

# ERAS

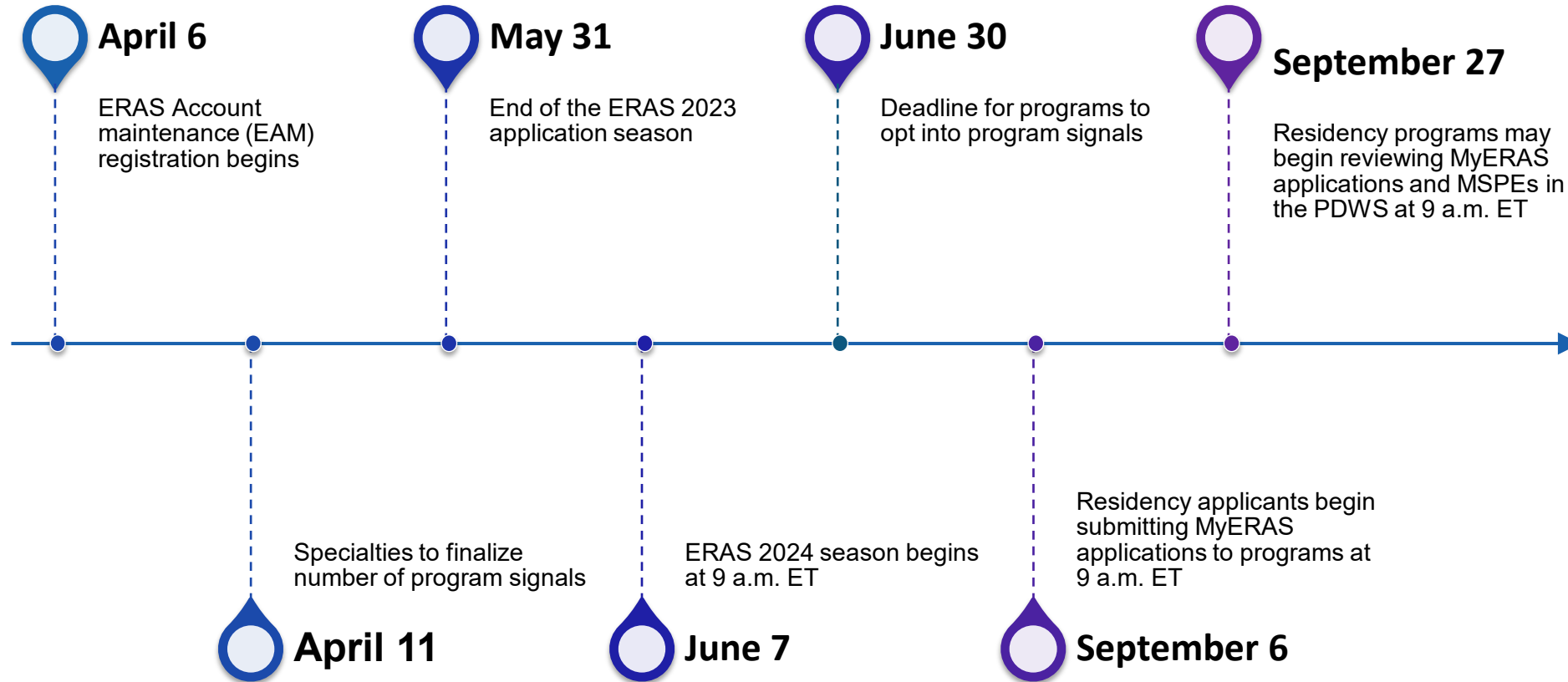
THE FUTURE  
IN FOCUS

ERAS Update for AACOM  
May 2023

# Objectives

- Share **ERAS** strategic focus and priorities
- Present upcoming **changes to the ERAS application** (signaling, geographic preferences, experiences)
- Present **research findings** from the last cycle ERAS supplemental application
- Learn about **what's ahead for the PDWS**

# Timeline – ERAS 2024



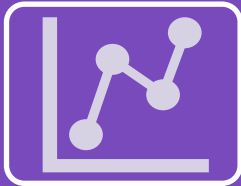
# ERAS Portfolio Priority Focus Areas

ERAS is focusing resources in three areas where we are uniquely positioned to support and improve the residency application process, transition to residency, and promote equity and diversity.



## Selection Tools

- Provide a suite of products and tools that support the residency/fellowship process that are adaptable to the changing needs of the transition to residency.



## Data Analytics

- Provide data and information that drives informed decision making by all impacted parties.



## Thought Leadership & Research

- Lead the residency/fellowship community by identifying the priority issues and enabling coordination, information sharing, and innovation to address the biggest challenges.

