



Exploring the Relationship Between Program Signaling & Interview Invitations Across Specialties

2026 Analysis
Residency - September Cycle
Data as of April 01, 2026

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.

Goals of Signal Approaches

Goal

Small # of Signals

- Top programs only.

Large # of Signals

- Distributes signals more evenly.

Two-Tier

- Distributes signals more evenly.
- Greater flexibility for applicants

Examples

From ERAS 2025-2026
Residency

- Pediatrics (5)
- Child Neuro and NDD (3)

- Orthopedic Surgery (30)
- Otolaryngology (25)

- Anesthesiology (5 gold, 10 silver)
- Dermatology (3 gold, 25 silver)

Pros & Cons of Signal Approaches

Pros

Small # of Signals

- True top programs.
- Guards against use of program signals as interview invitation criteria.

Large # of Signals

- Distributes signals more evenly.

Two-Tier

- Distributes signals more evenly.
- Gold identifies top programs and silver gives flexibility.

Cons

- May be insufficient for representing all applicant preferences.
- High concentration in a small number of programs.

- Tempting to use as a threshold.
- Value of the signal may be diluted.

- Tempting to use as a threshold.
- Explanation more challenging.

Consider Key Questions & Review Data



Conceptual

- What are we trying to learn from signals?
- What goals are we trying to accomplish with signals?
- How much risk do we want to ask applicants to bear?
- How much change can our community tolerate?
- How much evidence do we need to support a change?



Data

- Did we accomplish our goals? Were there any unintended consequences?
- How did applicants react to small, 2-tiered, and large number signals?
- Did specialties that used a different approaches accomplish goals that we didn't?
- Did specialties use signals similarly regardless of # of signals?

Sample of 2026 ERAS Applicants in the Following Specialties:

- Anesthesiology
- Child Neurology
- Dermatology
- Family Medicine
- Internal Medicine
- Internal Medicine/Psychiatry
- Interventional Radiology-Integrated
- Neurological Surgery
- Neurology
- Orthopaedic Surgery
- Otolaryngology - Head and Neck Surgery
- Pathology-Anatomic and Clinical
- Pediatrics
- Pediatrics/Medical Genetics
- Pediatrics/Psychiatry/Child and Adolescent Psychiatry
- Physical Medicine and Rehabilitation
- Plastic Surgery-Integrated
- Psychiatry
- Public Health and General Preventive Medicine
- Radiation Oncology
- Radiology-Diagnostic
- Surgery
- Thoracic Surgery-Integrated
- Transitional Year
- Urology

Analysis

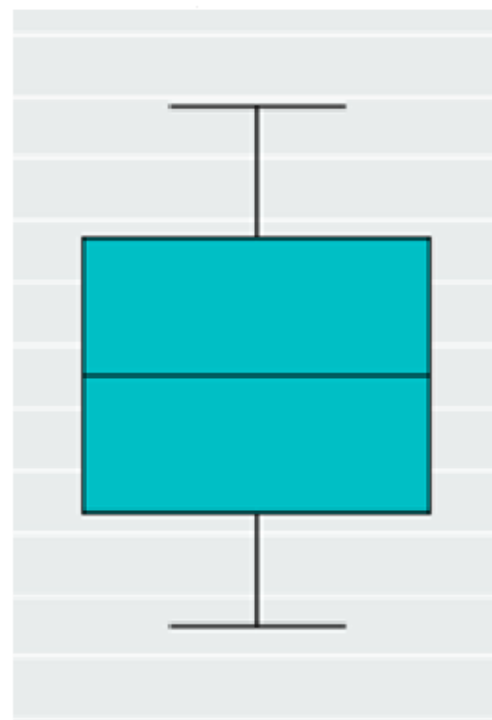
- **Predictors:**
 - Program signal.
- **Outcome:**
 - Scheduled to interview PDWS or Thalamus Interview Scheduler as of April 01, 2026 (Main Residency only).
- **Analysis:**
 - Results analyzed separately by program.
 - Computed signal to interview conversation rates by program.
 - Summarized the distribution 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.

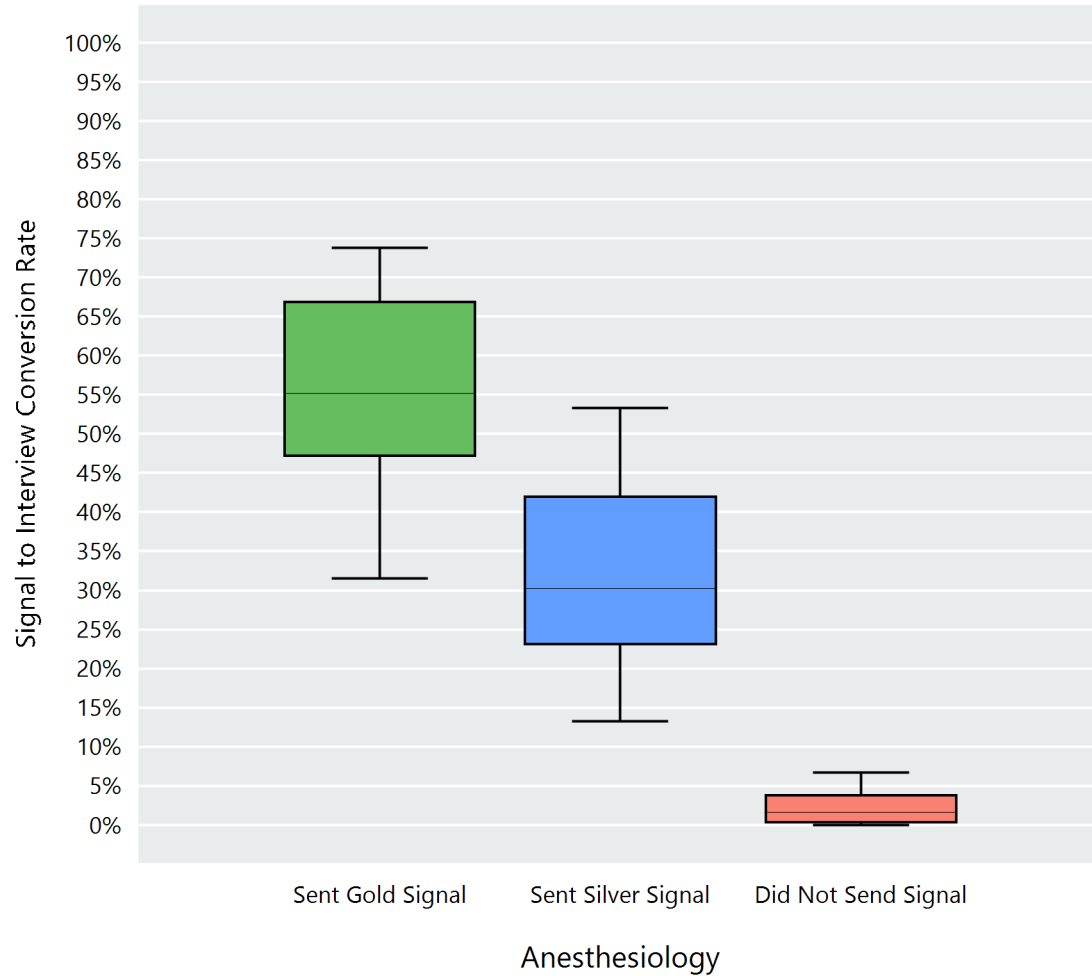


Anesthesiology Program Sample & Inclusion Criteria

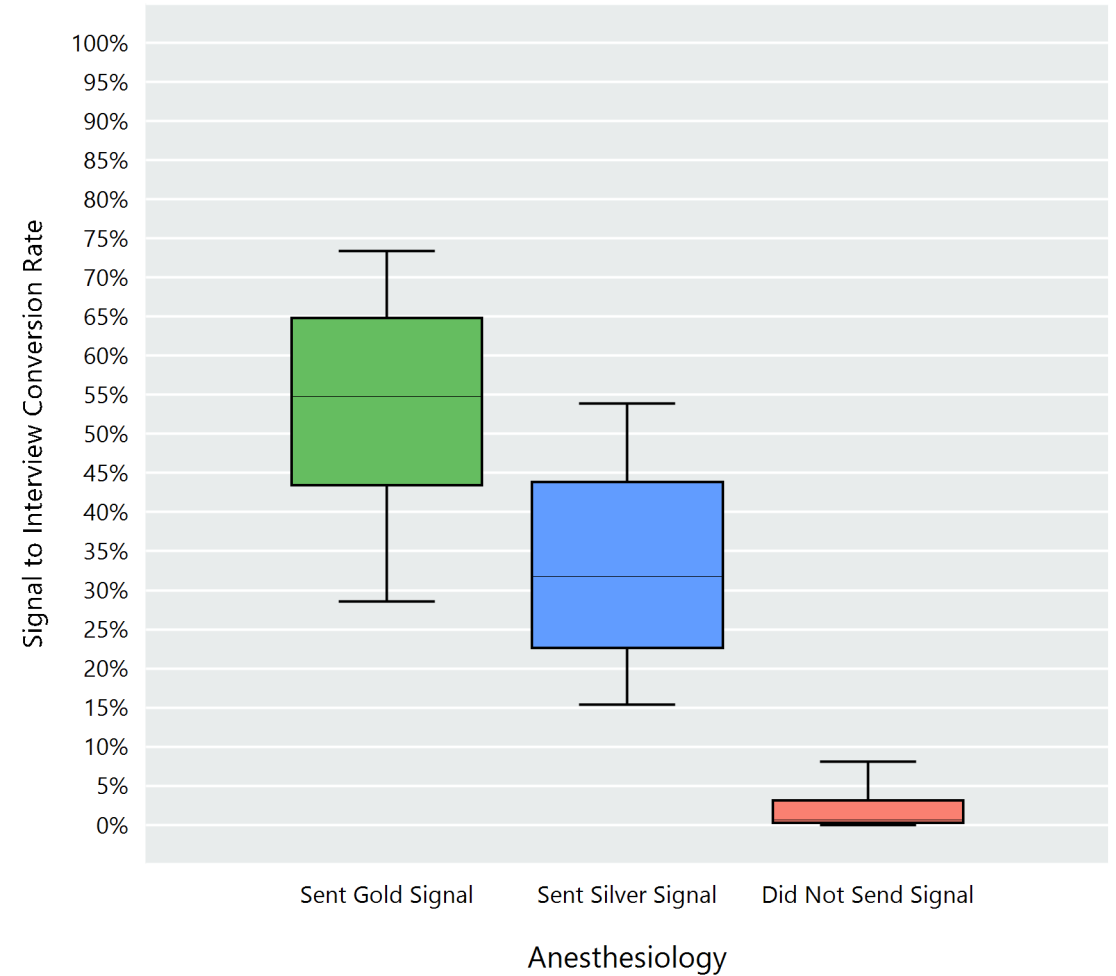
	N of Programs for Program Signals
Total programs participating in ERAS	181
Total programs participating in program signaling	177
Programs included in this analysis have sent at least 10 interview invitations and have submitted interview offer data via Thalamus Core. Applicant types (DO, IMG, MD) with N < 50 unique applicants are not shown.	157
Total analytic sample	157
Total % of programs participating in program signaling	89%
Total % of all Anesthesiology programs in 2026 ERAS cycle	87%

Anesthesiology: Interview Rates by Program Signal Status Year Over Year Comparison

2025 ERAS - Date as of 5/31/2025 - # Programs: 138 - # Signals: 5 gold, 10 silver



2026 ERAS - Date as of 4/1/2026 - # Programs: 157 - # Signals: 5 gold, 10 silver



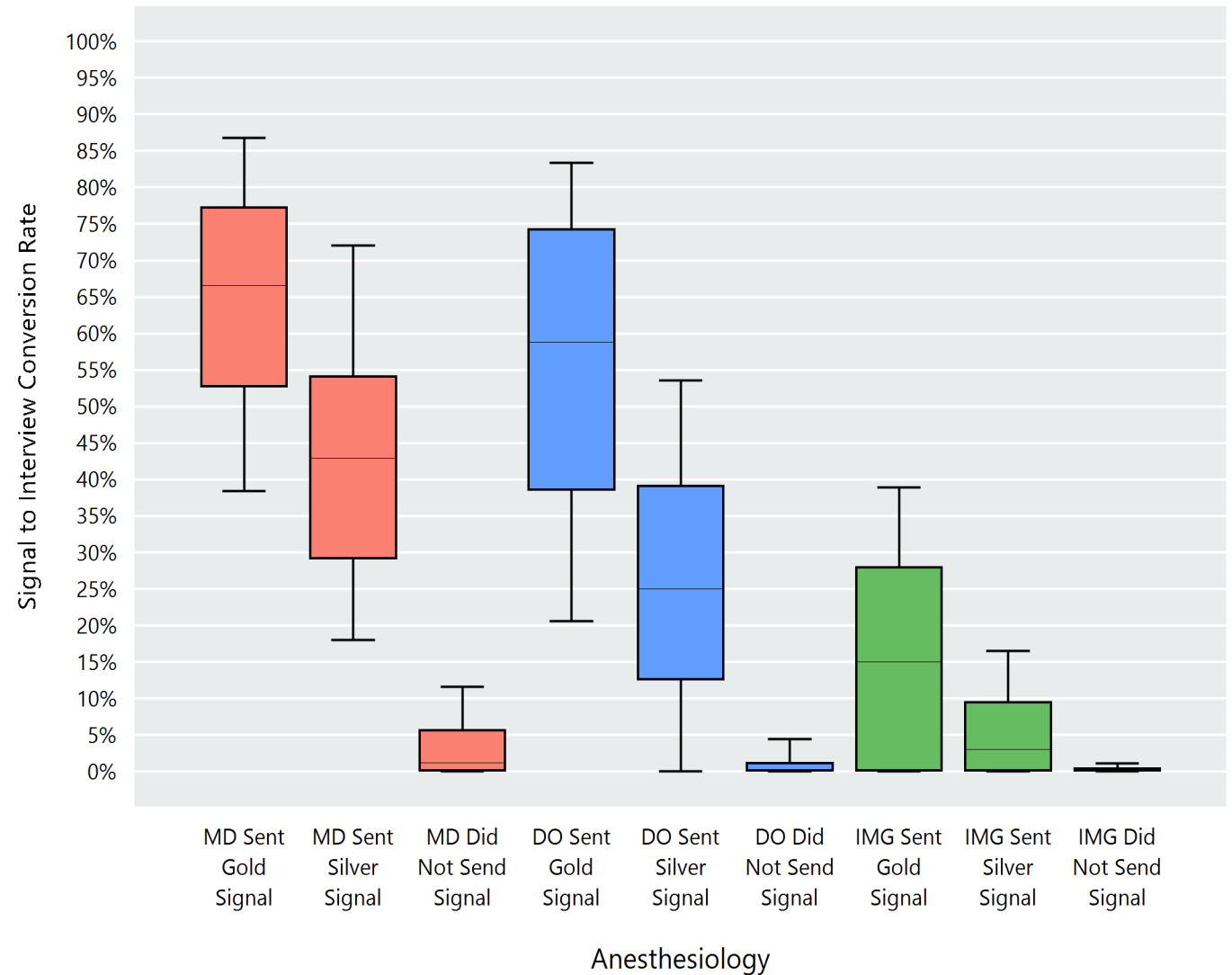
Anesthesiology: Interview Rates by Program Signal Status & Applicant Type

Median Interview Rates

Applicant Type	Gold Signal	Silver Signal	No Signal
MD	67%	43%	1%
DO	59%	25%	0%
IMG	15%	3%	0%

CAUTION: Interpret results with caution: (a) small DO and IMG sample sizes at the program level and (b) analyses do not control for all factors considered in the selection process.

2026 ERAS - Date as of 4/1/2026 - N: MD (2197), DO (702) IMG (777)

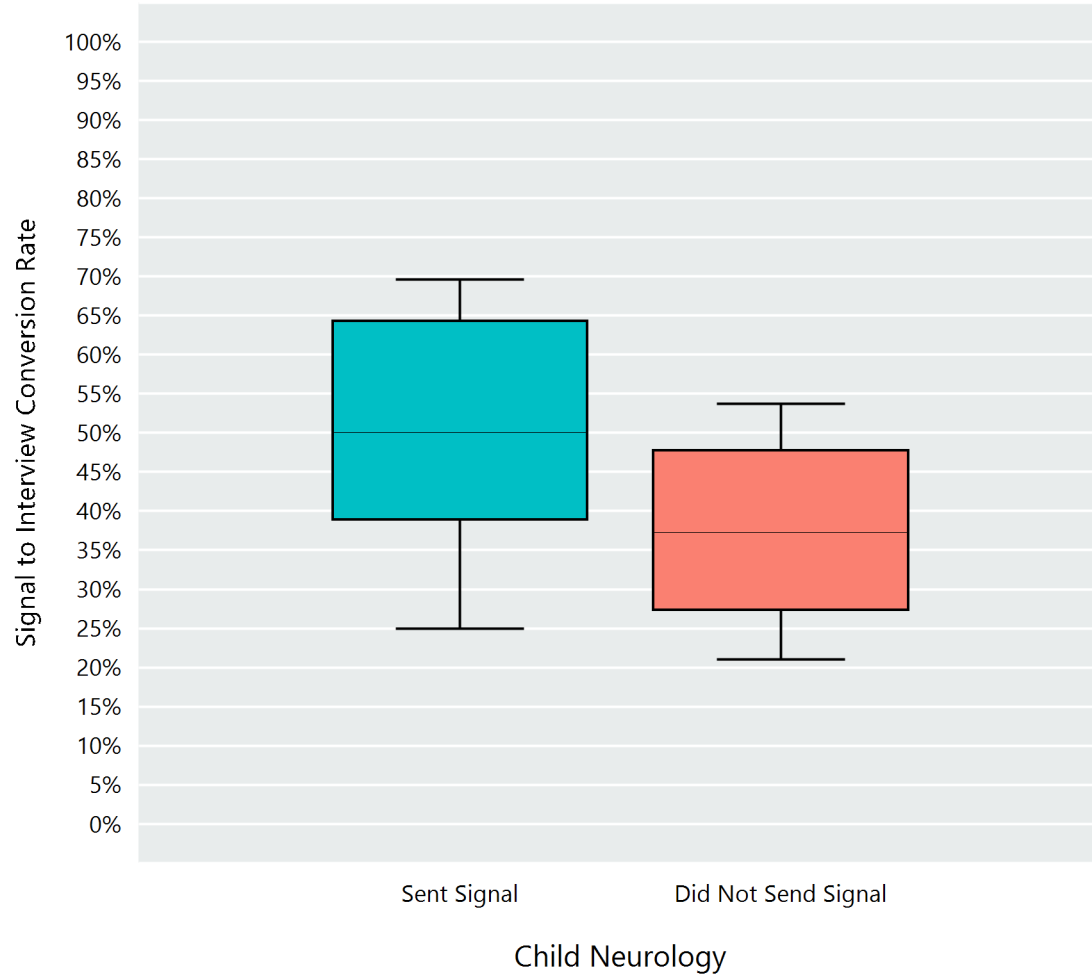


Child Neurology Program Sample & Inclusion Criteria

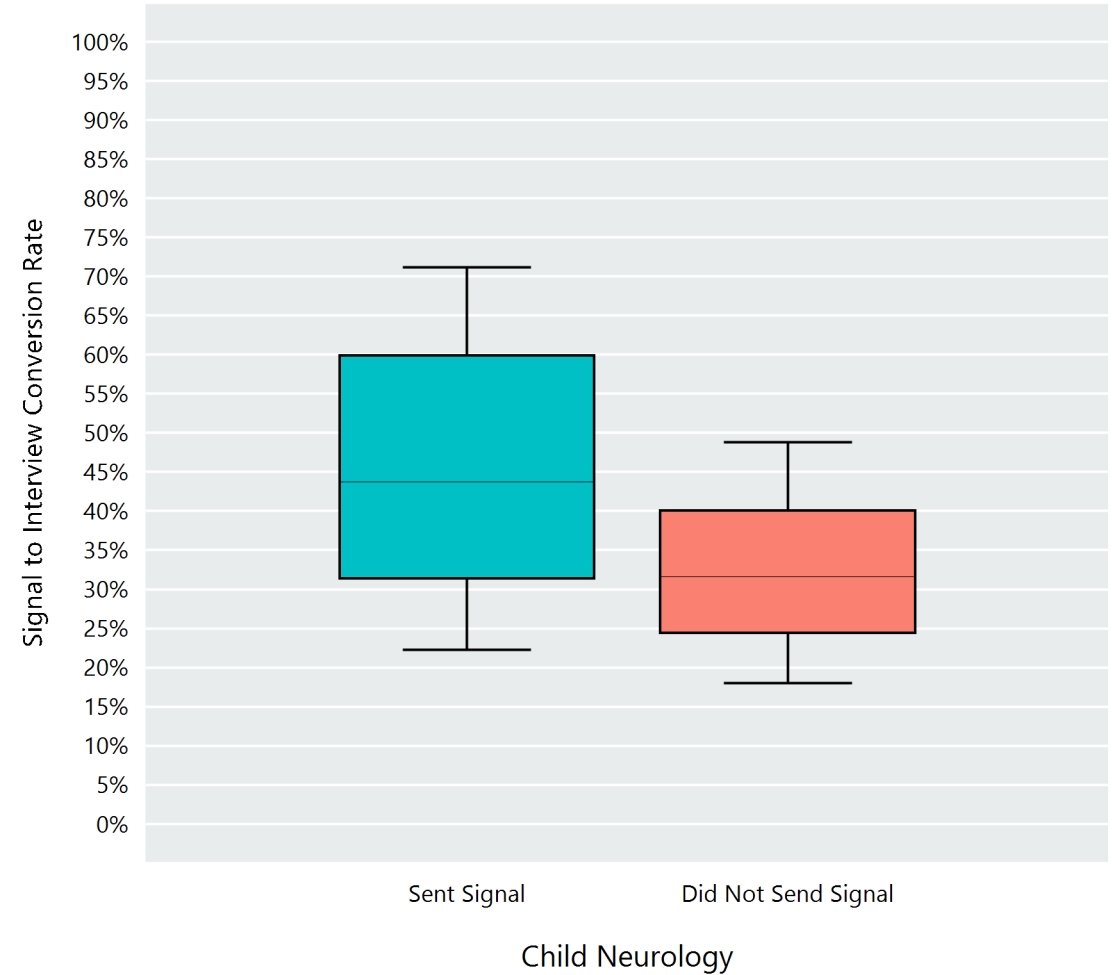
	N of Programs for Program Signals
Total programs participating in ERAS	81
Total programs participating in program signaling	81
Programs included in this analysis have sent at least 10 interview invitations and have submitted interview offer data via Thalamus Core. Applicant types (DO, IMG, MD) with N < 50 unique applicants are not shown.	73
Total analytic sample	73
Total % of programs participating in program signaling	90%
Total % of all Child Neurology programs in 2026 ERAS cycle	90%

Child Neurology: Interview Rates by Program Signal Status Year Over Year Comparison

2025 ERAS - Date as of 5/31/2025 - # Programs: 66 - # Signals: 3



2026 ERAS - Date as of 4/1/2026 - # Programs: 73 - # Signals: 3



Child Neurology: Interview Rates by Program Signal Status & Applicant Type

Median Interview Rates

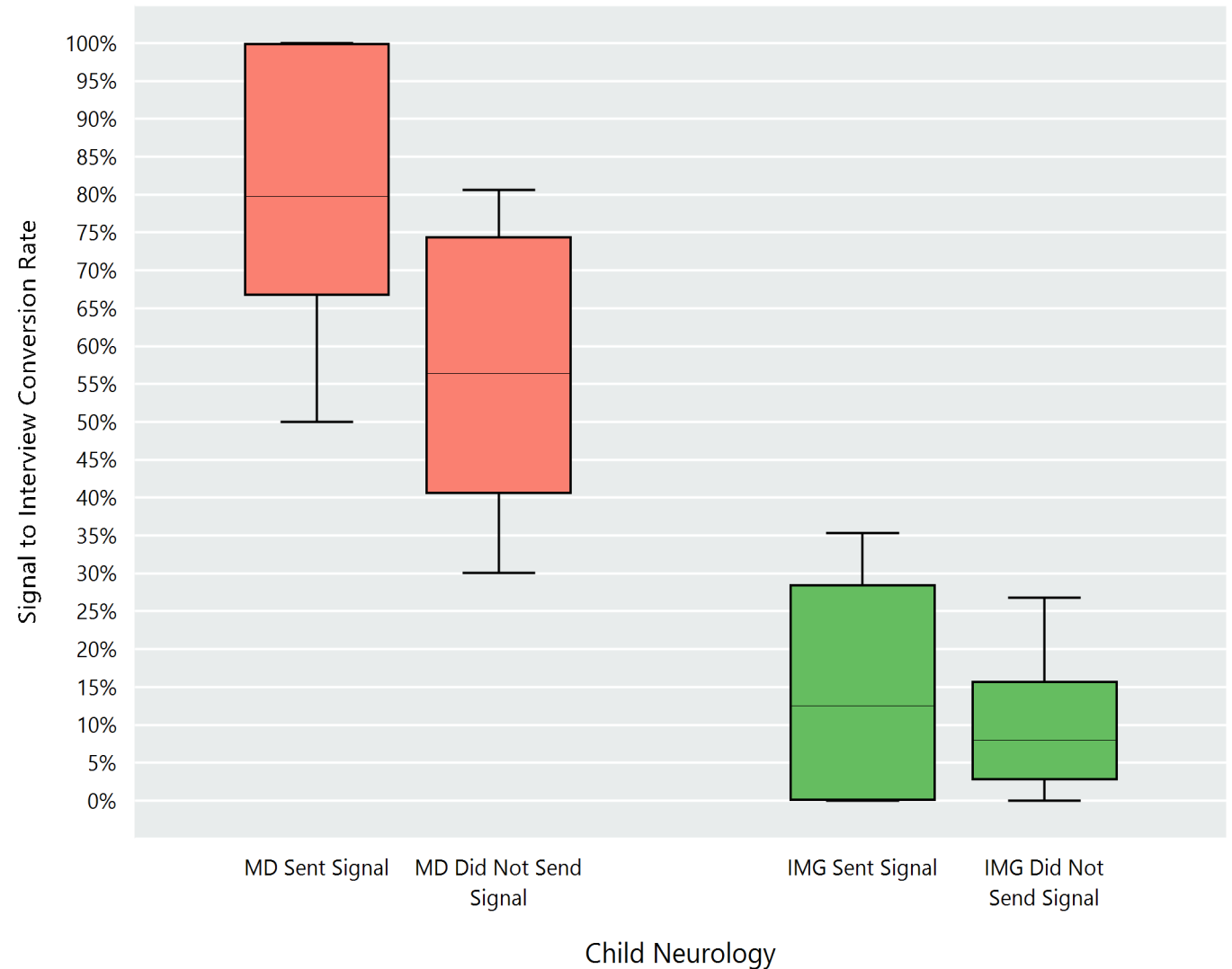
Applicant Type	Signal	No Signal
MD	80%	56%
IMG	13%	8%

Applicant data were excluded from this analysis due to small sample size:

Program N = 45: DO

CAUTION: Interpret results with caution: (a) small DO and IMG sample sizes at the program level and (b) analyses do not control for all factors considered in the selection process.

2026 ERAS - Date as of 4/1/2026 - N: MD (171), DO (45) IMG (261)

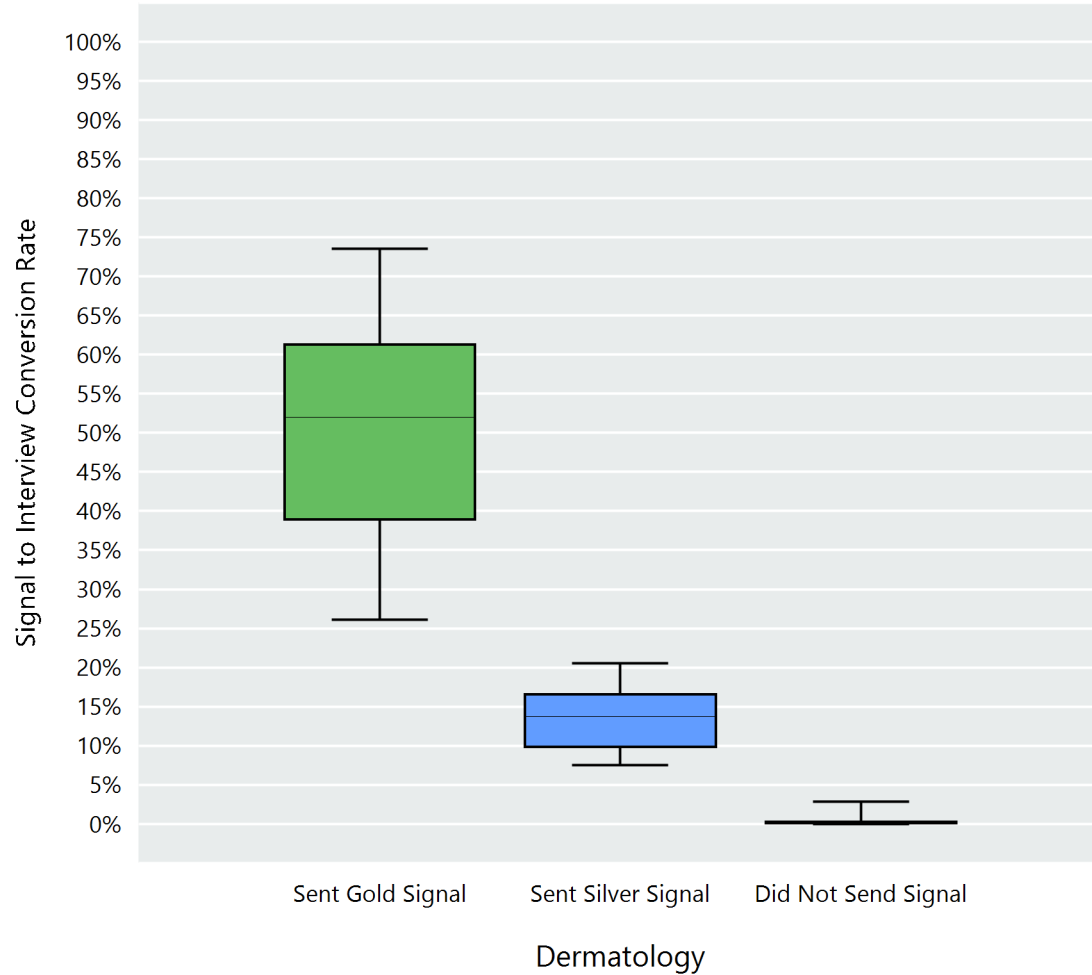


Dermatology Program Sample & Inclusion Criteria

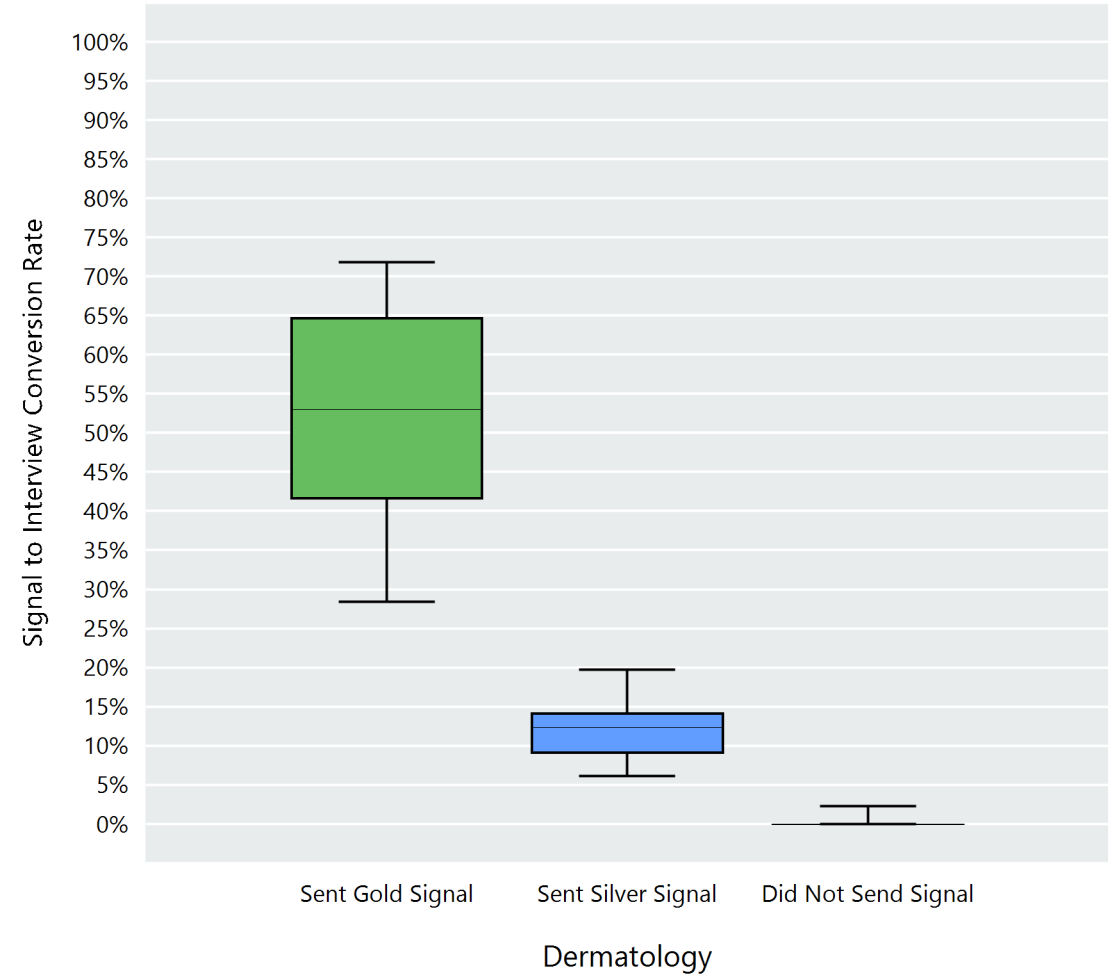
	N of Programs for Program Signals
Total programs participating in ERAS	141
Total programs participating in program signaling	141
Programs included in this analysis have sent at least 10 interview invitations and have submitted interview offer data via Thalamus Core. Applicant types (DO, IMG, MD) with N < 50 unique applicants are not shown.	88
Total analytic sample	88
Total % of programs participating in program signaling	62%
Total % of all Dermatology programs in 2026 ERAS cycle	62%

