



Exploring the Relationship Between Program Signaling & Geographic Preferences with Interview Invitations Across Specialties

2025 Analysis
Data as of 03/05/2025

Program Signal 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.

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 divisions and location-setting.



Sample of 2025 ERAS Applicants in the Following Specialties:

- Anesthesiology
- Child Neurology
- Dermatology
- Diagnostic Radiology
- Emergency Medicine
- Family Medicine
- General Surgery
- Internal Medicine
- Internal Medicine/Psychiatry*
- Interventional Radiology
- Neurodevelopmental Disabilities*
- Neurological Surgery
- Neurology
- Obstetrics & Gynecology
- Orthopedic Surgery
- Otolaryngology
- Pathology
- Pediatrics
- Physical Medicine & Rehabilitation
- Psychiatry
- Public Health and General Preventive*
- Thoracic Surgery*
- Transitional Year

* Results not included due to sample size.

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Table of Contents

[Anesthesiology](#)

[Child Neurology](#)

[Dermatology](#)

[Emergency Medicine](#)

[Family Medicine](#)

[Internal Medicine](#)

[Interventional Radiology](#)

[Neurological Surgery](#)

[Adult Neurology](#)

[Orthopaedic Surgery](#)

[Otolaryngology](#)

[Pathology](#)

[Pediatrics](#)

[Physical Medicine and
Rehabilitation](#)

[Psychiatry](#)

[Radiation Oncology](#)

[Diagnostic Radiology](#)

[General Surgery](#)

[Transitional Year](#)



Analysis

- **Predictors:**

- Program signal and geographic preference alignment.

- **Outcome:**

- Scheduled to interview in Thalamus Core interview scheduler as of March 5, 2025 (Main Residency only).

- **Analysis:**

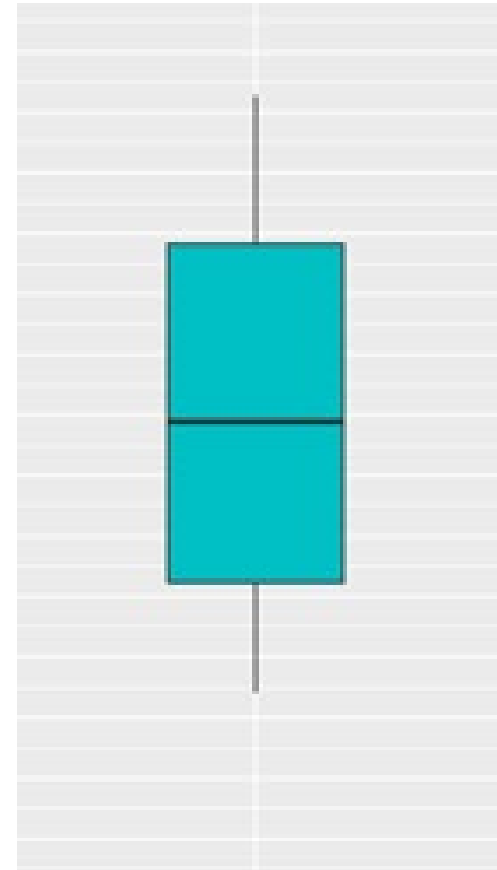
- Results analyzed separately by program.
- Computed signal and geographic preference alignment to interview conversation rates by program.
- Summarized the distribution of conversion rates programs using boxplots.

What information is provided by a boxplot?

Boxplots show the distribution of signal to interview conversion rates for all programs in a specialty.

The colored box shows the signal to interview conversion rates for the bulk of the programs. The bottom of the box is the 25th percentile, the horizontal line is the median or the 50th percentile, and the top of the box is the 75th percentile.

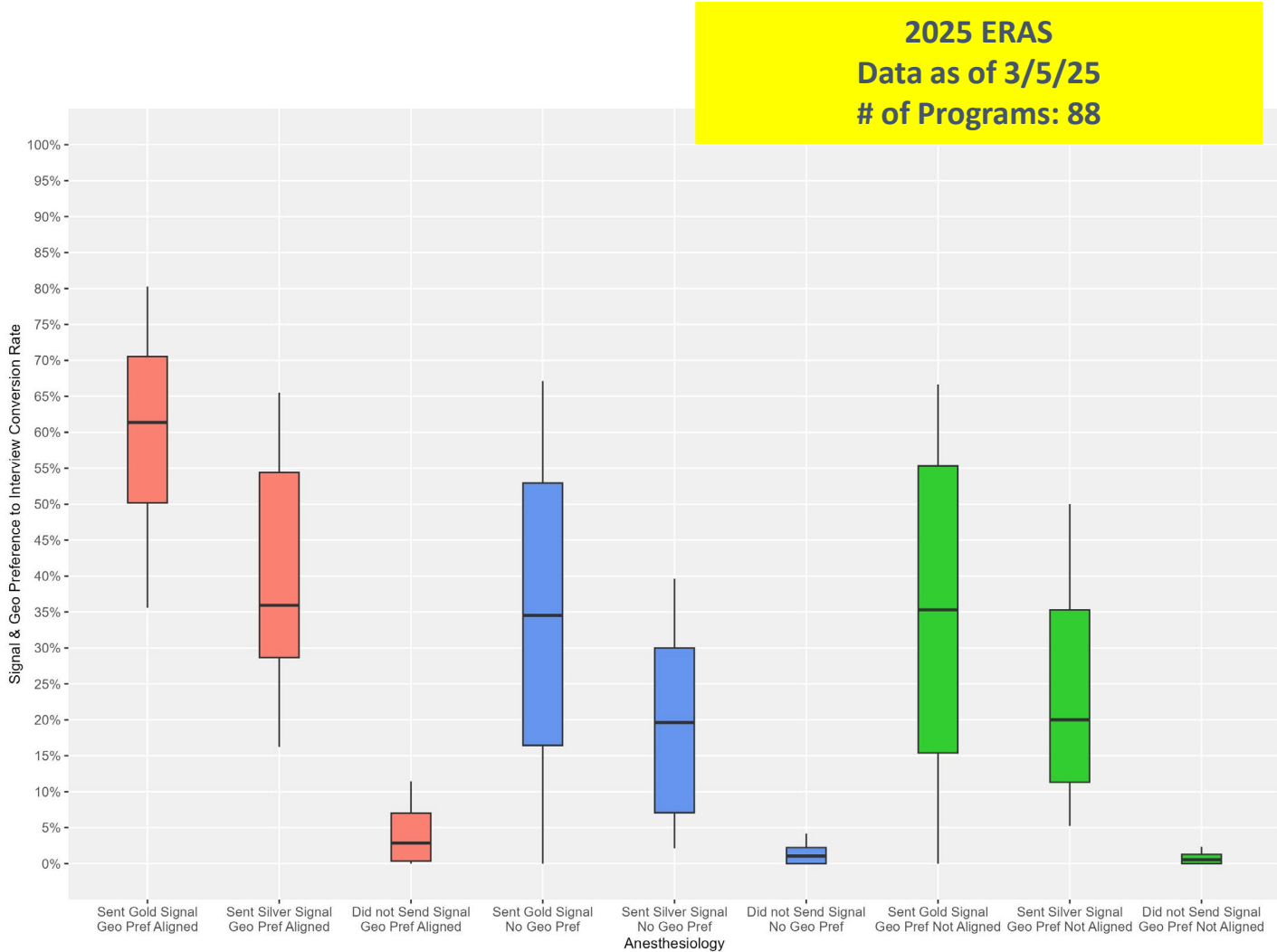
The whiskers represent the 10th and 90th percentile of programs' interview invitation rates.



Anesthesiology: Interview Rates by Program Signal Status & Geographic Preference

Median Interview Rates

Program Signal Sent	Geo Pref Alignment	Median Interview Rate
Gold Signal	✓	61%
Gold Signal	✗	35%
Gold Signal	No Pref	35%
Silver Signal	✗	36%
Silver Signal	✓	20%
Silver Signal	No Pref	20%
No Signal	✓	3%
No Signal	✗	1%
No Signal	No Pref	1%