# Strategic Collaboration with Thalamus



## Benefits

- **Accelerate innovation** across the transition to residency process
- **Consolidate data,** technology, and expertise
- **Increase transparency** in the process
- **Support holistic review** through improved products
- **Improve learner experience** by consolidating the fragmented interview management process
- **Support specialty specific policies** and timelines

## Complimentary Access

- **Thalamus Core** – interview management platform
- **Itinerary Wizard** – used to easily generate applicant/faculty interview day schedules with links
- **Cerebellum** – data/analytics dashboard to access diversity, equity, inclusivity, and geographic recruitment outcomes

## Timeline

### Thalamus Core:

- **ERAS 2024** – programs have the option to switch to Core, PDWS Interview Scheduler still available
- **May – June:** Institutions and Programs complete the Interest form
- **June 21** – Onboarding will begin
- **ERAS 2025** – Core will replace the PDWS Interview Scheduler

### Cerebellum:

- **ERAS 2024** – programs using Thalamus Core will have data available in the reports
- **ERAS 2025** – reports for all ERAS participating programs and institutions

# Goals for Updating the MyERAS Application



**Update questions on the ERAS application to reflect current context**



**Help applicants share more information about themselves and their medical education journey**



***Drive mission-aligned holistic review by providing better information about applicants’:***

- Experiences
- Geographic information
- Interest via program signals

# Changes in MyERAS for the 2024 Cycle

## Residency Applicants

Updated Experiences

New Geographic Info

Program Signals for  
select specialties

## Fellowship Applicants

Updated Experiences

New Geographic Info

*\*Program signals for participating specialties and programs only.*

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# How has the community been involved?

Diverse input from program staff, medical school reps, med students and residents from:

- At both university and community-focused affiliated hospitals
- A variety of specialties
- Geographic location

Evaluation Working Group

- Review evaluation work
- Provide feedback and recommendations
- DO Representation

Applicant Input & Data

- Applicant reaction survey(s)
- Prior ERAS applicant data



# Experiences: Overview



## Experiences

### Goals for Experiences Section:

Provide applicants opportunity to more clearly and concisely communicate to programs about who they are, their interests, and accomplishments

Allow applicants to highlight their most meaningful experiences

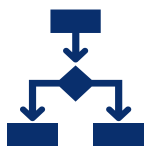
Gather information in a way that supports and drives holistic review

# Experiences: Utilization

Program Director respondents reported using or planning to use the experiences information through the following stages of application process:



**94%: as a part of a holistic application review to determine who to interview**



**79%: as a tiebreaker to help decide whom to interview**



**87%: as part of their preparation for the interview**



**70% thought the experiences responses helped them get a better picture of each applicant**

## Applicant Feedback:

**More than 60% of respondents agreed or strongly agreed that the experience types, focus areas, and key characteristics tags allowed them to showcase what was important to them.**

# New Experiences – MyERAS 2024

## All Applicants



### Selected Experiences (up to 10)

- Provide descriptive information
- As applicable, select experience type, primary focus area, and key characteristic
- Briefly describe activities, responsibilities, and context



### Meaningful Experiences (up to 3)

- From selected experiences, identify up to 3 meaningful.
- Write short essay reflecting on experience and explain *why* it was meaningful and *how* it influenced you

## If Applicable



### Impactful Experience

This question is intended for applicants who have overcome major challenges or obstacles.

- Family background
- Financial background
- Community setting
- Educational experiences
- Other general life circumstances

# Mission-Focused Drop-down Selections

Experience Type	Primary Focus Area	Key Characteristics
<ul style="list-style-type: none"> <li>• Work</li> <li>• Research</li> <li>• Volunteer/Service/Advocacy</li> <li>• Education/Training</li> <li>• Military Service</li> <li>• Other Extracurricular Activity, Club, or Hobby</li> <li>• Professional Organization</li> <li>• Teaching/Mentoring</li> </ul>	<ul style="list-style-type: none"> <li>• Basic science</li> <li>• Clinical/translational science</li> <li>• Community involvement/outreach</li> <li>• Customer service</li> <li>• Healthcare administration</li> <li>• Improving access to healthcare</li> <li>• Medical education</li> <li>• Music/Athletics/Arts</li> <li>• Promoting wellness</li> <li>• Public health</li> <li>• Quality improvement</li> <li>• Social justice/advocacy</li> <li>• Technology</li> </ul>	<ul style="list-style-type: none"> <li>• Communication</li> <li>• Critical thinking and problem solving</li> <li>• Cultural humility and awareness</li> <li>• Empathy and compassion</li> <li>• Ethical responsibility</li> <li>• Ingenuity and innovation</li> <li>• Reliability and dependability</li> <li>• Resilience and adaptability</li> <li>• Self reflection and improvement</li> <li>• Teamwork and Leadership</li> </ul>

# Geographic Preferences: Overview



## Geographic Preferences

### Goals for Geographic Preferences Section:

Provide a process for sharing geographic preferences that enhances accuracy and fairness

Communicate the importance of geography for an applicant

Provide an opportunity to share preferences for regions and location setting

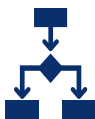
# Geographic Preferences: Utilization



Programs **may filter applicants** based on geographic and/or setting preferences.