Dermatology: Interview Rates by Program Signal Status Year Over Year Comparison

2025 ERAS - Date as of 5/31/2025 - # Programs: 74 - # Signals: 3 gold, 25 silver



2026 ERAS - Date as of 4/1/2026 - # Programs: 88 - # Signals: 3 gold, 25 silver



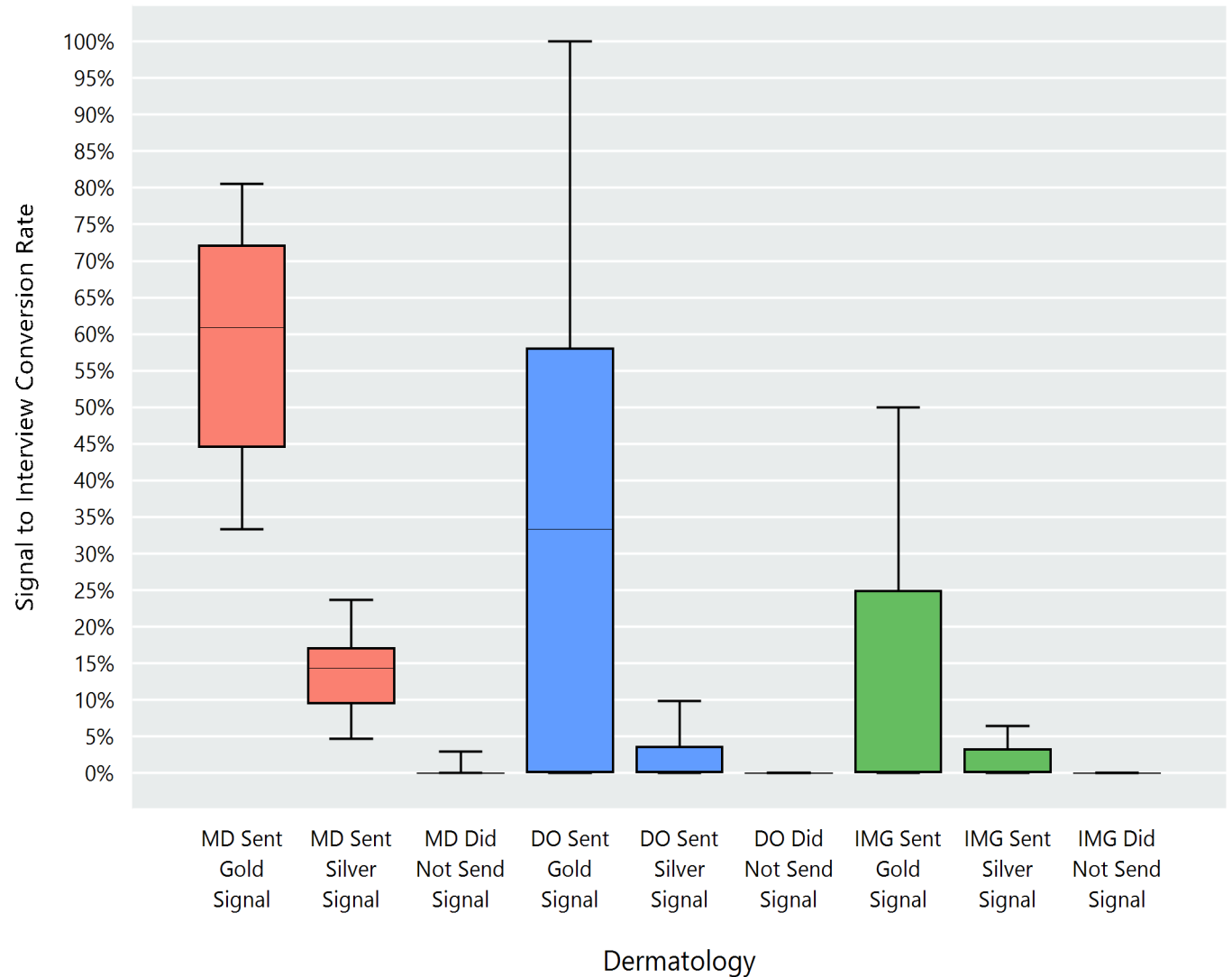
Dermatology: Interview Rates by Program Signal Status & Applicant Type

Median Interview Rates

Applicant Type	Gold Signal	Silver Signal	No Signal
MD	61%	14%	0%
DO	33%	0%	0%
IMG	0%	0%	0%

CAUTION: Interpret results with caution: (a) small DO and IMG sample sizes at the program level and (b) analyses do not control for all factors considered in the selection process.

2026 ERAS - Date as of 4/1/2026 - N: MD (995), DO (208) IMG (164)



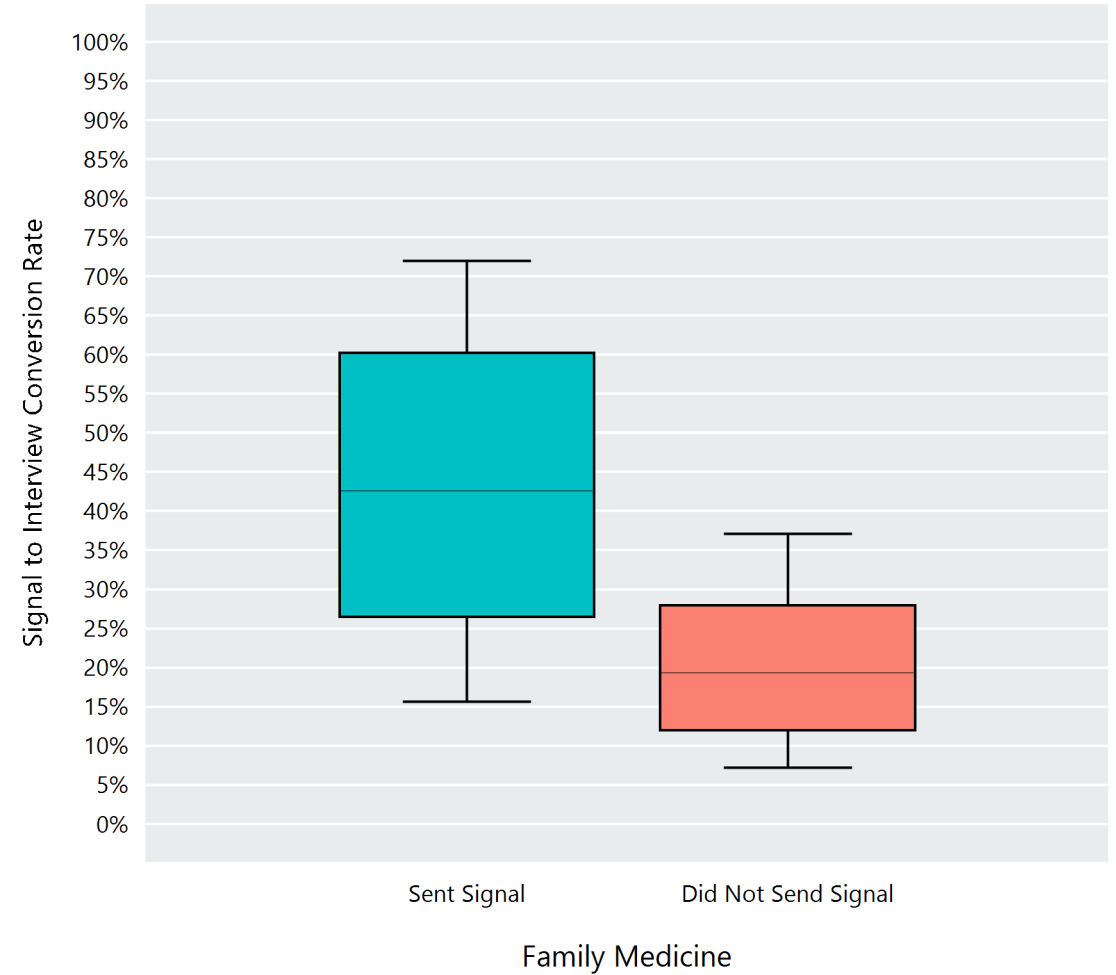
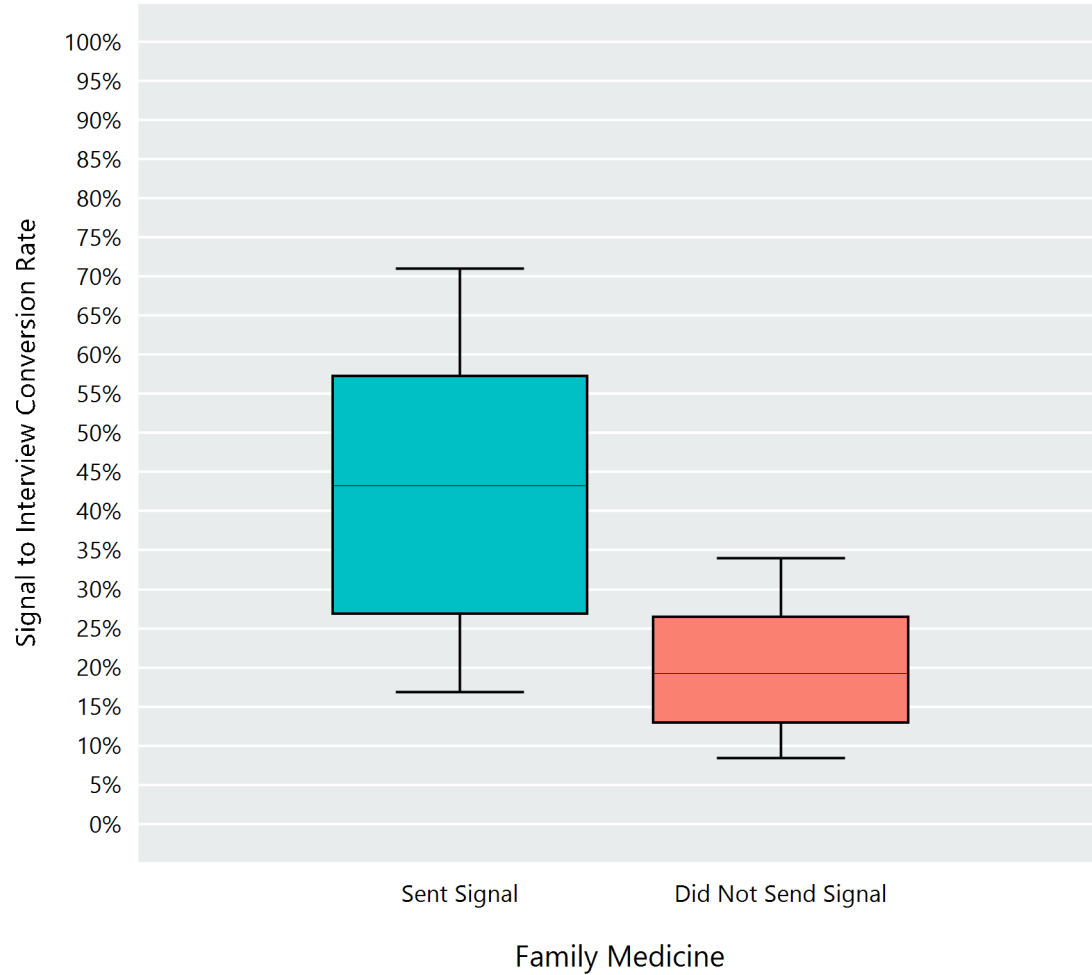
Family Medicine Program Sample & Inclusion Criteria

	N of Programs for Program Signals
Total programs participating in ERAS	786
Total programs participating in program signaling	773
Programs included in this analysis have sent at least 10 interview invitations and have submitted interview offer data via Thalamus Core. Applicant types (DO, IMG, MD) with N < 50 unique applicants are not shown.	704
Total analytic sample	704
Total % of programs participating in program signaling	91%
Total % of all Family Medicine programs in 2026 ERAS cycle	90%

Family Medicine: Interview Rates by Program Signal Status Year Over Year Comparison

2025 ERAS - Date as of 5/31/2025 - # Programs: 571 - # Signals: 5

2026 ERAS - Date as of 4/1/2026 - # Programs: 704 - # Signals: 5



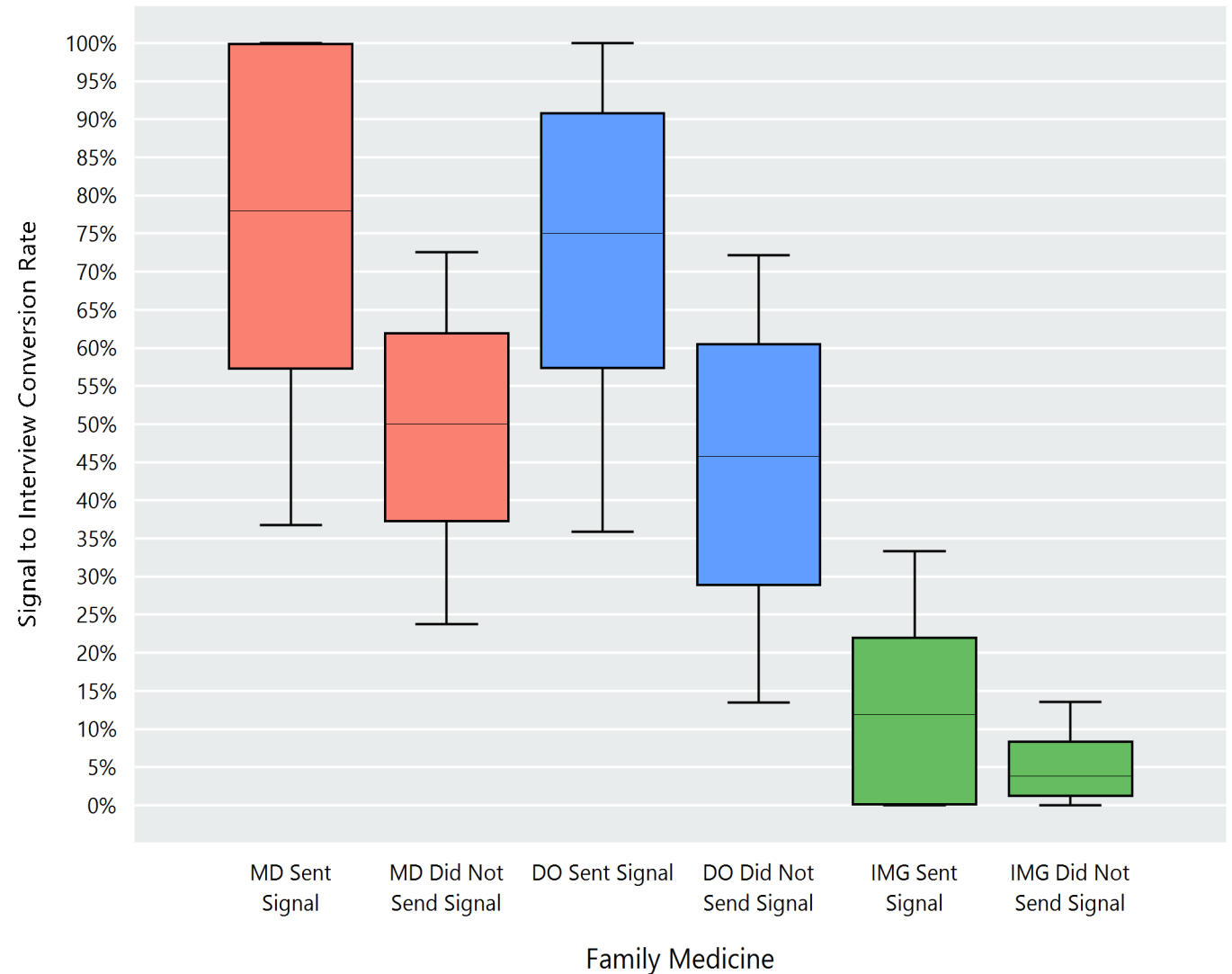
Family Medicine: Interview Rates by Program Signal Status & Applicant Type

Median Interview Rates

Applicant Type	Signal	No Signal
MD	78%	50%
DO	75%	46%
IMG	12%	4%

CAUTION: Interpret results with caution: (a) small DO and IMG sample sizes at the program level and (b) analyses do not control for all factors considered in the selection process.

2026 ERAS - Date as of 4/1/2026 - N: MD (2097), DO (2122) IMG (7604)



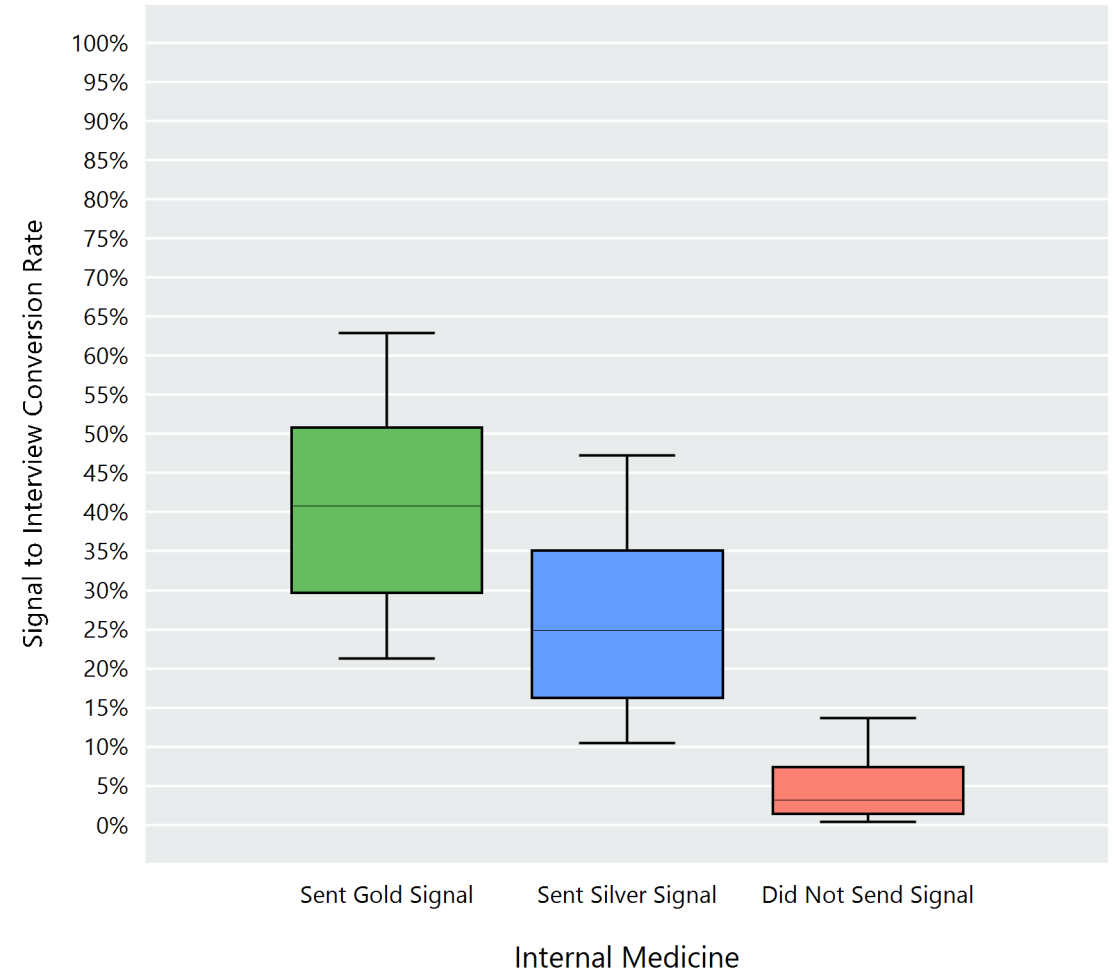
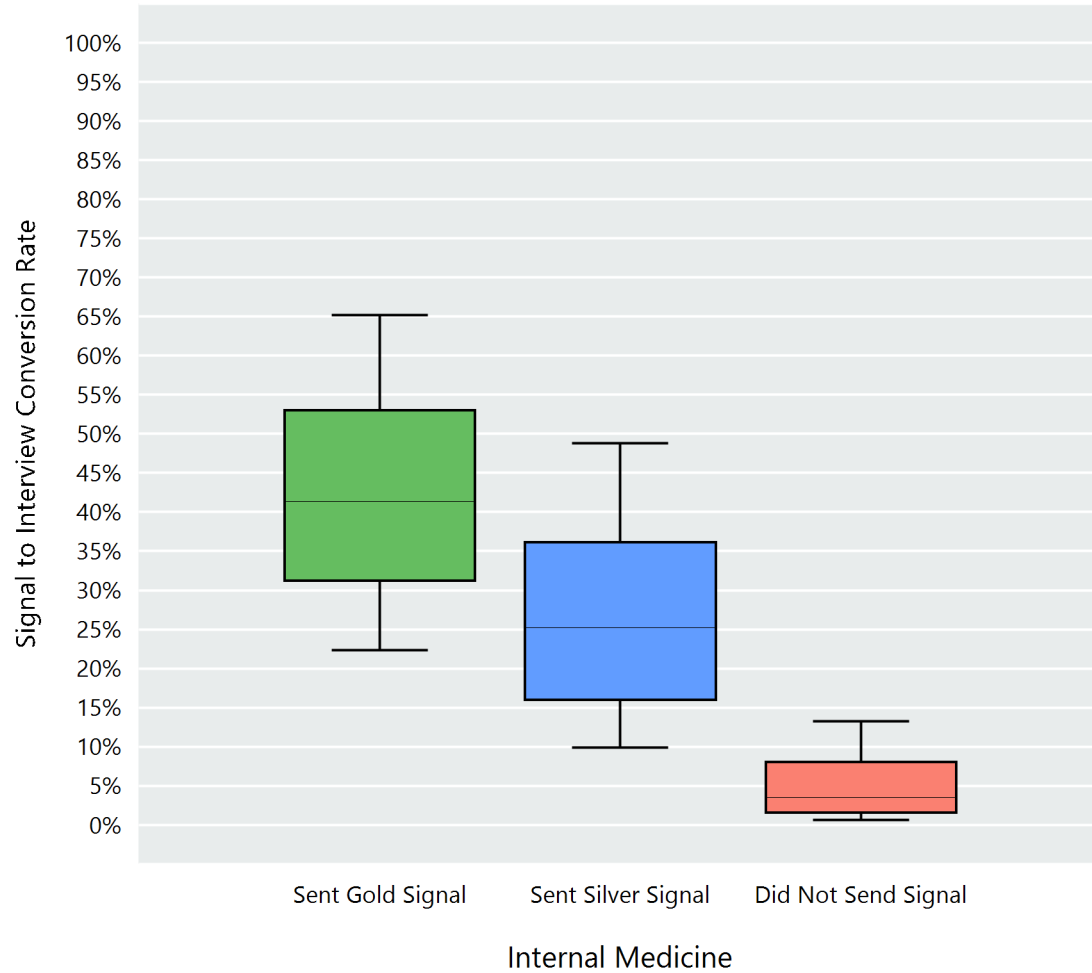
Internal Medicine Program Sample & Inclusion Criteria

	N of Programs for Program Signals
Total programs participating in ERAS	686
Total programs participating in program signaling	673
Programs included in this analysis have sent at least 10 interview invitations and have submitted interview offer data via Thalamus Core. Applicant types (DO, IMG, MD) with N < 50 unique applicants are not shown.	620
Total analytic sample	620
Total % of programs participating in program signaling	92%
Total % of all Internal Medicine programs in 2026 ERAS cycle	90%

Internal Medicine: Interview Rates by Program Signal Status Year Over Year Comparison

2025 ERAS - Date as of 5/31/2025 - # Programs: 508 - # Signals: 3 gold, 12 silver

2026 ERAS - Date as of 4/1/2026 - # Programs: 620 - # Signals: 3 gold, 12 silver



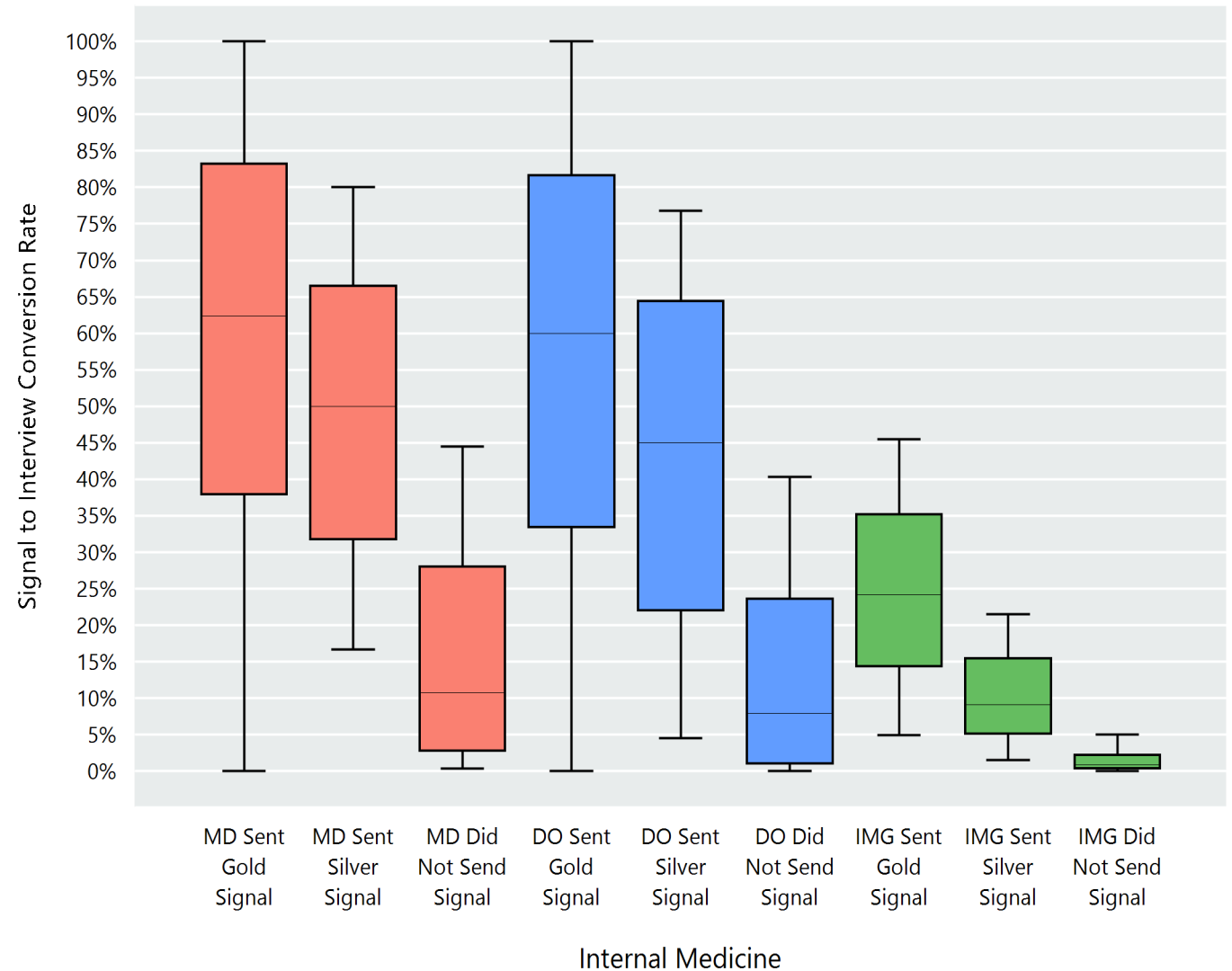
Internal Medicine: Interview Rates by Program Signal Status & Applicant Type

Median Interview Rates

Applicant Type	Gold Signal	Silver Signal	No Signal
MD	62%	50%	11%
DO	60%	45%	8%
IMG	24%	9%	1%

CAUTION: Interpret results with caution: (a) small DO and IMG sample sizes at the program level and (b) analyses do not control for all factors considered in the selection process.

