**Appendix 2. Codebook developed from open-ended questions.**

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| **Sub theme** | **Definition** | **# Refs\*** |
| Validity (V) | Comments related to the transparency or lack thereof on Medical Student Performance Evaluations, including biases from programs and evaluators.  | 112 |
| Objectivity (OB) | Comments related to the objectivity or lack thereof on Medical Student Performance Evaluations and the desire for comparative data, such as class ranking.  | 105 |
| Professionalism (P) | Comments related to the proper or improper conduct or performance of a student during their medical education or working on teams.  | 91 |
| Generic (G) | Comments related to the vagueness or lack of unique comments featured in Medical Student Performance Evaluations. | 74 |
| Standardization (S) | Comments related to the uniformity or lack thereof in Medical Student Performance Evaluations across institutions. | 66 |
| Other Application Components (O) | Comments on other components of the residency application, such as exam scores, comments, evaluations and personal recommendations.  | 66 |
| Medical Experience (ME) | Comments related to a student’s experience in the medical field.  | 57 |
| Community Engagement/Service (CES) | Comments related to the voluntary work of a student and their dedication to a particular area or community.  | 51 |
| Character (C) | Comments related to the moral integrity and qualities of a student.  | 50 |
| Summarization (SUM) | Comments related to how Medical Student Performance Evaluations summarize different aspects of students, including overall performance, and strengths and weaknesses.  | 41 |
| Teachability (T) | Comments related to a student’s capability and willingness to learn and respond to feedback and criticism.  | 23 |
| Leadership Activities (LA) | Comments related to the experiences and ability of a student to effectively lead a team or activity.  | 23 |
| Alignment with Program’s Mission and Patient Population (APM) | Comments related to a student’s passion for medicine and fit with the mission and patient population of a particular residency program.  | 29 |
| Personal statement (PS) | Comments that mention the desire for or the importance of the personal statement. | 18 |
| Extracurriculars (E) | Comments related to activities performed by a student that were not required for their educational curriculum.  | 16 |
| Maturity (M) | Comments related to a student’s culture, practical knowledge or skills acquired throughout their lifetime.  | 16 |
| Long (L) | Comments related to the length and complexity of Medical Student Performance Evaluations. | 14 |
| Not Helpful (NH) | Comments stating that Medical Student Performance Evaluations are not helpful overall.  | 14 |
| Geographic Location (GL) | Comments related to the proximity of where the student lives relative to the residency program.  | 12 |
| Accountability (A) | Comments related to a student’s responsibility for their actions and education.  | 11 |

**\*# of references = the number of times this code was referenced out of 678 open ended responses. Some of the data were multi-coded, meaning a response/quote was assigned to more than one code if multiple thoughts were presented in a response.**