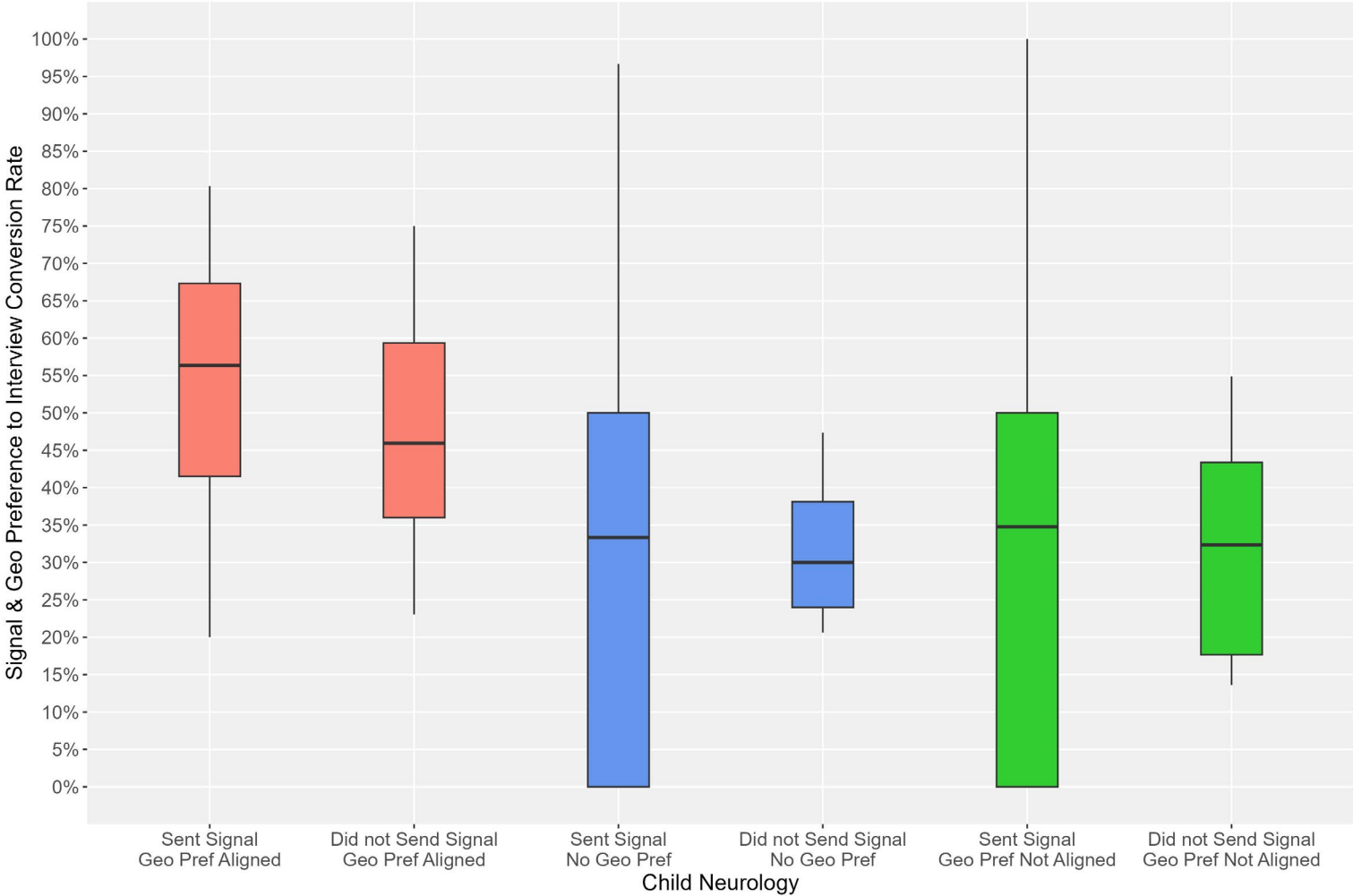


Child Neurology: Interview Rates by Program Signal Status & Geographic Preference

Median Interview Rates

Program Signal Sent	Geo Pref Alignment	Median Interview Rate
Sent Signal	✓	56%
Sent Signal	✗	35%
Sent Signal	No Pref	33%
No Signal	✓	46%
No Signal	✗	32%
No Signal	No Pref	30%

2025 ERAS
Data as of 3/5/25
of Programs: 40

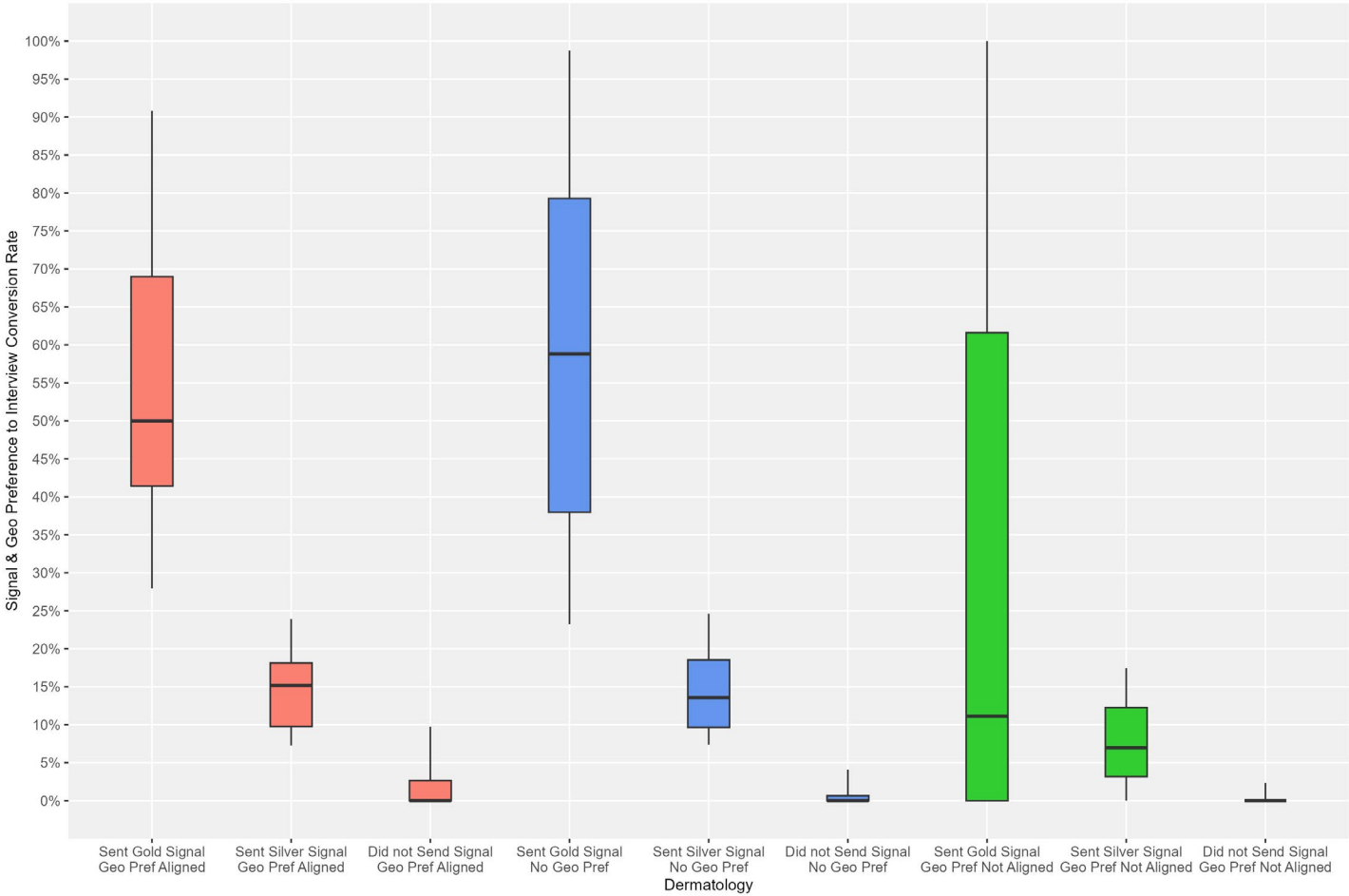


Dermatology: Interview Rates by Program Signal Status & Geographic Preference

Median Interview Rates

Program Signal Sent	Geo Pref Alignment	Median Interview Rate
Gold Signal	✓	50%
Gold Signal	✗	11%
Gold Signal	No Pref	59%
Silver Signal	✗	15%
Silver Signal	✓	7%
Silver Signal	No Pref	14%
No Signal	✓	0%
No Signal	✗	0%
No Signal	No Pref	0%

2025 ERAS
Data as of 3/5/25
of Programs: 43

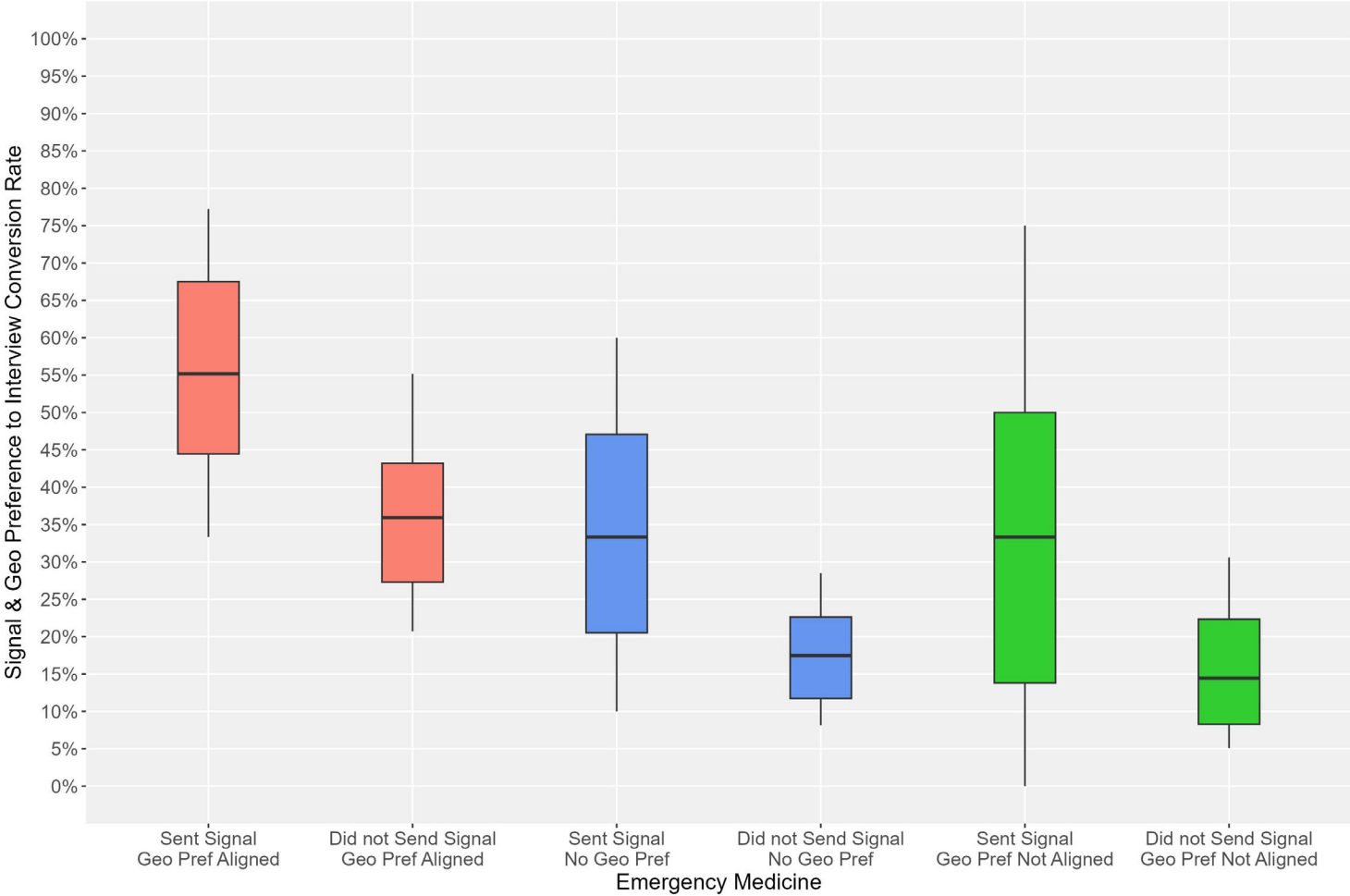


Emergency Medicine: Interview Rates by Program Signal Status & Geographic Preference