2026 ERAS - Date as of 4/1/2026 - N: MD (8993), DO (3595) IMG (14782)

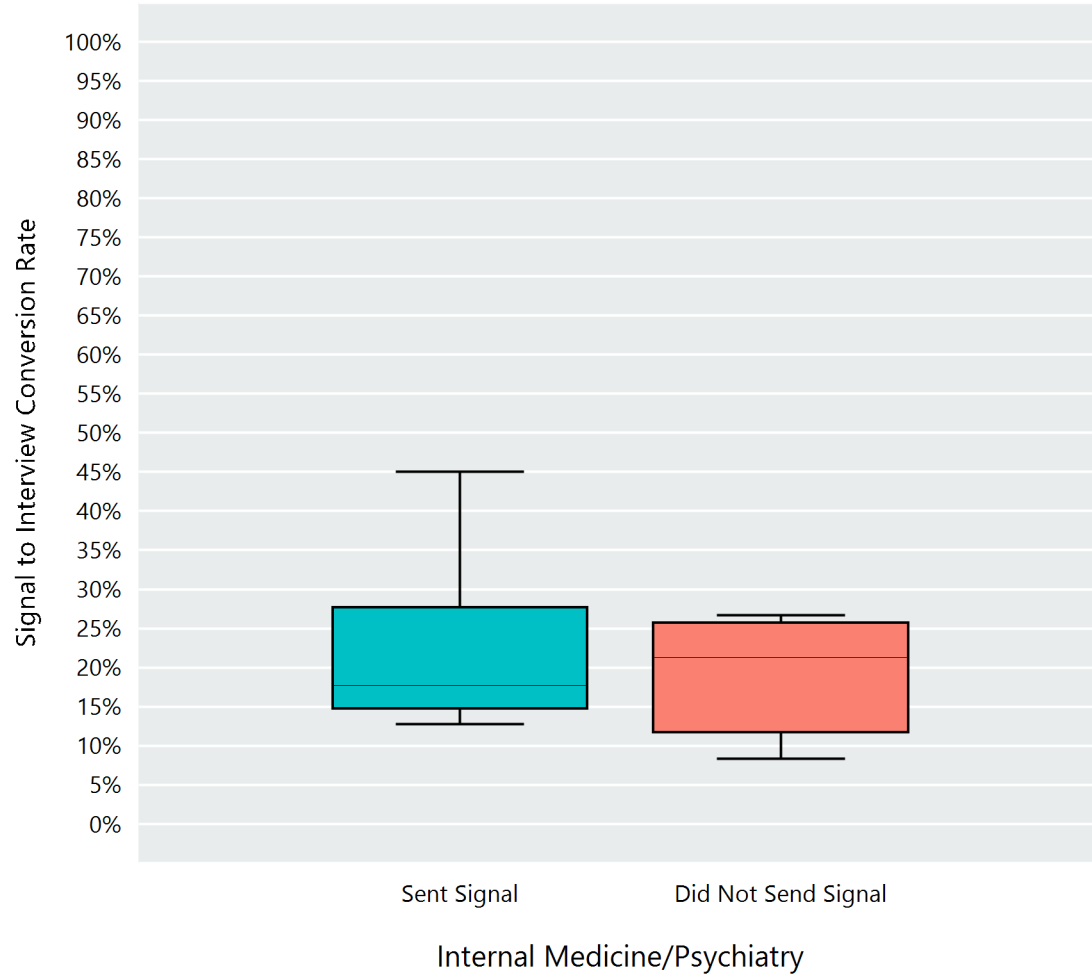


Internal Medicine/Psychiatry Program Sample & Inclusion Criteria

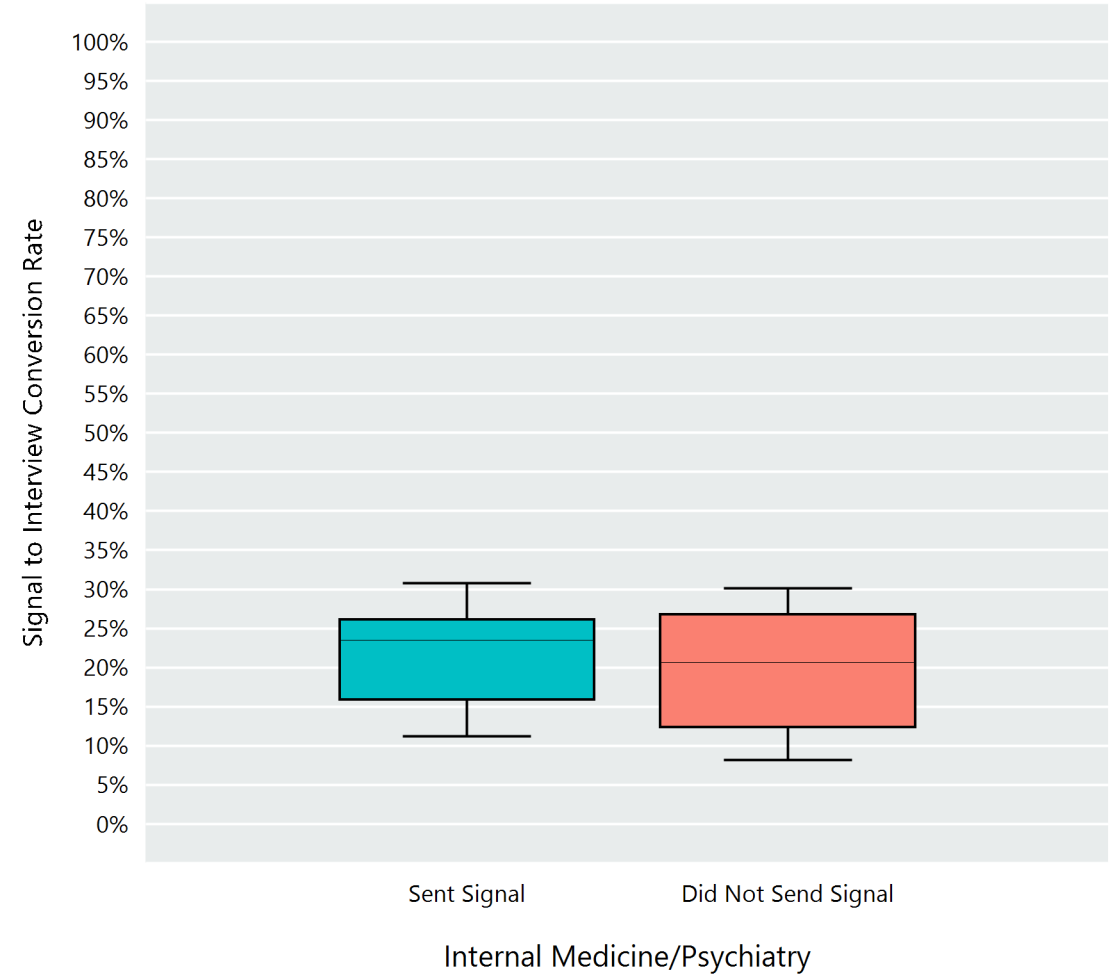
	N of Programs for Program Signals
Total programs participating in ERAS	13
Total programs participating in program signaling	13
Programs included in this analysis have sent at least 10 interview invitations and have submitted interview offer data via Thalamus Core. Applicant types (DO, IMG, MD) with N < 50 unique applicants are not shown.	13
Total analytic sample	13
Total % of programs participating in program signaling	100%
Total % of all Internal Medicine/Psychiatry programs in 2026 ERAS cycle	100%

Internal Medicine/Psychiatry: Interview Rates by Program Signal Status Year Over Year Comparison

2025 ERAS - Date as of 5/31/2025 - # Programs: 12 - # Signals: 2



2026 ERAS - Date as of 4/1/2026 - # Programs: 13 - # Signals: 2



Internal Medicine/Psychiatry: Interview Rates by Program Signal Status & Applicant Type

Median Interview Rates

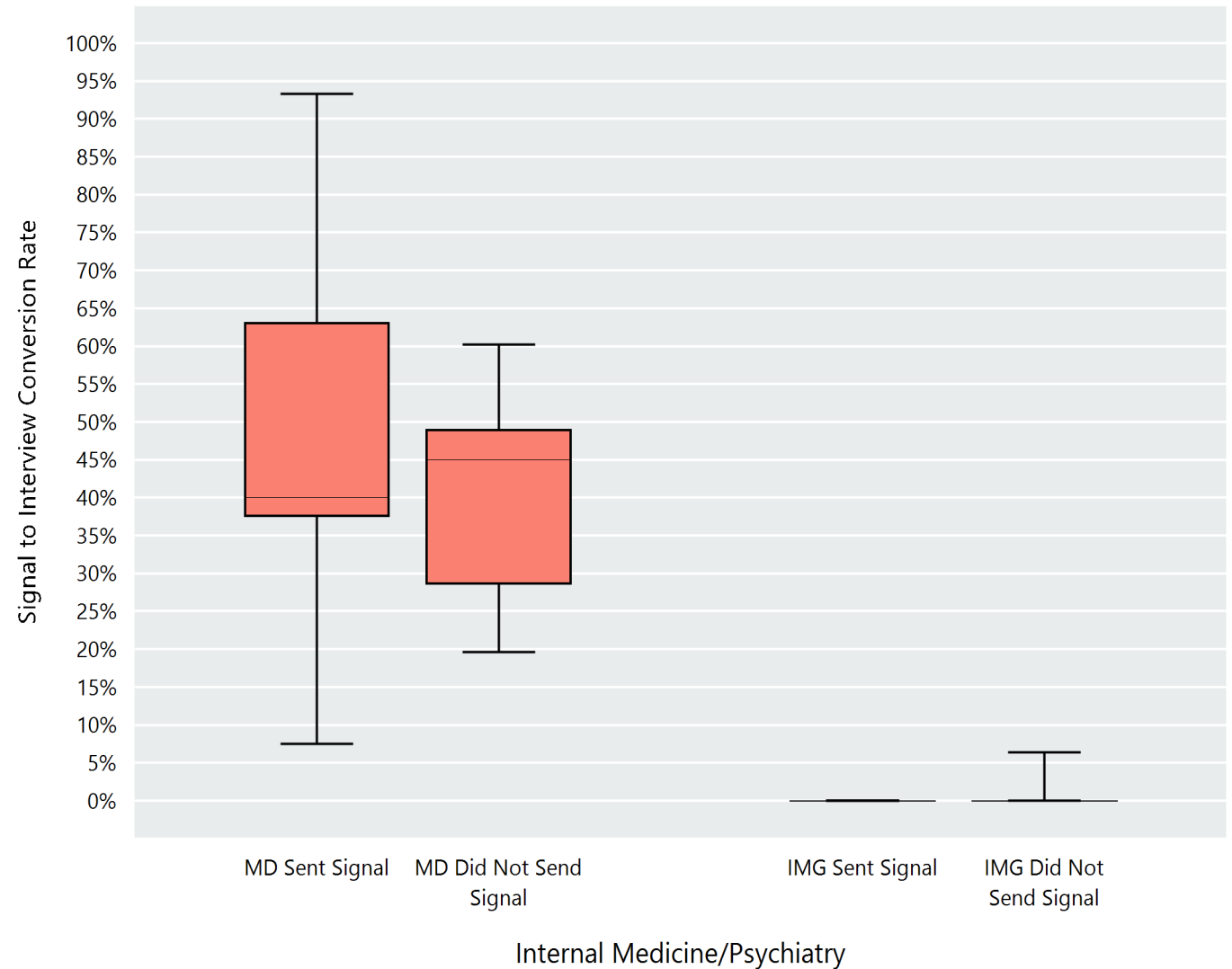
Applicant Type	Signal	No Signal
MD	40%	45%
IMG	0%	0%

Applicant data were excluded from this analysis due to small sample size:

Program N = 39: DO

CAUTION: *Interpret results with caution: (a) small DO and IMG sample sizes at the program level and (b) analyses do not control for all factors considered in the selection process.*

2026 ERAS - Date as of 4/1/2026 - N: MD (86), DO (39) IMG (160)

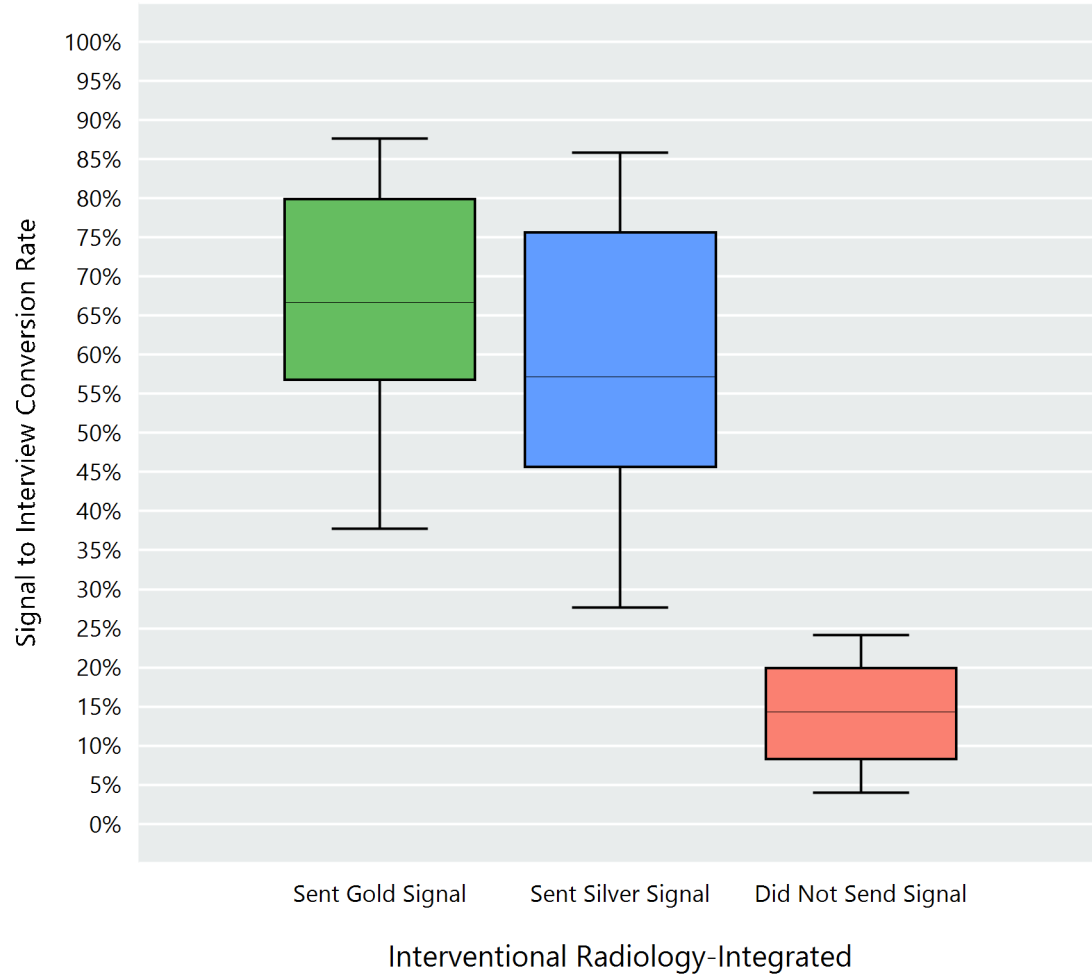


Interventional Radiology-Integrated Program Sample & Inclusion Criteria

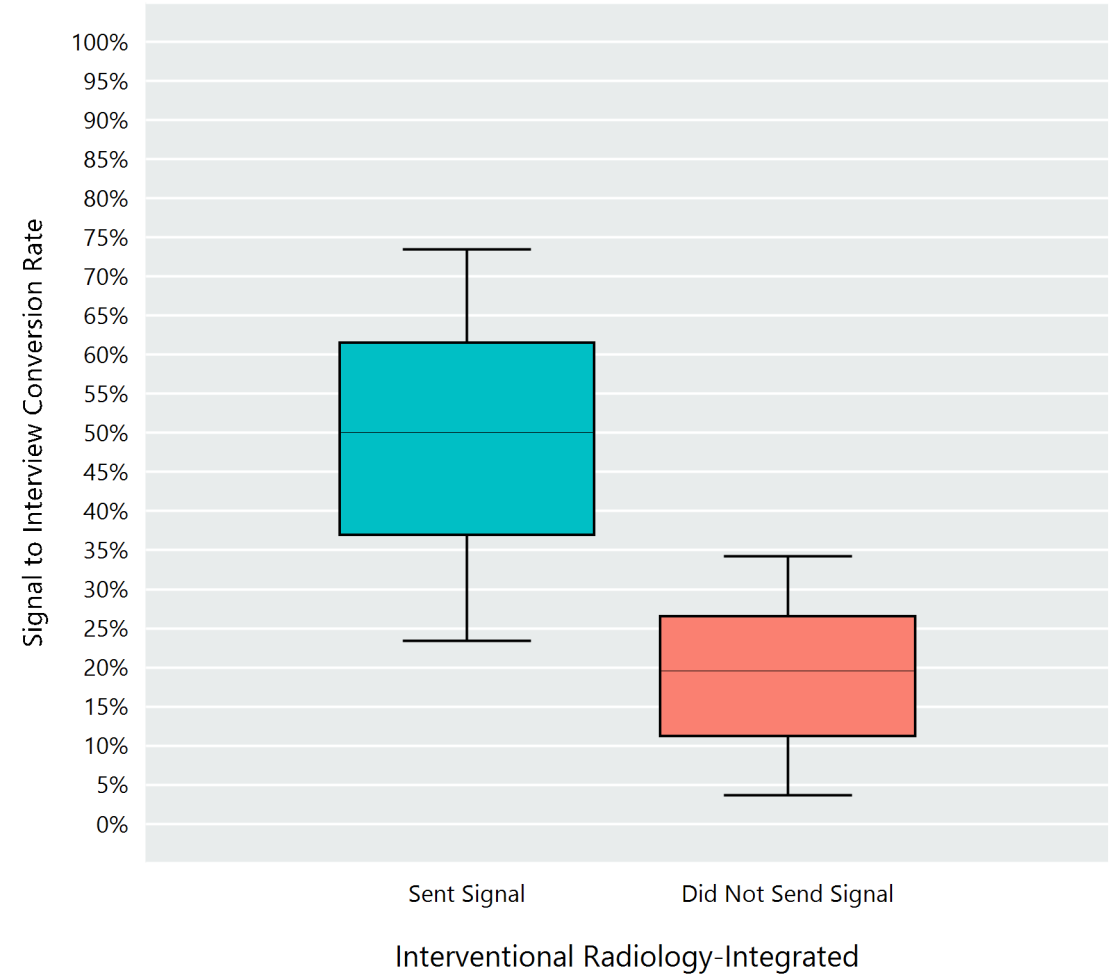
	N of Programs for Program Signals
Total programs participating in ERAS	103
Total programs participating in program signaling	100
Programs included in this analysis have sent at least 10 interview invitations and have submitted interview offer data via Thalamus Core. Applicant types (DO, IMG, MD) with N < 50 unique applicants are not shown.	83
Total analytic sample	83
Total % of programs participating in program signaling	83%
Total % of all Interventional Radiology-Integrated programs in 2026 ERAS cycle	81%

Interventional Radiology-Integrated: Interview Rates by Program Signal Status Year Over Year Comparison

2025 ERAS - Date as of 5/31/2025 - # Programs: 59 - # Signals: 6 gold, 6 silver



2026 ERAS - Date as of 4/1/2026 - # Programs: 83 - # Signals: 8



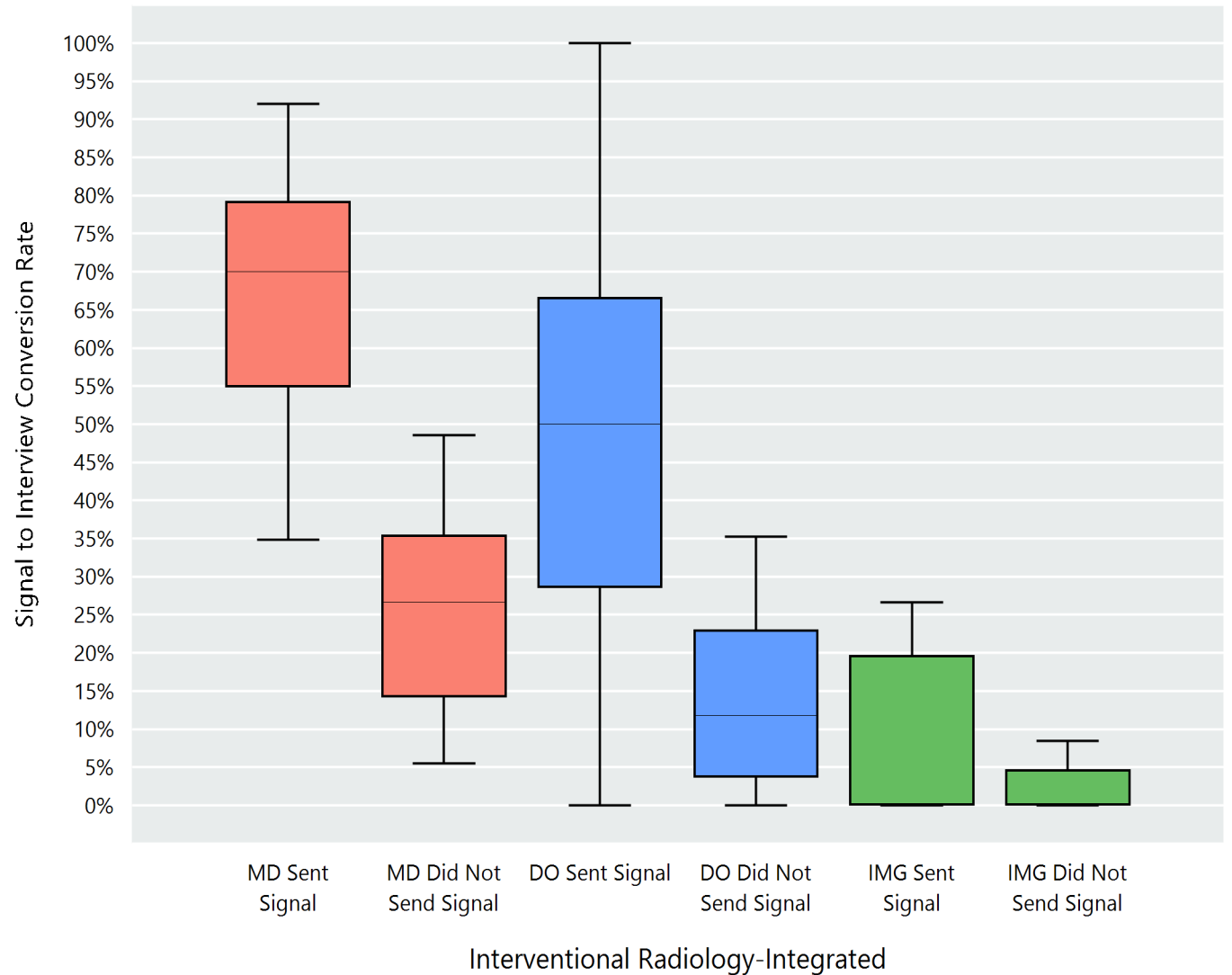
Interventional Radiology-Integrated: Interview Rates by Program Signal Status & Applicant Type

Median Interview Rates

Applicant Type	Signal	No Signal
MD	70%	27%
DO	50%	12%
IMG	0%	0%

CAUTION: Interpret results with caution: (a) small DO and IMG sample sizes at the program level and (b) analyses do not control for all factors considered in the selection process.

2026 ERAS - Date as of 4/1/2026 - N: MD (280), DO (76) IMG (160)



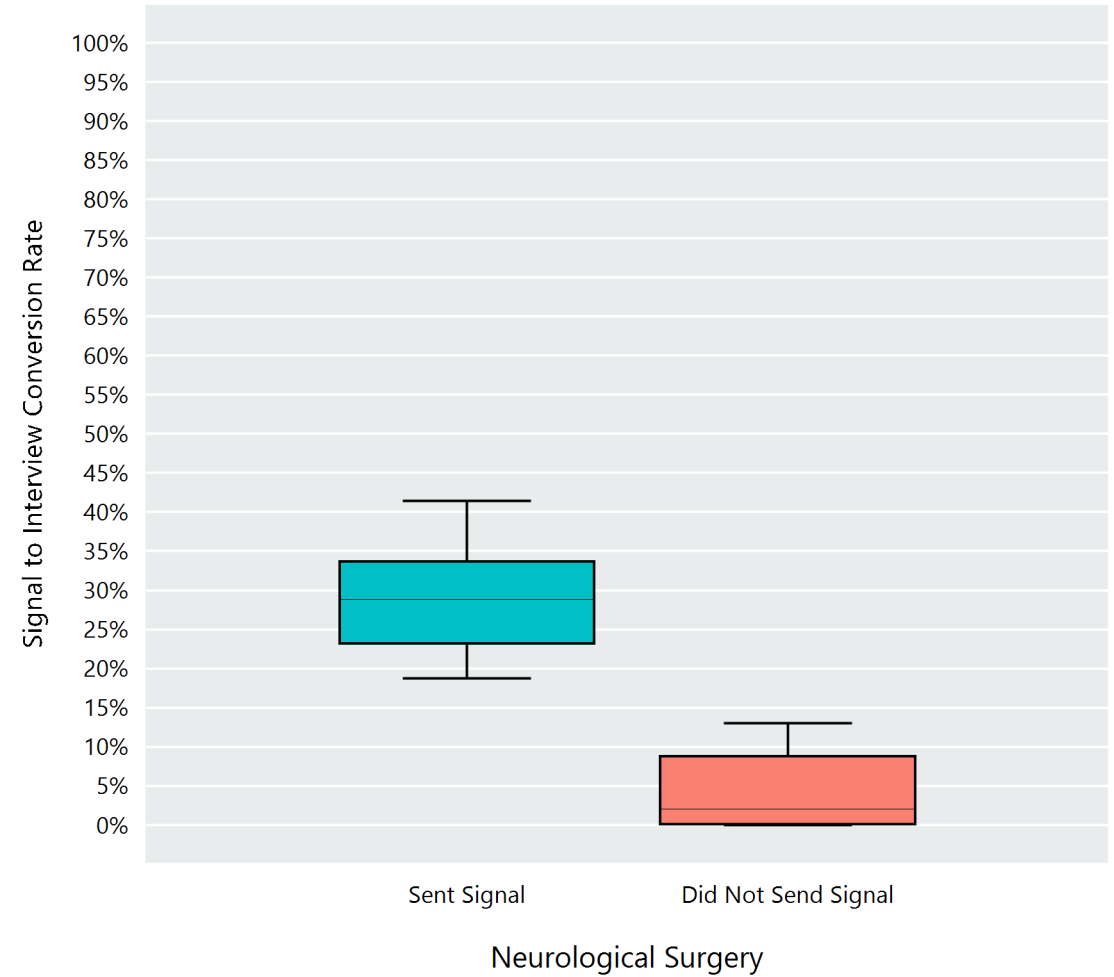
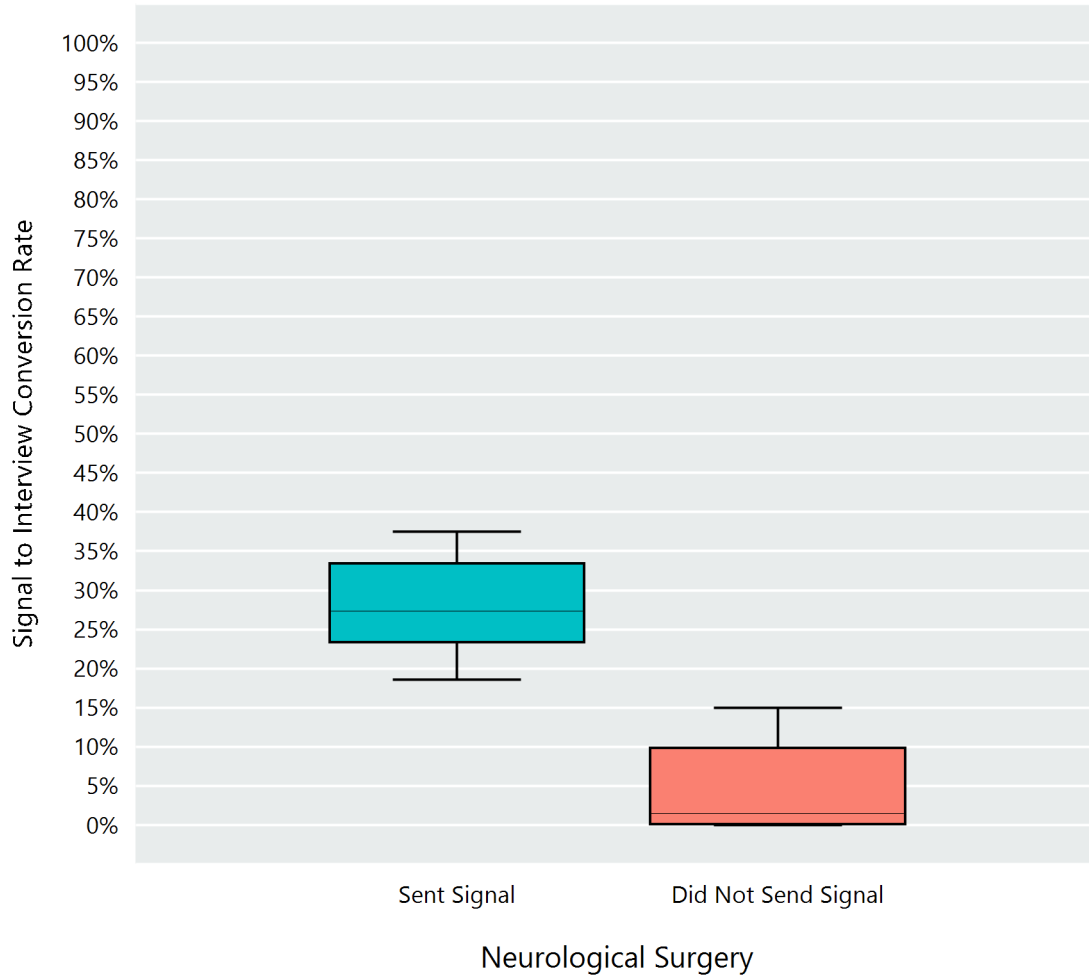
Neurological Surgery Program Sample & Inclusion Criteria

	N of Programs for Program Signals
Total programs participating in ERAS	122
Total programs participating in program signaling	121
Programs included in this analysis have sent at least 10 interview invitations and have submitted interview offer data via Thalamus Core. Applicant types (DO, IMG, MD) with N < 50 unique applicants are not shown.	93
Total analytic sample	93
Total % of programs participating in program signaling	77%
Total % of all Neurological Surgery programs in 2026 ERAS cycle	76%

Neurological Surgery: Interview Rates by Program Signal Status Year Over Year Comparison

2025 ERAS - Date as of 5/31/2025 - # Programs: 84 - # Signals: 25

2026 ERAS - Date as of 4/1/2026 - # Programs: 93 - # Signals: 25



Neurological Surgery: Interview Rates by Program Signal Status & Applicant Type

Median Interview Rates

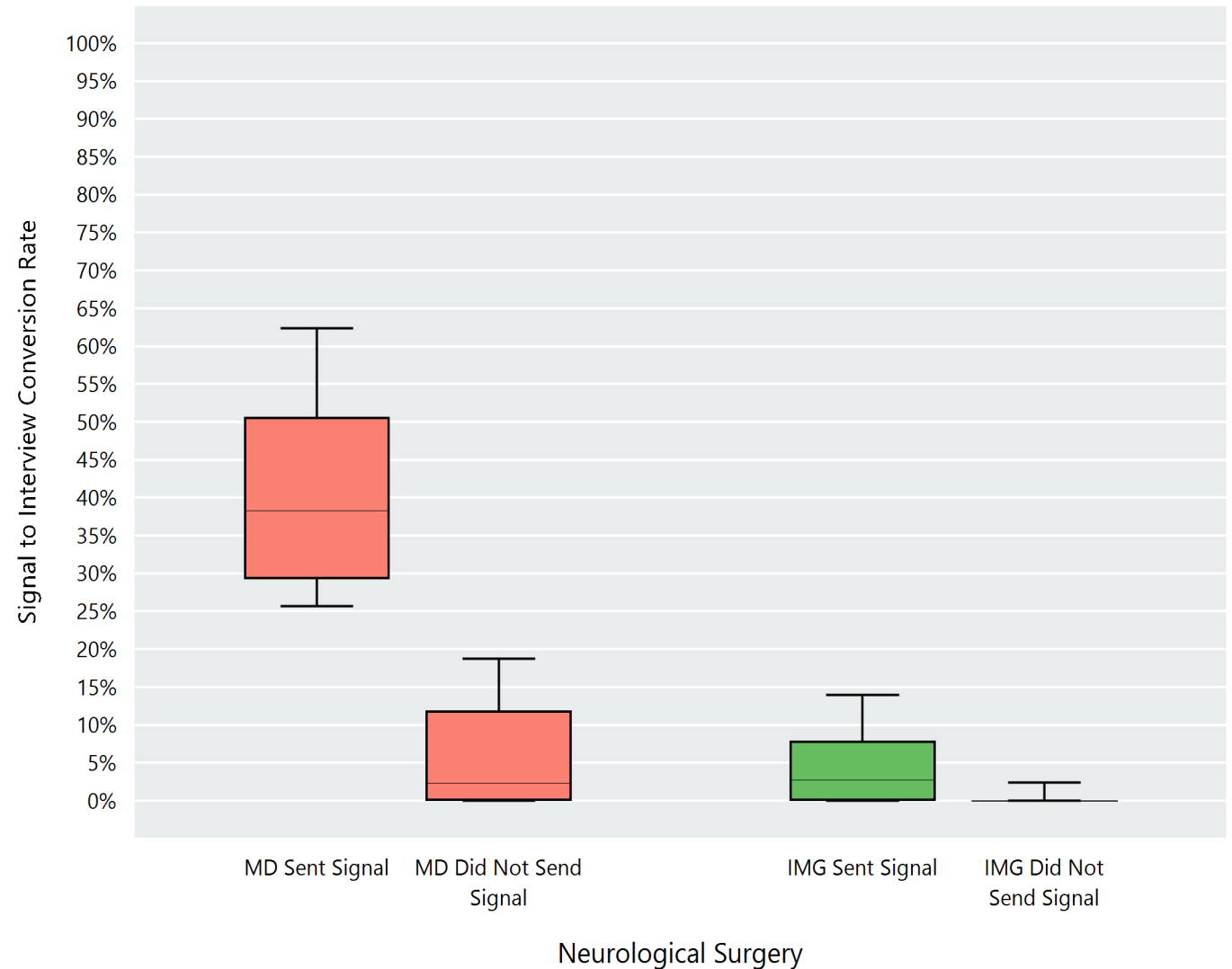
Applicant Type	Signal	No Signal
MD	38%	2%
IMG	3%	0%

Applicant data were excluded from this analysis due to small sample size:

Program N = 37: DO

CAUTION: Interpret results with caution: (a) small DO and IMG sample sizes at the program level and (b) analyses do not control for all factors considered in the selection process.

