

Supplementary Data

Weekly Survey Questions

1. Please indicate your Specialty
_____ Emergency Medicine
_____ Family Medicine
_____ Neurology
_____ Pediatrics
_____ Psychiatry
_____ Radiation Oncology
2. Did the Program Director or Associate Program Director(s) become “unblinded” to a Step 1 score during this time period? (YES / NO)
3. If “YES”, how many Step 1 scores were “unblinded” during this time period?
_____ (Enter Total Number)
4. Please indicate the number of revealed “unblinded” individual Step 1 scores during this time period for each category below.

| <u>Number of</u> <u>“unblinded”</u> <u>Scores</u> | <u>Method</u> |
|---|--|
| _____ | MSPE letter |
| _____ | Curriculum Vitae |
| _____ | Personal Statement |
| _____ | Letter of Recommendation |
| _____ | Applicant revealed in email |
| _____ | Applicant revealed during the interview |
| _____ | Interviewer asked an applicant during an interview |
| _____ | Other: _____ |
| | Other: _____ |
| | Other: _____ |
| | Other: _____ |
5. How are things going? Please provide any comments about the process so far.

Mid-Season Focus Group Questionnaire

1. How are things going?
2. Have there been any significant challenges to implementing this project in your program?
Please describe.
3. Have you had any positive responses about your participation in this study from faculty?
Students? Chairman? Others? Please describe.
4. Have you had any negative responses about your participation in this study from faculty?
Students? Chairman? Others? Please describe.
5. Are you voluntarily discussing your participation in this study with your applicants? Why or why not?
6. Are applicants asking you about your participation in this study? If so, what has been your response?
7. If you have discussed your participation in this study with applicants, what has been the applicants' response(s)?
8. Has your participation in this project been burdensome to the Program Director/Associate Program Director(s)? Coordinators? Chief Residents? Other Staff? Why or why not?
9. Did you have an algorithm (process) for selecting applicants to invite for an interview at your program before this project was started? Please describe.
10. If you had an algorithm (process) for selecting applicants to invite for an interview at your program before, did your participation in this study require you to change your process? Why or why not?
11. If you did not have an algorithm (process) for selecting applicants to invite for an interview at your program before this project, did you create a new one to participate in this study?
Why or why not?

12. If not mentioned before, did your participation in this study require you to change the timeline you would normally follow for the residency recruitment season? Why or why not?
13. Would it have been helpful for Electronic Residency Application Service (ERAS) to filter the Step 1 examination score before an applicant's application materials were sent to your program? Why or why not?
14. Is there anything else you would like to tell us about your participation in this study?

Final Focus Group Questionnaire

1. How did it go?
2. Since our last Focus Group, were there any new significant challenges to implementing this project in your program?
3. Since our last Focus Group, were there any new positive responses about your participation in this study from faculty? Students? Chairman? Others?
4. Since our last Focus Group, were there any new negative responses about your participation in this study from faculty? Students? Chairman? Others?
5. Since our last Focus Group, were you voluntarily telling your applicants about your participation in this study with your applicants? Why or why not?
6. Since our last Focus Group, did any applicants ask you about your participation in this study? If so, what was your response?
7. Since our last Focus Group, if you did discuss your participation in this study with applicants, what has been the applicants' response(s)?
8. Since our last Focus Group, had your participation in this project become burdensome to the Program Director/Associate Program Director(s)? Coordinators? Chief Residents? Other Staff? Why or why not?
9. Since our last Focus Group, did you have to make any further adjustments to your recruitment process? Please describe.
10. Do you think the quality of your applicants changed in anyway by participating in this study? Please describe.
11. If you had any applicants whose Step 1 score was revealed (“unblinded”) during the recruitment season, how did that affect your process? Please describe.

12. Tell us about your Rank List Meeting. How did it go? Did you have to make any changes in the way you ran the Rank List Meeting as a result of your participation in this study? Were there any issues or concerns raised related to your participation in this project?
13. Did you change your final Rank List after you were “unblinded” to your applicant’s Step 1 scores? Please describe.
14. Would you consider not using the Step 1 scores again as a variable to decide whom to invite to interview at your program in future recruitment seasons? Why or why not?
15. Is there anything else you would like to tell us about your participation in this study?

Smith KW, Amini R, Banerjee M, Clemens CJ. The feasibility of blinding residency programs to USMLE Step 1 scores during GME application, interview, and Match processes. *J Grad Med Educ.* 2021;13(2):276–280.