Median Interview Rates

Program Signal Sent	Geo Pref Alignment	Median Interview Rate
Sent Signal	✓	55%
Sent Signal	✗	33%
Sent Signal	No Pref	33%
No Signal	✓	36%
No Signal	✗	14%
No Signal	No Pref	17%

2025 ERAS
Data as of 3/5/25
of Programs: 155

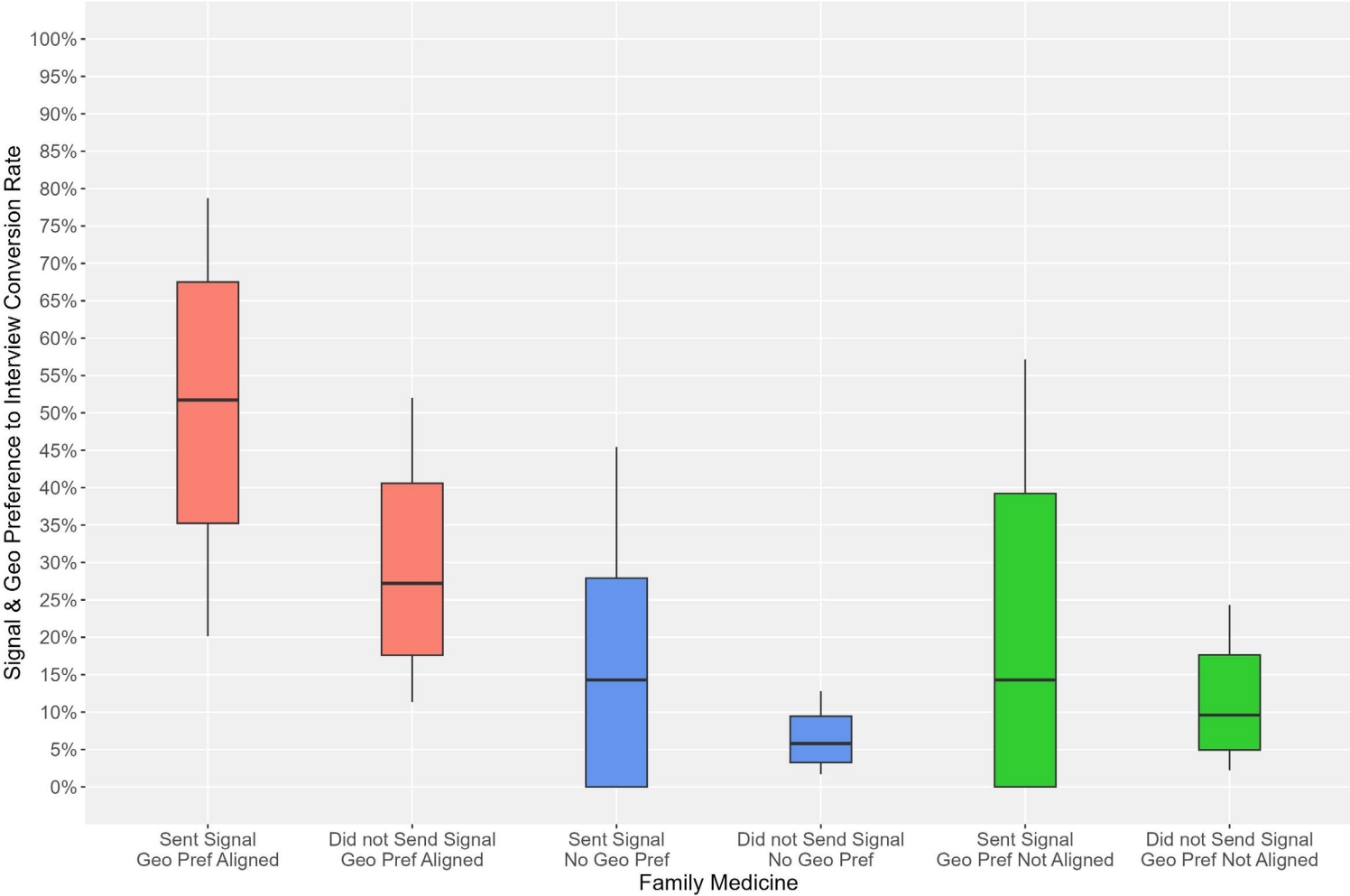


Family Medicine: Interview Rates by Program Signal Status & Geographic Preference

Median Interview Rates

Program Signal Sent	Geo Pref Alignment	Median Interview Rate
Sent Signal	✓	52%
Sent Signal	✗	14%
Sent Signal	No Pref	14%
No Signal	✓	27%
No Signal	✗	10%
No Signal	No Pref	6%

2025 ERAS
Data as of 3/5/25
of Programs: 365



Median Interview Rates

2025 ERAS
Data as of 3/5/25
of Programs: 329

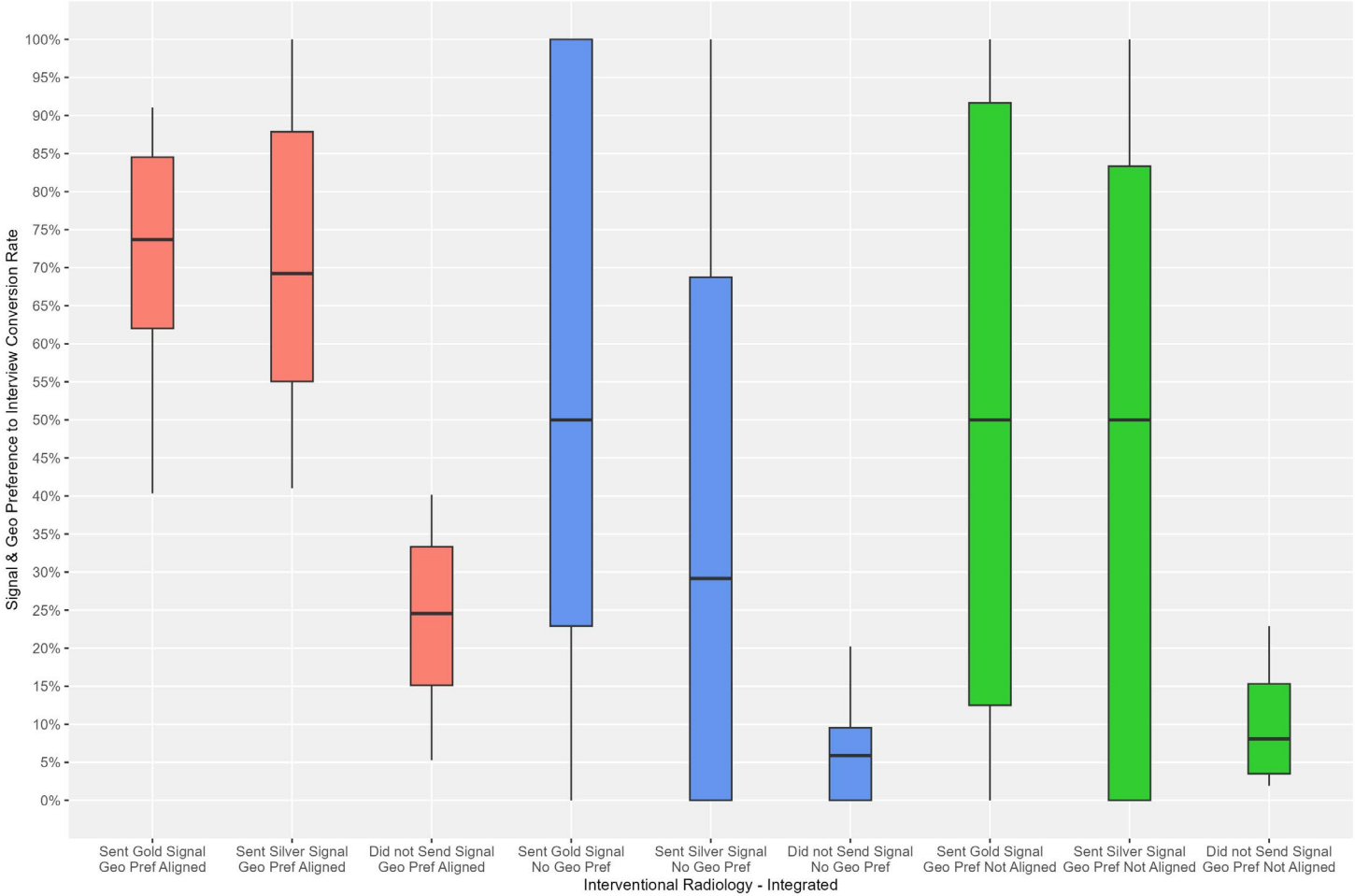


Interventional Radiology: Interview Rates by Program Signal Status & Geographic Preference