2026 ERAS - Date as of 4/1/2026 - N: MD (418), DO (37) IMG (144)



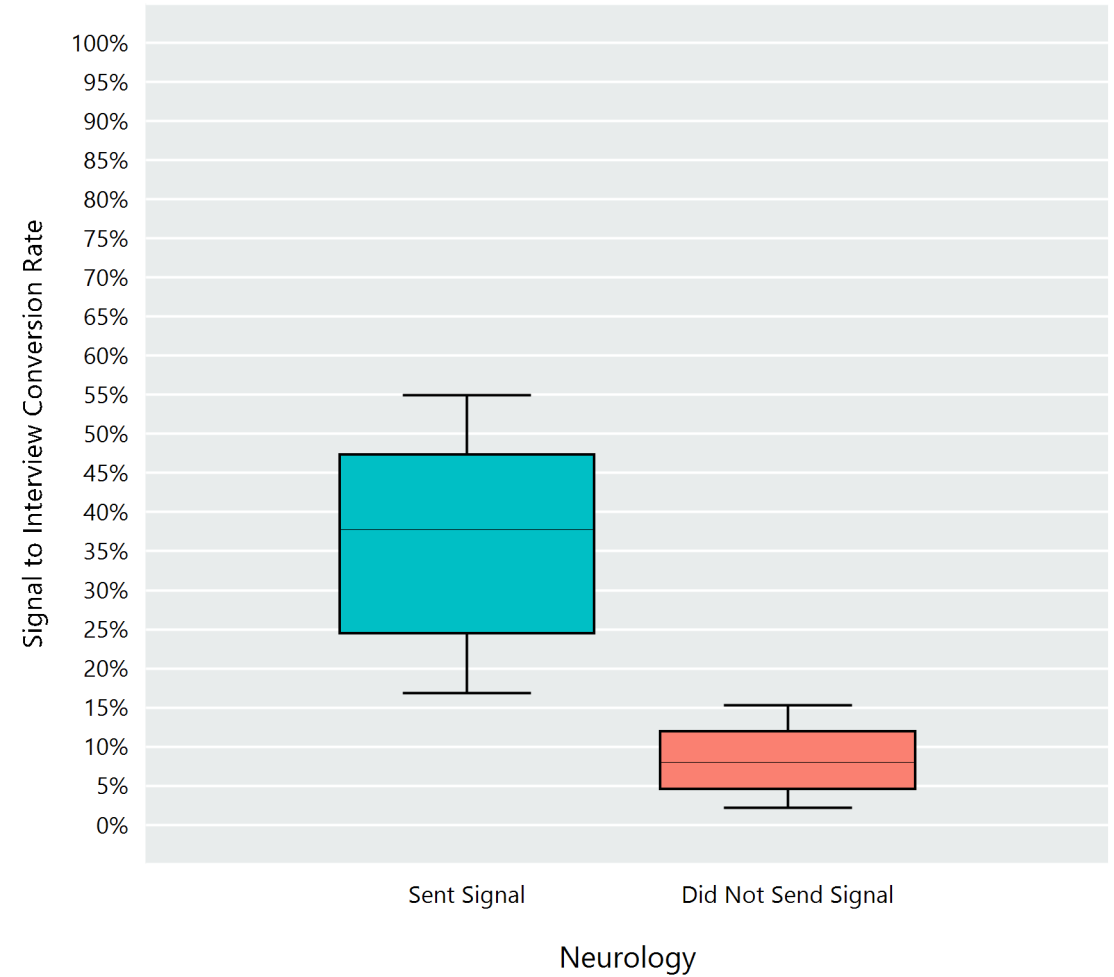
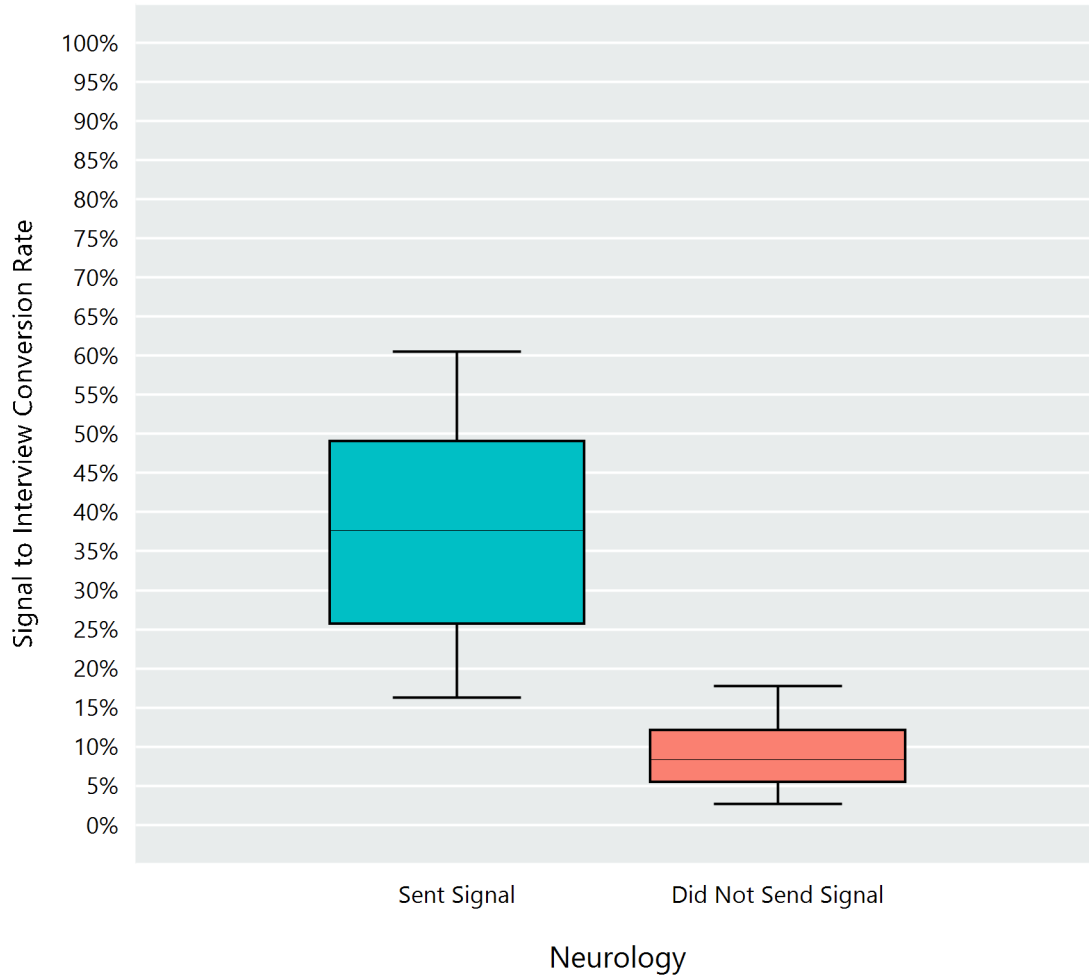
Neurology Program Sample & Inclusion Criteria

	N of Programs for Program Signals
Total programs participating in ERAS	196
Total programs participating in program signaling	193
Programs included in this analysis have sent at least 10 interview invitations and have submitted interview offer data via Thalamus Core. Applicant types (DO, IMG, MD) with N < 50 unique applicants are not shown.	167
Total analytic sample	167
Total % of programs participating in program signaling	87%
Total % of all Neurology programs in 2026 ERAS cycle	85%

Neurology: Interview Rates by Program Signal Status Year Over Year Comparison

2025 ERAS - Date as of 5/31/2025 - # Programs: 127 - # Signals: 8

2026 ERAS - Date as of 4/1/2026 - # Programs: 167 - # Signals: 8



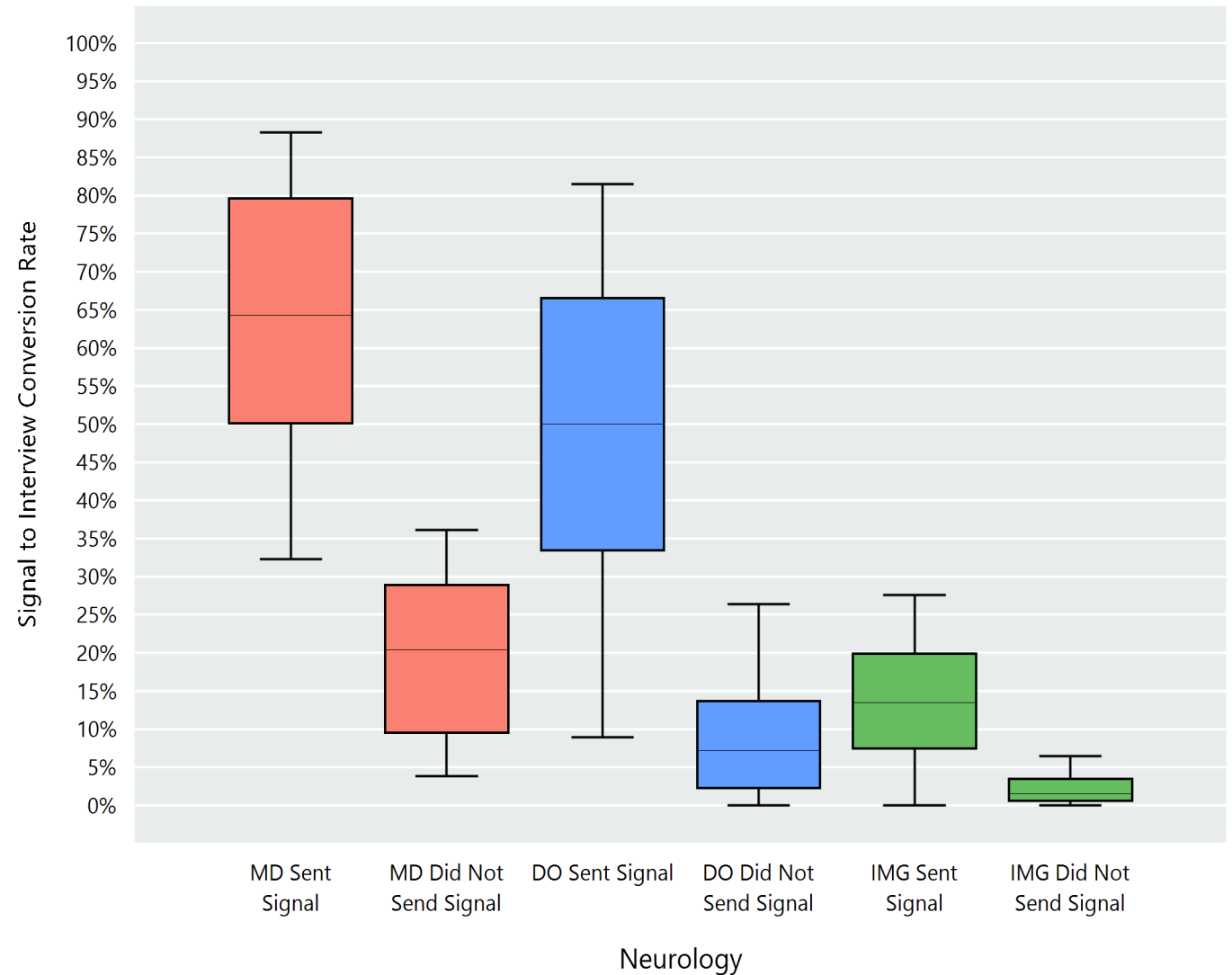
Neurology: Interview Rates by Program Signal Status & Applicant Type

Median Interview Rates

Applicant Type	Signal	No Signal
MD	64%	20%
DO	50%	7%
IMG	14%	2%

CAUTION: Interpret results with caution: (a) small DO and IMG sample sizes at the program level and (b) analyses do not control for all factors considered in the selection process.

2026 ERAS - Date as of 4/1/2026 - N: MD (921), DO (346) IMG (1443)

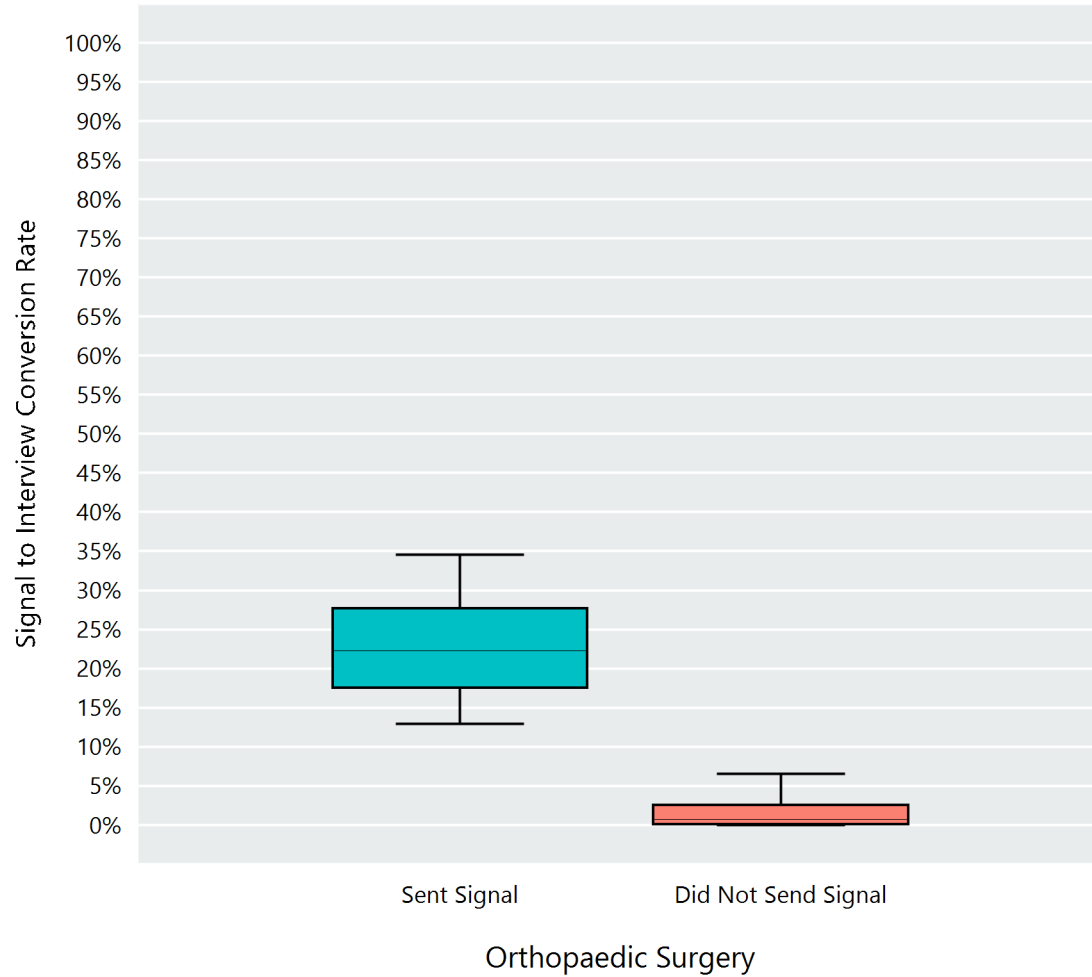


Orthopaedic Surgery Program Sample & Inclusion Criteria

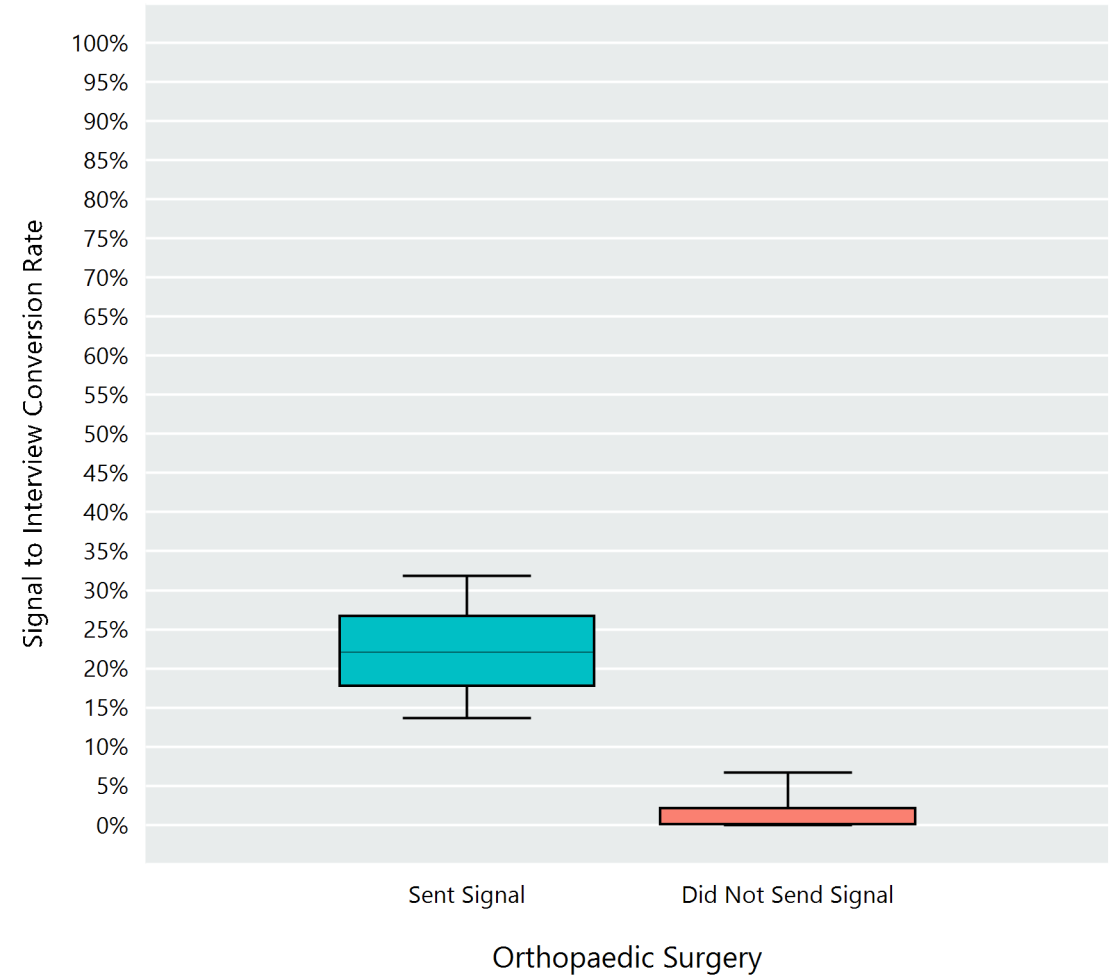
	N of Programs for Program Signals
Total programs participating in ERAS	205
Total programs participating in program signaling	201
Programs included in this analysis have sent at least 10 interview invitations and have submitted interview offer data via Thalamus Core. Applicant types (DO, IMG, MD) with N < 50 unique applicants are not shown.	135
Total analytic sample	135
Total % of programs participating in program signaling	67%
Total % of all Orthopaedic Surgery programs in 2026 ERAS cycle	66%

Orthopaedic Surgery: Interview Rates by Program Signal Status Year Over Year Comparison

2025 ERAS - Date as of 5/31/2025 - # Programs: 116 - # Signals: 30



2026 ERAS - Date as of 4/1/2026 - # Programs: 135 - # Signals: 30



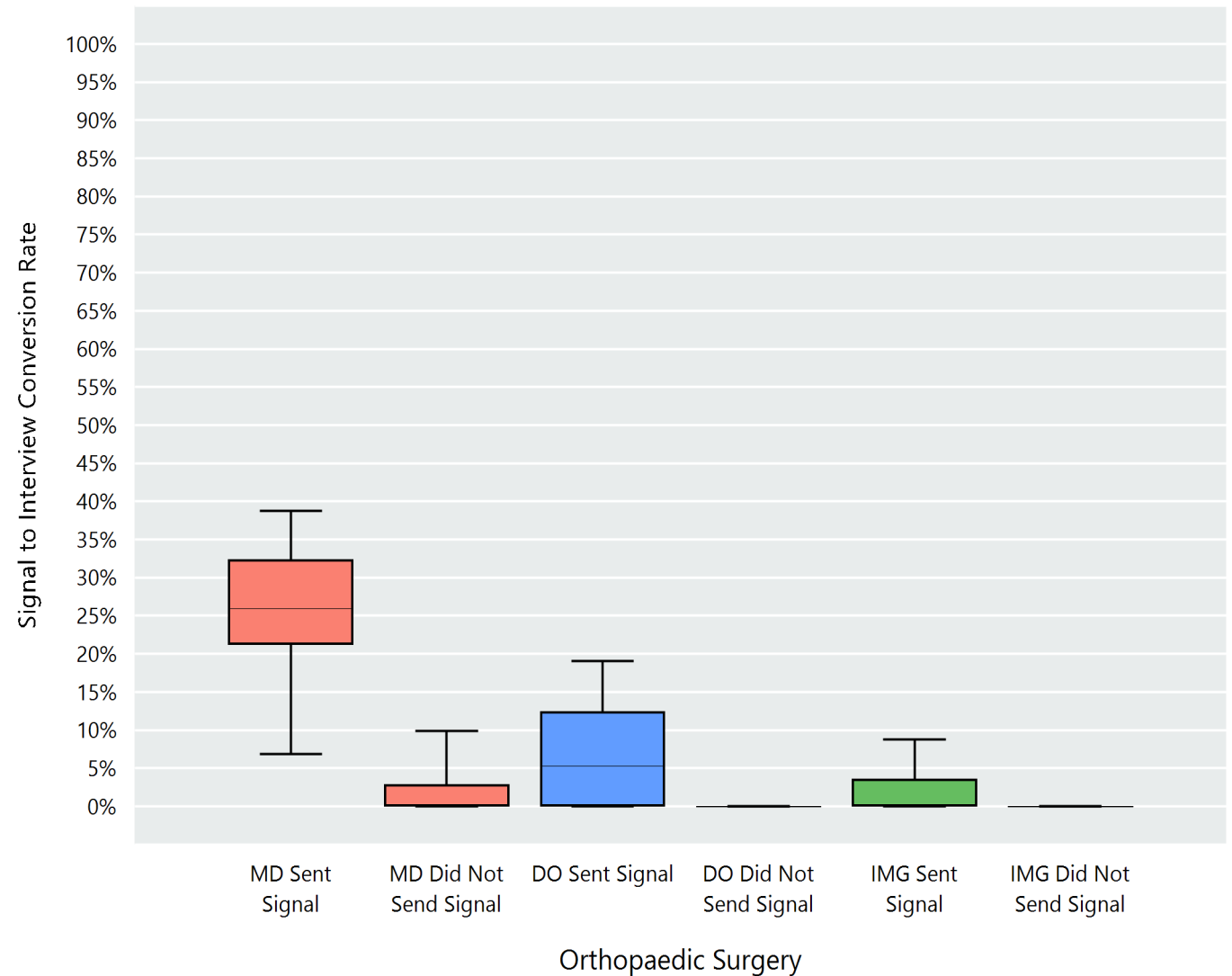
Orthopaedic Surgery: Interview Rates by Program Signal Status & Applicant Type

Median Interview Rates

Applicant Type	Signal	No Signal
MD	26%	0%
DO	5%	0%
IMG	0%	0%

CAUTION: Interpret results with caution: (a) small DO and IMG sample sizes at the program level and (b) analyses do not control for all factors considered in the selection process.

2026 ERAS - Date as of 4/1/2026 - N: MD (1334), DO (408) IMG (178)



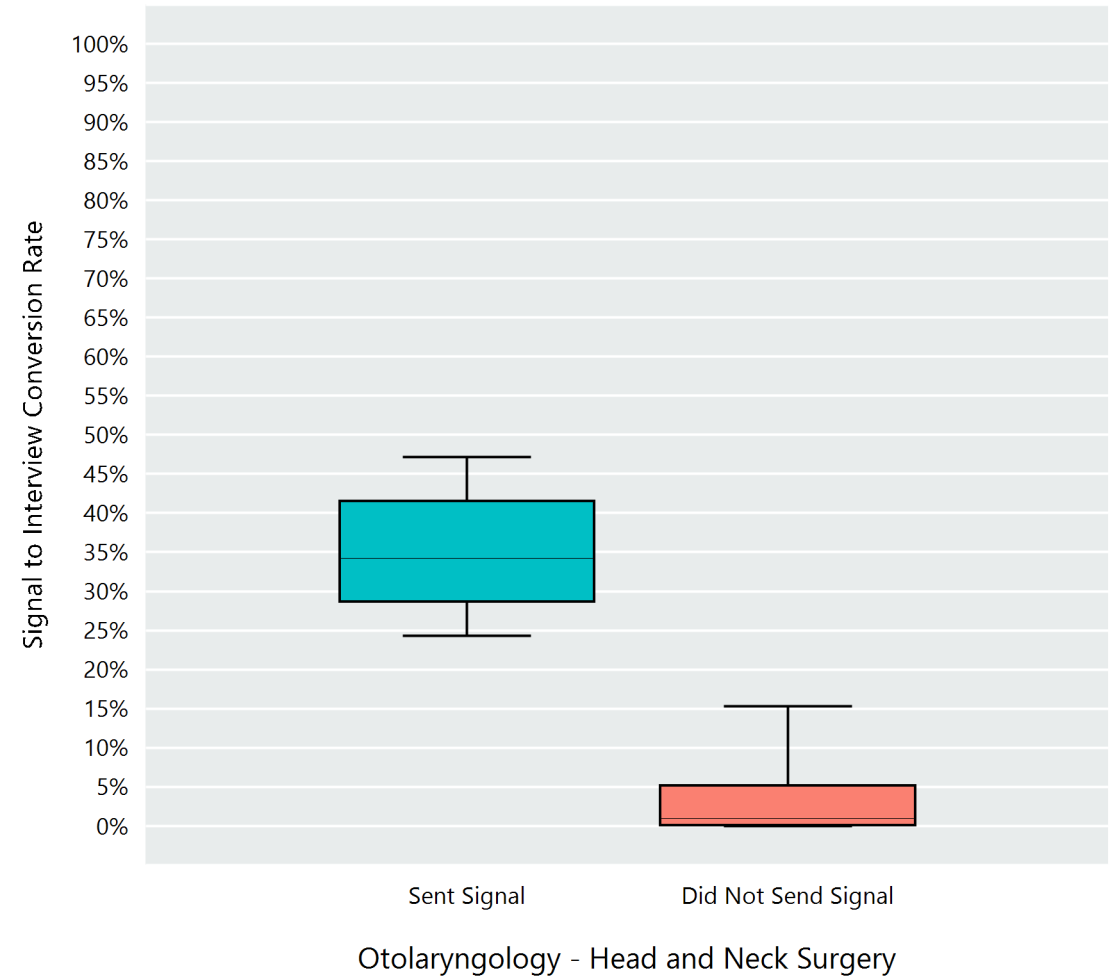
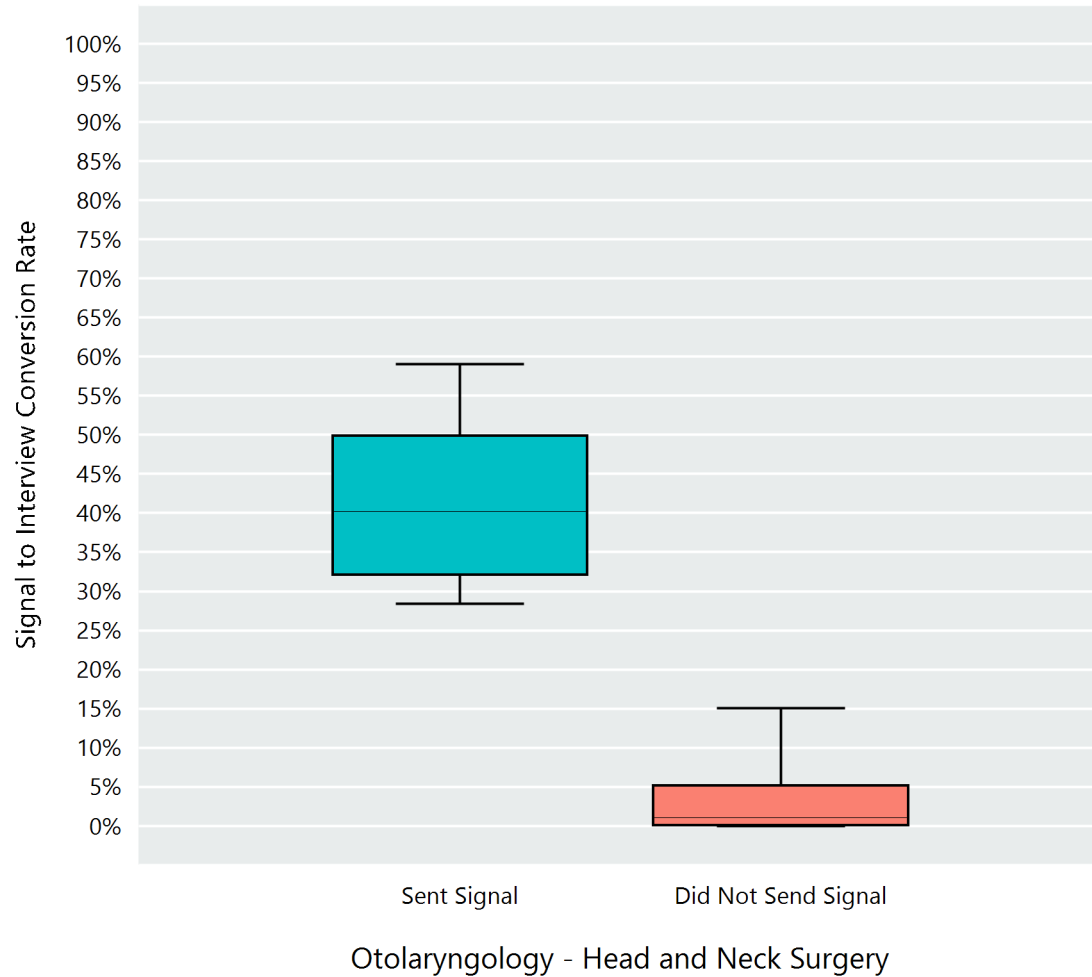
Otolaryngology - Head and Neck Surgery Program Sample & Inclusion Criteria

	N of Programs for Program Signals
Total programs participating in ERAS	127
Total programs participating in program signaling	126
Programs included in this analysis have sent at least 10 interview invitations and have submitted interview offer data via Thalamus Core. Applicant types (DO, IMG, MD) with N < 50 unique applicants are not shown.	86
Total analytic sample	86
Total % of programs participating in program signaling	68%
Total % of all Otolaryngology - Head and Neck Surgery programs in 2026 ERAS cycle	68%

Otolaryngology - Head and Neck Surgery: Interview Rates by Program Signal Status Year Over Year Comparison

2025 ERAS - Date as of 5/31/2025 - # Programs: 80 - # Signals: 25

2026 ERAS - Date as of 4/1/2026 - # Programs: 86 - # Signals: 25



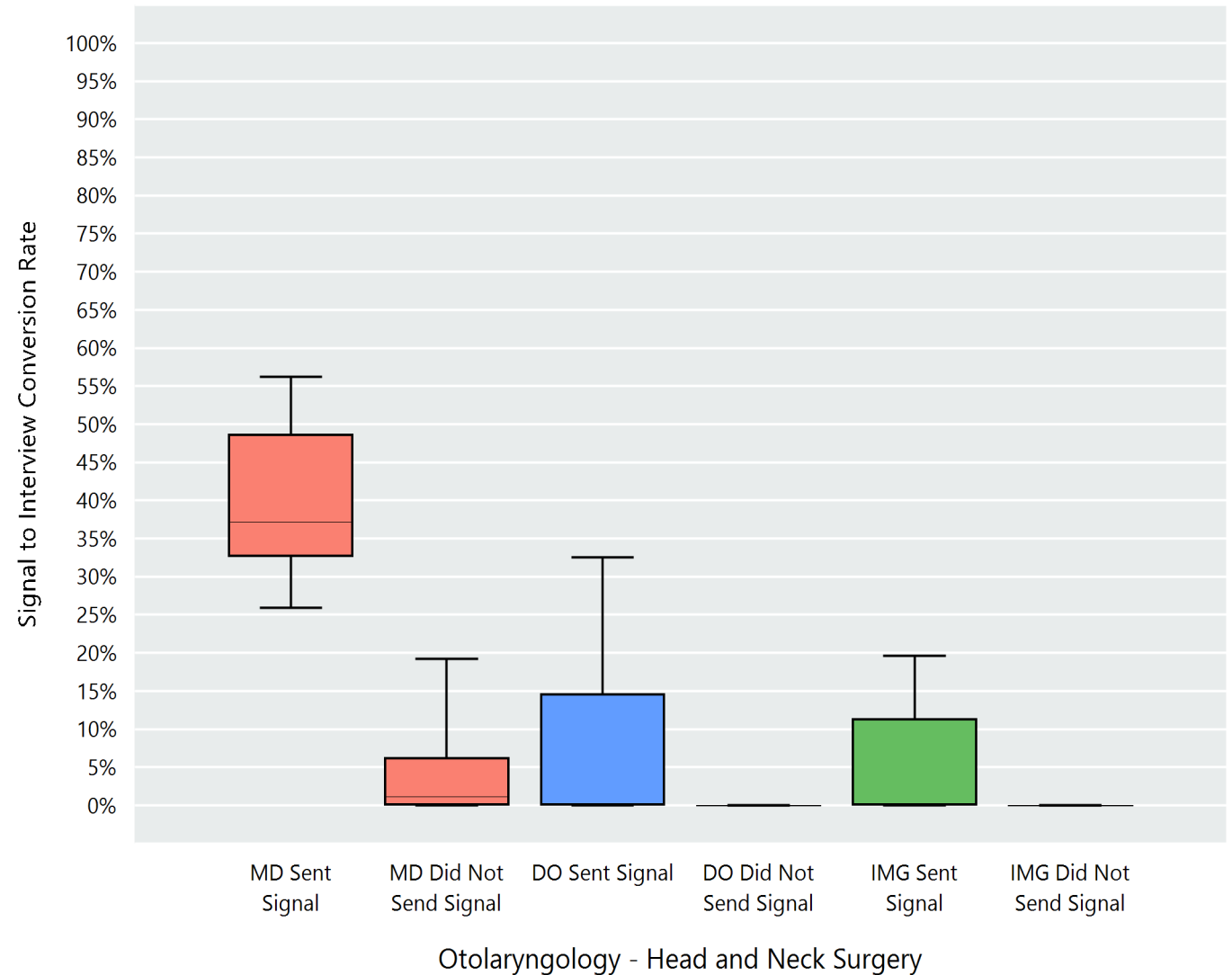
Otolaryngology - Head and Neck Surgery: Interview Rates by Program Signal Status & Applicant Type

Median Interview Rates

Applicant Type	Signal	No Signal
MD	37%	1%
DO	0%	0%
IMG	0%	0%

CAUTION: Interpret results with caution: (a) small DO and IMG sample sizes at the program level and (b) analyses do not control for all factors considered in the selection process.