**94%: as a part of a holistic application review to decide whom to interview**



**88%: as a tiebreaker to help decide whom to interview**



**70%: used geographic preferences to prepare for the interview**



**82% agreed that geographic preferences helped them identify applicants they would have otherwise overlooked**

**Applicant Feedback:**  
**Nearly 90% of respondents** reported that had they been given the opportunity to report different geographic preferences to every specialty to which they applied, their **geographic preferences would not change.**

# Geographic Preferences & Updates to MyERAS 2024

All Applicants



## Geographic Preference Divisions (up to 3)

- Select up to three geographic divisions; using US census divisions OR indicate no preference
- Short description to provide explanation for each



## Setting Preference

- Indicate a degree of preference from urban to rural setting OR indicate no preference
- Short description to provide explanation
- Urban, urban/suburban, suburban, suburban/rural, rural



## Location Standardization

Standard Collection of all location information:

- Country
- State
- City
- Postal Code
- Setting

Applies to:

- Addresses
- Hometown(s)
- Experiences
- Education
- Training

# Program Signals: Overview



## Program Signals

### What is a program signal?

Program signals *offer applicants the opportunity to express interest* in a residency program at the time of application

Program signals are *intended to be used by programs as one of many data points* in deciding whom to invite to interview.



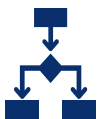
# Program Signals: Utilization



Programs may **filter applicants** based on program signals.



**88%:** as a **screening tool** before a more thorough application review



**86%:** as a **tiebreaker** to help decide whom to interview



**64%:** during the interview to **learn more about why an applicant signaled their program**



**75%** agreed that program signals helped them **identify applicants they would have otherwise overlooked**

**Applicant Feedback:**  
**Over 80%** of respondents who submitted program signals noted that their signals reflected their **true preferences at the time of their application.**

**64%** of respondents **agreed or strongly agreed** that program signals may help them be noticed by programs in which they have the most interest.

# Program Signals - MyERAS 2024

Participating Specialties	Number of Program Signals
Anesthesiology	5 (gold), 10 (silver)
Child Neurology & Neurodevelopmental Disabilities	3
Dermatology	3 (gold), 25 (silver)
Diagnostic Radiology and Interventional Radiology	6 (gold), 6 (silver)
Emergency Medicine	7
Family Medicine	5
General Surgery	5
Internal Medicine	7
Internal Medicine & Psychiatry	2
Neurological Surgery	25
Neurology	3
Obstetrics and Gynecology	3 (gold), 15 (silver)
Orthopedic Surgery	30
Otolaryngology	25
Pathology	5
Pediatrics	5
Physical Medicine and Rehabilitation	5
Public Health and General Preventive Medicine	3
Psychiatry	5
Thoracic Surgery	3



## Home/Away Signaling Guidance (Applies to ALL Specialties)

AAMC guidance is to signal any program the applicant is interested in (including the applicant's home program or away rotation sites)

# Opt-In to Program Signals Via EAM

- Individual programs will have the opportunity to opt-in during ERAS Registration via ERAS Account Maintenance (EAM) from April 2023 – June 30, 2023



Training and Education



Communication to applicants/advisors



Protects applicants

# PDWS Enhancements

## Program Directors' WorkStation

Experiences, Geographic Preference & Program Signals can be viewed on Applicants Detail page

New data will be available in filters and exports

Screening options will exist

New experience data will be available in the MyERAS CV and Applicant Summary to print

# Key Takeaways



In all participating specialties, **sending a program signal resulted in a higher probability of interview invitation.**



**Applicants used a variety of** experience types, key characteristics and focus areas.



In most specialties, both geographic preference alignment and "no preference" resulted in higher probabilities of interview invitation.