Median Interview Rates

Program Signal Sent	Geo Pref Alignment	Median Interview Rate
Gold Signal	✓	74%
Gold Signal	✗	50%
Gold Signal	No Pref	50%
Silver Signal	✗	69%
Silver Signal	✓	50%
Silver Signal	No Pref	29%
No Signal	✓	25%
No Signal	✗	8%
No Signal	No Pref	6%

2025 ERAS
Data as of 3/5/25
of Programs: 39

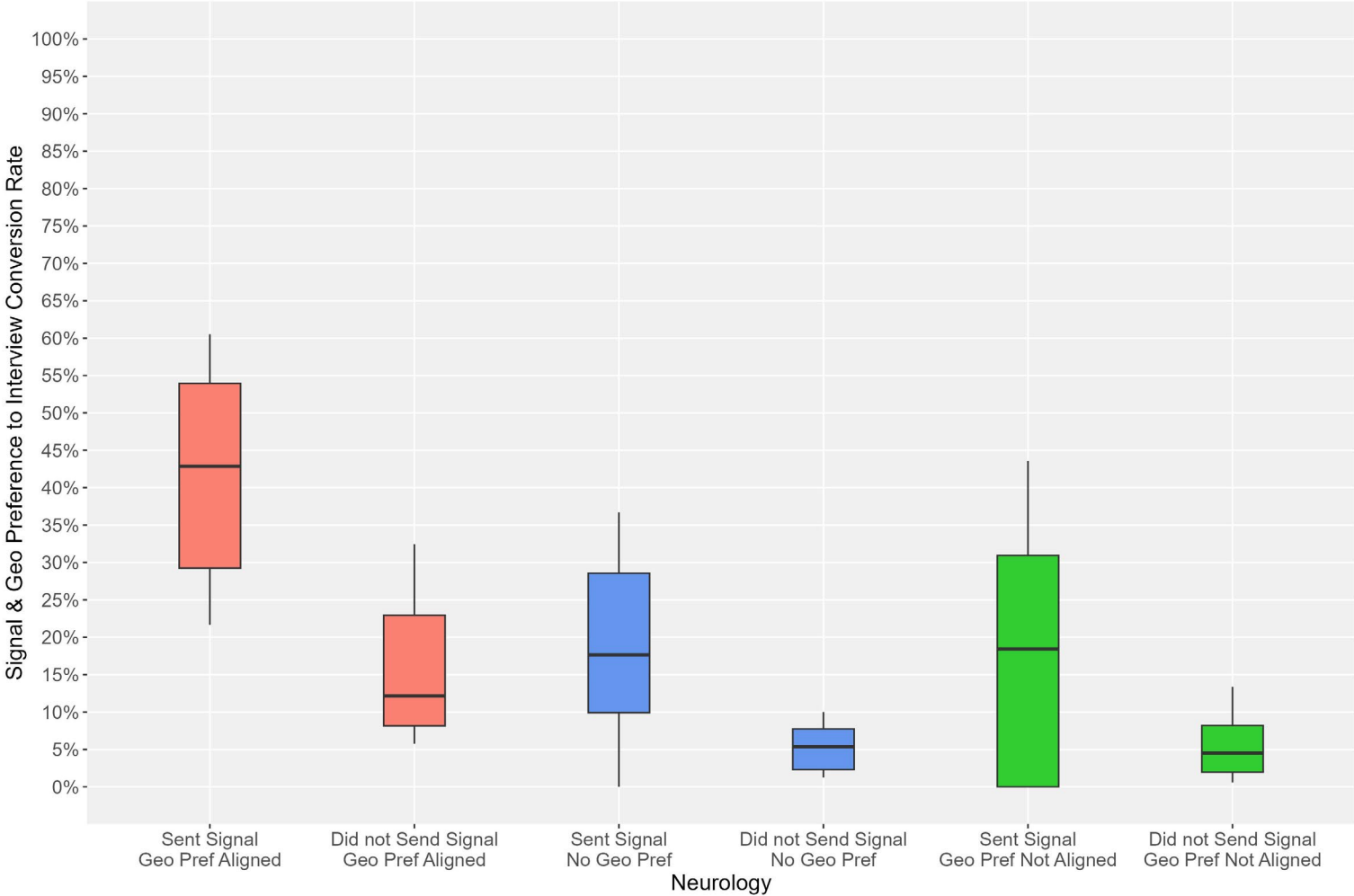


Adult Neurology: Interview Rates by Program Signal Status & Geographic Preference

Median Interview Rates

Program Signal Sent	Geo Pref Alignment	Median Interview Rate
Sent Signal	✓	43%
Sent Signal	✗	18%
Sent Signal	No Pref	18%
No Signal	✓	12%
No Signal	✗	5%
No Signal	No Pref	5%

2025 ERAS
Data as of 3/5/25
of Programs: 75

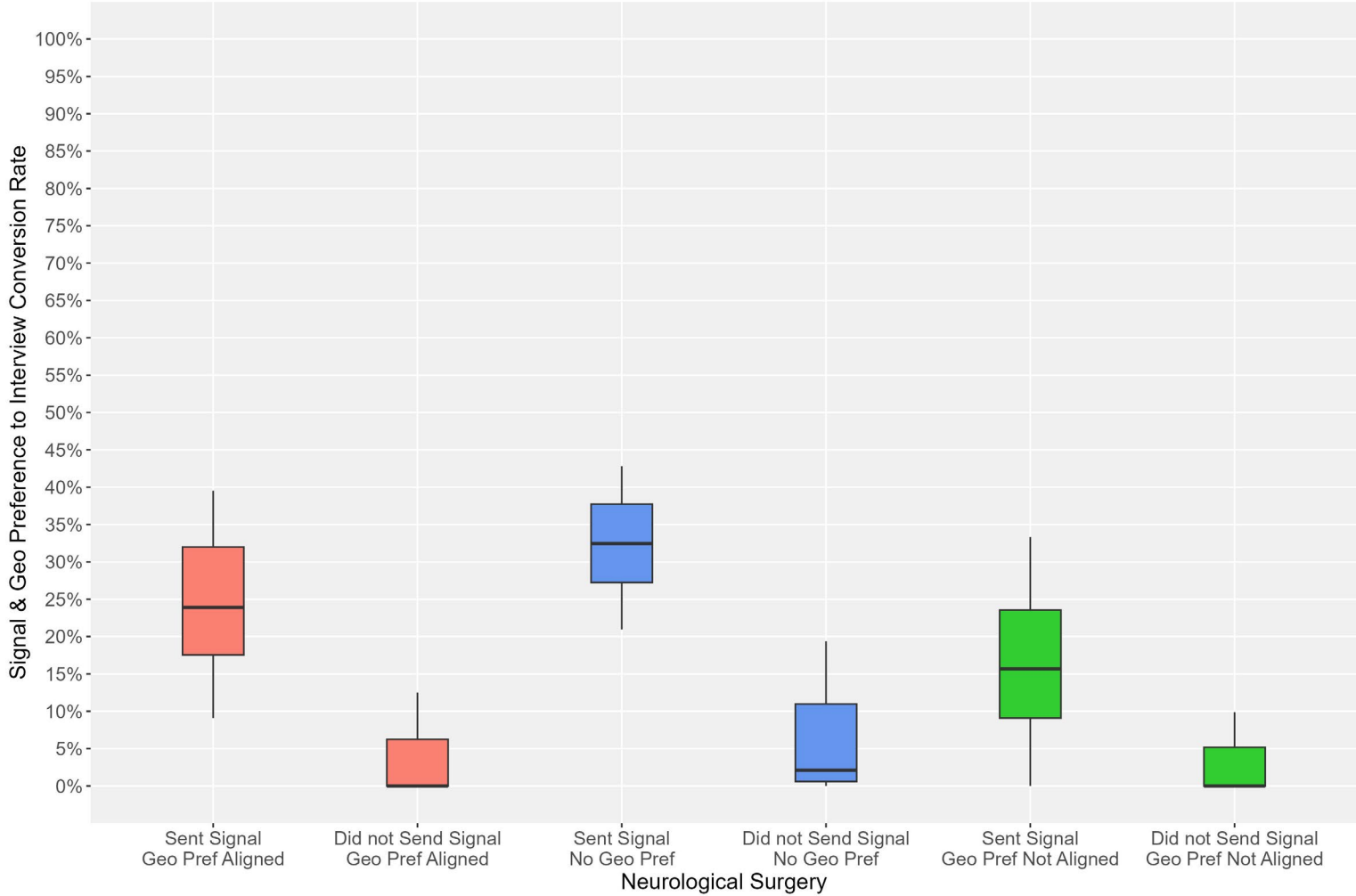


Neurological Surgery: Interview Rates by Program Signal Status & Geographic Preference

Median Interview Rates

Program Signal Sent	Geo Pref Alignment	Median Interview Rate
Sent Signal	✓	24%
Sent Signal	✗	16%
Sent Signal	No Pref	32%
No Signal	✓	0%
No Signal	✗	0%
No Signal	No Pref	2%