2026 ERAS - Date as of 4/1/2026 - N: MD (525), DO (68) IMG (70)

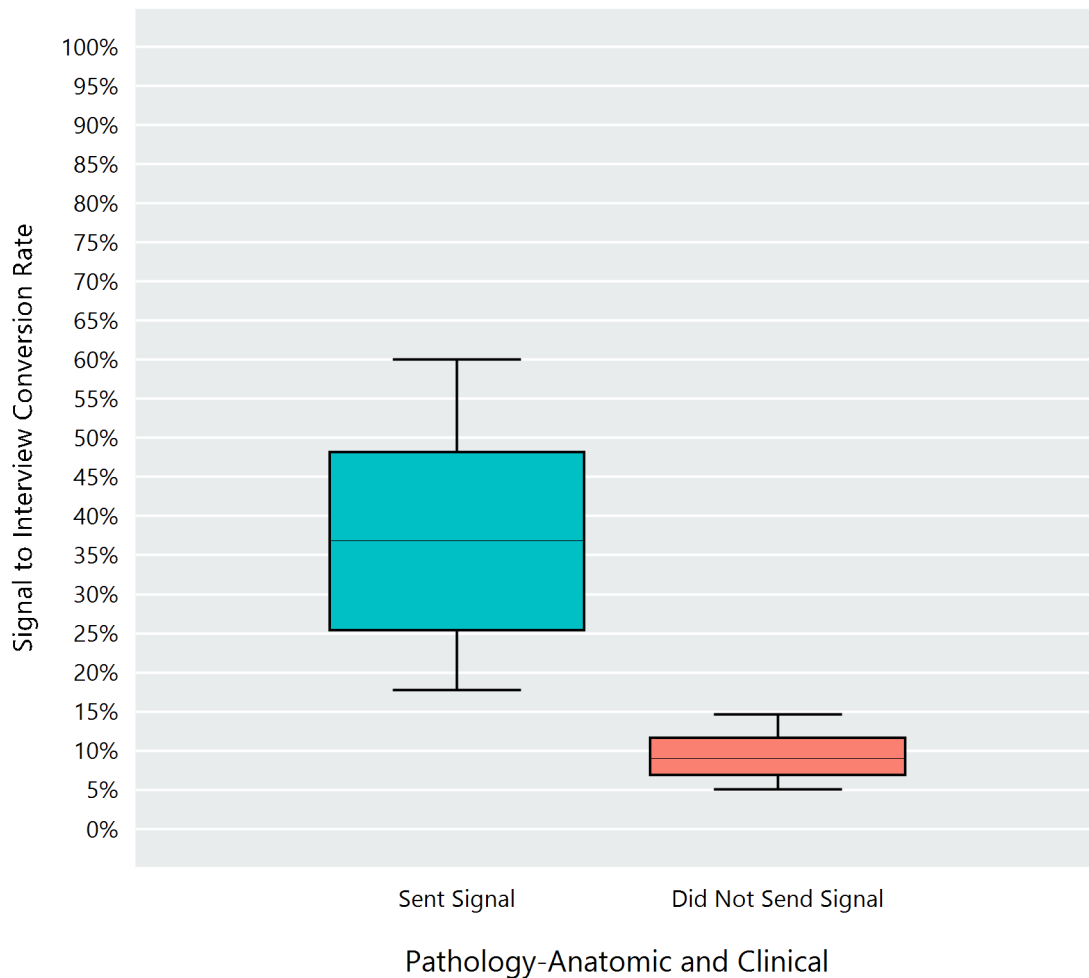


Pathology-Anatomic and Clinical Program Sample & Inclusion Criteria

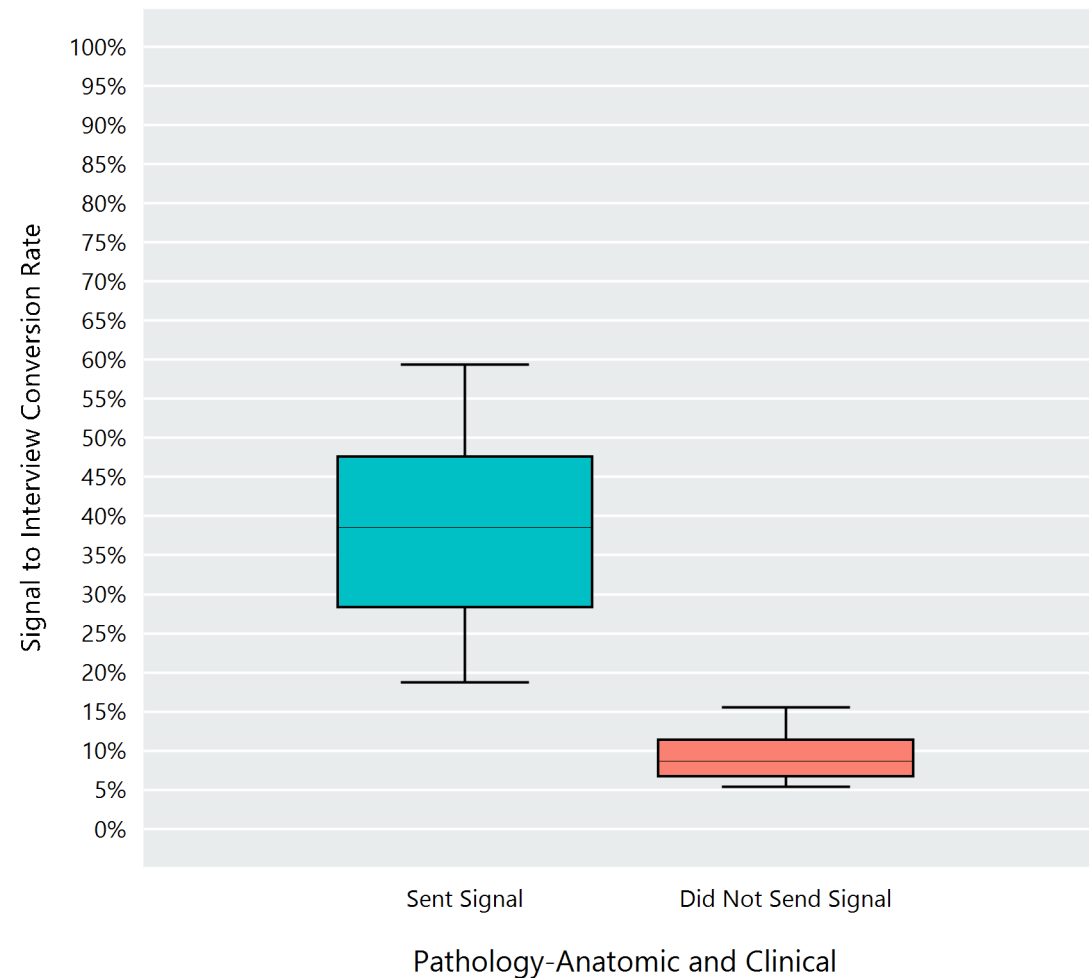
	N of Programs for Program Signals
Total programs participating in ERAS	138
Total programs participating in program signaling	136
Programs included in this analysis have sent at least 10 interview invitations and have submitted interview offer data via Thalamus Core. Applicant types (DO, IMG, MD) with N < 50 unique applicants are not shown.	112
Total analytic sample	112
Total % of programs participating in program signaling	82%
Total % of all Pathology-Anatomic and Clinical programs in 2026 ERAS cycle	81%

Pathology-Anatomic and Clinical: Interview Rates by Program Signal Status Year Over Year Comparison

2025 ERAS - Date as of 5/31/2025 - # Programs: 100 - # Signals: 5



2026 ERAS - Date as of 4/1/2026 - # Programs: 112 - # Signals: 5



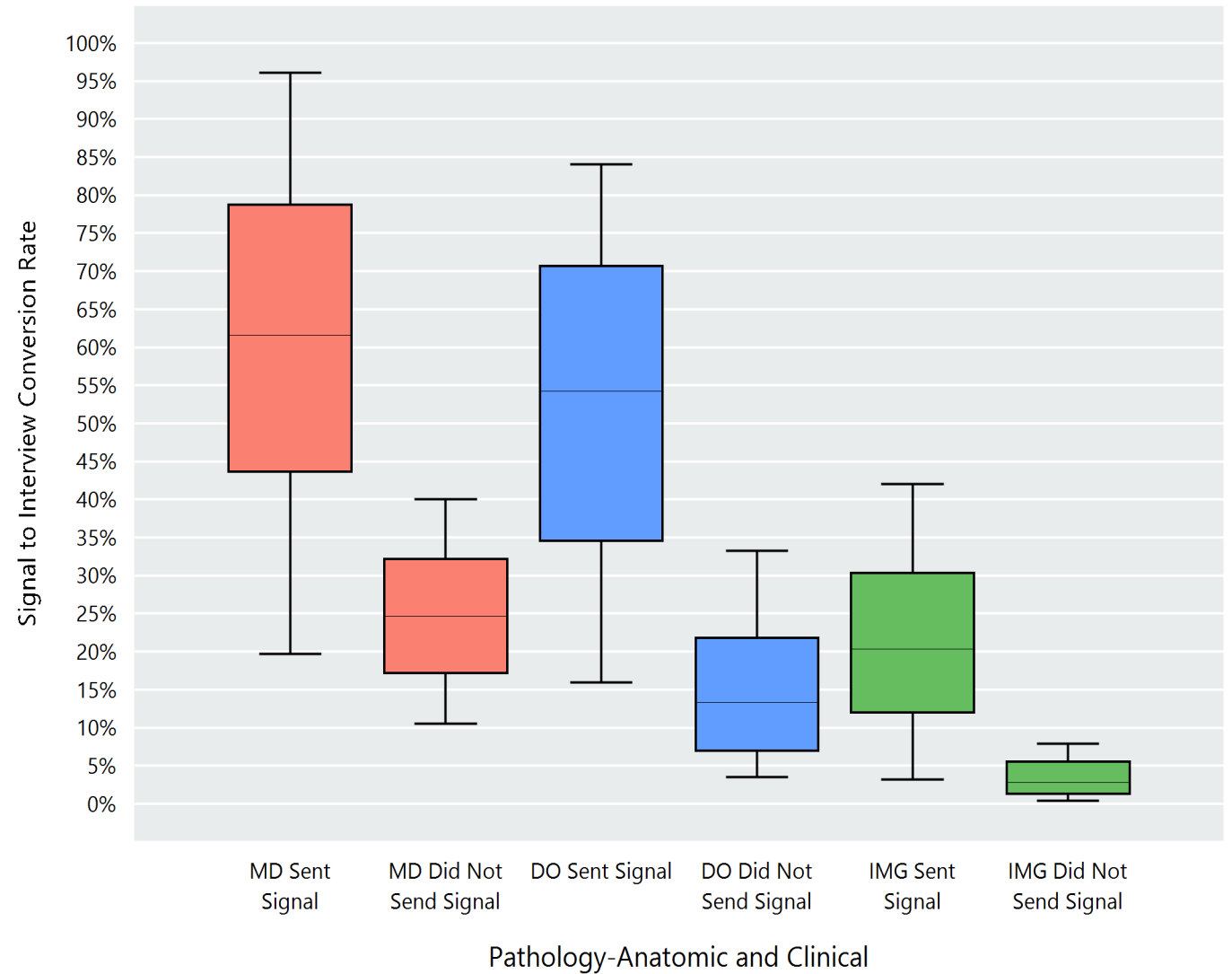
Pathology-Anatomic and Clinical: Interview Rates by Program Signal Status & Applicant Type

Median Interview Rates

Applicant Type	Signal	No Signal
MD	62%	25%
DO	54%	13%
IMG	20%	3%

CAUTION: Interpret results with caution: (a) small DO and IMG sample sizes at the program level and (b) analyses do not control for all factors considered in the selection process.

2026 ERAS - Date as of 4/1/2026 - N: MD (389), DO (202) IMG (790)



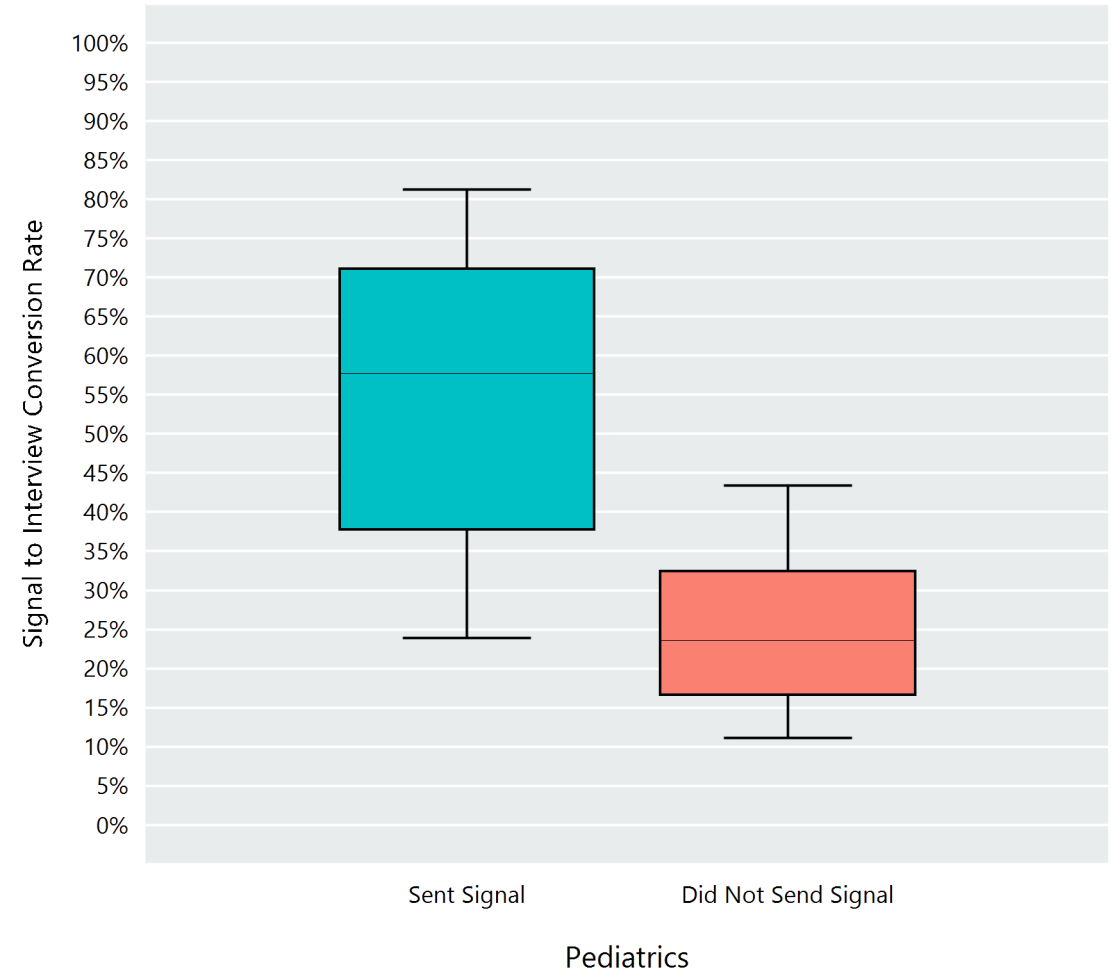
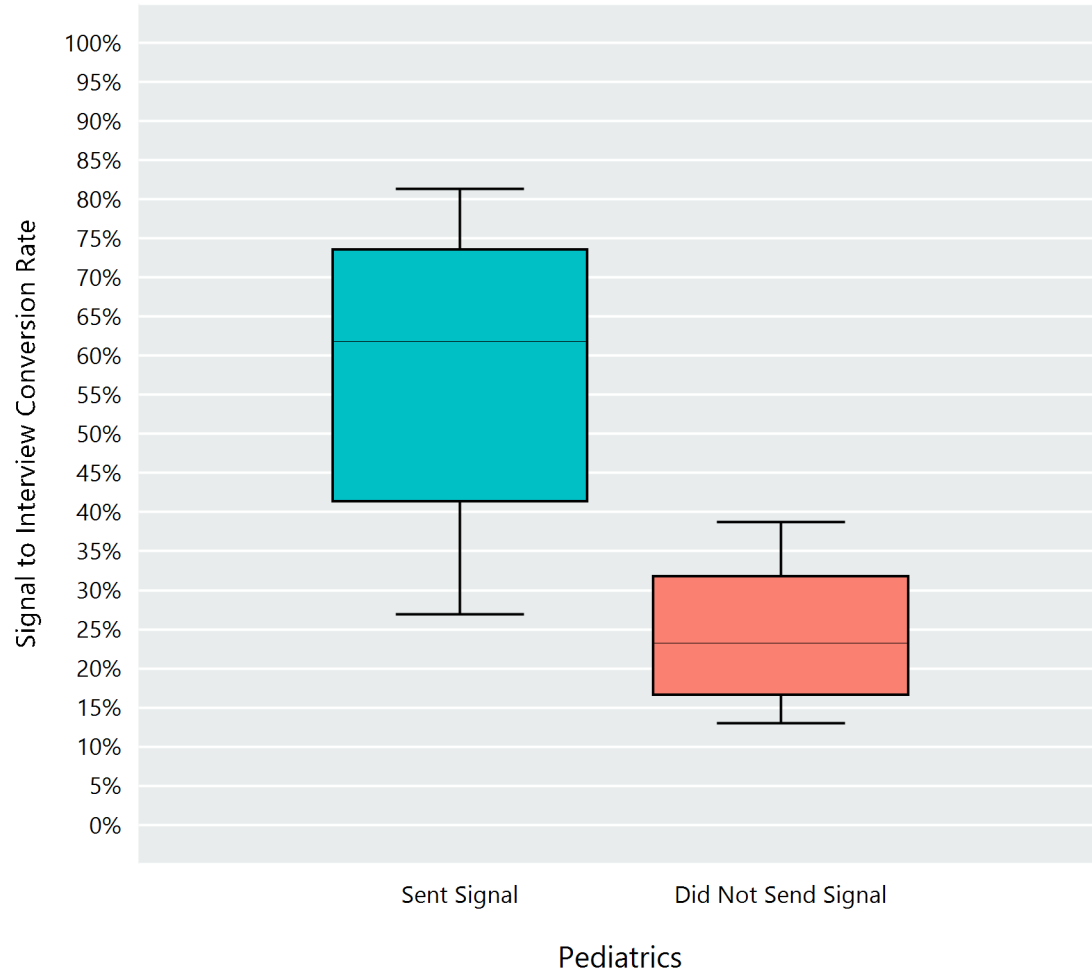
Pediatrics Program Sample & Inclusion Criteria

	N of Programs for Program Signals
Total programs participating in ERAS	211
Total programs participating in program signaling	208
Programs included in this analysis have sent at least 10 interview invitations and have submitted interview offer data via Thalamus Core. Applicant types (DO, IMG, MD) with N < 50 unique applicants are not shown.	198
Total analytic sample	198
Total % of programs participating in program signaling	95%
Total % of all Pediatrics programs in 2026 ERAS cycle	94%

Pediatrics: Interview Rates by Program Signal Status Year Over Year Comparison

2025 ERAS - Date as of 5/31/2025 - # Programs: 188 - # Signals: 5

2026 ERAS - Date as of 4/1/2026 - # Programs: 198 - # Signals: 5



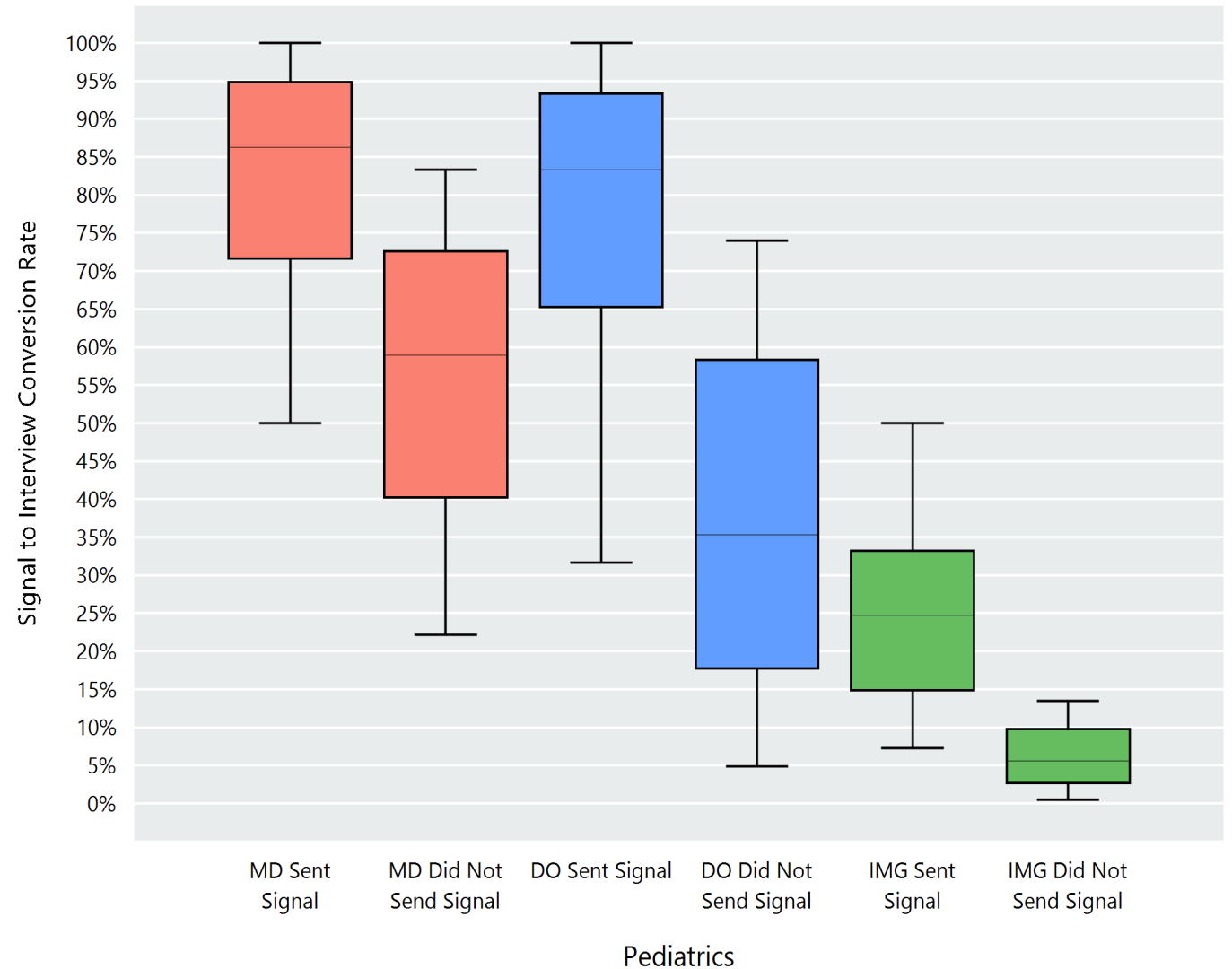
Pediatrics: Interview Rates by Program Signal Status & Applicant Type

Median Interview Rates

Applicant Type	Signal	No Signal
MD	86%	59%
DO	83%	35%
IMG	25%	6%

CAUTION: Interpret results with caution: (a) small DO and IMG sample sizes at the program level and (b) analyses do not control for all factors considered in the selection process.

2026 ERAS - Date as of 4/1/2026 - N: MD (1828), DO (758) IMG (2940)

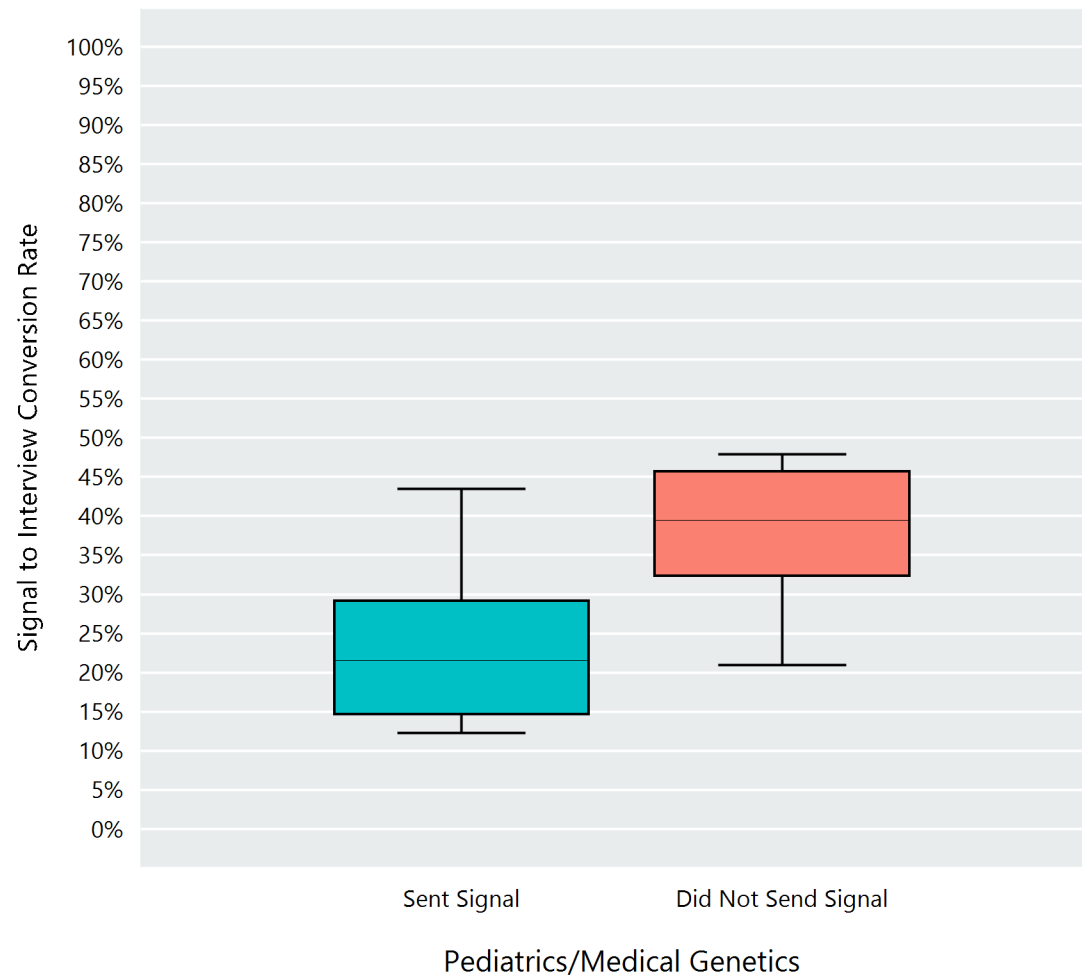


Pediatrics/Medical Genetics Program Sample & Inclusion Criteria

	N of Programs for Program Signals
Total programs participating in ERAS	
Total programs participating in program signaling	
Programs included in this analysis have sent at least 10 interview invitations and have submitted interview offer data via Thalamus Core. Applicant types (DO, IMG, MD) with N < 50 unique applicants are not shown.	10
Total analytic sample	10
Total % of programs participating in program signaling	
Total % of all Pediatrics/Medical Genetics programs in 2026 ERAS cycle	

Pediatrics/Medical Genetics: Interview Rates by Program Signal Status Year Over Year Comparison

2026 ERAS - Date as of 4/1/2026 - # Programs: 10 - # Signals: 3



Pediatrics/Medical Genetics: Interview Rates by Program Signal Status & Applicant Type

Median Interview Rates

Applicant Type	Signal	No Signal
IMG	11%	20%

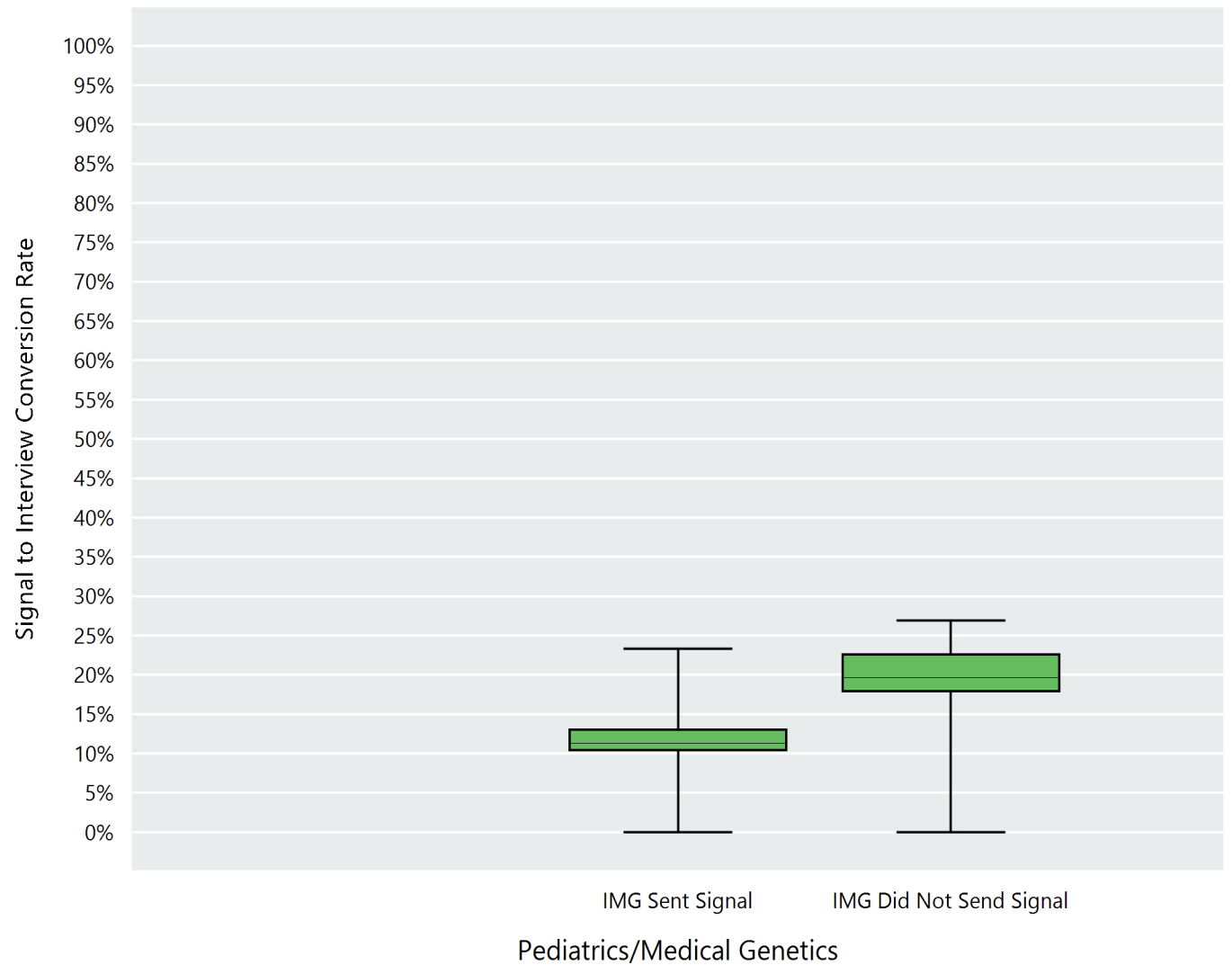
Applicant data were excluded from this analysis due to small sample size:

