Supplemental Online Content

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This supplemental material has been provided by the authors to give readers additional information about their work.
eTable 1. Department Chairs by Specialty and by Race and Ethnicity

| Chairs                        | Black | Hispanic | American Indian/Alaska Native (AIAN) | Asian | White |
|-------------------------------|-------|----------|-------------------------------------|-------|-------|
| Anesthesiology                | 2 (1.7%) | 2 (1.7%) | 0 (0%)                              | 5 (4.2%) | 105 (87.5%) |
| Dermatology                   | 2 (2.4%) | 4 (4.8%) | 0 (0%)                              | 10 (12.0%) | 66 (79.5%) |
| Emergency Medicine            | 4 (3.5%) | 3 (2.6%) | 1 (7.7%)                            | 6 (5.3%) | 99 (86.8%) |
| Family Medicine               | 16 (11.7%) | 6 (4.4%) | 1 (2.4%)                            | 6 (4.4%) | 105 (76.6%) |
| Internal Medicine             | 9 (5.0%) | 9 (5.0%) | 0 (0%)                              | 20 (11.2%) | 136 (76.0%) |
| Neurology                     | 1 (0.8%) | 5 (3.9%) | 0 (0%)                              | 13 (10.2%) | 101 (78.9%) |
| Obstetrics and Gynecology     | 10 (6.4%) | 8 (5.1%) | 0 (0%)                              | 10 (6.4%) | 123 (78.8%) |
| Orthopedic Surgery            | 4 (3.3%) | 2 (1.7%) | 0 (0%)                              | 5 (4.2%) | 107 (89.2%) |
| Otolaryngology                | 1 (1.2%) | 3 (3.4%) | 0 (0%)                              | 12 (13.8%) | 70 (80.3%) |
| Pathology-Anatomic and Clinical | 1 (1.0%) | 4 (4.1%) | 0 (0%)                              | 13 (13.4%) | 79 (81.4%) |
| Pediatrics                    | 7 (4.5%) | 8 (5.2%) | 2 (4.8%)                            | 11 (7.1%) | 119 (77.3%) |
| Physical Medicine and Rehabilitation | 2 (3.3%) | 2 (3.3%) | 0 (0%)                              | 7 (11.5%) | 46 (75.4%) |
| Psychiatry                    | 4 (2.6%) | 9 (5.8%) | 1 (2.8%)                            | 12 (7.7%) | 121 (78.1%) |
| Radiology                     | 9 (4.2%) | 5 (2.3%) | 0 (0%)                              | 34 (13.9%) | 160 (74.8%) |
| Surgery                       | 14 (3.7%) | 18 (4.7%) | 0 (0%)                              | 48 (12.6%) | 293 (76.7%) |
**eTable 2. Faculty by Specialty and by Race and Ethnicity**

| Faculty                      | Black     | Hispanic | American Indian/Alaska Native (AIAN) | Asian      | White     |
|------------------------------|-----------|----------|--------------------------------------|------------|-----------|
| Anesthesiology               | 1955 (4.7%) | 2089 (5.0%) | 170 (0.4%)                          | 6555 (15.6%) | 26059 (62.1%) |
| Dermatology                  | 422 (3.4%) | 537 (4.4%) | 39 (0.3%)                            | 1519 (12.4%) | 8108 (66.0%)  |
| Emergency Medicine           | 1975 (4.5%) | 2309 (5.3%) | 207 (0.5%)                           | 4277 (9.8%)  | 30311 (69.3%) |
| Family Medicine              | 6581 (5.7%) | 7647 (6.5%) | 786 (0.7%)                           | 15323 (13.2%) | 66898 (57.5%) |
| Internal Medicine            | 11965 (5.1%) | 13637 (5.8%) | 635 (0.3%)                           | 55763 (23.8%) | 109946 (46.9%) |
| Neurological Surgery         | 216 (3.8%) | 282 (5.0%) | 17 (0.3%)                            | 820 (14.5%)  | 3618 (64.1%)  |
| Neurology                    | 349 (2.5%) | 769 (5.5%) | 23 (0.2%)                            | 2371 (17.0%) | 7942 (57.1%)  |
| Obstetrics and Gynecology    | 4055 (9.6%) | 2849 (6.7%) | 187 (0.4%)                           | 4414 (10.4%) | 25215 (59.7%) |
| Orthopedic Surgery           | 513 (2.7%) | 523 (2.8%) | 74 (0.4%)                            | 1255 (6.6%)  | 13443 (70.7%) |
| Otolaryngology               | 230 (2.4%) | 339 (3.5%) | 20 (0.2%)                            | 1328 (13.8%) | 6408 (66.5%)  |
| Pediatrics                   | 3731 (6.2%) | 4281 (7.2%) | 219 (0.4%)                           | 8268 (13.8%) | 32735 (54.7%) |
| Physical Medicine and Rehabilitation | 612 (6.4%) | 644 (6.7%) | 41 (0.4%)                            | 1975 (20.5%) | 5312 (55.1%)  |
| Plastic Surgery-Integrated   | 206 (2.9%) | 385 (5.3%) | 26 (0.4%)                            | 890 (12.3%)  | 4606 (63.8%)  |
| Psychiatry                   | 1813 (4.7%) | 2192 (5.7%) | 139 (0.4%)                           | 5146 (13.4%) | 20544 (53.3%) |
| Radiology                    | 658 (2.4%) | 1106 (4.0%) | 75 (0.3%)                            | 4240 (15.2%) | 18252 (65.5%) |
| Surgery-General              | 1358 (5.4%) | 1482 (5.9%) | 119 (0.5%)                           | 3214 (12.7%) | 15054 (59.5%) |
# Table 3. Residency Applicants by Specialty and by Race and Ethnicity