**Little to no group differences by** applicant type (MD, DO, IMG), race/ethnicity and gender.

# Analysis

## Predictors:

- Program signal, geographic preference

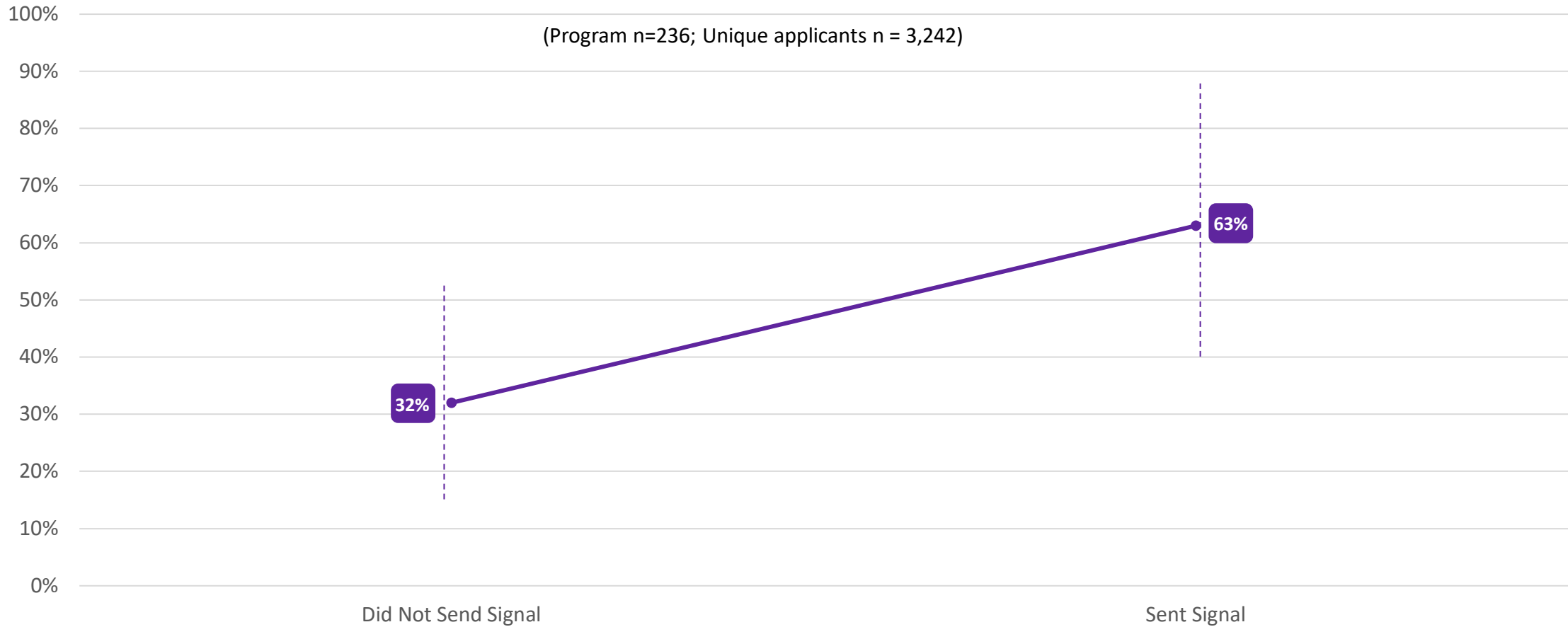
## Outcome:

- Scheduled to interview a recorded for research only in the PDWS as of March 15, 2023

## Analysis:

- Results analyzed separately by program
- Logistic regression
- Aggregated across programs
  - Median percent of applicants interviewed
  - 10<sup>th</sup> and 90<sup>th</sup> percentile of applicants interviewed

## Emergency Medicine: Median Predicted Interview Invitation Probability by Program Signal



**Figure notes:**

Dotted lines represent the 10th percentile and 90th percentile

Logistic Regression model used to conduct analysis using program inclusion rule of 7:1

