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| ***Factors Analyzed*** | ***Possible Outcomes*** |
| *Alpha Omega Alpha Membership* | Yes/No |
| *Phi Beta Kappa Membership* | Yes/No |
| *Military* | Yes/No |
| *Age* | Less than 35 yrs of age or Greater than or equal to 35 yrs of age |
| *Marital Status* | Yes/No |
| *Teaching jobs* | Yes/No |
| *Varsity athlete* | Yes/No |
| *Publications prior to residency* | ≥,5 1-4, or 0 |
| *Publications during residency* | ≥5, 1-4, or 0 |
| *Publications-book chapters/reviews* | ≥5, 1-4, or 0 |
| *Publications-scientific projects (total)* | ≥5, 1-4, or 0 |
| *Publications-1st author* | ≥5, 1-4, or 0 |
| *Presentation* | ≥5, 1-4, or 0 |
| *First author on presentation* | ≥5, 1-4, or 0 |
| *Advanced degree* | Yes/No |
| *Research Fellowship* | Yes/No |
| *College Ranking* | US news top 20 or >20 |
| *Medical School Ranking* | US news top 20 or >20 |
| *Residency Ranking* | US news top 20 or >20 |
| *Residency with associated spine fellowship* | Fellowship association or no |
| *Personal Statement* | Unsure/No mention, Private practice, Academic setting, or Academia |
| *Letters of Recommendation* | Unsure/No mention, Private practice, Academia, or Hire back/pursue back to institution |