2025 ERAS
Data as of 3/5/25
of Programs: 64

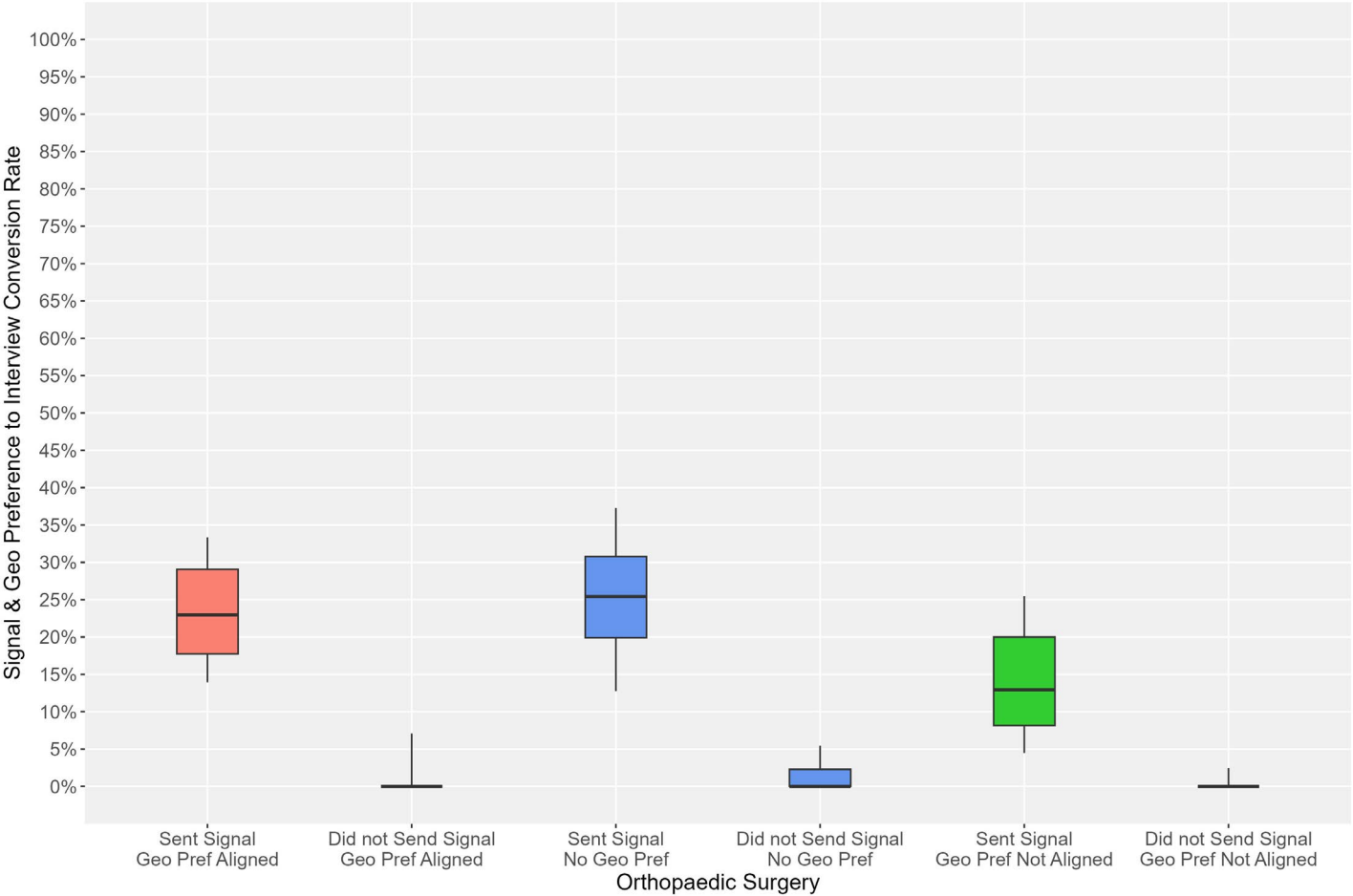


Orthopaedic Surgery: Interview Rates by Program Signal Status & Geographic Preference

Median Interview Rates

Program Signal Sent	Geo Pref Alignment	Median Interview Rate
Sent Signal	✓	23%
Sent Signal	✗	13%
Sent Signal	No Pref	25%
No Signal	✓	0%
No Signal	✗	0%
No Signal	No Pref	0%

2025 ERAS
Data as of 3/5/25
of Programs: 76

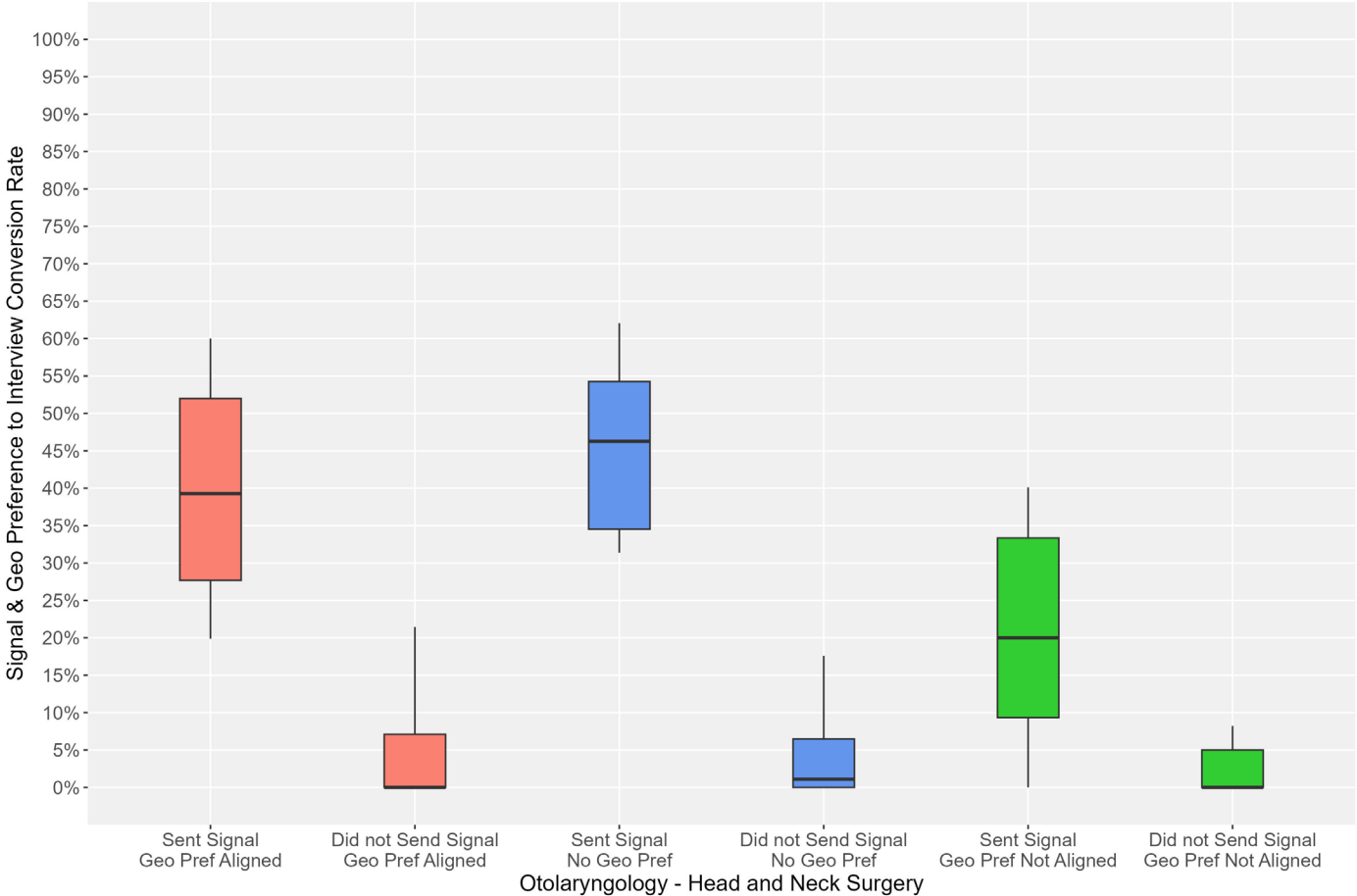


Otolaryngology – Head and Neck Surgery: Interview Rates by Program Signal Status & Geographic Preference

2025 ERAS
Data as of 3/5/25
of Programs: 50

Median Interview Rates

Program Signal Sent	Geo Pref Alignment	Median Interview Rate
Sent Signal	✓	39%
Sent Signal	✗	20%
Sent Signal	No Pref	46%
No Signal	✓	0%
No Signal	✗	0%
No Signal	No Pref	1%