# OBGYN: Median Predicted Interview Invitation Probability by Program Signal

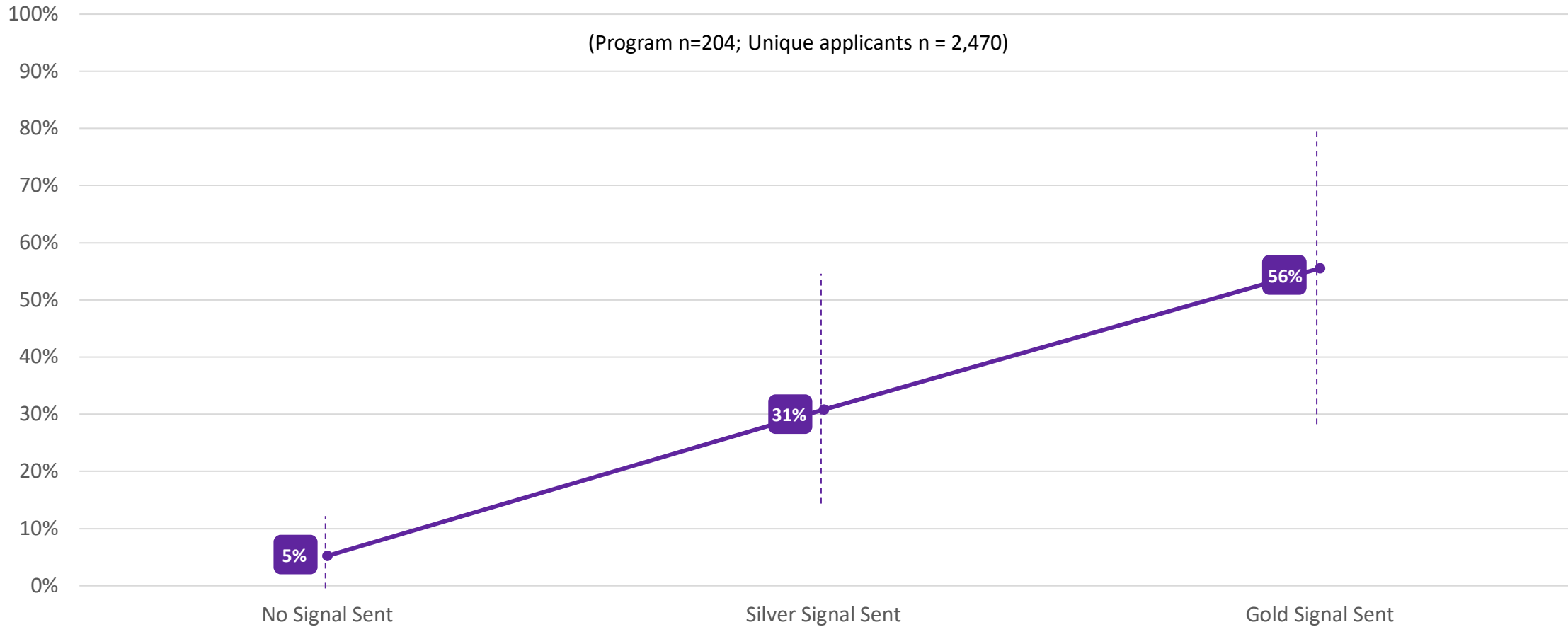
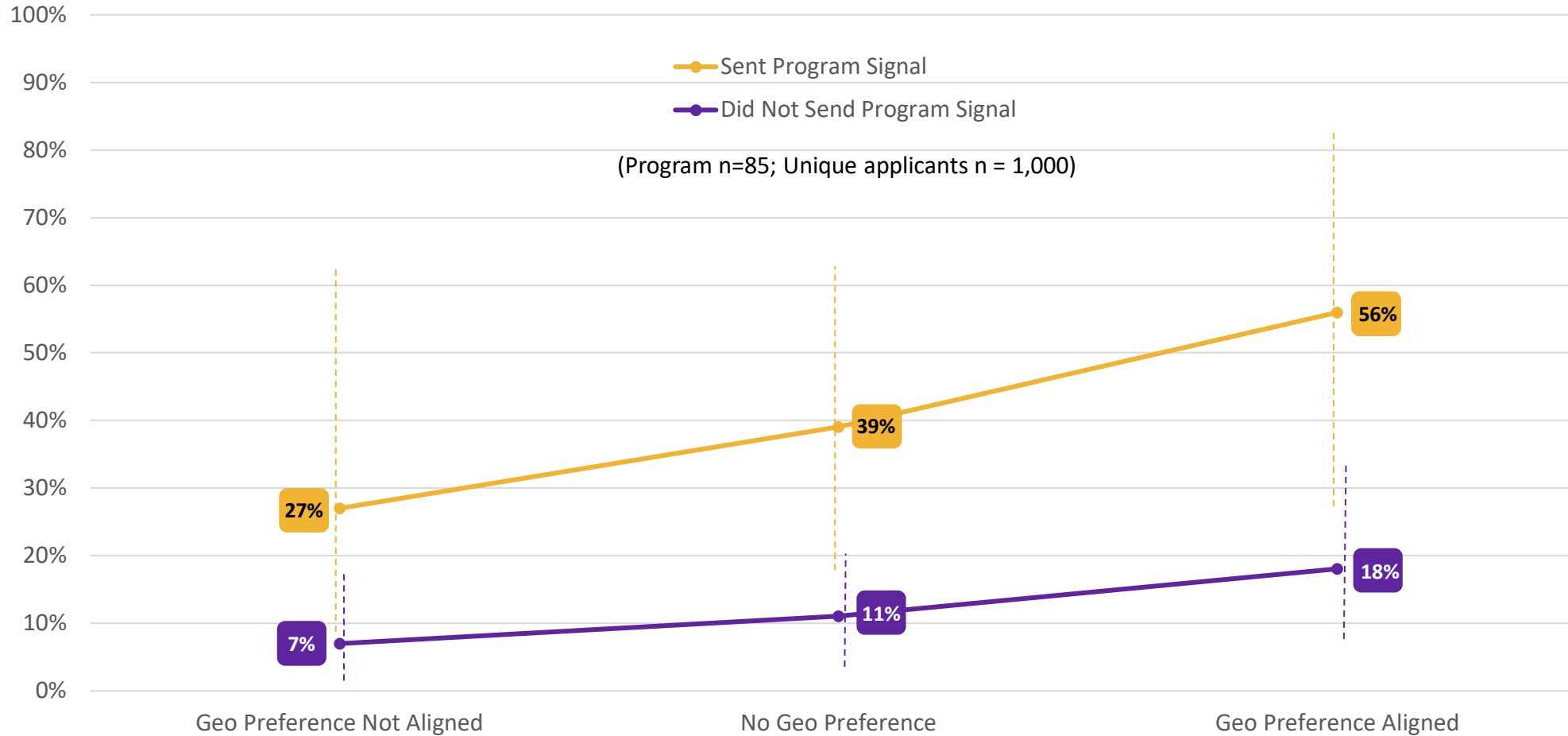