Program N = 24: MD

Program N = 6: DO

CAUTION: *Interpret results with caution: (a) small DO and IMG sample sizes at the program level and (b) analyses do not control for all factors considered in the selection process.*

2026 ERAS - Date as of 4/1/2026 - N: MD (24), DO (6) IMG (82)

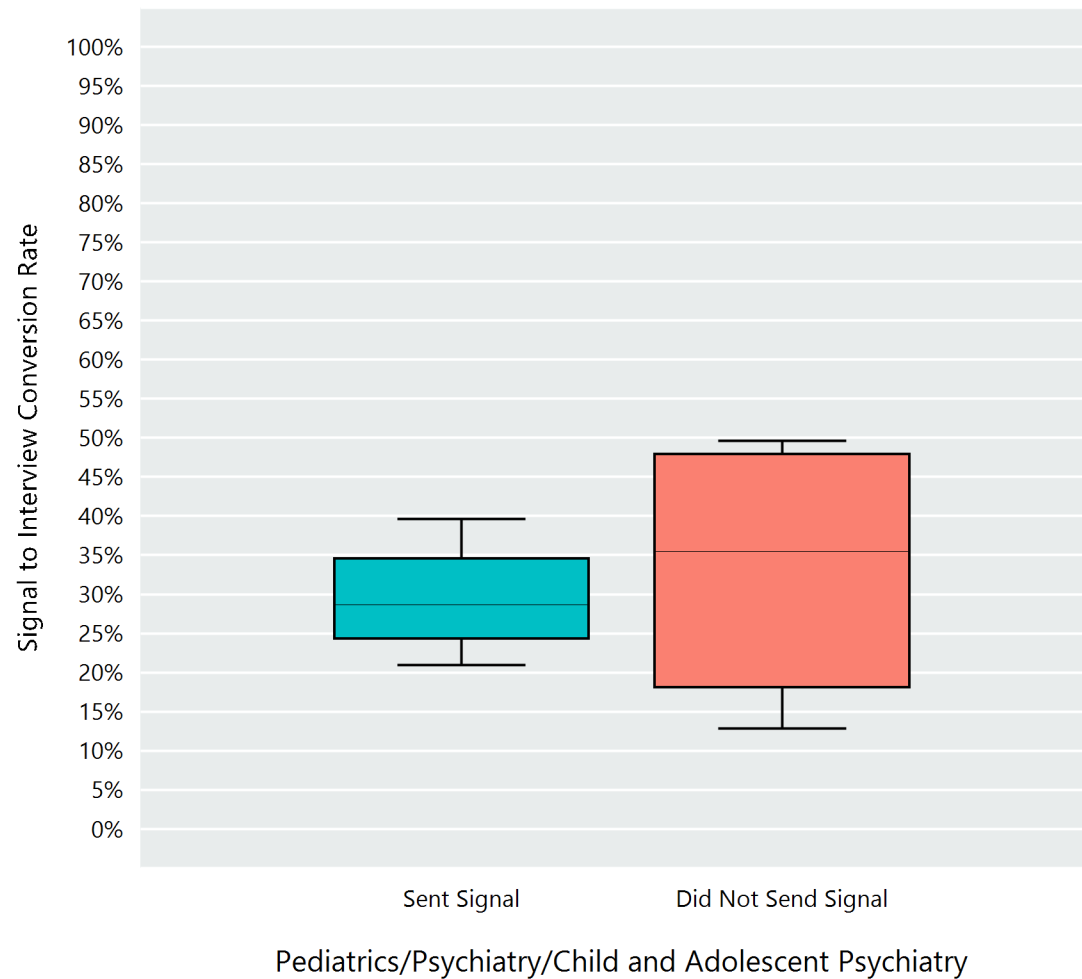


Pediatrics/Psychiatry/Child and Adolescent Psychiatry Program Sample & Inclusion Criteria

	N of Programs for Program Signals
Total programs participating in ERAS	11
Total programs participating in program signaling	11
Programs included in this analysis have sent at least 10 interview invitations and have submitted interview offer data via Thalamus Core. Applicant types (DO, IMG, MD) with N < 50 unique applicants are not shown.	10
Total analytic sample	10
Total % of programs participating in program signaling	91%
Total % of all Pediatrics/Psychiatry/Child and Adolescent Psychiatry programs in 2026 ERAS cycle	91%

Pediatrics/Psychiatry/Child and Adolescent Psychiatry: Interview Rates by Program Signal Status Year Over Year Comparison

2026 ERAS - Date as of 4/1/2026 - # Programs: 10 - # Signals: 3



Pediatrics/Psychiatry/Child and Adolescent Psychiatry: Interview Rates by Program Signal Status & Applicant Type

Median Interview Rates

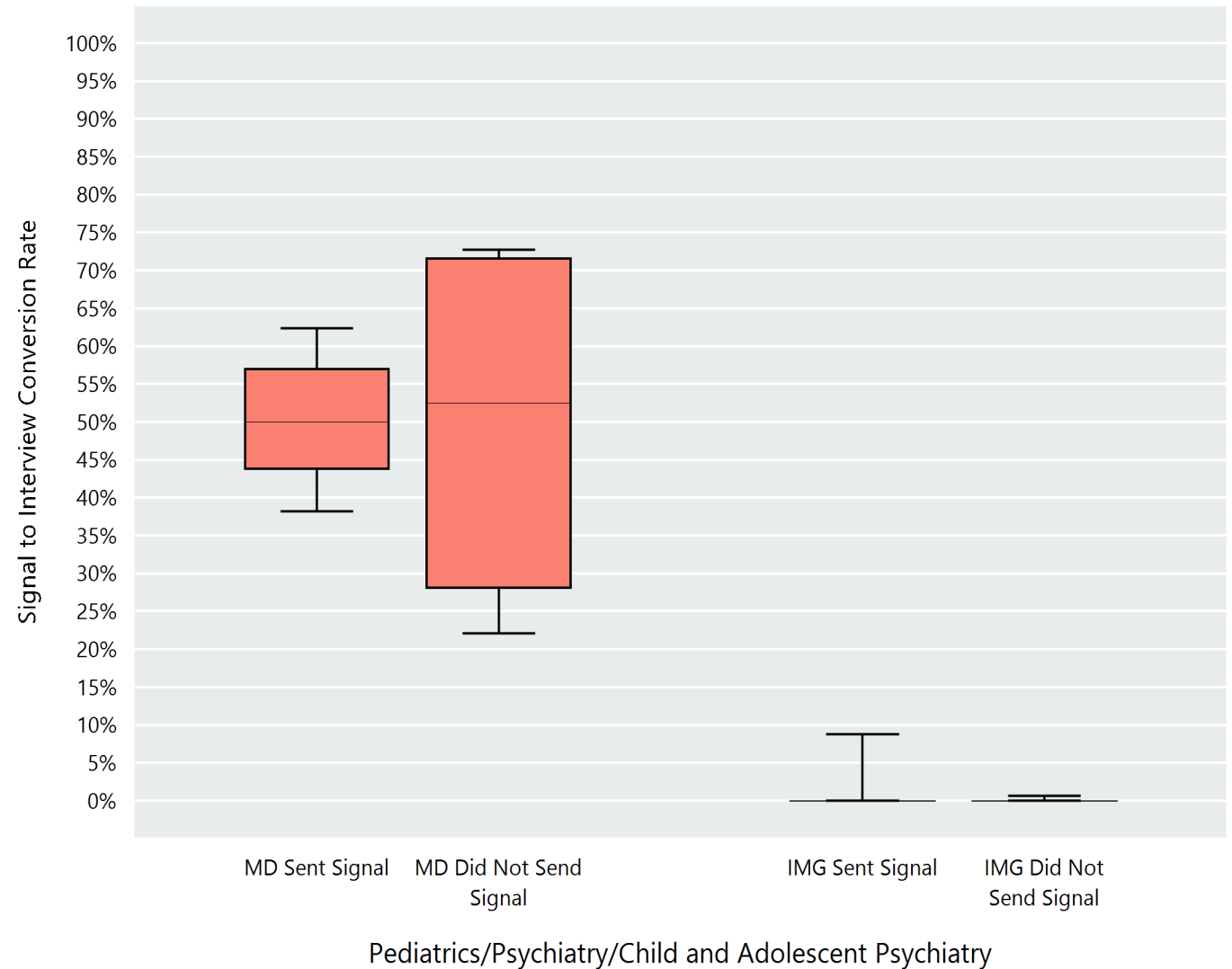
Applicant Type	Signal	No Signal
MD	50%	53%
IMG	0%	0%

Applicant data were excluded from this analysis due to small sample size:

Program N = 22: DO

CAUTION: *Interpret results with caution: (a) small DO and IMG sample sizes at the program level and (b) analyses do not control for all factors considered in the selection process.*

2026 ERAS - Date as of 4/1/2026 - N: MD (88), DO (22) IMG (62)

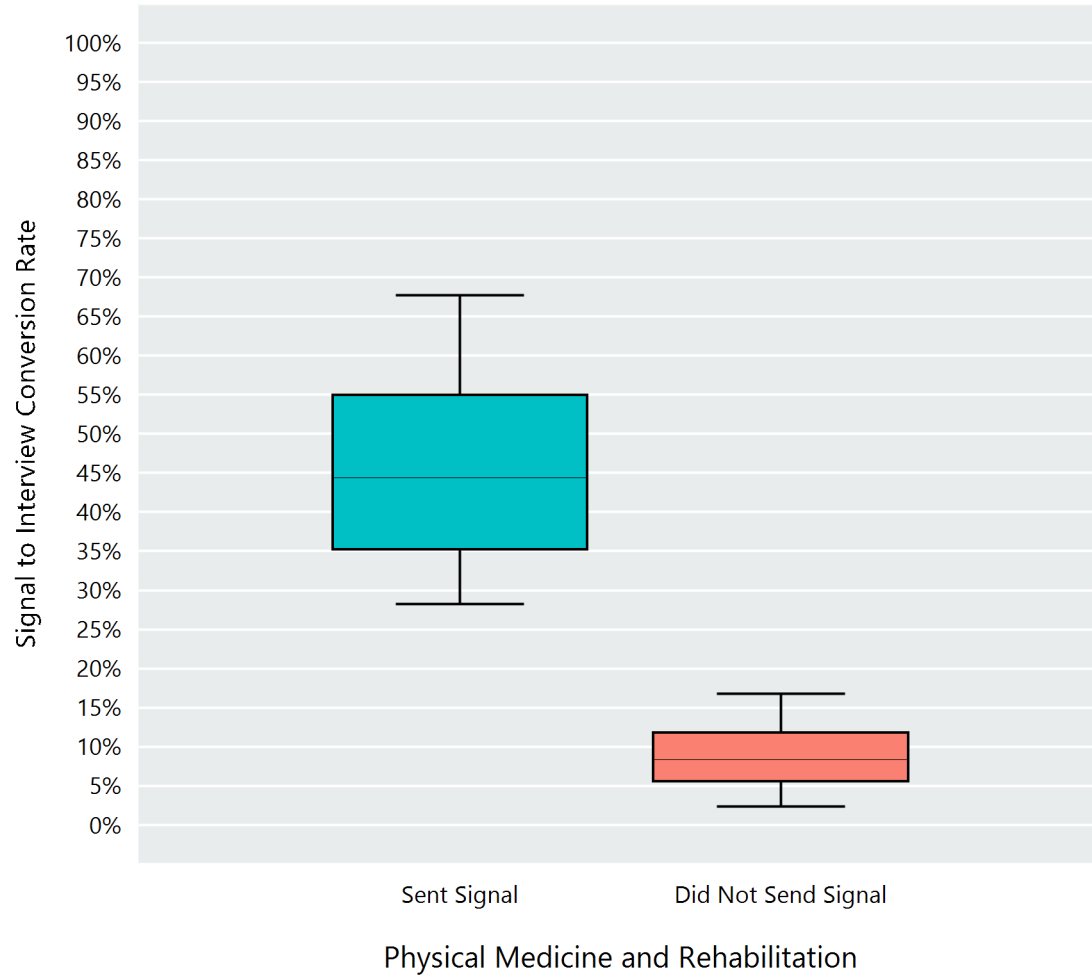


Physical Medicine and Rehabilitation Program Sample & Inclusion Criteria

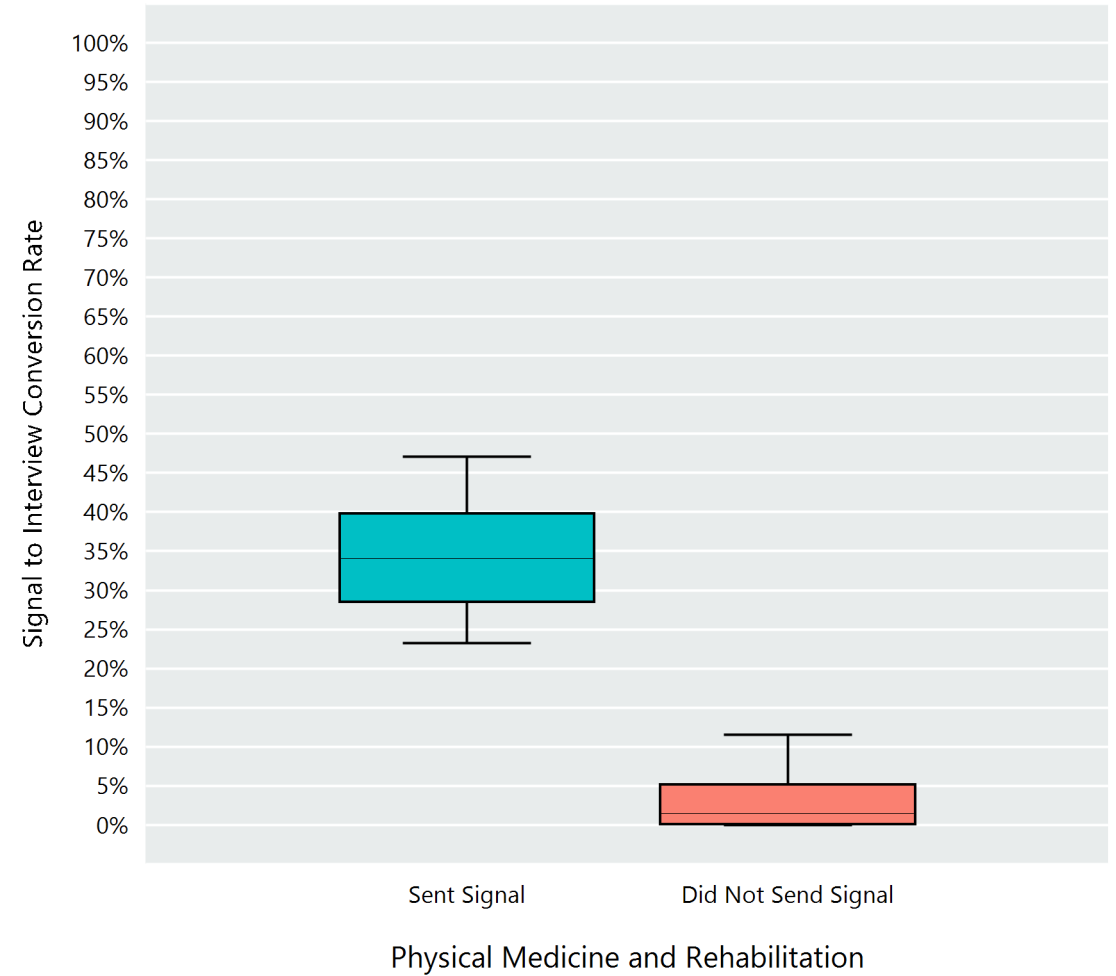
	N of Programs for Program Signals
Total programs participating in ERAS	114
Total programs participating in program signaling	113
Programs included in this analysis have sent at least 10 interview invitations and have submitted interview offer data via Thalamus Core. Applicant types (DO, IMG, MD) with N < 50 unique applicants are not shown.	102
Total analytic sample	102
Total % of programs participating in program signaling	90%
Total % of all Physical Medicine and Rehabilitation programs in 2026 ERAS cycle	89%

Physical Medicine and Rehabilitation: Interview Rates by Program Signal Status Year Over Year Comparison

2025 ERAS - Date as of 5/31/2025 - # Programs: 85 - # Signals: 8



2026 ERAS - Date as of 4/1/2026 - # Programs: 102 - # Signals: 20



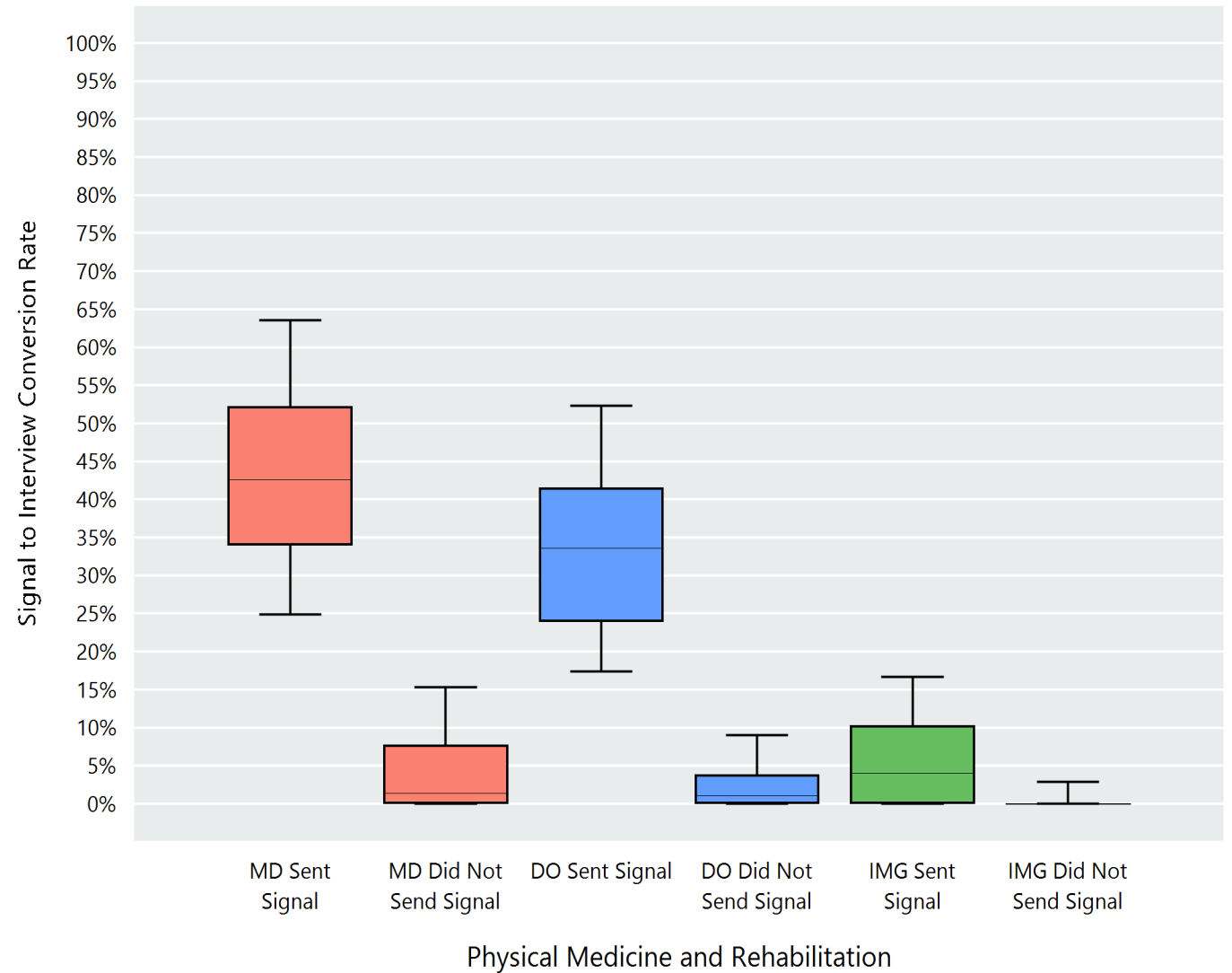
Physical Medicine and Rehabilitation: Interview Rates by Program Signal Status & Applicant Type

Median Interview Rates

Applicant Type	Signal	No Signal
MD	43%	1%
DO	34%	1%
IMG	4%	0%

CAUTION: Interpret results with caution: (a) small DO and IMG sample sizes at the program level and (b) analyses do not control for all factors considered in the selection process.

2026 ERAS - Date as of 4/1/2026 - N: MD (476), DO (446) IMG (192)

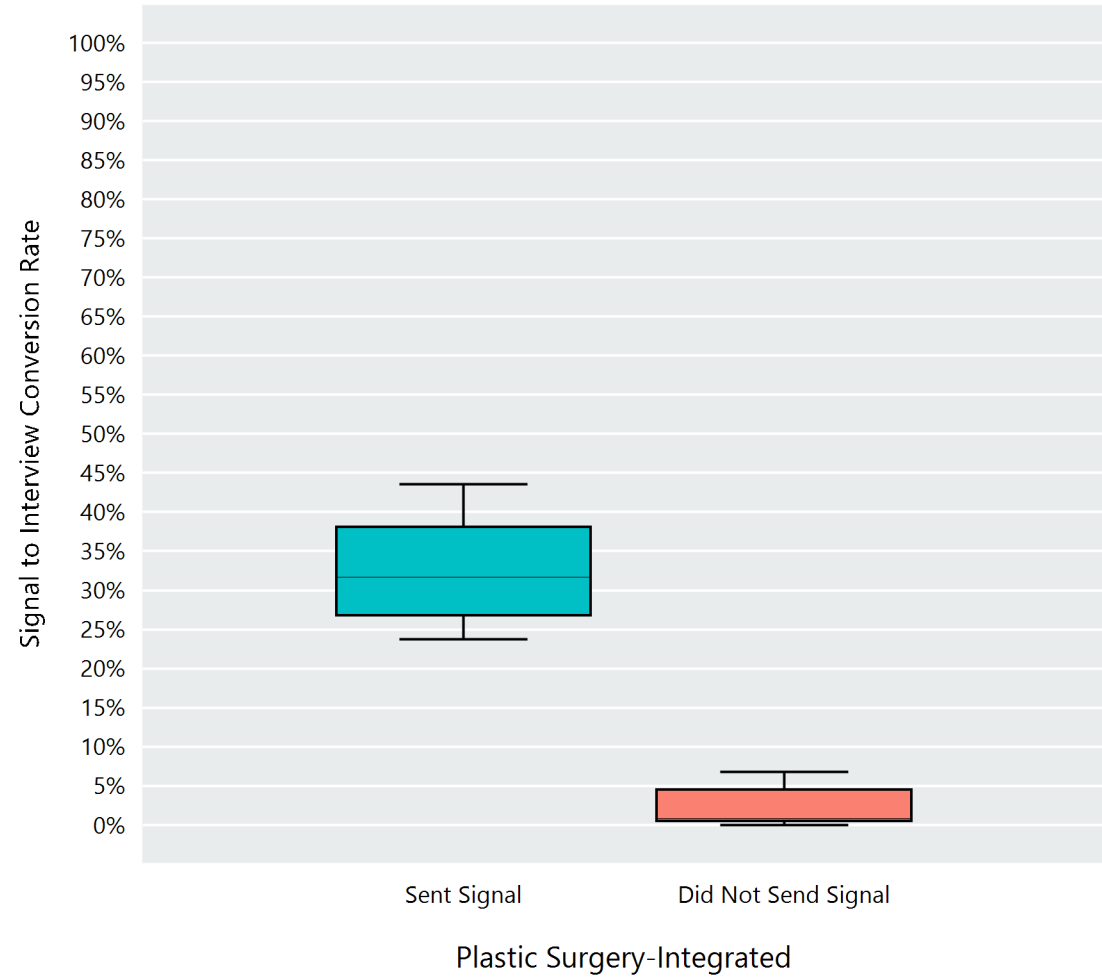


Plastic Surgery-Integrated Program Sample & Inclusion Criteria

	N of Programs for Program Signals
Total programs participating in ERAS	91
Total programs participating in program signaling	89
Programs included in this analysis have sent at least 10 interview invitations and have submitted interview offer data via Thalamus Core. Applicant types (DO, IMG, MD) with N < 50 unique applicants are not shown.	40
Total analytic sample	40
Total % of programs participating in program signaling	45%
Total % of all Plastic Surgery-Integrated programs in 2026 ERAS cycle	44%

Plastic Surgery-Integrated: Interview Rates by Program Signal Status Year Over Year Comparison

2026 ERAS - Date as of 4/1/2026 - # Programs: 40 - # Signals: 20



Plastic Surgery-Integrated: Interview Rates by Program Signal Status & Applicant Type

Median Interview Rates

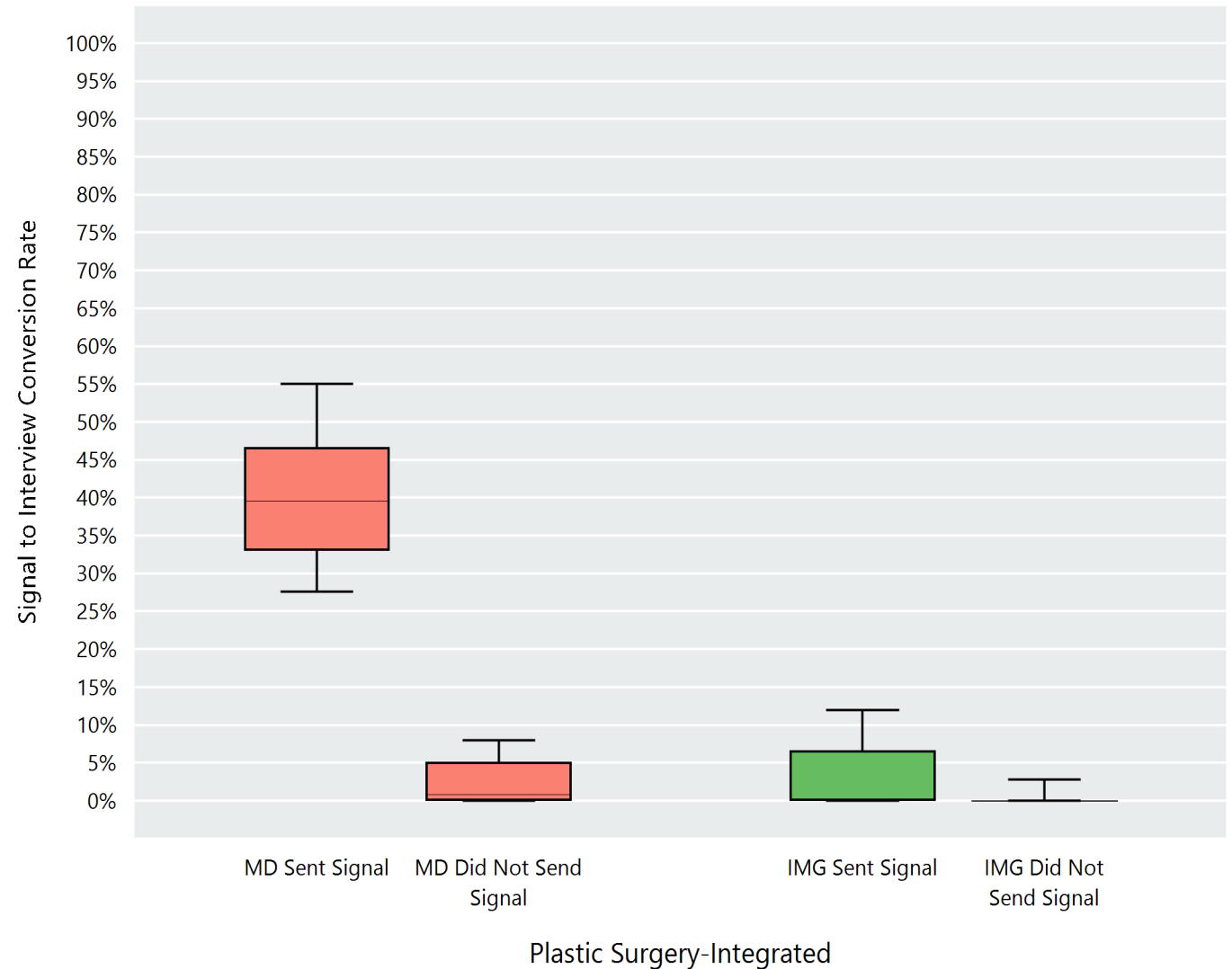
Applicant Type	Signal	No Signal
MD	40%	1%
IMG	0%	0%

Applicant data were excluded from this analysis due to small sample size:

Program N = 23: DO

CAUTION: *Interpret results with caution: (a) small DO and IMG sample sizes at the program level and (b) analyses do not control for all factors considered in the selection process.*