| Applicants              | Black | Hispanic | American Indian/Alaska Native (AIAN) | Asian | White |
|-------------------------|-------|----------|-------------------------------------|-------|-------|
| Anesthesiology          | 191 (10.2%) | 103 (5.5%) | 5 (0.3%) | 442 (23.7%) | 885 (47.5%) |
| Dermatology             | 50 (6.3%) | 52 (6.5%) | 2 (0.3%) | 175 (21.9%) | 398 (49.9%) |
| Emergency Medicine      | 155 (7.0%) | 145 (6.6%) | 8 (0.4%) | 324 (14.7%) | 1282 (58.2%) |
| Family Medicine         | 395 (13.0%) | 245 (8.0%) | 19 (0.6%) | 515 (16.9%) | 1481 (48.6%) |
| Internal Medicine       | 614 (7.1%) | 513 (5.9%) | 20 (0.2%) | 2421 (28.0%) | 3978 (46.1%) |
| Neurological Surgery    | 23 (7.4%) | 18 (5.8%) | 1 (0.3%) | 71 (22.8%) | 148 (47.4%) |
| Neurology               | 51 (7.0%) | 54 (7.4%) | 0 (0.0%) | 204 (27.8%) | 320 (43.6%) |
| Obstetrics and Gynecology | 178 (12.1%) | 93 (6.3%) | 4 (0.3%) | 225 (15.3%) | 778 (52.8%) |
| Orthopedic Surgery      | 74 (6.7%) | 45 (4.1%) | 1 (0.1%) | 169 (15.3%) | 674 (61.2%) |
| Otolaryngology          | 13 (3.1%) | 15 (3.6%) | 0 (0.0%) | 102 (24.5%) | 228 (54.8%) |
| Pathology-Anatomic and Clinical | 34 (8.7%) | 18 (4.6%) | 0 (0.0%) | 67 (17.2%) | 219 (56.2%) |
| Pediatrics              | 196 (8.2%) | 157 (6.6%) | 6 (0.3%) | 437 (18.3%) | 1312 (54.9%) |
| Plastic Surgery-Integrated | 6 (2.8%) | 7 (3.2%) | 0 (0.0%) | 49 (22.7%) | 125 (57.9%) |
| Psychiatry              | 162 (10.0%) | 111 (6.8%) | 6 (0.4%) | 334 (20.6%) | 768 (47.4%) |
| Physical Medicine and Rehabilitation | 45 (12.2%) | 28 (7.6%) | 2 (0.5%) | 117 (31.6%) | 178 (48.1%) |
| Radiology               | 85 (6.5%) | 73 (5.6%) | 4 (0.3%) | 352 (27.1%) | 614 (47.2%) |
| Surgery-General         | 280 (8.8%) | 203 (6.4%) | 10 (0.3%) | 668 (21.1%) | 1572 (49.7%) |
| Vascular Surgery-Integrated | 23 (11.2%) | 16 (7.8%) | 2 (1.0%) | 46 (22.4%) | 81 (39.5%) |
| Total                   | 2575 (9.8%) | 1894 (7.2%) | 90 (0.3%) | 6718 (25.5%) | 15041 (57.1%) |

Commented [MJNT1]: Thoracic surgery was excluded from the analysis due to missing data, so deleting from this table.
### eTable 4. Specialty-Specific Academic Information

| Specialty                        | Positions Offered | Average Step1 score | Average Step2CK score | Average Number of Research experiences | Percent matriculants that are AOA members |
|----------------------------------|-------------------|---------------------|-----------------------|----------------------------------------|------------------------------------------|
| Anesthesiology                  | 1,337             | 230.6               | 241.3                 | 2.4                                    | 10.5                                     |
| Emergency Medicine              | 2,488             | 231.1               | 244.2                 | 2                                       | 12.4                                     |
| Family Medicine                 | 4,107             | 215.9               | 231.1                 | 1.6                                    | 7.4                                      |
| Internal Medicine               | 8562              | 230.4               | 240.5                 | 2.1                                    | 16.7                                     |
| Neurological Surgery            | 232               | 243.7               | 247.8                 | 4.8                                    | 31.9                                     |
| Neurology                       | 617               | 230                 | 239.6                 | 2.8                                    | 14.4                                     |
| Obstetrics and Gynecology       | 1,395             | 228.4               | 244.7                 | 2.9                                    | 16.2                                     |
| Orthopedic Surgery              | 755               | 246.2               | 253.4                 | 4                                      | 40.4                                     |
| Otolaryngology                  | 328               | 246.7               | 252.1                 | 4.9                                    | 40.2                                     |
| Pathology-Anatomic and Clinical | 601               | 227.5               | 234.5                 | 2.3                                    | 8.8                                      |
| Pediatrics                      | 2,847             | 226                 | 240                   | 2.3                                    | 14.6                                     |
| Physical Medicine and Rehabilitation | 138             | 224.9               | 236.5                 | 2.4                                    | 5.3                                      |
| Plastic Surgery-Integrated      | 172               | 246.5               | 252.5                 | 4.7                                    | 44.5                                     |
| Psychiatry                      | 3.5               | 221.4               | 234.3                 | 2.3                                    | 6.8                                      |
| Surgery-General                 | 1,432             | 235.1               | 246.9                 | 3                                      | 18.7                                     |
| Vascular Surgery-Integrated     | 66                | 235                 | 242.1                 | 4.4                                    | 17.4                                     |
| Dermatology                     | 447               | 249                 | 256                   | 5.2                                    | 49.1                                     |
| Radiology                       | 965               | 240                 | 249                   | 3.7                                    | 15.8                                     |