Figure notes:  
Dotted lines represent the 10th percentile and 90th percentile  
Logistic Regression model used to conduct analysis using program inclusion rule of between 8:1 and 25:1



## PM&R: Median Predicted Interview Invitation Probability by Program Signal & Geographic Preference



### Figure notes:

Dotted lines represent the 10th percentile and 90th percentile

Logistic Regression model used to conduct analysis using program inclusion rule of 7:1

## Orthopedic Surgery: Median Predicted Interview Invitation Probability by Program Signal & Geographic Preference

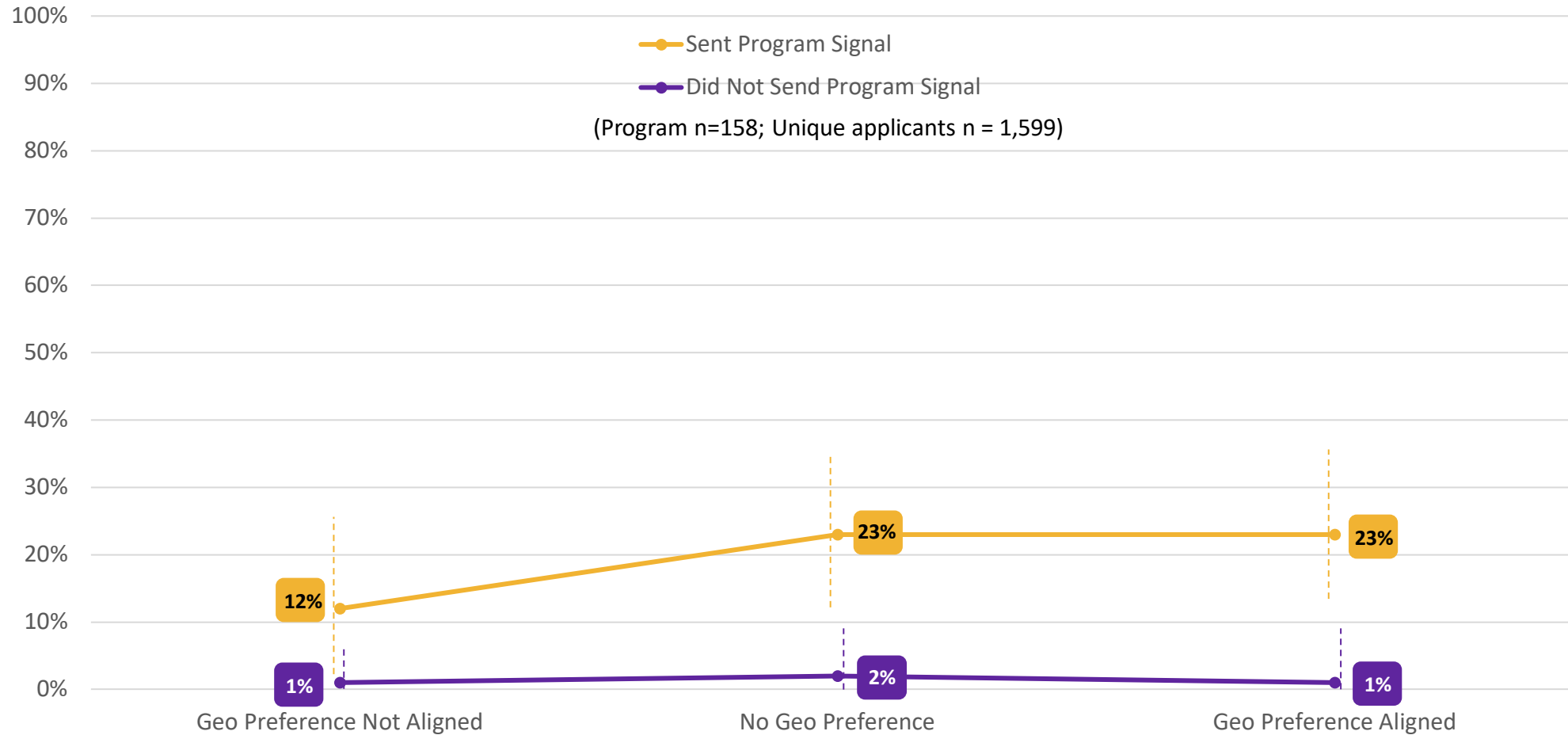


Figure notes:

Dotted lines represent the 10th percentile and 90th percentile

Logistic Regression model used to conduct analysis using program inclusion rule of 7:1

# Interviews in GME

# In 2020, everything changed.

With innovation, creativity and open minds, virtual interviews were quickly adopted.