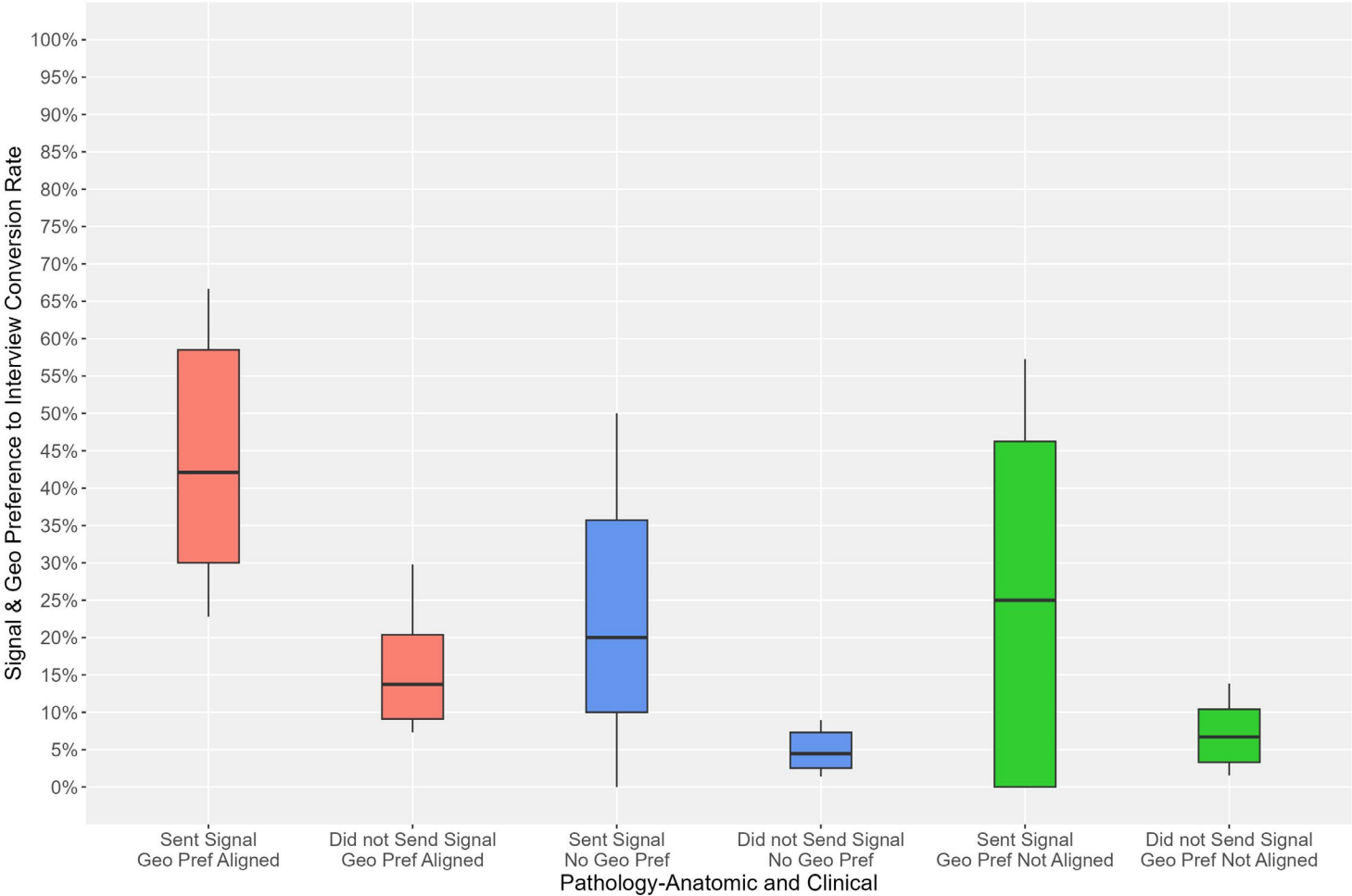


Pathology: Interview Rates by Program Signal Status & Geographic Preference

Median Interview Rates

Program Signal Sent	Geo Pref Alignment	Median Interview Rate
Sent Signal	✓	42%
Sent Signal	✗	25%
Sent Signal	No Pref	20%
No Signal	✓	14%
No Signal	✗	7%
No Signal	No Pref	4%

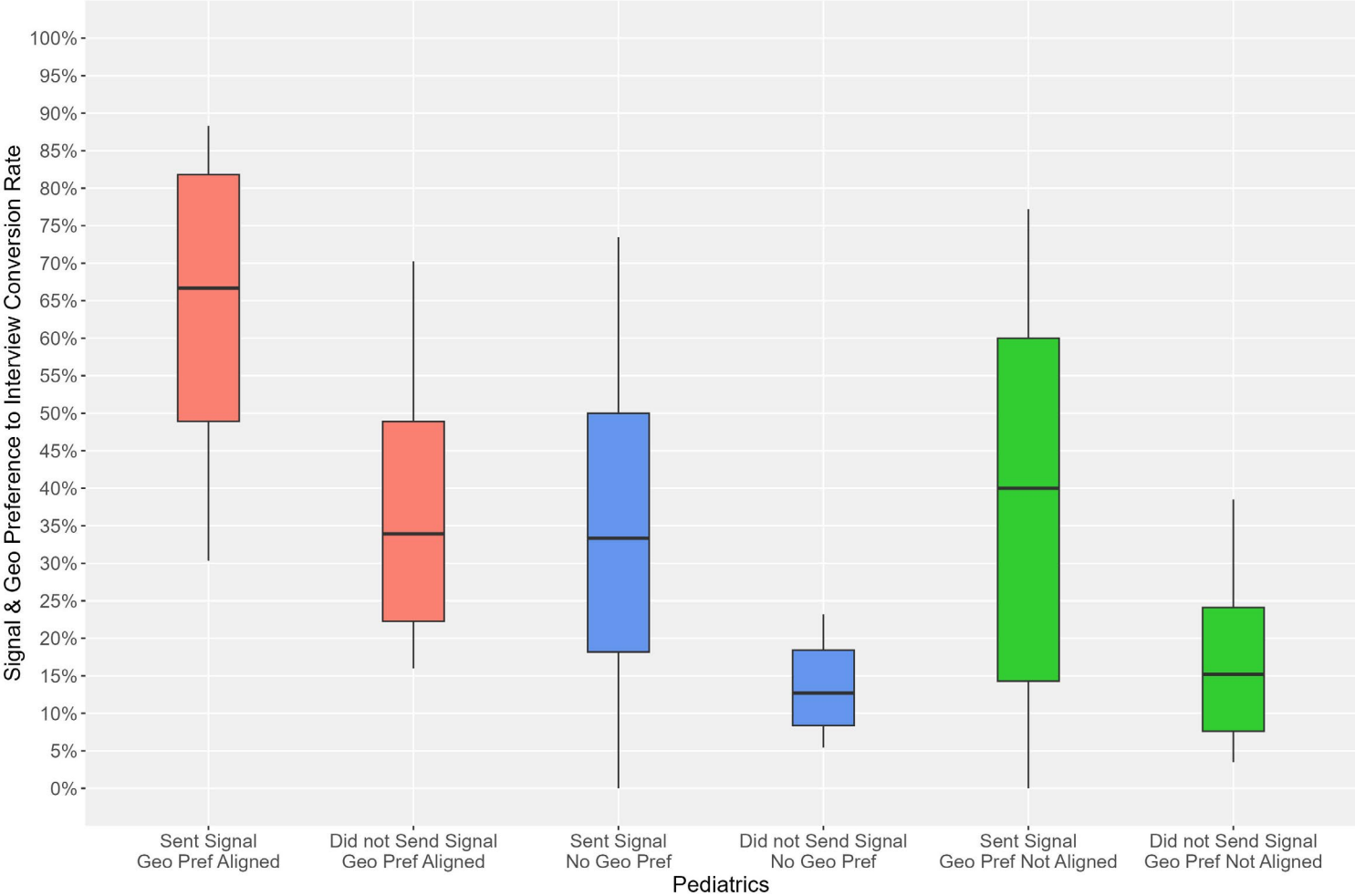
2025 ERAS
Data as of 3/5/25
of Programs: 61



Pediatrics: Interview Rates by Program Signal Status & Geographic Preference

Median Interview Rates

Program Signal Sent	Geo Pref Alignment	Median Interview Rate
Sent Signal	✓	67%
Sent Signal	✗	40%
Sent Signal	No Pref	33%
No Signal	✓	34%
No Signal	✗	15%
No Signal	No Pref	13%

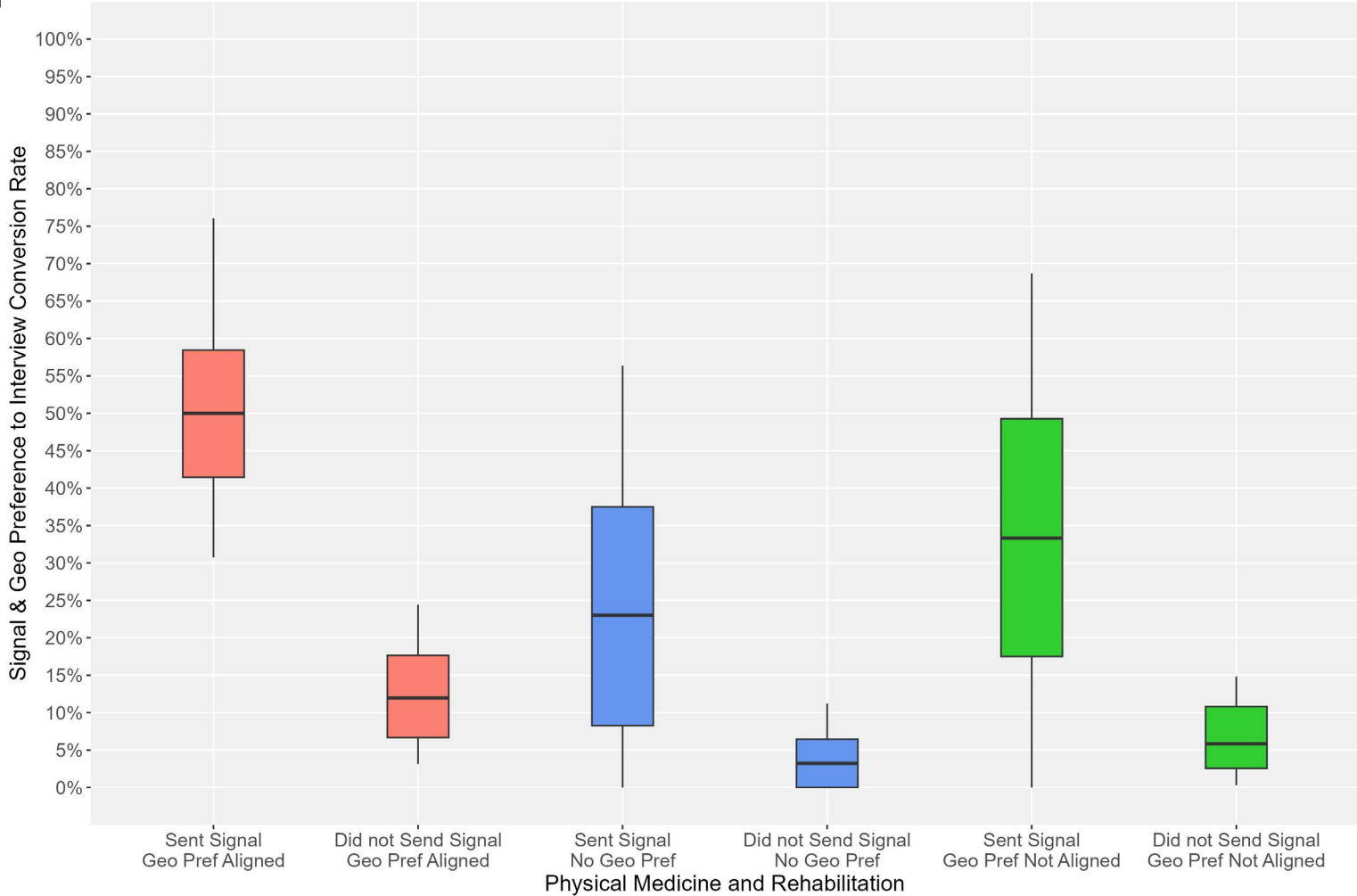


Physical Medicine and Rehabilitation: Interview Rates by Program Signal Status & Geographic Preference

