Being proud of being a doctor: 4%
- Teaching: 4%
- Nothing: 1%
Challenges of the Job

What Is the Most Challenging Part of Your Job?

- Having so many rules and regulations: 19%
- Dealing with difficult patients: 18%
- Having to work long hours: 17%
- Having to work with an EHR system: 17%
- Difficulties getting fair reimbursement: 12%
- Worrying about being sued: 6%
- Nothing: 1%
Loan Repayment Options

- **NIH Extramural Pediatric Research Loan Repayment Program**
  - [http://www.lrp.nih.gov/about_the_programs/pediatric.aspx](http://www.lrp.nih.gov/about_the_programs/pediatric.aspx)
  - Pediatric investigators, up to $35,000/year × 2 yrs (tax free)

- **National Health Service Corps**
  - [https://nhsc.hrsa.gov/loanrepayment/loanrepaymentprogram.html](https://nhsc.hrsa.gov/loanrepayment/loanrepaymentprogram.html)
  - Up to $50,000 for 2-year commitment, may reapply
  - Primary care pediatrics, high need, underserved area

- **Indian Health Service**
  - [https://www.ihs.gov/loanrepayment/](https://www.ihs.gov/loanrepayment/)
  - Up to $40,000, min 2-year commitment, plus additional 20% to offset tax liability
What do we know about the match in pediatrics?
Pediatric Match #s 2014-18

### Pediatrics (Categorical) Rates (2014-2018)

- **Average NRMP Matched Percent:** 98.9%
- **Average Final Fill Rate (ABP):** 115.9%

### Yearly NRMP Match Percent and Final Fill Rate (ABP) for Pediatrics (Categorical)

<table>
<thead>
<tr>
<th>Year</th>
<th>NRMP Match Percent</th>
<th>Final Fill Rate (ABP)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>116.5%</td>
<td>115.8%</td>
</tr>
<tr>
<td>2015</td>
<td>116.5%</td>
<td>115.8%</td>
</tr>
<tr>
<td>2016</td>
<td>99.5%</td>
<td>97.9%</td>
</tr>
</tbody>
</table>

### Number of Unfilled Positions per NRMP in Pediatrics (Categorical)

<table>
<thead>
<tr>
<th>Year</th>
<th>Positions</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>13</td>
</tr>
<tr>
<td>2015</td>
<td>14</td>
</tr>
<tr>
<td>2016</td>
<td>14</td>
</tr>
<tr>
<td>2017</td>
<td>45</td>
</tr>
<tr>
<td>2018</td>
<td>57</td>
</tr>
</tbody>
</table>

### Number of Trainees (ABP) Above NRMP Matched Number in Pediatrics (Categorical)

<table>
<thead>
<tr>
<th>Year</th>
<th>Trainees</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>449</td>
</tr>
<tr>
<td>2015</td>
<td>426</td>
</tr>
<tr>
<td>2016</td>
<td>458</td>
</tr>
<tr>
<td>2017</td>
<td>468</td>
</tr>
<tr>
<td>2018</td>
<td>493</td>
</tr>
</tbody>
</table>

### Number of Programs (NRMP) in Pediatrics (Categorical)

<table>
<thead>
<tr>
<th>Year</th>
<th>Programs</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>194</td>
</tr>
<tr>
<td>2015</td>
<td>196</td>
</tr>
<tr>
<td>2016</td>
<td>199</td>
</tr>
<tr>
<td>2017</td>
<td>204</td>
</tr>
<tr>
<td>2018</td>
<td>211</td>
</tr>
</tbody>
</table>

### Number of Unfilled Programs (NRMP) in Pediatrics (Categorical)

<table>
<thead>
<tr>
<th>Year</th>
<th>Programs</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>4</td>
</tr>
<tr>
<td>2015</td>
<td>7</td>
</tr>
<tr>
<td>2016</td>
<td>8</td>
</tr>
<tr>
<td>2017</td>
<td>13</td>
</tr>
<tr>
<td>2018</td>
<td>23</td>
</tr>
</tbody>
</table>
79% of student match in their top 3 programs
10 interviews/rankings almost guarantees a successful match
How Many Students Go Into Pediatrics?

Feinberg Students Entering Pediatrics*
2019-2009

* Includes Child Neurology
## Where do Feinberg Students Go?

