

# ERAS | THE FUTURE IN FOCUS

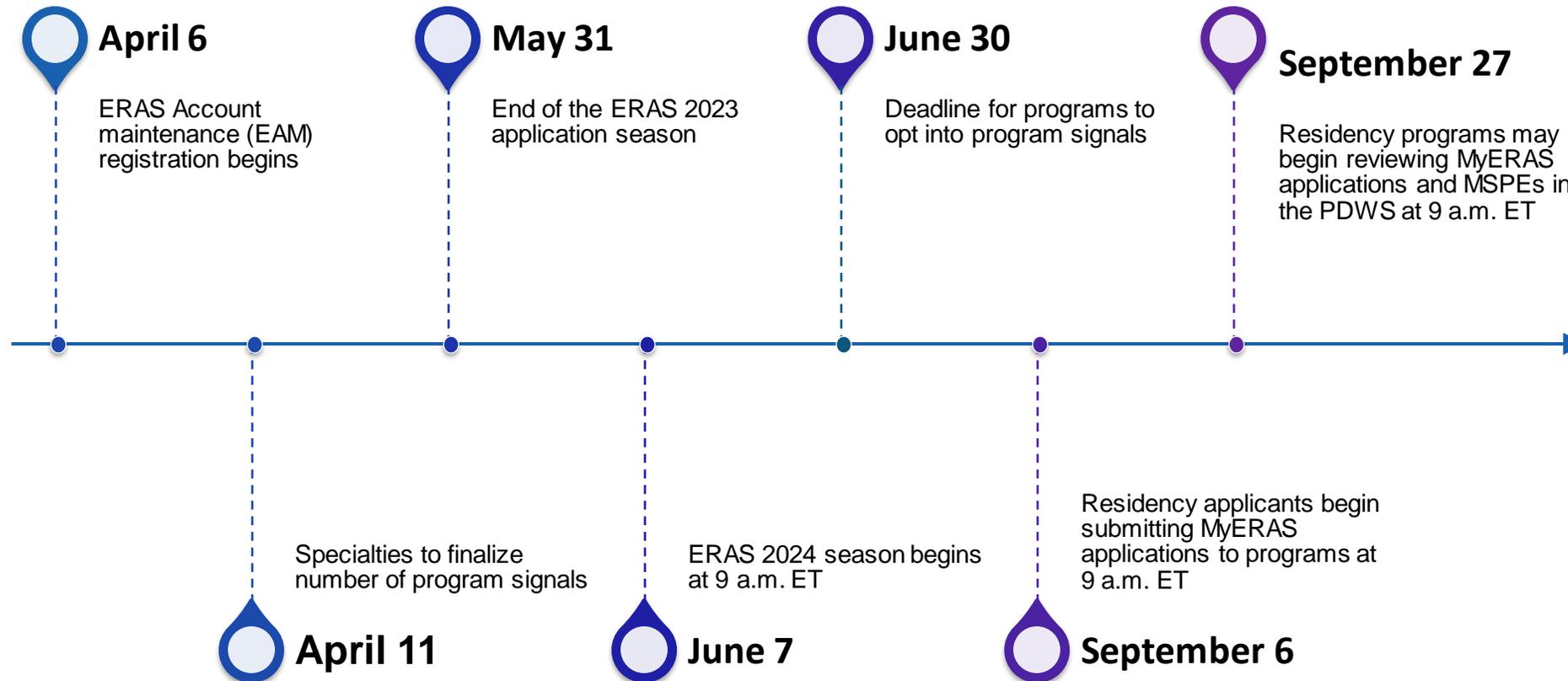
ERAS Update for ARANS  
May 2023

# Objectives

- Share the **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**

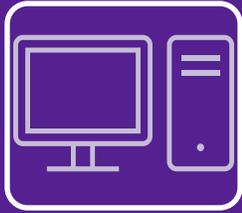
# ERAS Priority Focus Areas

# Timeline – ERAS 2024



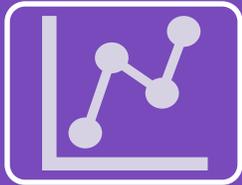
# ERAS Portfolio Priority Focus Areas

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.