Median Interview Rates

Program Signal Sent	Geo Pref Alignment	Median Interview Rate
Sent Signal	✓	50%
Sent Signal	✗	33%
Sent Signal	No Pref	23%
No Signal	✓	12%
No Signal	✗	6%
No Signal	No Pref	3%

2025 ERAS
Data as of 3/5/25
of Programs: 54

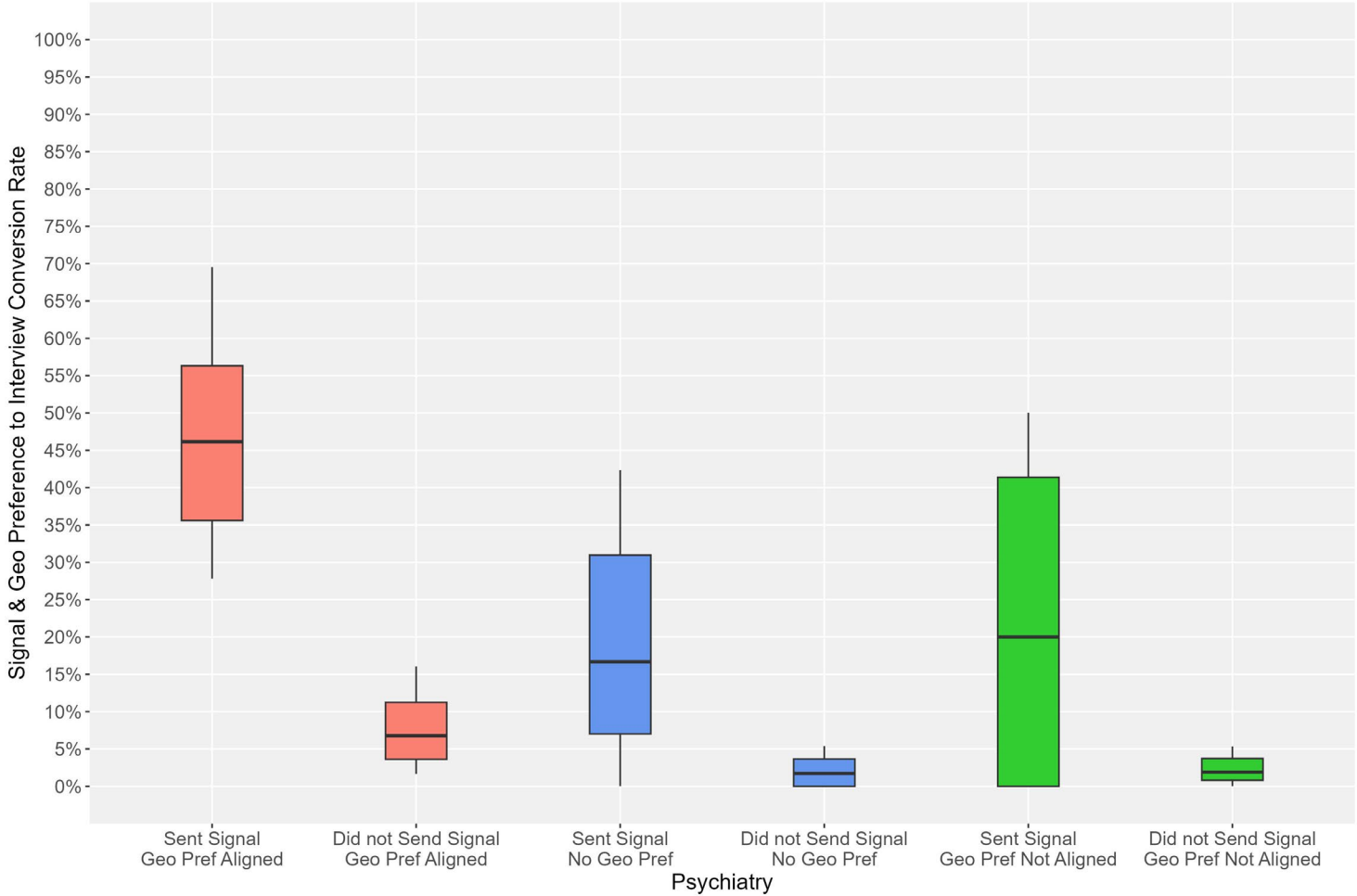


Psychiatry: Interview Rates by Program Signal Status & Geographic Preference

Median Interview Rates

Program Signal Sent	Geo Pref Alignment	Median Interview Rate
Sent Signal	✓	46%
Sent Signal	✗	20%
Sent Signal	No Pref	17%
No Signal	✓	7%
No Signal	✗	2%
No Signal	No Pref	2%

2025 ERAS
Data as of 3/5/25
of Programs: 148

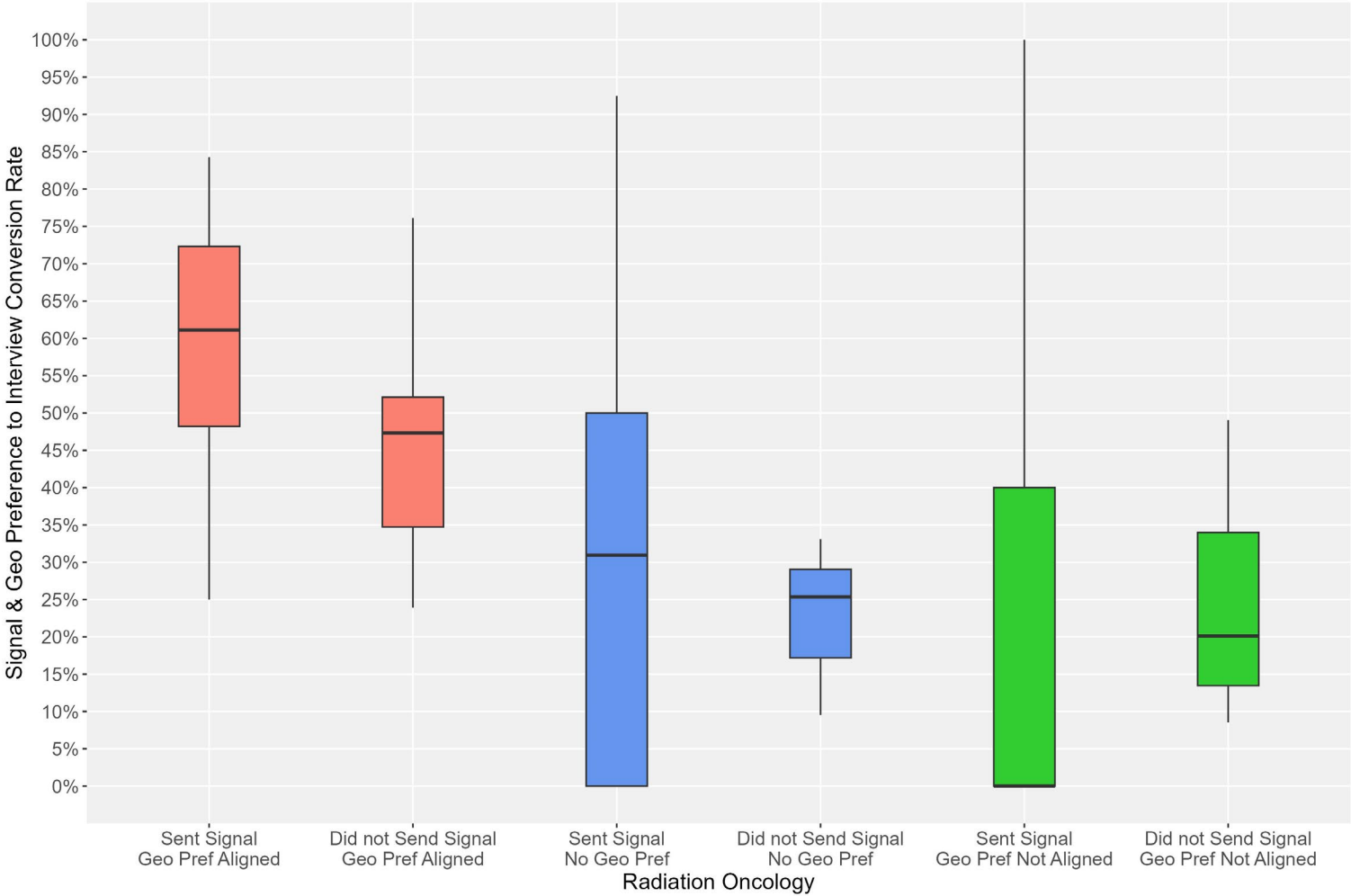


Radiation Oncology: Interview Rates by Program Signal Status & Geographic Preference