2026 ERAS - Date as of 4/1/2026 - N: MD (391), DO (23) IMG (90)

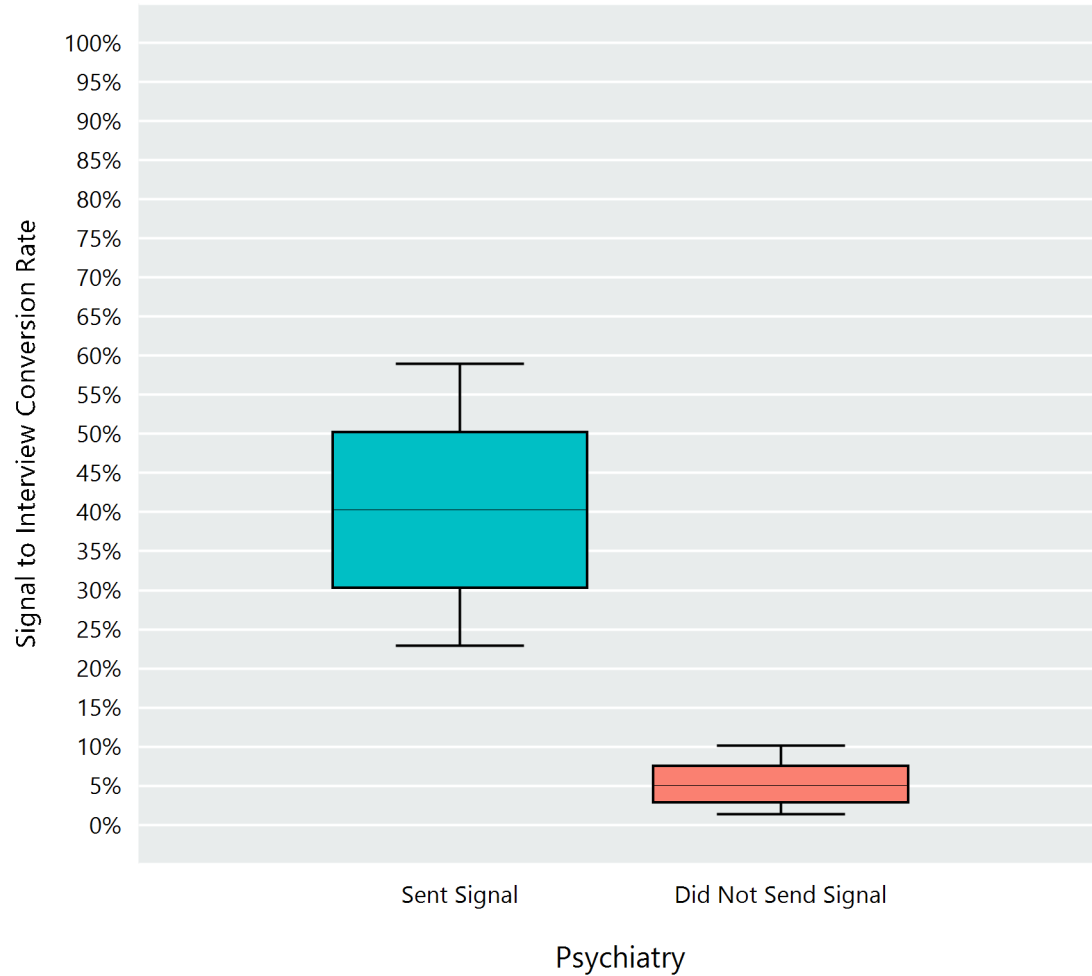


Psychiatry Program Sample & Inclusion Criteria

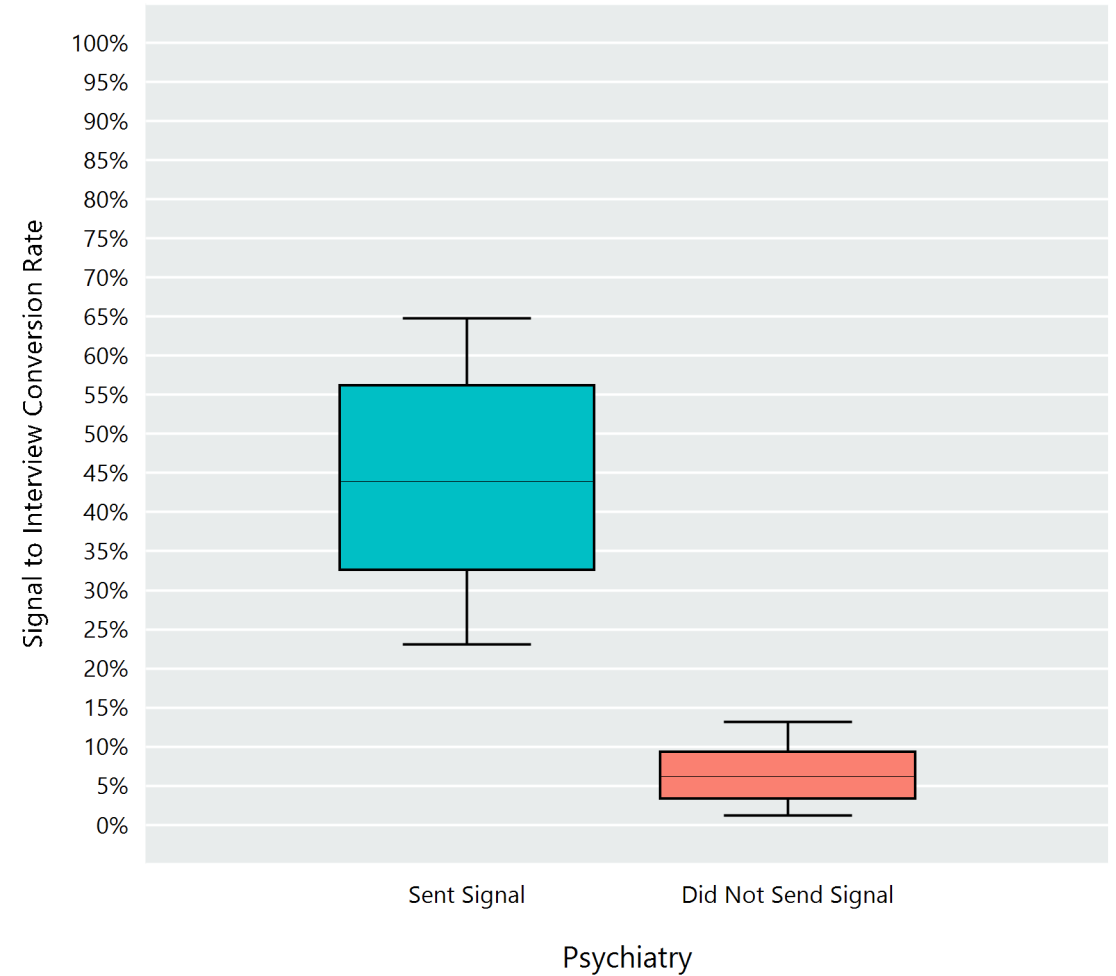
	N of Programs for Program Signals
Total programs participating in ERAS	343
Total programs participating in program signaling	336
Programs included in this analysis have sent at least 10 interview invitations and have submitted interview offer data via Thalamus Core. Applicant types (DO, IMG, MD) with N < 50 unique applicants are not shown.	277
Total analytic sample	277
Total % of programs participating in program signaling	82%
Total % of all Psychiatry programs in 2026 ERAS cycle	81%

Psychiatry: Interview Rates by Program Signal Status Year Over Year Comparison

2025 ERAS - Date as of 5/31/2025 - # Programs: 219 - # Signals: 10



2026 ERAS - Date as of 4/1/2026 - # Programs: 277 - # Signals: 10



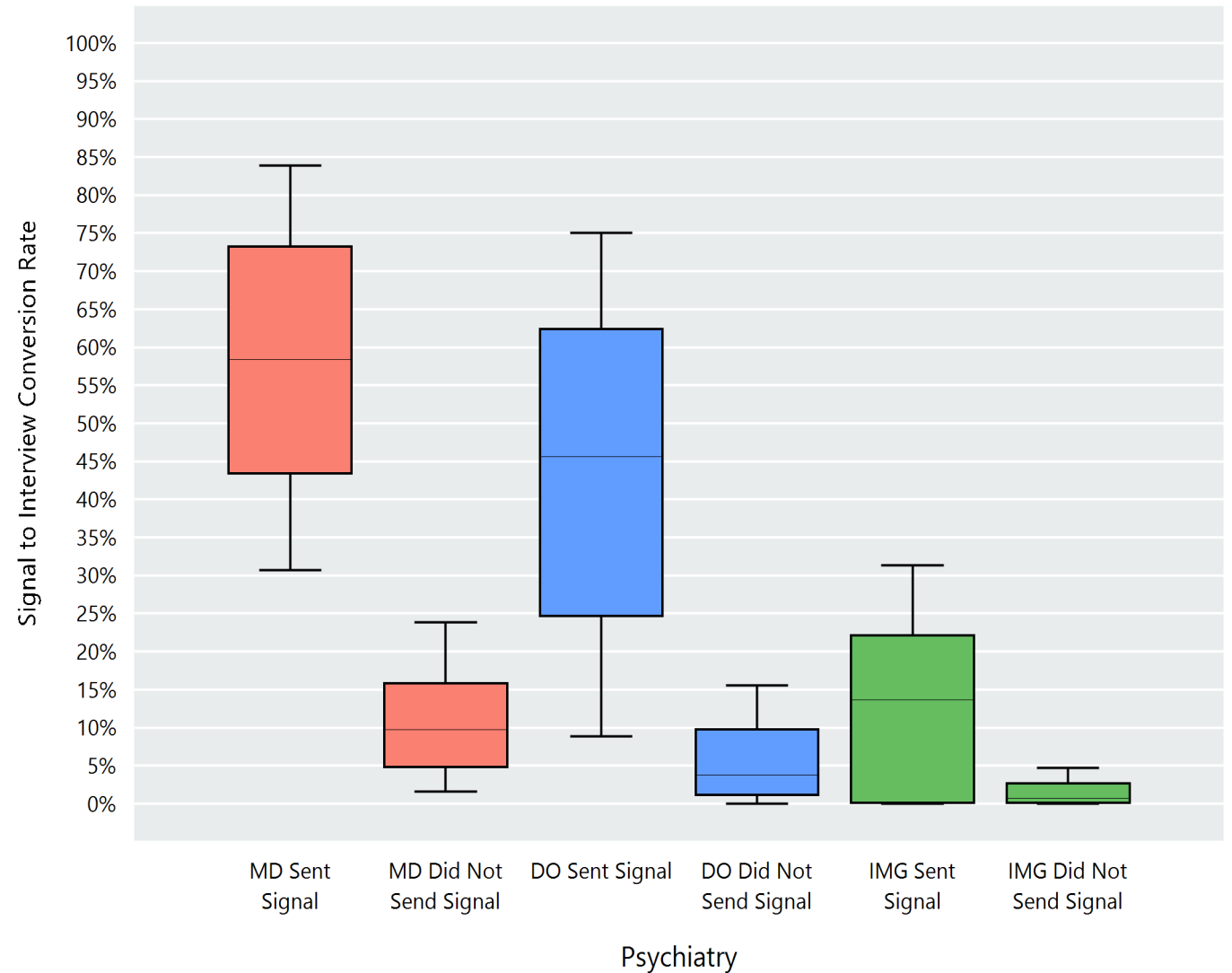
Psychiatry: Interview Rates by Program Signal Status & Applicant Type

Median Interview Rates

Applicant Type	Signal	No Signal
MD	58%	10%
DO	46%	4%
IMG	14%	1%

CAUTION: Interpret results with caution: (a) small DO and IMG sample sizes at the program level and (b) analyses do not control for all factors considered in the selection process.

2026 ERAS - Date as of 4/1/2026 - N: MD (1805), DO (815) IMG (1264)

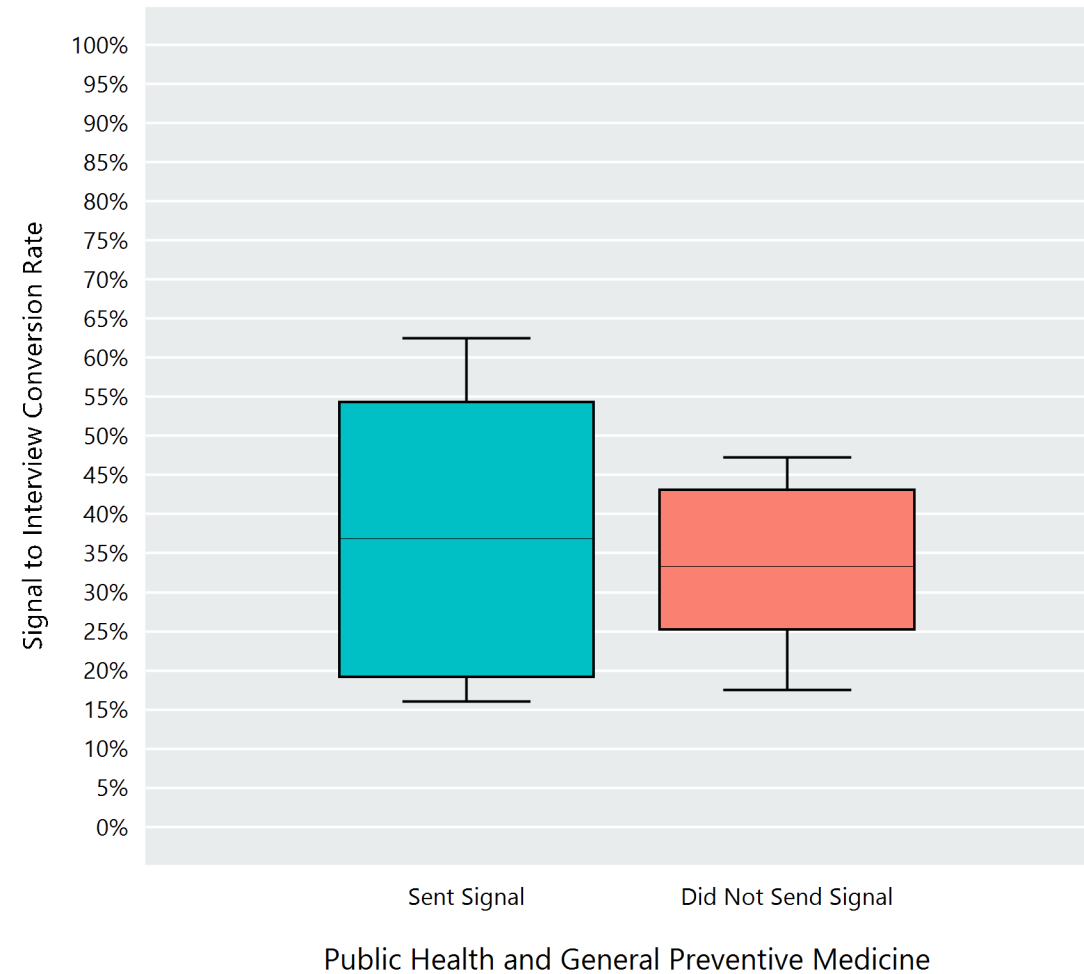


Public Health and General Preventive Medicine Program Sample & Inclusion Criteria

	N of Programs for Program Signals
Total programs participating in ERAS	27
Total programs participating in program signaling	27
Programs included in this analysis have sent at least 10 interview invitations and have submitted interview offer data via Thalamus Core. Applicant types (DO, IMG, MD) with N < 50 unique applicants are not shown.	11
Total analytic sample	11
Total % of programs participating in program signaling	41%
Total % of all Public Health and General Preventive Medicine programs in 2026 ERAS cycle	41%

Public Health and General Preventive Medicine: Interview Rates by Program Signal Status Year Over Year Comparison

2026 ERAS - Date as of 4/1/2026 - # Programs: 11 - # Signals: 3



Public Health and General Preventive Medicine: Interview Rates by Program Signal Status & Applicant Type

Median Interview Rates

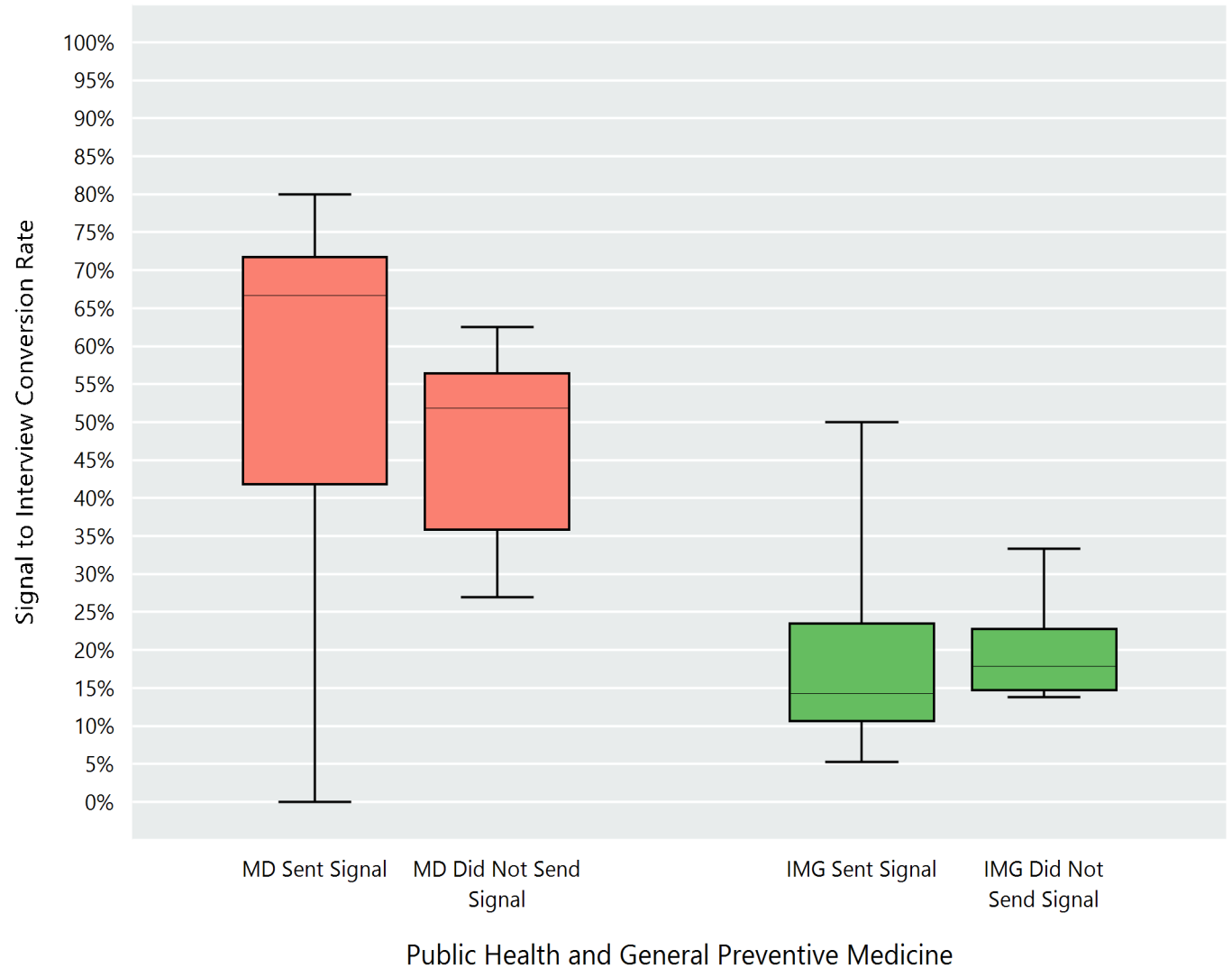
Applicant Type	Signal	No Signal
MD	67%	52%
IMG	14%	18%

Applicant data were excluded from this analysis due to small sample size:

Program N = 14: DO

CAUTION: *Interpret results with caution: (a) small DO and IMG sample sizes at the program level and (b) analyses do not control for all factors considered in the selection process.*

2026 ERAS - Date as of 4/1/2026 - N: MD (71), DO (14) IMG (82)

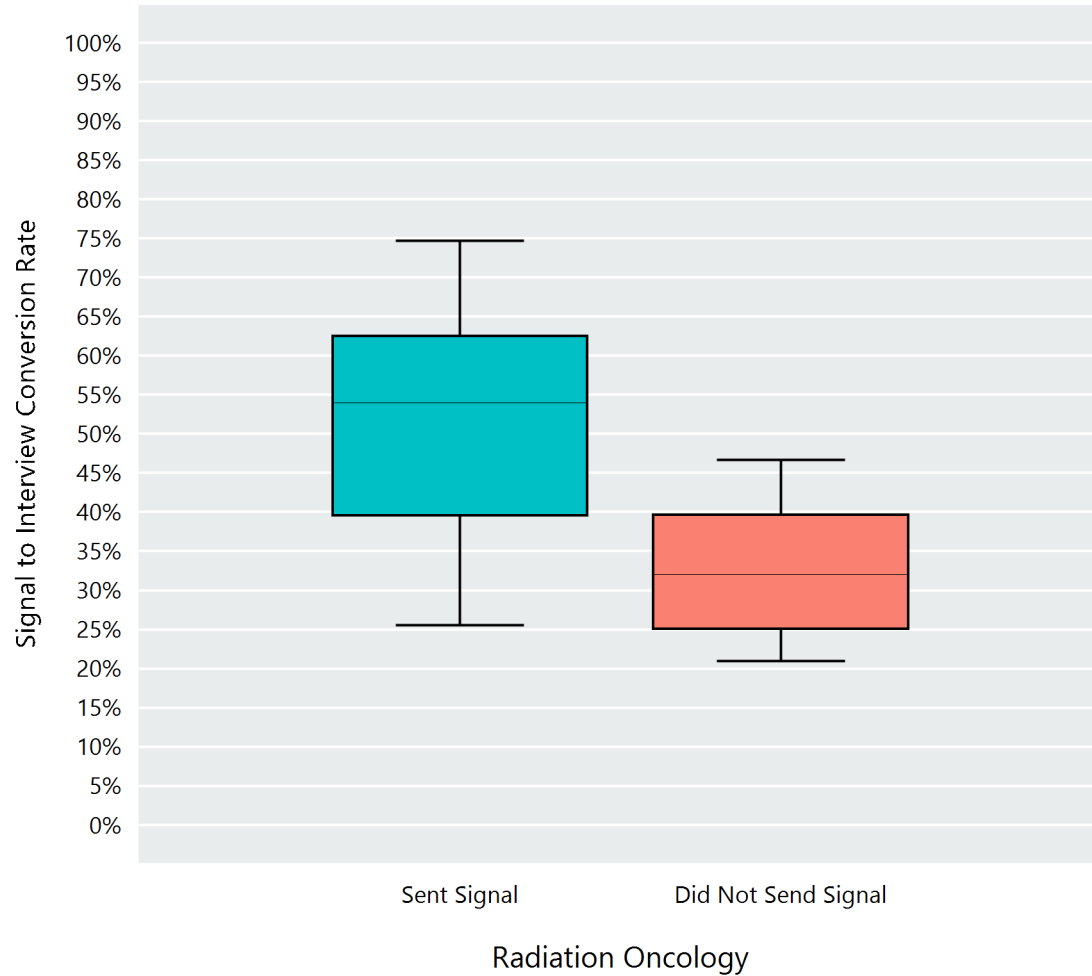


Radiation Oncology Program Sample & Inclusion Criteria

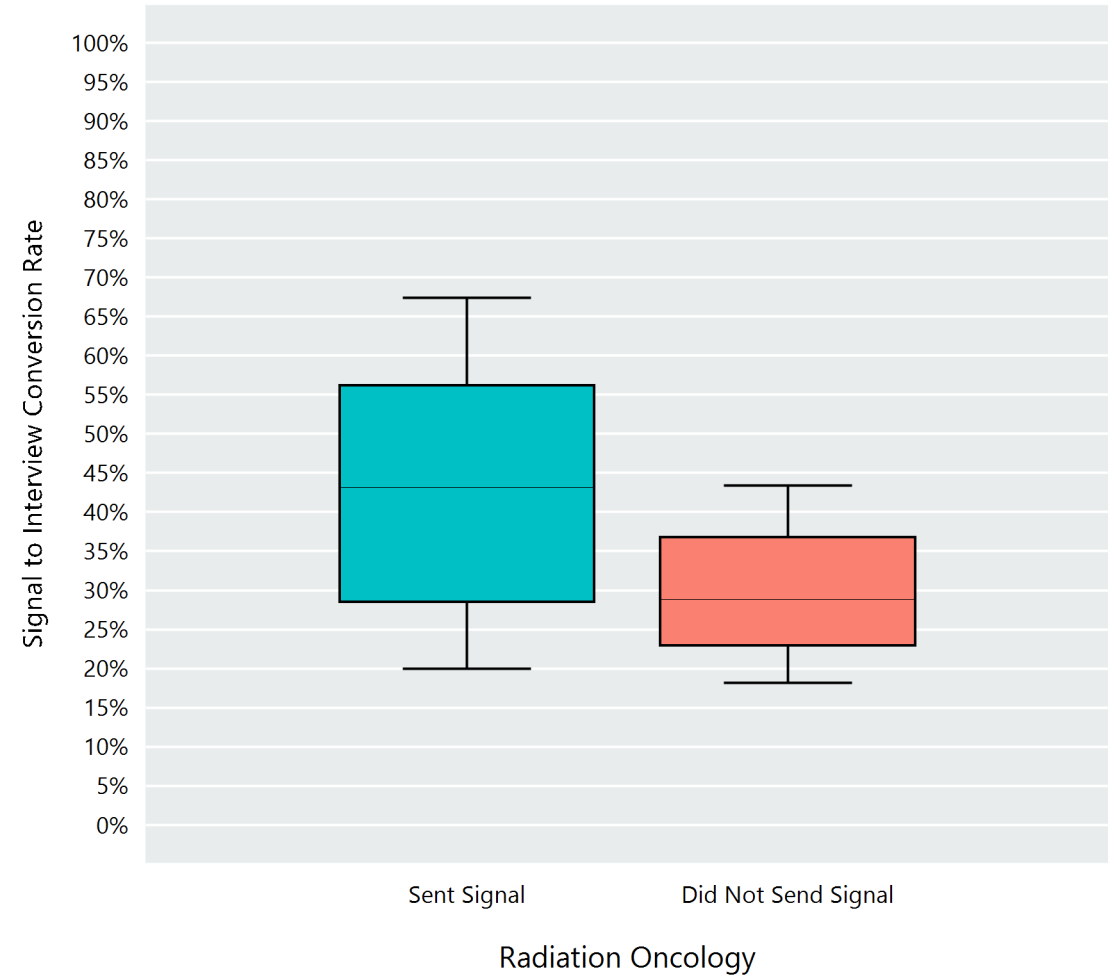
	N of Programs for Program Signals
Total programs participating in ERAS	84
Total programs participating in program signaling	81
Programs included in this analysis have sent at least 10 interview invitations and have submitted interview offer data via Thalamus Core. Applicant types (DO, IMG, MD) with N < 50 unique applicants are not shown.	56
Total analytic sample	56
Total % of programs participating in program signaling	69%
Total % of all Radiation Oncology programs in 2026 ERAS cycle	67%

Radiation Oncology: Interview Rates by Program Signal Status Year Over Year Comparison

2025 ERAS - Date as of 5/31/2025 - # Programs: 48 - # Signals: 4



2026 ERAS - Date as of 4/1/2026 - # Programs: 56 - # Signals: 4



Radiation Oncology: Interview Rates by Program Signal Status & Applicant Type

Median Interview Rates

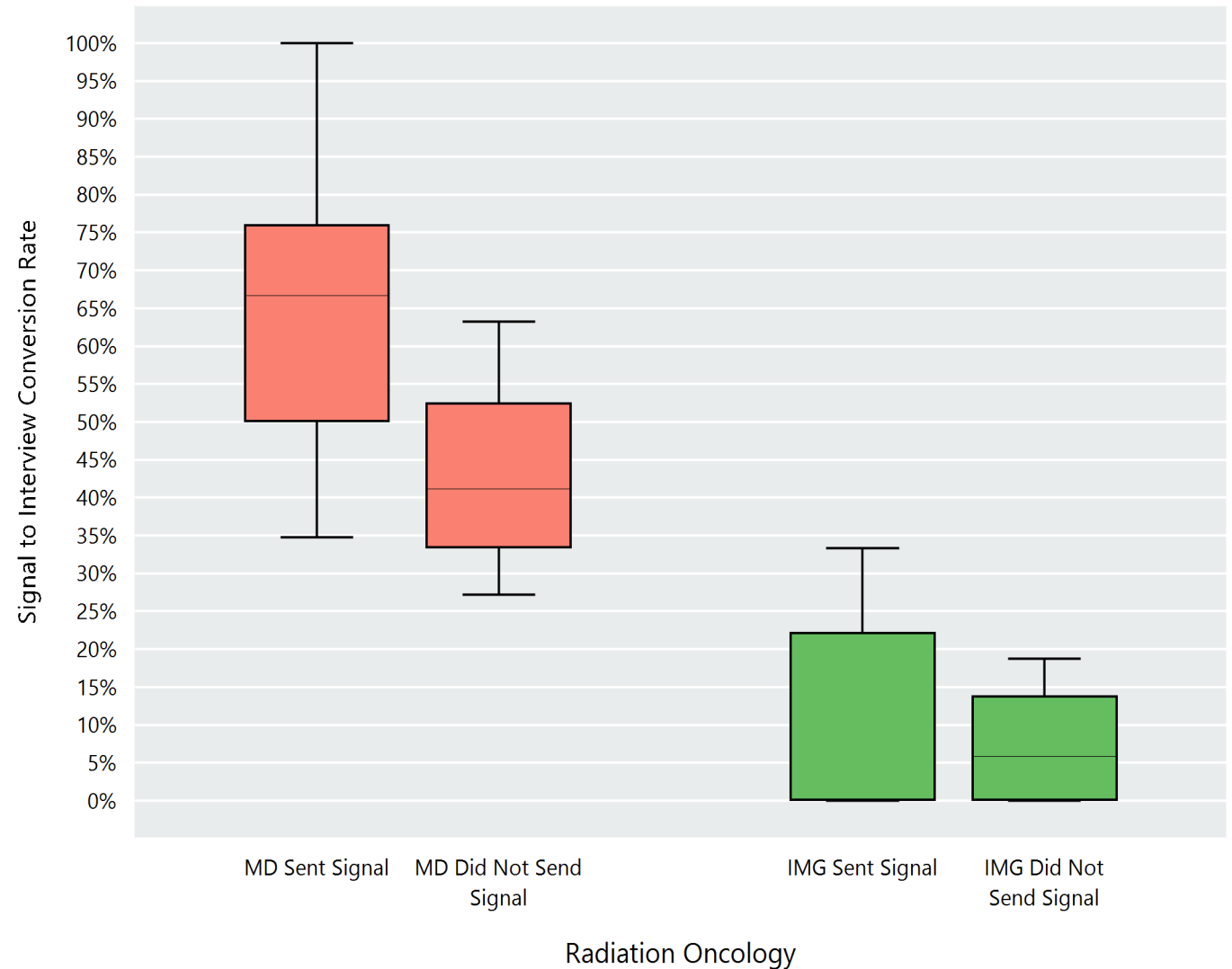
Applicant Type	Signal	No Signal
MD	67%	41%
IMG	0%	6%

Applicant data were excluded from this analysis due to small sample size:

Program N = 33: DO

CAUTION: Interpret results with caution: (a) small DO and IMG sample sizes at the program level and (b) analyses do not control for all factors considered in the selection process.