**Matches in Pediatrics 2009-2019**

<table>
<thead>
<tr>
<th>Hospital Name</th>
<th>Count</th>
<th>Matched Hospitals</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>McGaw/Lurie Children’s</td>
<td>29</td>
<td>Columbia, Children’s Hospital Colorado</td>
<td>3</td>
</tr>
<tr>
<td>Baylor</td>
<td>8</td>
<td>Stanford, UCSF, UC San Diego</td>
<td>3</td>
</tr>
<tr>
<td>Boston Children’s (BCMC)</td>
<td>7</td>
<td>U Chicago, UNC, U Pittsburg, Cornell</td>
<td>3</td>
</tr>
<tr>
<td>Cincinnati Children’s</td>
<td>7</td>
<td>Harbor UCLA, Lutheran General, Miami</td>
<td>3</td>
</tr>
<tr>
<td>Los Angeles Children’s</td>
<td>6</td>
<td>U Michigan, U Illinois, Wash U/St. Louis</td>
<td>2</td>
</tr>
<tr>
<td>Seattle Children’s/U Washington</td>
<td>6</td>
<td>U Vermont, USC-LA County, Christ</td>
<td>2</td>
</tr>
<tr>
<td>Children’s National/DC</td>
<td>5</td>
<td>UVA, Mt. Sinai, NYU, U Conn, Children’s, NYMC Westchester, Montefiore</td>
<td>1</td>
</tr>
<tr>
<td>CHOP, Oakland Children’s/UCSF</td>
<td>5</td>
<td>U Minnesota, Primary Children’s (Utah), Loma Linda, Mercy/KS, Oregon Health Sci</td>
<td>1</td>
</tr>
<tr>
<td>Milwaukee Children’s, Riley Children’s (Indianapolis)</td>
<td>5</td>
<td>Cleveland Clinic, U MD, Johns Hopkins, Portsmouth Naval, Natl Capital Consort</td>
<td>1</td>
</tr>
<tr>
<td>Nationwide, UCLA, Rush</td>
<td>4</td>
<td>UT/Houston, U Tennessee, SLU, U Arizona, U South Dakota</td>
<td>1</td>
</tr>
</tbody>
</table>
Planning for next year

- Sign up for an advisor if you think you may be interested in pediatrics
- Note if you have a previous relationship/special interest
- Set up a meeting in February to discuss plans
- Bring transcript, narrative evaluations for clerkships
- Make sure you sign up for pediatric subinternship
- Avoid taking all pediatric electives
Planning for residency match

- Plan at least one elective over the spring/summer to allow a pediatric faculty member to get to know you well for LOR
- Work on essay and CV over the late spring/early summer
- Meet with the chair for advising/chair letter
- Get your application materials into ERAS as early as possible, especially if you are a weaker applicant GOAL SEPT 1. Apply SEPT 15.
- When programs will grant interviews has been a moving target, some October, some November
Bibliography
BMC Health Services Research

Research article
Physician career satisfaction within specialties
J Paul Leigh*¹, Daniel J Tancredi² and Richard L Kravitz³

Address: ¹Center for Healthcare Policy and Research and Department of Public Health Sciences, University of California, Davis, CA.; MS1C, UC Davis Medical School, Davis, Ca, 95616-8638, USA, ²Center for Healthcare Policy and Research and Department of Pediatrics, University of California, Davis, Medical Center, Sacramento, CA, USA and ³Center for Healthcare Policy and Research and Division of General Medicine, University of California, Davis, Medical Center, Sacramento, CA, USA

Email: J Paul Leigh* - pleigh@ucdavis.edu; Daniel J Tancredi - djtancredi@ucdavis.edu; Richard L Kravitz - rkravitz@ucdavis.edu
* Corresponding author

Published: 16 September 2009
Accepted: 16 September 2009

This article is available from: http://www.biomedcentral.com/1472-6963/9/166
Bibliography

- American Board of Pediatrics Workforce Data
  Available online at: https://www.abp.org/content/workforce
- Lots of other interesting information available on this site as well: https://www.abp.org/content/workforce
Pediatric Match Data 2018

209 Program Directors surveyed, 78 responded
37.3% response rate

Results of the 2018 NRMP Program Director Survey

When are interviews offered & conducted?