## It's 2023.

Where do we go from here?

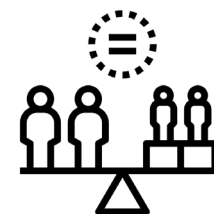


# Interview Working Group

Name	School/Association	Role
Liesel Copeland, PhD	Assistant Dean of Admissions and Medical Education Rutgers Robert Wood Johnson Medical School	Committee on Admissions, GSA
Jason D'Antonio	Director, Health Professions Program Carnegie Mellon University	AMCAS Advisory Committee Pre-health Advisor
Judianne Kellaway, MD	Associate Dean, Admissions and Outreach UT Health San Antonio	Committee on Admissions, COA
Dori Marshall, MD	Director of Admissions, Associate Dean Jacobs School of Medicine and Biomedical Sciences	Medical School Admissions Officer
Marc Thorne, MD	Otolaryngology, University of Michigan	Residency Specialty Program Director
Michael Dell, MD	Pediatrics, University Hospitals Rainbow Babies & Children's Hospital and Professor, Pediatrics, Case Western Reserve University School of Medicine	Residency Specialty Program Director
Adena Rosenblatt, MD, PhD	Pediatric Dermatologist, The University of Chicago Medical Center	Residency Specialty Program Director, OPDA
Christin (Chrissy) Spatz, MD	Director of Clinical Advising Geisinger Commonwealth School of Medicine	Medical School Advisor
Mary Nguyen	University of Arizona - College of Medicine – Tucson	Medical Student

Q What does the AAMC Recommend? X

The AAMC recommends that medical schools, residency, and fellowship programs use a **virtual interview format** and, when feasible, the option to visit after acceptance.



**Access & Equity**



**Applicant Preference**



**Environmental Impact**

# For more information:

Supplemental ERAS Application  
Data and Reports:



What's New in the 2024  
MyERAS Application



The MyERAS Application and  
Program Signaling for ERAS 2024



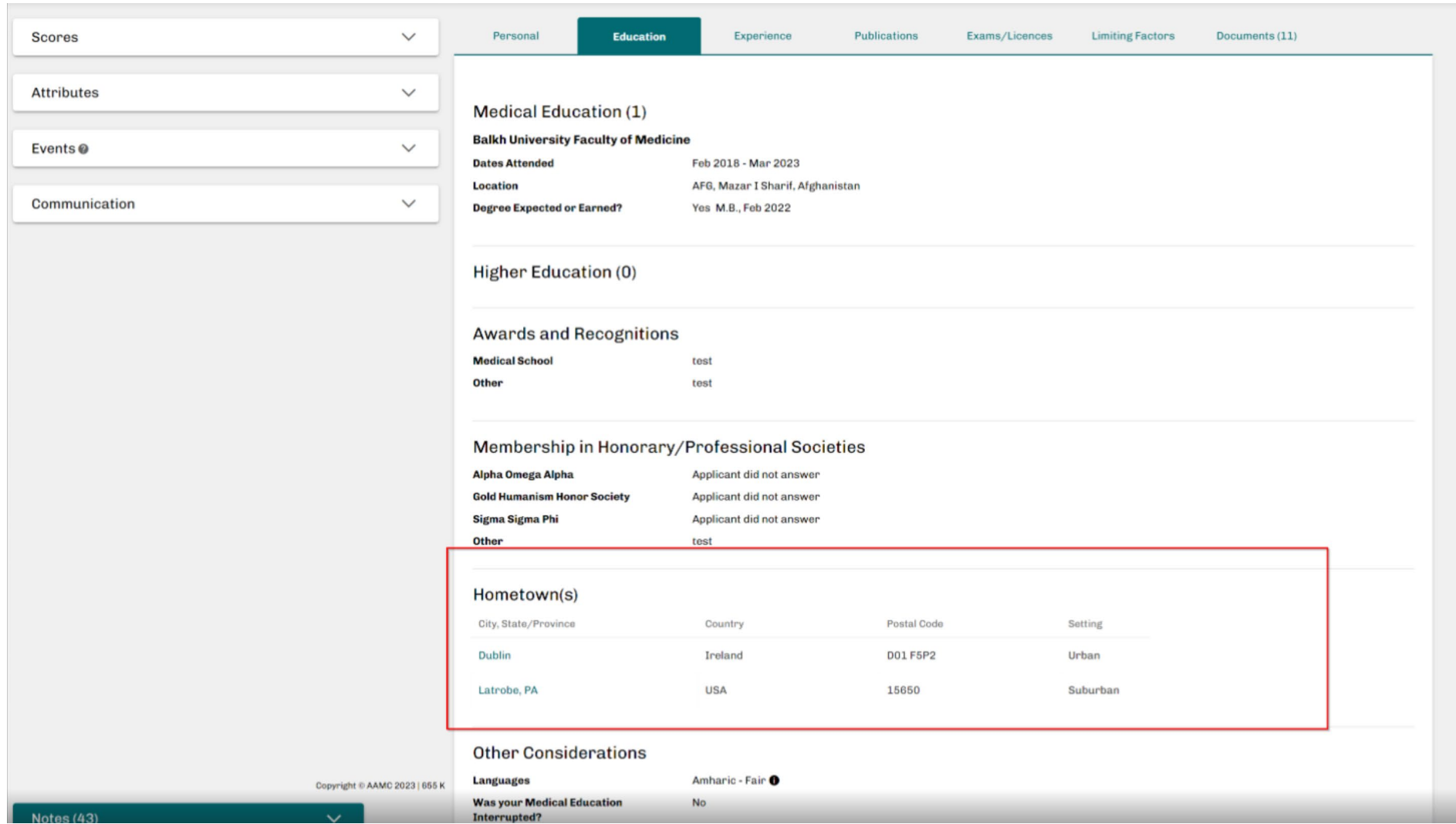
ERAS Q&A Webinar for Programs – May 4th at 2 p.m. ET