# ERAS Analytics for DIOs & GME Offices

Features 5 reports

- **Applicant Demographics:** demographics of applicants for your institution
- **Application Overview:** trend analysis of applications over past 5 years
- **Race and Ethnicity:** breakdown of applicants' self-identification; if reported by applicant
- **PDWS Application Status:** overview of the status of applicants at an institution (to populate data, programs will need to click on statuses)
- **Program Registration:** Metrics related to program status within ERAS

And .CSV exports!

**Applicant Demographics**

Last Updated | 12/1/2022 7:04:03 AM

Season: 2023 | Application Type: (All) | Grad Type: (All) | Gender: (All) | Race and Ethnicity: (All) | PDWS Status: (All) | Speciality: (All) | Program Name: (All) | Track Name: (All)

**Location by Medical Schools Graduation**

Map showing applicant counts by state: CA (749), WA (138), OR (73), ID (15), MT (21), ND (12), SD (19), NE (120), KS (164), MN (19), IA (57), MO (263), WI (616), IL (322), IN (51), OH (194), PA (267), NY (139), NJ (43), DE (267), MD (572), VA (46), NC (108), SC (39), TN (46), KY (42), WV (46), MS (188), AL (767), LA (103), TX (749).

**PDWS Application Status**

Last Updated | 12/1/2022 7:04:03 AM

Select Time Comparison: Same Day of Each Season

PDWS Application statuses for individual applicants:

Applied: 12 (▼ 8% From 2022)	Application Reviewed: 6 (▼ 40% From 2022)	Selected to Interview: 7 (▼ 30% From 2022)	Invited to Interview: 7 (▼ 30% From 2022)	Interviewed: 2 (▼ 71% From 2022)	Will Start: 3 (▼ From 2022)
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**Applied Status and Race and Ethnicity Per Season**

Line chart showing trends from 2019 to 2023 for Applied status across various race and ethnicity categories.

**PDWS Application Status**

Back

Applicant Data: Season, Application Type, Gender, Grad type, Race and Ethnicity, Race and Ethnicity Sub Category

Program Data: Accreditation ID, PDWS Status, Program Name, Speciality, Track Name

Dynamic Table Selection (Time Comparison selected from the main page is Same Day of Each Season.)

	2019	2020	2021	2022	2023	
Allergy and Immunology - Albany Medical Center Program	American Indian or Alaskan...			1	5	
	Asian	1	3	1	13	4
	Black or African American			1	5	
	Hispanic, Latino, or of Spani...		1	2	8	11
	Native Hawaiian or Pacific I...			1	4	
	Other				2	
Anesthesiology - Albany Medical Center Program	Unknown Race/Ethnicity	2	12	2	44	473
	White		1	1	4	1
	American Indian or Alaskan...			1	13	18
	Asian		2	5	54	59

Test data represented, not actual.