Percentage of Program's Interviews Extended During Each Time Period

- Prior to Oct. 1 2017: 37%
- October 2017: 45%
- November 2017: 10%
- December 2017: 6%
- January 2018 or later: 2%

Percentage of Program's Interviews Conducted During Each Time Period

- Prior to Oct. 1 2017: 1%
- October 2017: 18%
- November 2017: 34%
- December 2017: 32%
- January 2018 or later: 15%

N=71
Chart 3
Match Rates of U.S. Allopathic Seniors
Percent Matched by Preferred Specialty

Source: NRMP Data Warehouse
## NRMP

**Charting Outcomes in the Match 2018**

### Table PD-1

<table>
<thead>
<tr>
<th>Measure</th>
<th>Matched (n=1,640)</th>
<th>Unmatched (n=18)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Mean number of contiguous ranks</td>
<td>12.5</td>
<td>4.3</td>
</tr>
<tr>
<td>2. Mean number of distinct specialties ranked</td>
<td>1.0</td>
<td>1.2</td>
</tr>
<tr>
<td>3. Mean USMLE Step 1 score</td>
<td>227</td>
<td>209</td>
</tr>
<tr>
<td>4. Mean USMLE Step 2 score</td>
<td>243</td>
<td>222</td>
</tr>
<tr>
<td>5. Mean number of research experiences</td>
<td>2.8</td>
<td>2.5</td>
</tr>
<tr>
<td>6. Mean number of abstracts, presentations, and publications</td>
<td>4.1</td>
<td>3.2</td>
</tr>
<tr>
<td>7. Mean number of work experiences</td>
<td>3.1</td>
<td>3.2</td>
</tr>
<tr>
<td>8. Mean number of volunteer experiences</td>
<td>8.3</td>
<td>6.6</td>
</tr>
<tr>
<td>9. Percentage who are AOA members</td>
<td>14.6</td>
<td>0.0</td>
</tr>
<tr>
<td>10. Percentage who graduated from one of the 40 U.S. medical schools with the highest NIH funding</td>
<td>29.8</td>
<td>5.6</td>
</tr>
<tr>
<td>11. Percentage who have Ph.D. degree</td>
<td>3.1</td>
<td>0.0</td>
</tr>
<tr>
<td>12. Percentage who have another graduate degree</td>
<td>14.7</td>
<td>14.3</td>
</tr>
</tbody>
</table>

Note: Only U.S. allopathic seniors who gave consent to use their information in research are included.

Sources: NRMP Data Warehouse; Top 40 U.S. medical schools with the highest NIH funding in measure 10 is from the NIH website (http://report.nih.gov/award/index.cfm).
Probability of Matching by Number of Programs Ranked

Graph PD-1: Probability of U.S. Allopathic Seniors Matching to Preferred Specialty by Number of Contiguous Ranks

Pediatrics

Source: NRMP Data Warehouse. Note: Probabilities calculated based on 2016-2018 applicants

Charting Outcomes in the Match: U.S. Allopathic Seniors, 2018
Distribution of USMLE Step Scores

**Chart PD-3**

**USMLE Step 1 Scores of U.S. Allopathic Seniors**

- **Matched**
- **Not Matched**

<table>
<thead>
<tr>
<th>Score Range</th>
<th>Matched</th>
<th>Not Matched</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt;= 180</td>
<td>114</td>
<td>2</td>
</tr>
<tr>
<td>Between 181 and 190</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Between 191 and 200</td>
<td>188</td>
<td>6</td>
</tr>
<tr>
<td>Between 201 and 210</td>
<td>278</td>
<td>5</td>
</tr>
<tr>
<td>Between 211 and 220</td>
<td>341</td>
<td>2</td>
</tr>
<tr>
<td>Between 221 and 230</td>
<td>302</td>
<td>0</td>
</tr>
<tr>
<td>Between 231 and 240</td>
<td>236</td>
<td>0</td>
</tr>
<tr>
<td>Between 241 and 250</td>
<td>135</td>
<td>0</td>
</tr>
<tr>
<td>Between 251 and 260</td>
<td>28</td>
<td>0</td>
</tr>
<tr>
<td>&gt; 260</td>
<td>18</td>
<td>3</td>
</tr>
<tr>
<td>Score Unknown</td>
<td>3</td>
<td></td>
</tr>
</tbody>
</table>