# Thank you for your time today!



# Hometown(s)

Hometowns will be moved to its own section with the additional fields from MyERAS



The screenshot displays the 'Education' tab in the MyERAS application. The left sidebar contains navigation options: Scores, Attributes, Events, and Communication. The main content area is divided into several sections: Medical Education (1), Higher Education (0), Awards and Recognitions, Membership in Honorary/Professional Societies, Hometown(s), and Other Considerations. The 'Hometown(s)' section is highlighted with a red border and contains a table with the following data:

City, State/Province	Country	Postal Code	Setting
Dublin	Ireland	D01 F5P2	Urban
Latrobe, PA	USA	15650	Suburban

# Geo Preferences

Geo Preferences will contain Division and Setting sub-sections along with a map detailing the various US divisions.

The screenshot displays the AAMC PDWS application interface. At the top, there is a navigation bar with the AAMC logo and 'PDWS' on the left, and a menu with 'Dashboard', 'Applications', 'Scheduler', 'Rankings', 'Reports', 'Archives', 'Program Management', and 'Setup' on the right. Below the navigation bar, there is a breadcrumb trail: 'Bulk Print Requests | Link to EAM | History'. The main content area shows a user profile for 'Burmeister, Cechini' with a placeholder for a profile picture. The profile information includes:

- AAMC ID:** 20725884
- Applied Date:** Dec 21, 2022
- Most Recent Medical School:** James Cook School of Medicine
- Most Recent Residency:** Institute for Cardiovascular Disease

Below the profile information, there are sections for 'Scores', 'Attributes', 'Events', and 'Communication'. A large map of the United States is overlaid on the profile, showing 10 distinct regions, each color-coded and labeled:

- PACIFIC:** Washington, Oregon, California, Nevada, Idaho, Utah, Arizona, New Mexico, Montana, Wyoming, Colorado.
- MOUNTAIN:** Montana, Wyoming, Colorado.
- WEST NORTH CENTRAL:** North Dakota, South Dakota, Nebraska, Kansas, Minnesota, Iowa, Missouri.
- WEST SOUTH CENTRAL:** Texas, Louisiana, Arkansas, Oklahoma.
- EAST NORTH CENTRAL:** Wisconsin, Illinois, Indiana, Michigan, Ohio.
- EAST SOUTH CENTRAL:** Kentucky, Tennessee, Mississippi, Alabama, Georgia, Florida.
- MIDDLE ATLANTIC:** New York, Pennsylvania, New Jersey.
- SOUTH ATLANTIC:** Virginia, North Carolina, South Carolina.
- NEW ENGLAND:** Vermont, New Hampshire, Massachusetts, Rhode Island, Connecticut.
- Other states:** Alaska, Hawaii, Puerto Rico, Delaware, Maryland, District of Columbia, West Virginia.

At the bottom of the interface, there is a 'Notes (0)' section and a footer with copyright information: 'Copyright © AAMC 2023 | 655 K Street, NW, Suite 100, Washington, DC, 20001-2399 | Contact Us | Follow Us | Supported Browsers | Web Accessibility | AAMC Terms and Conditions | Privacy Statement'.

## Experience



First, identify and describe **up to 10 experiences** that communicate who you are, what you are passionate about, and what is most important to you.

After saving, then identify and describe **up to 3 experiences** that you found the most meaningful.

\* Indicates required field.

Organization\*

Experience Type\*

Position Title\*

I am currently working in this role.

Start Date\*

End Date\*


Country\*

State/Province

City\*

Postal Code

Participation Frequency

Setting 

Primary Focus 

Key Characteristic 

Context, Roles & Responsibilities \* 

Enter context, roles & responsibilities.

CANCEL

SAVE