# Goals for Updating the MyERAS Application



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



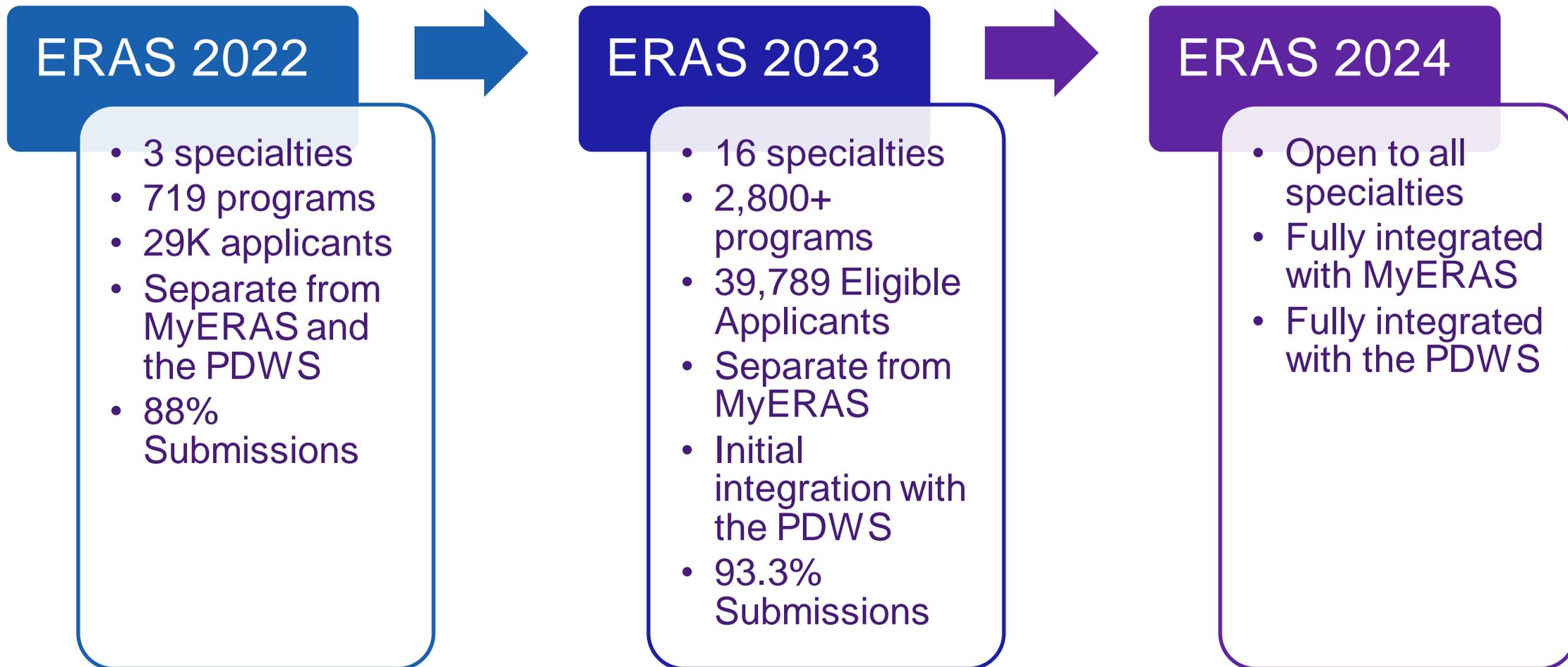
**Help applicants share more information about themselves and their medical education journey**



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

- Experiences
- Geographic information
- Interest via program signals

# Intentional and iterative integration with ERAS



# 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

# MyERAS Experience Updates

ERAS 2024

# 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

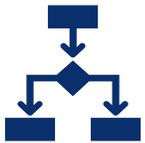
Gather information in a way that supports and drives holistic review