**Chart PD-4**

**USMLE Step 2 CK Scores of U.S. Allopathic Seniors**

- **Matched**
- **Not Matched**

<table>
<thead>
<tr>
<th>Score Range</th>
<th>Matched</th>
<th>Not Matched</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt;= 180</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Between 181 and 190</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Between 191 and 200</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Between 201 and 210</td>
<td>16</td>
<td>2</td>
</tr>
<tr>
<td>Between 211 and 220</td>
<td>109</td>
<td>4</td>
</tr>
<tr>
<td>Between 221 and 230</td>
<td>216</td>
<td>3</td>
</tr>
<tr>
<td>Between 231 and 240</td>
<td>319</td>
<td>2</td>
</tr>
<tr>
<td>Between 241 and 250</td>
<td>419</td>
<td>1</td>
</tr>
<tr>
<td>Between 251 and 260</td>
<td>324</td>
<td>0</td>
</tr>
<tr>
<td>&gt; 260</td>
<td>204</td>
<td>0</td>
</tr>
<tr>
<td>Score Unknown</td>
<td>33</td>
<td>6</td>
</tr>
</tbody>
</table>
Numbers of programs students rank

Chart PD-2
Number of Contiguous Ranks of U.S. Allopathic Seniors
Pediatrics

2016

Chart PD-2
Number of Contiguous Ranks of U.S. Allopathic Seniors
Pediatrics

2018

Source: NRMP Data Warehouse
Is it important to be AOA?

- AOA Membership
  - Matched
    - Yes: 239
    - No: 1,320
  - Not Matched
    - Yes: 0
    - No: 13

- Graduate of One of the 40 U.S. Medical Schools with the Highest NIH Funding
  - Matched
    - Yes: 488
    - No: 1
  - Not Matched
    - Yes: 1,152
    - No: 17

Charting Outcomes in the Match NRMP 2018
How many have published?

Chart PD-6
Number of Abstracts, Presentations, and Publications of U.S. Allopathic Seniors
Pediatrics

<table>
<thead>
<tr>
<th>Publications</th>
<th>Matched</th>
<th>Not Matched</th>
</tr>
</thead>
<tbody>
<tr>
<td>None</td>
<td>256</td>
<td>2</td>
</tr>
<tr>
<td>1</td>
<td>226</td>
<td>1</td>
</tr>
<tr>
<td>2</td>
<td>206</td>
<td>2</td>
</tr>
<tr>
<td>3</td>
<td>178</td>
<td>3</td>
</tr>
<tr>
<td>4</td>
<td>160</td>
<td>0</td>
</tr>
<tr>
<td>5 or More</td>
<td>614</td>
<td>10</td>
</tr>
</tbody>
</table>

Source: NRMP Data Warehouse
Copyright ©2018 NRMP. Reproduction prohibited without the written permission of the NRMP.

Charting Outcomes in the Match: U.S. Allopathic Seniors, 2018
Done research?

Chart PD-5
Number of Research Projects of U.S. Allopathic Seniors
*Pediatrics*

<table>
<thead>
<tr>
<th>Research Projects</th>
<th>Matched</th>
<th>Not Matched</th>
</tr>
</thead>
<tbody>
<tr>
<td>None</td>
<td>110</td>
<td>0</td>
</tr>
<tr>
<td>1</td>
<td>275</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>383</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>331</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>217</td>
<td></td>
</tr>
<tr>
<td>5 or More</td>
<td>324</td>
<td>8</td>
</tr>
</tbody>
</table>

Charting Outcomes in the Match NRMP 2018
More comparative data 2016

Chart 4: Median Number of Contiguous Ranks of U.S. Allopathic Seniors by Preferred Specialty and Match Status

Source: NRMP Data Warehouse
How do program directors select people to interview?
## Applicant Ranking