Median Interview Rates

Program Signal Sent	Geo Pref Alignment	Median Interview Rate
Sent Signal	✓	61%
Sent Signal	✗	0%
Sent Signal	No Pref	31%
No Signal	✓	47%
No Signal	✗	20%
No Signal	No Pref	25%

2025 ERAS
Data as of 3/5/25
of Programs: 28

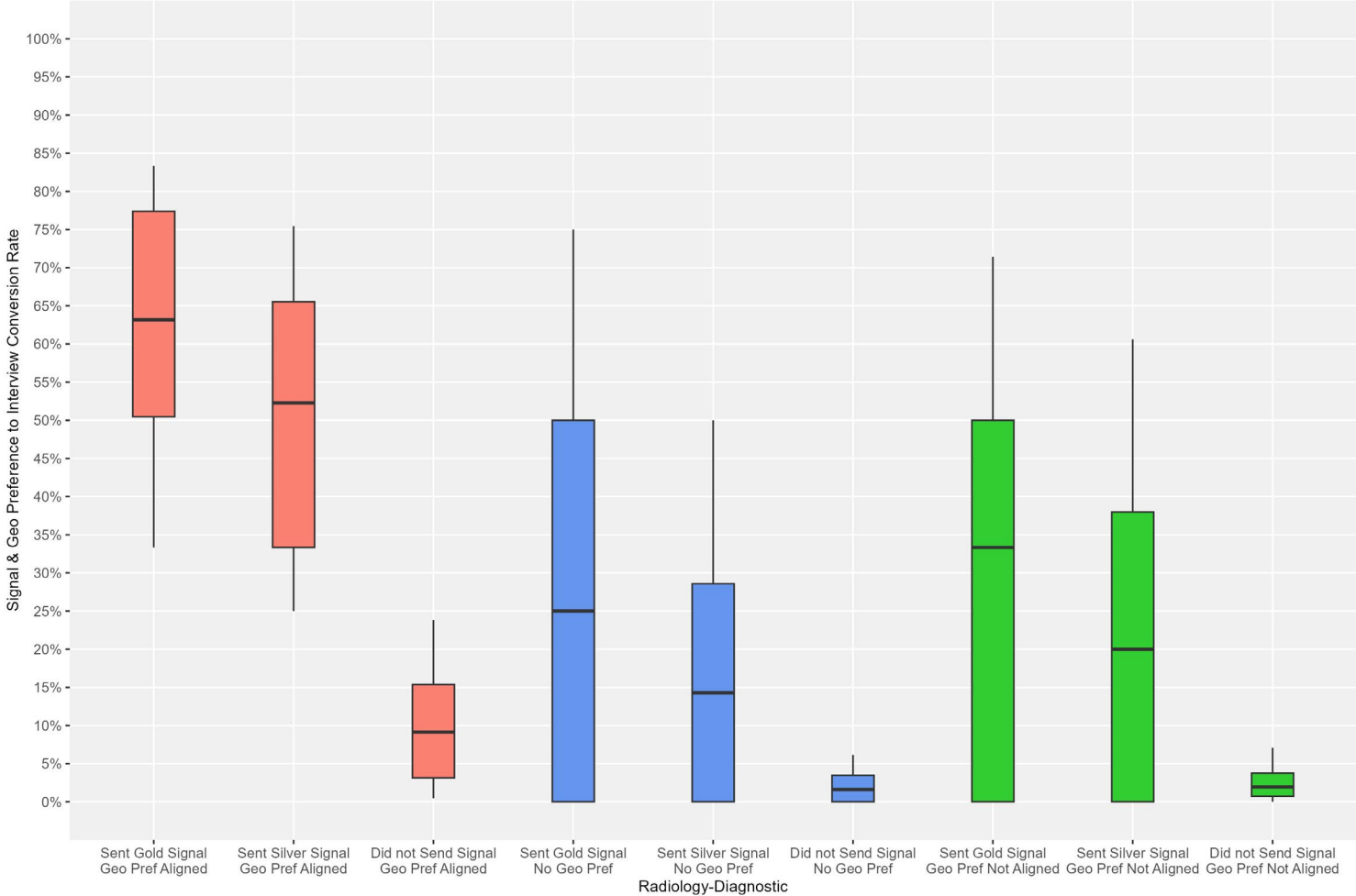


Diagnostic Radiology: Interview Rates by Program Signal Status & Geographic Preference

Median Interview Rates

Program Signal Sent	Geo Pref Alignment	Median Interview Rate
Gold Signal	✓	63%
Gold Signal	✗	33%
Gold Signal	No Pref	25%
Silver Signal	✗	52%
Silver Signal	✓	20%
Silver Signal	No Pref	14%
No Signal	✓	9%
No Signal	✗	2%
No Signal	No Pref	2%

2025 ERAS
Data as of 3/5/25
of Programs: 91

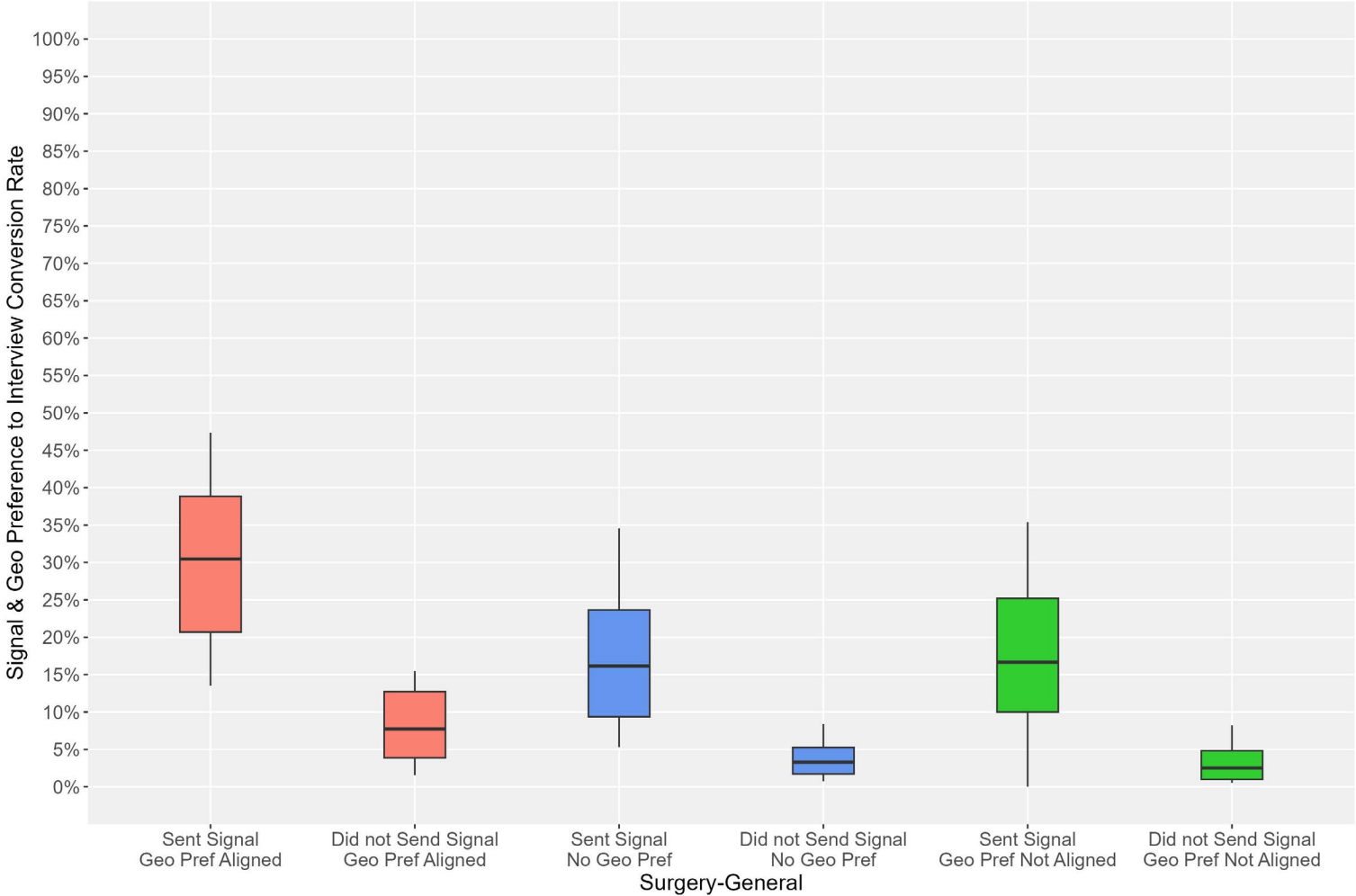


General Surgery: Interview Rates by Program Signal Status & Geographic Preference

Median Interview Rates

Program Signal Sent	Geo Pref Alignment	Median Interview Rate
Sent Signal	✓	30%
Sent Signal	✗	17%
Sent Signal	No Pref	16%
No Signal	✓	8%
No Signal	✗	3%
No Signal	No Pref	3%

2025 ERAS
Data as of 3/5/25
of Programs: 124



Transitional Year: Interview Rates by Program Signal Status & Geographic Preference

Median Interview Rates

Program Signal Sent	Geo Pref Alignment	Median Interview Rate
Sent Signal	✓	32%
Sent Signal	✗	12%
Sent Signal	No Pref	20%
No Signal	✓	3%
No Signal	✗	2%
No Signal	No Pref	2%

2025 ERAS
Data as of 3/5/25
of Programs: 64