# 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.

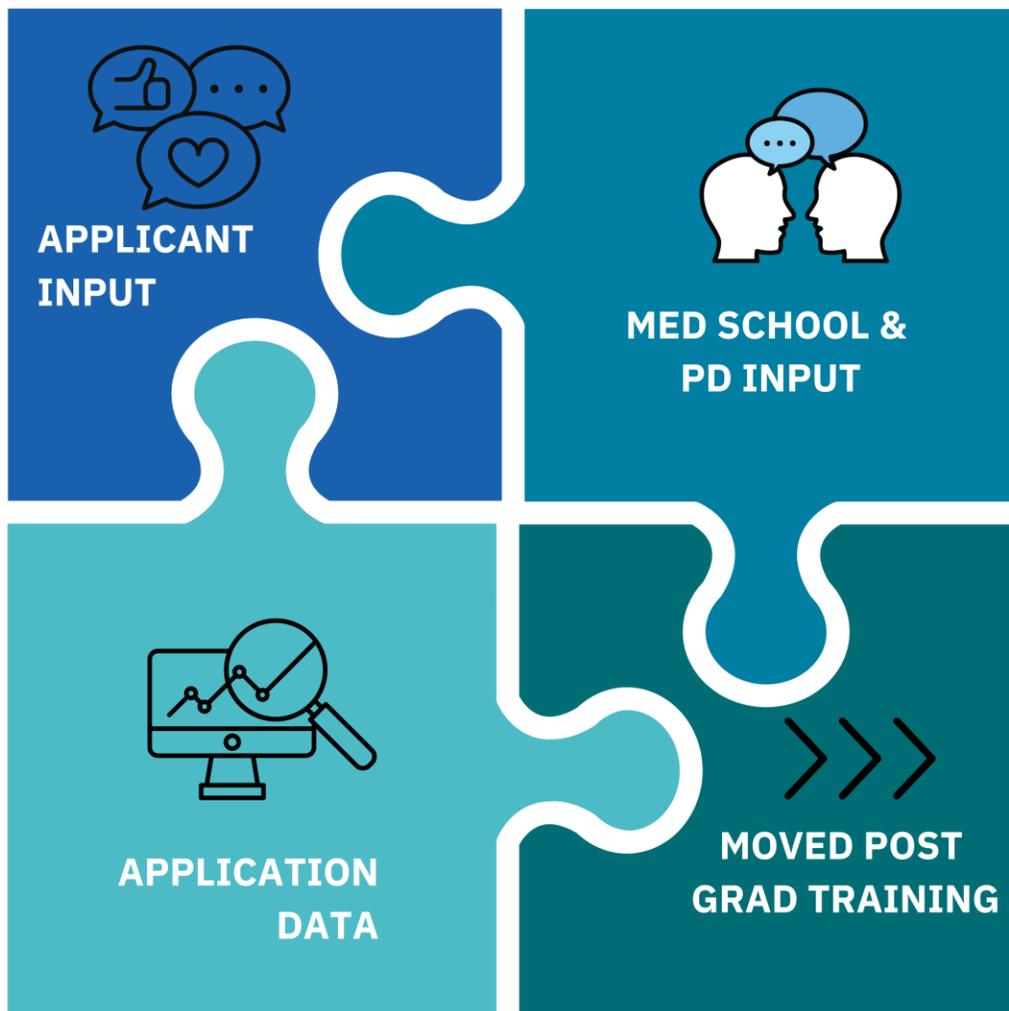
# New Experiences – MyERAS 2024

## All Applicants

	
<b>Selected Experiences (up to 10)</b>	<b>Meaningful Experiences (up to 3)</b>
<ul style="list-style-type: none"><li>• Provide descriptive information</li><li>• As applicable, select experience type, primary focus area, and key characteristic</li><li>• Briefly describe activities, responsibilities, and context</li></ul>	<ul style="list-style-type: none"><li>• From selected experiences, identify up to 3 meaningful.</li><li>• Write short essay reflecting on experience and explain <i>why</i> it was meaningful and <i>how</i> it influenced you</li></ul>

## If Applicable


<b>Impactful Experience</b>
<p>This question is intended for applicants who have overcome major challenges or obstacles.</p> <ul style="list-style-type: none"><li>• Family background</li><li>• Financial background</li><li>• Community setting</li><li>• Educational experiences</li><li>• Other general life circumstances</li></ul>



## FOCUS GROUPS

Medical school advisors and program directors discussed how applicants feel pressure to focus on the quantity over quality of experiences.

Agreed that limiting number of experiences helps focus applicant's time & energy, allowing them to clearly and concisely communicate who they are, what they are passionate about, and what is most important to them.

Programs need data they can reasonably and holistically consume.

## ERAS APPLICATION DATA

ERAS application data from prior application cycles showed that applicants entered on average 15 experiences into their MyERAS application.

## POST GRAD TRAINING MOVED

Postgraduate training is now included in the Education section of the updated ERAS application, so those experiences should no longer be listed in the Experiences section.

## 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

# 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>

**Criteria Selection**

✖ Category: Professional and Postgraduate Trail Field: Professional Experience Setting Condition: Equals  Ask User for value at filter run time

Rural  
Rural/Suburban  
Suburban  
Suburban/Urban  
Urban

**Settings**

Criteria Save Criteria Cancel

**Criteria Selection**

✖ Category: Professional and Postgraduate Trail Field: Professional Experience Primary Focus Condition: Equals  Ask User for value at filter run time

Basic science  
Clinical/translational science  
Community involvement/outreach  
Customer service  
Healthcare administration  
Improving access to healthcare  
Medical education  
Music/Athletics/Art  
Promoting wellness  
Public health  
Quality improvement  
Social justice/advocacy  
Technology

**Focus Area**

Criteria Save Criteria Cancel

**Criteria Selection**

✖ Category: Professional and Postgraduate Trail Field: Professional Experience Key Characteristic Condition: Equals  Ask User for value at filter run time

Communication  
Critical Thinking and Problem Solving  
Cultural Humility and Awareness  
Empathy and Compassion  
Ethical Responsibility  
Ingenuity and Innovation  
Reliability and Dependability  
Resilience and Adaptability  
Self Reflection and Improvement  
Teamwork and Leadership