### What’s important?

#### Figure P-2

<table>
<thead>
<tr>
<th>Factor</th>
<th>Percent Citing Factor</th>
<th>Average Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Interpersonal skills</td>
<td>98%</td>
<td>4.9</td>
</tr>
<tr>
<td>Feedback from current residents</td>
<td>93%</td>
<td>4.7</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 1 score</td>
<td>86%</td>
<td>4.0</td>
</tr>
<tr>
<td>Letters of recommendation in the specialty</td>
<td>66%</td>
<td>3.9</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 2 score</td>
<td>87%</td>
<td>4.0</td>
</tr>
<tr>
<td>Evidence of professionalism and ethics</td>
<td>72%</td>
<td>4.4</td>
</tr>
<tr>
<td>Medical Student Performance Evaluation (MSPE/Dean’s Letter)</td>
<td>77%</td>
<td>4.5</td>
</tr>
<tr>
<td>Perceived commitment to specialty</td>
<td>51%</td>
<td>4.1</td>
</tr>
<tr>
<td>Perceived interest in program</td>
<td>51%</td>
<td>3.8</td>
</tr>
<tr>
<td>Leadership qualities</td>
<td>66%</td>
<td>4.2</td>
</tr>
<tr>
<td>Class ranking/quantile</td>
<td>72%</td>
<td>4.2</td>
</tr>
<tr>
<td>Personal prior knowledge of the applicant</td>
<td>73%</td>
<td>4.1</td>
</tr>
<tr>
<td>Audition elective/rotation within your department</td>
<td>76%</td>
<td>4.1</td>
</tr>
<tr>
<td>Personal Statement</td>
<td>59%</td>
<td>3.4</td>
</tr>
<tr>
<td>Grades in required clerkships</td>
<td>65%</td>
<td>4.1</td>
</tr>
<tr>
<td>Passing USMLE Step 2 CS/COMLEX Level 2 PE</td>
<td>78%</td>
<td>4.3</td>
</tr>
<tr>
<td>Any failed attempt in USMLE/COMLEX</td>
<td>81%</td>
<td>4.6</td>
</tr>
<tr>
<td>Grades in clerkship in desired specialty</td>
<td>62%</td>
<td>4.2</td>
</tr>
<tr>
<td>Other life experience</td>
<td>59%</td>
<td>3.9</td>
</tr>
<tr>
<td>Alpha Omega Alpha (AOA) membership</td>
<td>65%</td>
<td>4.0</td>
</tr>
<tr>
<td>Consistency of grades</td>
<td>55%</td>
<td>3.9</td>
</tr>
<tr>
<td>Volunteer/extracurricular experiences</td>
<td>63%</td>
<td>3.9</td>
</tr>
<tr>
<td>Lack of gaps in medical education</td>
<td>58%</td>
<td>3.8</td>
</tr>
<tr>
<td>Graduate of highly regarded U.S. medical school</td>
<td>54%</td>
<td>3.8</td>
</tr>
<tr>
<td>Gold Humanism Honor Society (GHHS) membership</td>
<td>58%</td>
<td>3.9</td>
</tr>
<tr>
<td>Awards or special honors in clinical clerkships</td>
<td>34%</td>
<td>3.9</td>
</tr>
<tr>
<td>Awards or special honors in clerkship in desired specialty</td>
<td>35%</td>
<td>3.9</td>
</tr>
<tr>
<td>Demonstrated involvement and interest in research</td>
<td>24%</td>
<td>3.8</td>
</tr>
<tr>
<td>Applicant was flagged with Match violation by the NRMP</td>
<td>37%</td>
<td>4.8</td>
</tr>
<tr>
<td>Visa status*</td>
<td>30%</td>
<td>3.5</td>
</tr>
<tr>
<td>Other post-interview contact</td>
<td>27%</td>
<td>3.3</td>
</tr>
<tr>
<td>Interest in academic career</td>
<td>14%</td>
<td>3.8</td>
</tr>
<tr>
<td>Fluency in language spoken by your patient population</td>
<td>28%</td>
<td>3.6</td>
</tr>
<tr>
<td>Away rotation in your specialty at another institution</td>
<td>17%</td>
<td>3.0</td>
</tr>
<tr>
<td>USMLE/COMLEX Step 3 score</td>
<td>15%</td>
<td>4.2</td>
</tr>
<tr>
<td>Second interview/visit</td>
<td>23%</td>
<td>3.4</td>
</tr>
<tr>
<td>Awards or special honors in basic sciences</td>
<td>20%</td>
<td>2.8</td>
</tr>
</tbody>
</table>

*Ratings on a scale from 1 (not at all important) to 5 (very important).*
What about Couples Match?

