

**Thank you for participating in our survey! The goal of this study is to survey internal medicine residency program directors to determine changes in recruitment strategies and perceptions of outcomes as a result of National Residency Match Program (NRMP) All In/All Out policy change in 2013. This survey has been exempted by the Institutional Review Board of the Reading Health System. It will take you approximately 5 minutes to complete. All conflicts of interest have been resolved. By continuing, you are acknowledging that you are participating in this survey voluntarily. Refusal to participate will involve no penalty or loss of benefits to which you are otherwise entitled and you may discontinue participation at any time without penalty or loss of benefits to which you are otherwise entitled. This survey is anonymous and no identifying data will be collected. If you have any questions or concerns regarding this survey, please contact Richard Alweis at [richard.alweis@readinghealth.org](mailto:richard.alweis@readinghealth.org)**

Alweis R, Khan MS, Kuehl S, et al. Feedback: The Need for Meaningful Conversations. *J Grad Med Educ.* 2017;9(2):173-177.

1. Is your residency program "All in " or "All out" of the NRMP Match at the present time?

- All in.
- All out.
- I do not wish to respond.

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Conversations. J Grad Med Educ.  
2017;9(2):173-177.

## Currently All Out

2. Since the change in NRMP policy in 2013, have you *switched* from "All In" to "All Out?"

- Yes
- No
- I do not wish to respond

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## Currently All Out

3. Are you *contemplating switching* from "All Out" to "All In?"

- Yes
- No
- I do not wish to respond.

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et al. Feedback: The Need  
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## My program switched from All In to All Out

4. Please tell us why your program switched to All Out

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My program is contemplating switching from All In to All Out

5. Please tell us why you are contemplating making the switch to All Out

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## My program switched from All Out to All In

6. Please tell us why your program made the switch to All In

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7. Please tell us why you are contemplating making the switch to All In

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## Currently All In

8. Since the change in NRMP policy in 2013, have you switched from "All Out" to "All In?"

- Yes
- No
- I do not wish to respond

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## Currently All In

9. Are you *contemplating switching* from "All In" to "All Out?"

- Yes
- No
- I do not wish to respond

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## Residency Recruitment Questions

10. How would you describe your program?

- Community-based
- Community-based, university-affiliated
- University-based
- Military-based
- Other
- I do not wish to respond.

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11. Over the last three years, what percentage of your interns are on a visa?

- Less than 10%
- 10-49%
- Equal to or greater than 50%
- I do not wish to respond

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12. Since the change to the NRMP policy, what has been the effect on your program in the following domains:

	Large Decrease	Small Decrease	No Effect	Small Increase	Large Increase
Number of applicants interviewed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of residents enrolled in your residency program	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Number of interns that had delayed start dates due to visa issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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13. What is your overall impression of the change in NRMP policy to "All in" or "All out?"

	Strongly Negative	Somewhat Negative	Neutral	Somewhat Positive	Strongly Positive	I do not wish to respond
My impression is:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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14. What unintended consequences (positive or negative) have you seen on your program as a result of the change to the NRMP policy requiring programs to be "All in" or "All out?"

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Thank you for completing our survey!

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