**Key Characteristics**

Criteria Save Criteria Cancel

# Geographic Preferences and Settings

ERAS 2024

# 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

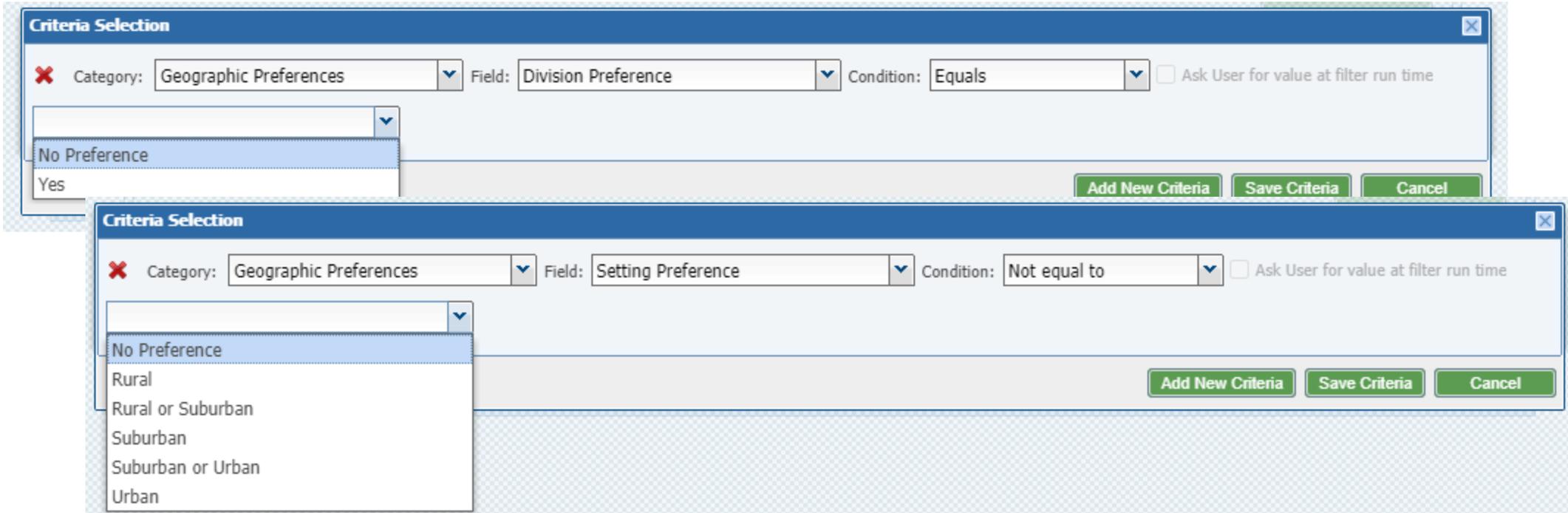
Standard Collection of all location information:

- Country
- State
- City
- Postal Code
- Setting

Applies to:

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

# Geographic Division and Setting Preference Filters



**Criteria Selection**

Category: Geographic Preferences Field: Division Preference Condition: Equals  Ask User for value at filter run time

No Preference  
Yes

Add New Criteria Save Criteria Cancel

**Criteria Selection**

Category: Geographic Preferences Field: Setting Preference Condition: Not equal to  Ask User for value at filter run time

No Preference  
Rural  
Rural or Suburban  
Suburban  
Suburban or Urban  
Urban

Add New Criteria Save Criteria Cancel

# Geographic Preferences

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



# Program Signals

ERAS 2024

# 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.

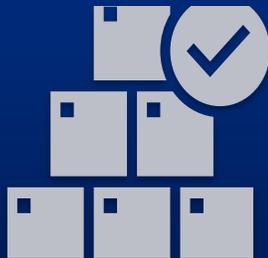
# Addition of Program Signals to MyERAS



Applicants will be able to provide signals at the time of submitting application



Support specialty specific number of signals



Support two-tiered signals for interested specialties

# 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

# 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.

# PDWS and Additional Resources

ERAS 2024

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

# 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



# Improving the User Experience

## Past Focus

- Supplemental ERAS Application “Pilot”
- DIO Analytics Report
- PDWS Modular Updates
  - Archives
  - Setup (User Management)
  - Reports

## Current Focus

- ERAS Content Refresh
- Advisors Analytics Report
- PDWS Modular Updates Cont.
  - Dashboard
  - Applications
  - Program Messages

## Future Focus

- Specialty and Program Analytics Report
- PDWS Modular Updates Cont.
  - Thalamus Interview Scheduler Collaboration

# 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

# Thank you for your time today!

Please reach out with any additional questions.