Figure 8  Number of Couples in the Match and Match Outcome, 1987-2016

[Bar chart showing the number of couples matched and unmatched from 1987 to 2015]
Reassuring Match Rates
US Seniors

Figure 4  PGY-1 Match Rates by Applicant Type, 1982 - 2018

Percent Matched

- U.S. Seniors
- Others
- U.S. IMGs
- Non-U.S. IMGs

Results and Data 2018 Main Residency Match®
For example, the top five specialties/specialty tracks to which U.S. allopathic medical school seniors (“U.S. Senior”) matched were:

- Internal Medicine (categorical) (3,195)
- Pediatrics (categorical) (1,746)
- Family Medicine (1,628)
- Emergency Medicine (1,606)
- Medicine-Preliminary (PGY-1 Only) (1,370)
Figure 5  Number of Positions Offered and Filled for Selected Specialties,* 2018

<table>
<thead>
<tr>
<th>Specialty</th>
<th>Positions Offered</th>
<th>Total Number Filled</th>
<th>Number Filled by U.S. Allopathic Seniors</th>
</tr>
</thead>
<tbody>
<tr>
<td>Internal Medicine (C, M)</td>
<td>7,916</td>
<td>7,735</td>
<td></td>
</tr>
<tr>
<td>Family Medicine (C)</td>
<td>3,299</td>
<td>3,329</td>
<td></td>
</tr>
<tr>
<td>Pediatrics (C)</td>
<td>2,858</td>
<td>2,797</td>
<td></td>
</tr>
<tr>
<td>Emergency Medicine (C, M)</td>
<td>2,278</td>
<td>2,265</td>
<td></td>
</tr>
<tr>
<td>Medicine-Preliminary (P)</td>
<td>3,695</td>
<td>1,762</td>
<td></td>
</tr>
<tr>
<td>Anesthesiology (C, A, R)</td>
<td>1,390</td>
<td>1,708</td>
<td></td>
</tr>
<tr>
<td>Psychiatry (C)</td>
<td>459</td>
<td>654</td>
<td></td>
</tr>
<tr>
<td>Surgery-Preliminary (P)</td>
<td>888</td>
<td>1,363</td>
<td></td>
</tr>
<tr>
<td>Obstetrics-Gynecology (C)</td>
<td>1,336</td>
<td>1,330</td>
<td></td>
</tr>
<tr>
<td>Surgery (C)</td>
<td>1,319</td>
<td>1,314</td>
<td></td>
</tr>
<tr>
<td>Radiology-Diagnostic (C, A, R)</td>
<td>1,099</td>
<td>1,089</td>
<td></td>
</tr>
<tr>
<td>Transitional (P)</td>
<td>1,056</td>
<td>1,061</td>
<td></td>
</tr>
<tr>
<td>Neurology (C, A, R)</td>
<td>840</td>
<td>859</td>
<td></td>
</tr>
<tr>
<td>Orthopedic Surgery (C)</td>
<td>758</td>
<td>691</td>
<td></td>
</tr>
<tr>
<td>Pathology (C)</td>
<td>638</td>
<td>568</td>
<td></td>
</tr>
<tr>
<td>Dermatology (C, A, R)</td>
<td>465</td>
<td>472</td>
<td></td>
</tr>
<tr>
<td>Physical Medicine &amp; Rehab (C, A, R)</td>
<td>391</td>
<td>423</td>
<td></td>
</tr>
<tr>
<td>Medicine-Pediatrics (C)</td>
<td>306</td>
<td>377</td>
<td></td>
</tr>
<tr>
<td>Otolaryngology (C)</td>
<td>303</td>
<td>284</td>
<td></td>
</tr>
<tr>
<td>Neurological Surgery (C)</td>
<td>203</td>
<td>222</td>
<td></td>
</tr>
<tr>
<td>Radiation Oncology (C, A, R)</td>
<td>177</td>
<td>194</td>
<td></td>
</tr>
<tr>
<td>Child Neurology (C, A, R)</td>
<td>104</td>
<td>168</td>
<td></td>
</tr>
<tr>
<td>Plastic Surgery (C)</td>
<td>177</td>
<td>168</td>
<td></td>
</tr>
<tr>
<td>Interventional Radiology (A,C,R)</td>
<td>242</td>
<td>421</td>
<td></td>
</tr>
</tbody>
</table>

* Specialties offering at least 100 positions.
What about USMLE?

