

Supplemental Table 3. Survey respondents' answers to what changes they would like to see in the organization of orthopaedic surgery residency recruitment aside from answer options in Figure 5.

- Publication of ranking formula
- Less influence of word-of-mouth information
- Banned post interview contact
- Increased IMG recruitment
- More events in person or on zoom where applicants have a chance to interact with residents and faculty to gain exposure to unique programs, demonstrate interest/commitment to diversity, and overall dedication to excellence
- Mandates that require residency programs to have numbers of residents that are equal to the U.S. population (i.e. gender, race/ethnicity, etc)
- Continuation of virtual interviews with second-look days
- Knowing how far programs fall on their own rank list
- Not keeping track of applicants who attend virtual open houses/information sessions
- Separate match system/change to the match system
- Have a centralized system for accessing information about virtual meet and greets, social media accounts, etc.
- More specific/helpful program websites
- Have ALL programs participate in universal interview offer day
- A signaling system
- More seats available in each program
- Knowing a program's acceptance of reapplicants
- Being more transparent into how they select their applicants – are LOI important to them, do they want you to keep following up after interview, etc.
- Focus on pre-clinical and clinical honors rather than boards scores