Figure P-3

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

Percentage of Programs That Use USMLE Step 1 Scores

<table>
<thead>
<tr>
<th>Exam Required?</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, pass only</td>
<td>56%</td>
</tr>
<tr>
<td>Yes, target score</td>
<td>40%</td>
</tr>
<tr>
<td>No</td>
<td>4%</td>
</tr>
</tbody>
</table>

Would your program consider applicants who fail the exam on the first attempt?

<table>
<thead>
<tr>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td>4%</td>
</tr>
<tr>
<td>Seldom</td>
<td>79%</td>
</tr>
<tr>
<td>Often</td>
<td>16%</td>
</tr>
</tbody>
</table>

NRMP Program Director Survey Results, 2018
Percentage of Programs That Use USMLE Step 2 (CK) Scores

Exam Required?
N=70

<table>
<thead>
<tr>
<th>Requirement</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, pass only</td>
<td>24%</td>
</tr>
<tr>
<td>Yes, target score</td>
<td>23%</td>
</tr>
<tr>
<td>No</td>
<td>53%</td>
</tr>
</tbody>
</table>

Would your program consider applicants who fail the exam on the first attempt?
N=73

<table>
<thead>
<tr>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td>15%</td>
</tr>
<tr>
<td>Seldom</td>
<td>79%</td>
</tr>
<tr>
<td>Often</td>
<td>5%</td>
</tr>
</tbody>
</table>

NRMP Program Director Survey Results, 2018
Are there thresholds?

The boxes in the boxplots above represent the interquartile range (or IQR, which is the range between the 25th and 75th percentiles) and the line in the box is the median. The x-shaped symbol is the mean.

NRMP Program Director Survey Results, 2018

Please note the small #s of responses from PDs here—12-27 responded. May not be representative.
When are interviews offered?

Percentage of Program's Interviews Extended During Each Time Period

- Prior to Oct. 1 2015: 27%
- October 2015: 52%
- November 2015: 15%
- December 2015: 5%
- January 2016 or later: 2%

N=79

Percentage of Program's Interviews Conducted During Each Time Period

- Prior to Oct. 1 2015: 0%
- October 2015: 14%
- November 2015: 35%
- December 2015: 32%
- January 2016 or later: 18%

N=79

Percentage of Program's Interviews Extended During Each Time Period

- Prior to Oct. 1 2017: 37%
- October 2017: 45%
- November 2017: 10%
- December 2017: 6%
- January 2018 or later: 2%

N=71

Percentage of Program's Interviews Conducted During Each Time Period

- Prior to Oct. 1 2017: 1%
- October 2017: 18%
- November 2017: 34%
- December 2017: 32%
- January 2018 or later: 15%

N=71

NRMP Program Director Survey Results, 2016

NRMP Program Director Survey Results, 2018
Residency Programs

#Applications Received & Screening Behaviors

Average Number of Positions, Applications Received, Interview Invitations Sent, and Applicants Interviewed and Ranked

- Number of positions in the Match: 78
- Number of applications received: 1,174
- Number of interview invitations sent: 249
- Number of applicants interviewed: 190
- Number of applicants ranked: 178

Average Percentage of Applicants Rejected and Reviewed

- Percentage of applications rejected based on a standardized screening process: 53%
- Percentage of applicants receiving an in-depth review: 43%

* Data from the NRMP database. All Responding programs included

NRMP Program Director Survey Results, 2018
What do PDs think is important in predicting success in residency?

**Importance of Factors in Assessing Residents' Success**

Average rating on a scale of 5 (5=very important)

- Clinical competency: 5.0
- Professionalism: 5.0
- Quality of patient care: 4.9
- Ethics: 4.8
- Communication skills: 4.8
- Passing board certification examination: 4.6
- Personality: 4.3
- Academic performance during residency: 4.2
- Ability to teach medical students: 4.1
- Performance on in-training examination: 3.4
- Research and publications: 2.8

(n=70)

NRMP Program Director Survey Results, 2018
What subspecialties did pediatricians choose?

The Pediatric Workforce: An Update on General Pediatrics and Pediatric Subspecialties Workforce Data from the American Board of Pediatrics 2015
Selecting

2019 Data NRMP applicant survey

Figure PD-1
Percent of U.S. Seniors Citing Each Factor And Mean Importance Rating* for Each Factor in Selecting Programs for Application

- Desired geographic location: 91% (4.6)
- Perceived goodness of fit: 83% (4.7)
- Reputation of program: 86% (4.1)
- Academic medical center program: 74% (4.5)
- Quality of residents in program: 65% (4.6)
- Quality of educational curriculum and training: 63% (4.9)
- Work/life balance: 65% (4.2)
- Quality of faculty: 52% (4.4)
- Cost of living: 60% (3.6)
- Future fellowship training opportunities: 61% (4.0)
- Quality of program director: 51% (4.2)
- Career paths of recent program graduates: 79% (3.9)
- Size of program: 57% (3.9)
- Balance between supervision and responsibility**: 51% (4.0)
- House staff morale: 53% (4.6)
- Social and recreational opportunities of the area: 55% (4.0)
- Preparation for fellowship training: 56% (4.4)
- Diversity of patient problems: 54% (4.3)
- Quality of hospital facilities: 52% (3.9)
- Program's flexibility to pursue electives and interests: 51% (4.1)
- Opportunity to conduct research: 33% (4.0)
- Cultural/racial/ethnic diversity of geographic location: 41% (4.2)
- Job opportunities for my spouse/significant other: 37% (4.5)
- Future job opportunities for myself: 30% (4.0)
- Support network in the area: 39% (4.2)
- Call schedule: 36% (3.7)
- Cultural/racial/ethnic/gender diversity at institution: 36% (4.3)
- Opportunity to perform specific procedures: 19% (3.6)
- Size of patient caseload: 35% (3.9)
- Quality of ancillary support staff: 24% (4.9)
- Vacation/parental/sick leave: 35% (3.6)
- Salary: 28% (5.3)
- Availability of electronic health records: 23% (4.0)
- ABMS board pass rates: 34% (4.2)
- Community-based setting: 14% (3.5)
- Opportunity for international experience: 22% (3.8)
- Supplemental income (moonlighting) opportunities: 8% (3.1)
- Quality of ambulatory care facilities: 21% (3.8)
- Having friends at the program: 14% (3.4)
- Opportunity for training in systems-based practice: 11% (3.7)
- Alternative duty hours: 8% (3.4)
- Schools for my children in the area: 6% (3.8)
- Other benefits: 6% (3.8)
- Presence of a previous Match violation: 1% (1.5)

Data are presented in descending order of percentage of applicants citing each factor for U.S. seniors in all specialties

* Ratings on a scale from 1 (not important) to 5 (extremely important)

** Appropriate balance between faculty supervision and resident responsibility for patient care

NRMP Applicant Survey Results, 2019
127
Ranking

2019 Data NRMP applicant survey
Figure PD-3: Percentage of Applicants Citing Different Ranking Strategies by Applicant Type

- I ranked the programs in order of my preferences: 90% U.S. Senior, 77% Independent Applicant
- I ranked all programs that I was willing to attend: 77% U.S. Senior, 77% Independent Applicant
- I ranked all programs at which I interviewed: 65% U.S. Senior, 60% Independent Applicant
- I ranked one or more less competitive programs in my preferred specialty as a "safety net": 53% U.S. Senior, 26% Independent Applicant
- I ranked a mix of both competitive and less competitive specialties as a "fallback" plan: 24% U.S. Senior, 11% Independent Applicant
- I ranked the programs based on the likelihood of matching (most likely first, etc.): 2% U.S. Senior, 9% Independent Applicant
- I ranked one or more programs where I applied but did not interview: 2% U.S. Senior, 2% Independent Applicant

2019 Data NRMP applicant survey
Figure PD-4
Pediatrics
Median Number of Applications, Interviews, and Programs Ranked by Applicant Type

U.S. Seniors

- Median number of application submitted
  - Matched: 27
  - Not Matched: 53

- Median number of interviews offered
  - Matched: 18
  - Not Matched: 3

- Median number of interviews attended
  - Matched: 13
  - Not Matched: 2

- Median number of programs ranked
  - Matched: 13
  - Not Matched: 2

2019 Data NRMP applicant survey
Figure 8  Number of Couples in the Match and Match Outcome, 1987-2018

Couples Outcomes
Number of Interviews
by specialty type (Peds in red)
Number of Programs Ranked by specialty type (Peds in red)