2026 ERAS - Date as of 4/1/2026 - N: MD (177), DO (33) IMG (99)

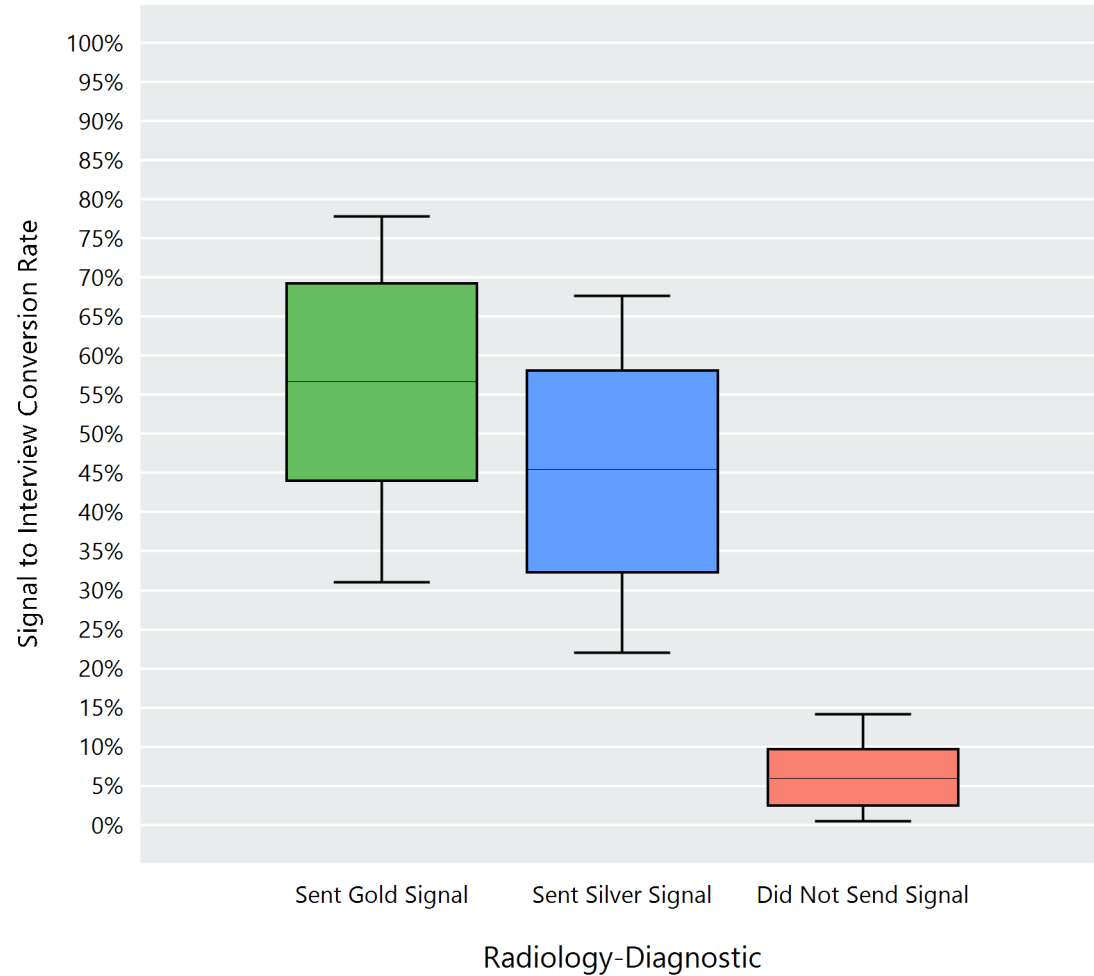


Radiology-Diagnostic Program Sample & Inclusion Criteria

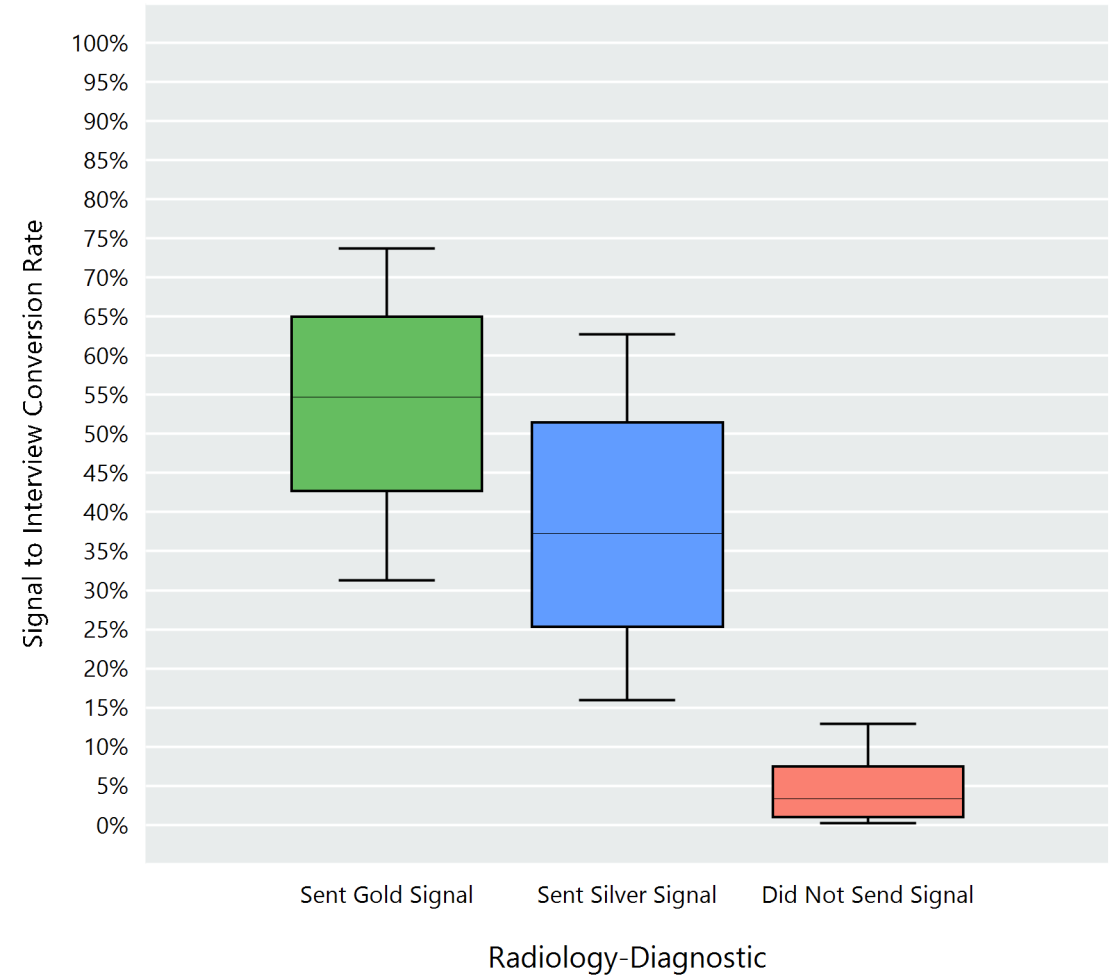
	N of Programs for Program Signals
Total programs participating in ERAS	188
Total programs participating in program signaling	187
Programs included in this analysis have sent at least 10 interview invitations and have submitted interview offer data via Thalamus Core. Applicant types (DO, IMG, MD) with N < 50 unique applicants are not shown.	163
Total analytic sample	163
Total % of programs participating in program signaling	87%
Total % of all Radiology-Diagnostic programs in 2026 ERAS cycle	87%

Radiology-Diagnostic: Interview Rates by Program Signal Status Year Over Year Comparison

2025 ERAS - Date as of 5/31/2025 - # Programs: 140 - # Signals: 6 gold, 6 silver



2026 ERAS - Date as of 4/1/2026 - # Programs: 163 - # Signals: 6 gold, 9 silver



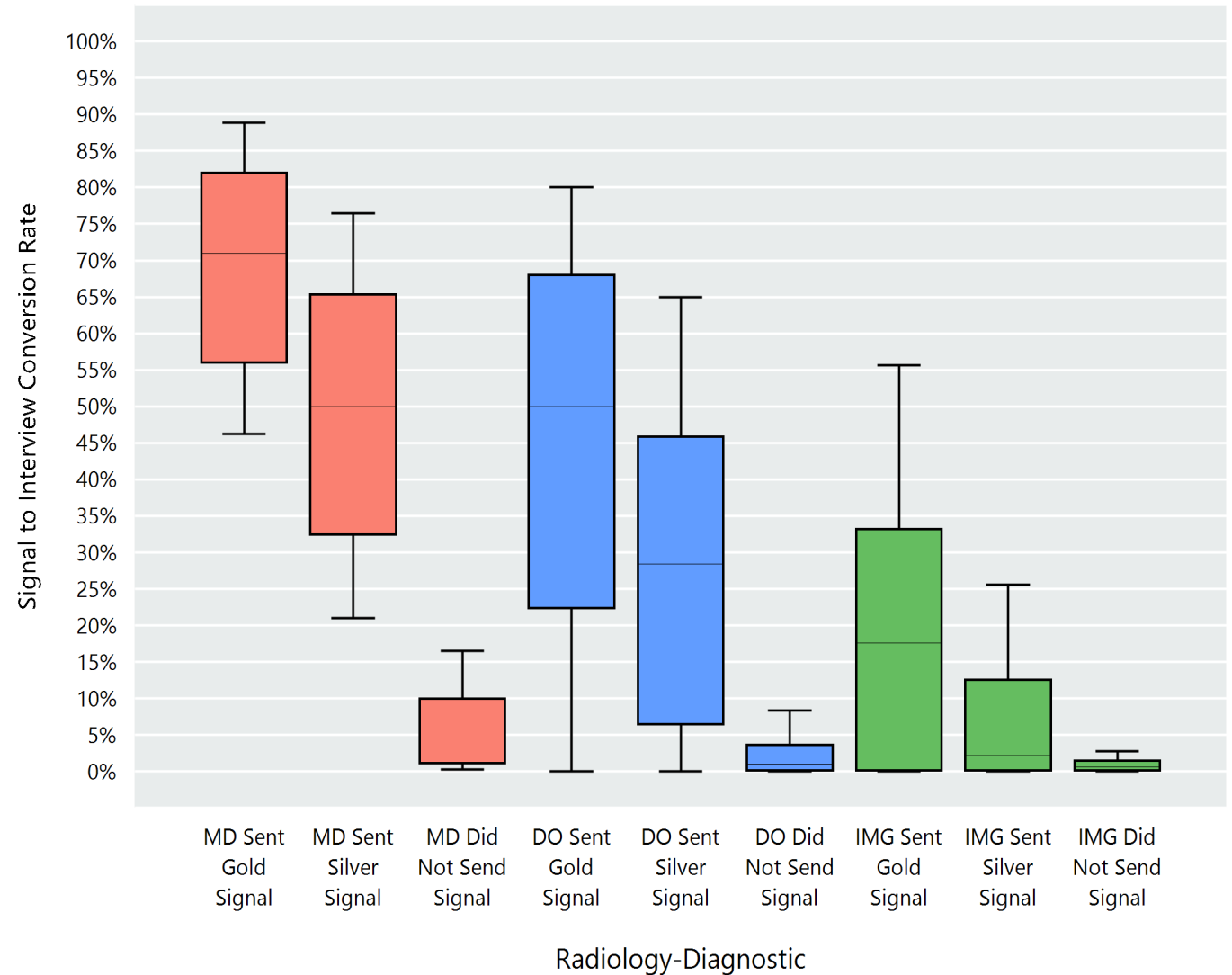
Radiology-Diagnostic: Interview Rates by Program Signal Status & Applicant Type

Median Interview Rates

Applicant Type	Gold Signal	Silver Signal	No Signal
MD	71%	50%	5%
DO	50%	28%	1%
IMG	18%	2%	1%

CAUTION: Interpret results with caution: (a) small DO and IMG sample sizes at the program level and (b) analyses do not control for all factors considered in the selection process.

2026 ERAS - Date as of 4/1/2026 - N: MD (1252), DO (328) IMG (505)

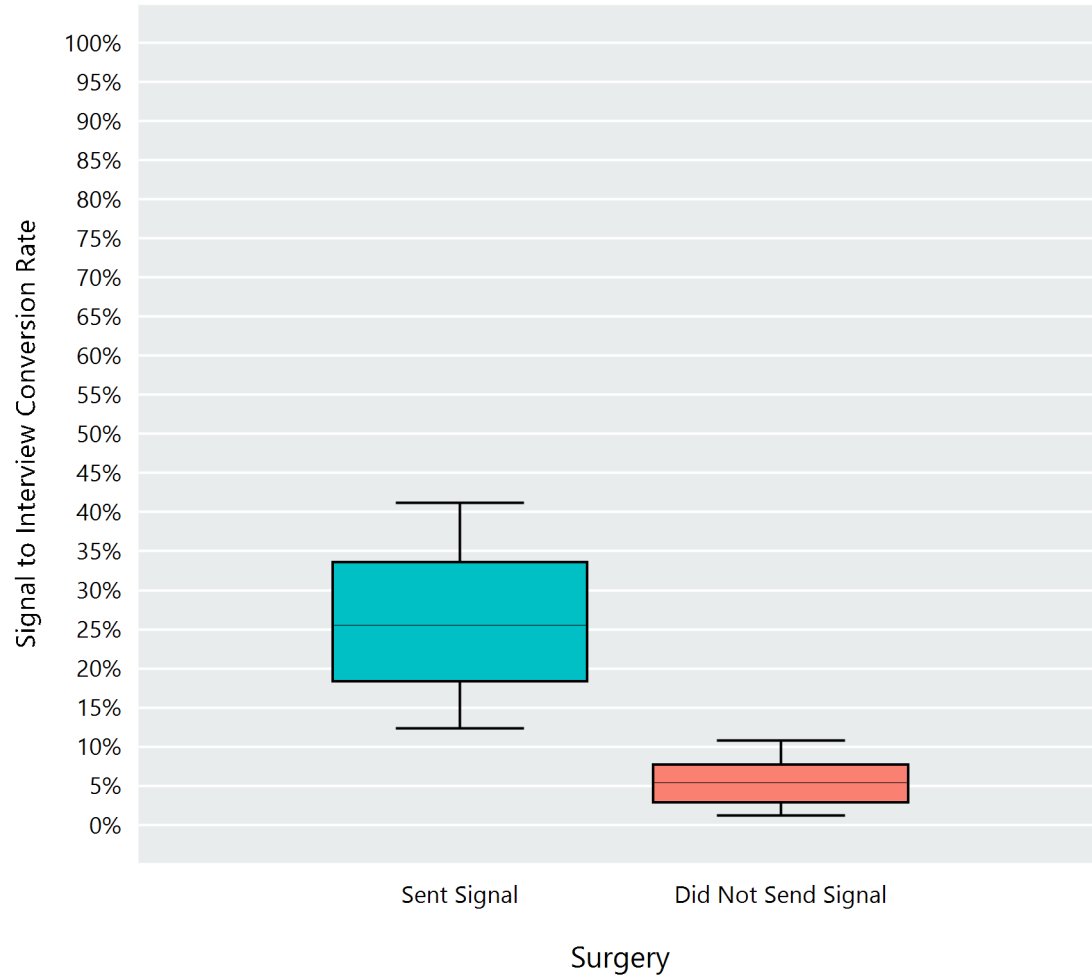


Surgery Program Sample & Inclusion Criteria

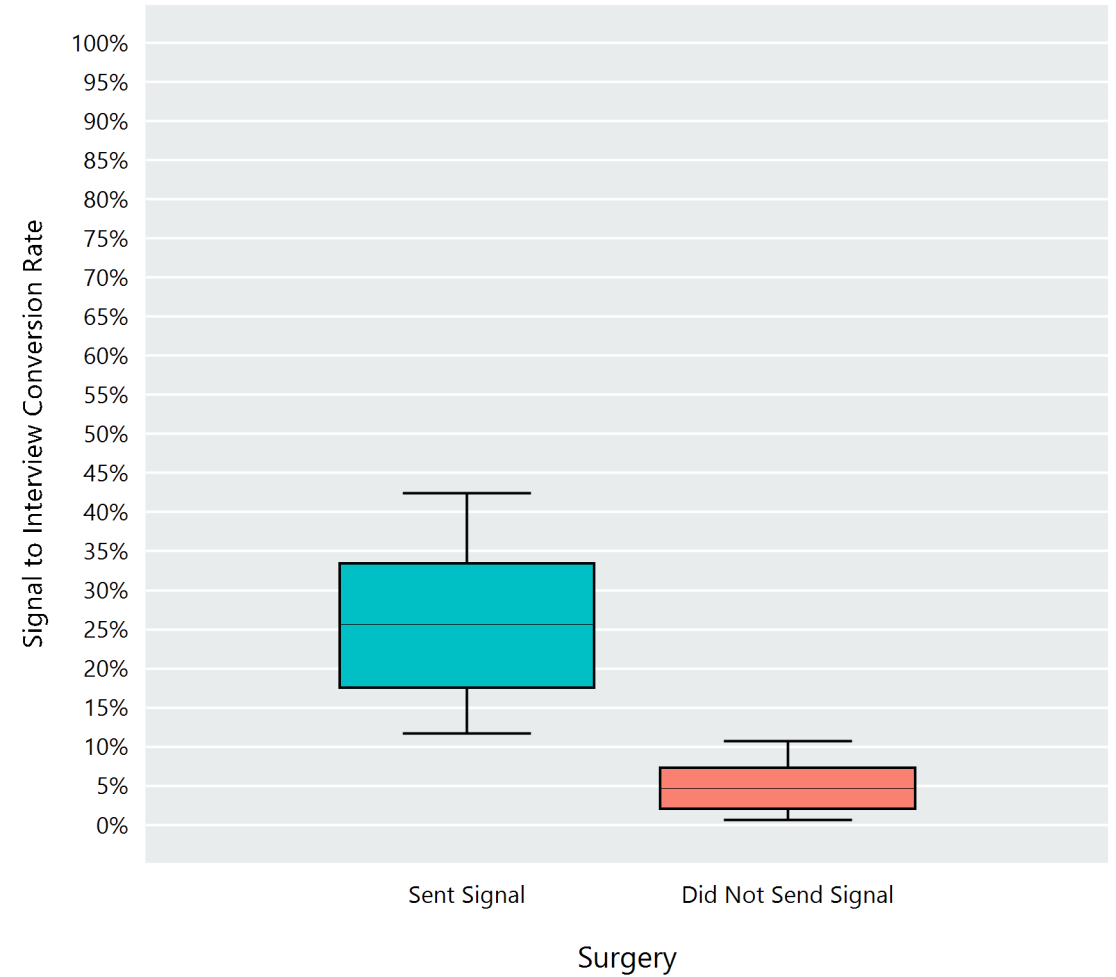
	N of Programs for Program Signals
Total programs participating in ERAS	355
Total programs participating in program signaling	348
Programs included in this analysis have sent at least 10 interview invitations and have submitted interview offer data via Thalamus Core. Applicant types (DO, IMG, MD) with N < 50 unique applicants are not shown.	297
Total analytic sample	297
Total % of programs participating in program signaling	85%
Total % of all Surgery programs in 2026 ERAS cycle	84%

Surgery: Interview Rates by Program Signal Status Year Over Year Comparison

2025 ERAS - Date as of 5/31/2025 - # Programs: 208 - # Signals: 15



2026 ERAS - Date as of 4/1/2026 - # Programs: 297 - # Signals: 15



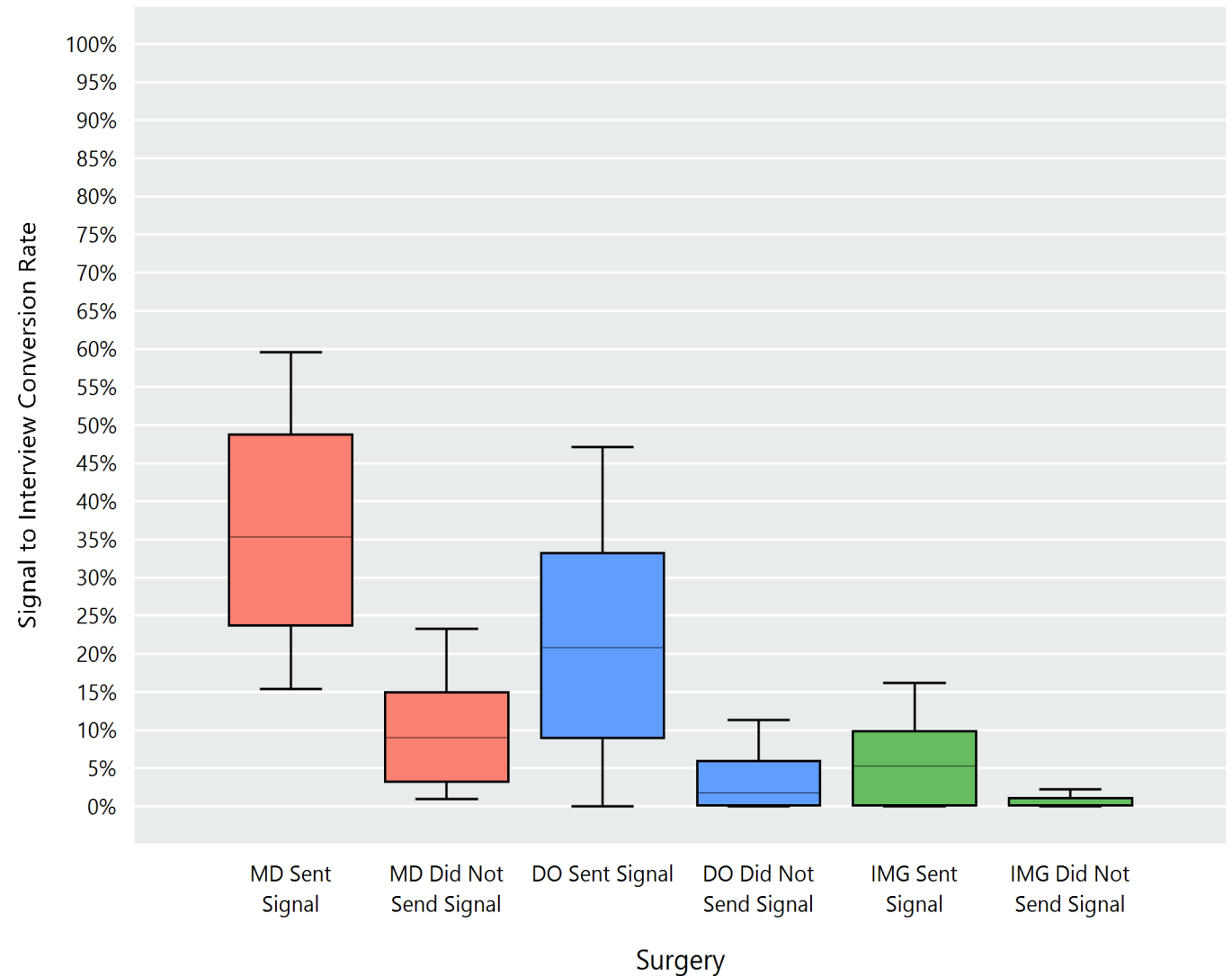
Surgery: Interview Rates by Program Signal Status & Applicant Type

Median Interview Rates

Applicant Type	Signal	No Signal
MD	35%	9%
DO	21%	2%
IMG	5%	0%

CAUTION: Interpret results with caution: (a) small DO and IMG sample sizes at the program level and (b) analyses do not control for all factors considered in the selection process.

2026 ERAS - Date as of 4/1/2026 - N: MD (2861), DO (930) IMG (2011)

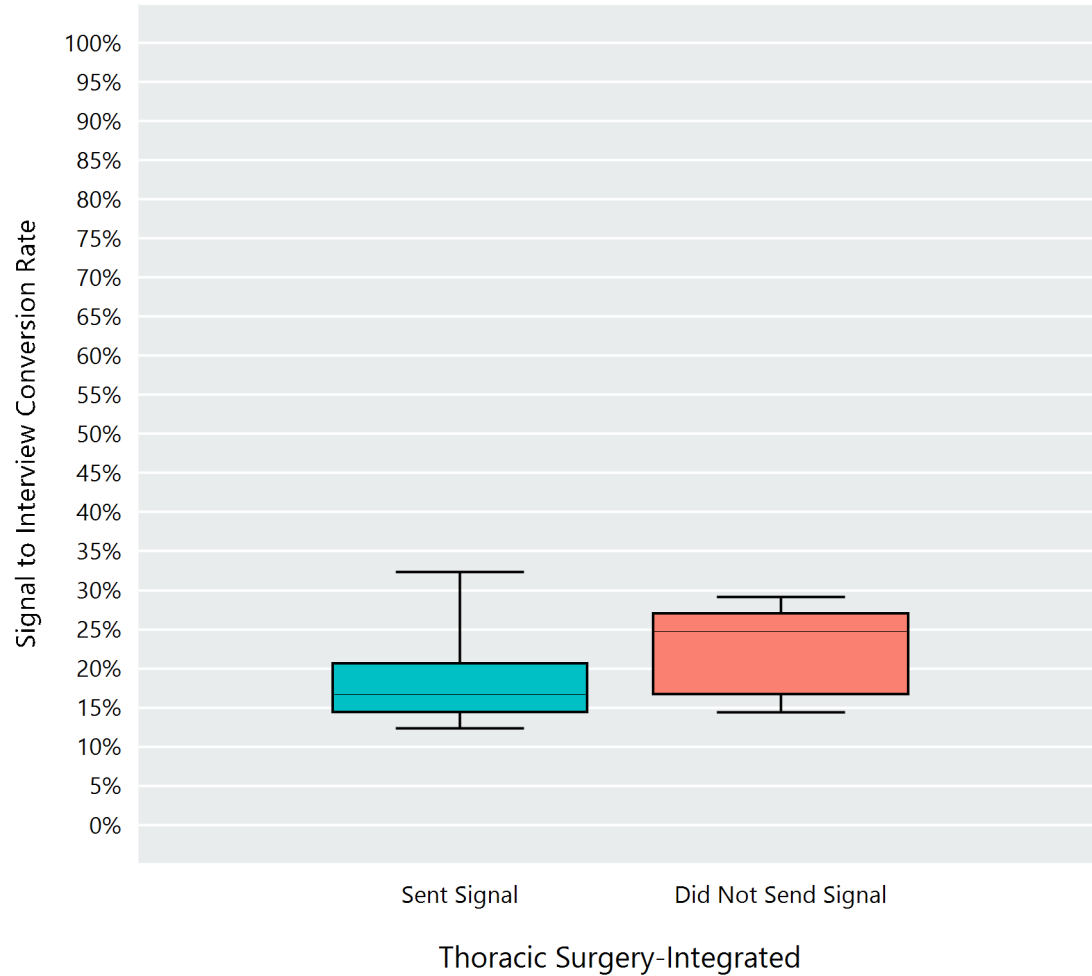


Thoracic Surgery-Integrated Program Sample & Inclusion Criteria

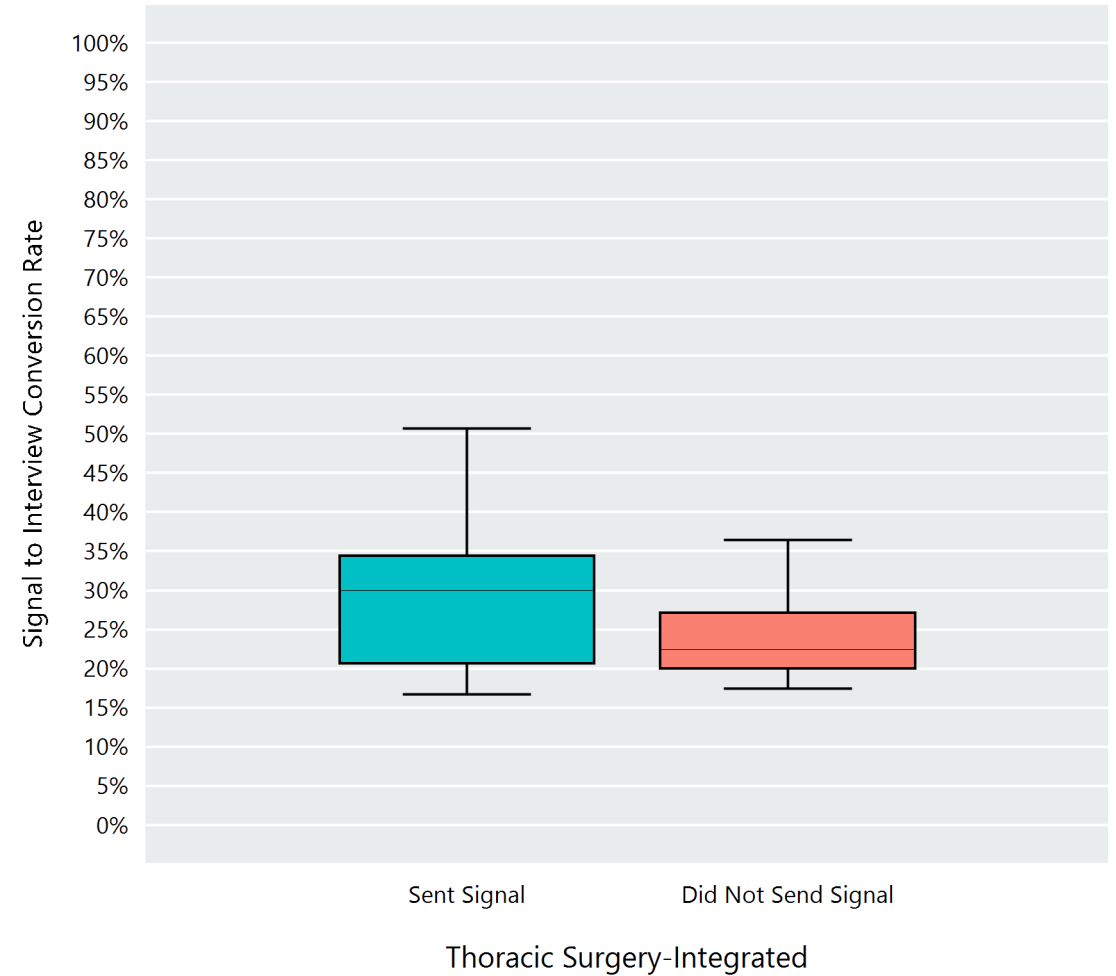
	N of Programs for Program Signals
Total programs participating in ERAS	35
Total programs participating in program signaling	33
Programs included in this analysis have sent at least 10 interview invitations and have submitted interview offer data via Thalamus Core. Applicant types (DO, IMG, MD) with N < 50 unique applicants are not shown.	20
Total analytic sample	20
Total % of programs participating in program signaling	61%
Total % of all Thoracic Surgery-Integrated programs in 2026 ERAS cycle	57%

Thoracic Surgery-Integrated: Interview Rates by Program Signal Status Year Over Year Comparison

2025 ERAS - Date as of 5/31/2025 - # Programs: 12 - # Signals: 3



2026 ERAS - Date as of 4/1/2026 - # Programs: 20 - # Signals: 3



Thoracic Surgery-Integrated: Interview Rates by Program Signal Status & Applicant Type

Median Interview Rates

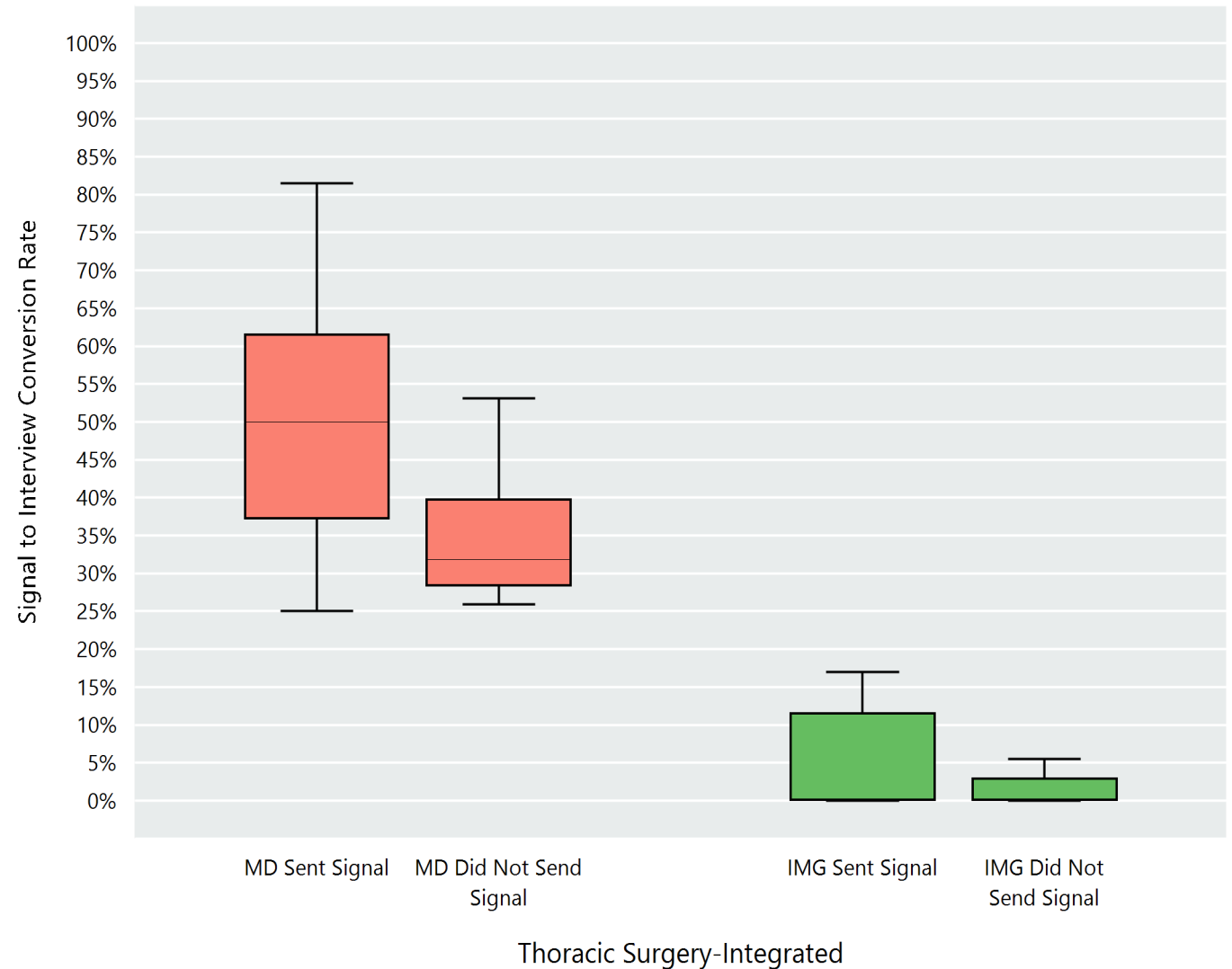
Applicant Type	Signal	No Signal
MD	50%	32%
IMG	0%	0%

Applicant data were excluded from this analysis due to small sample size:

Program N = 7: DO

CAUTION: Interpret results with caution: (a) small DO and IMG sample sizes at the program level and (b) analyses do not control for all factors considered in the selection process.

2026 ERAS - Date as of 4/1/2026 - N: MD (106), DO (7) IMG (81)

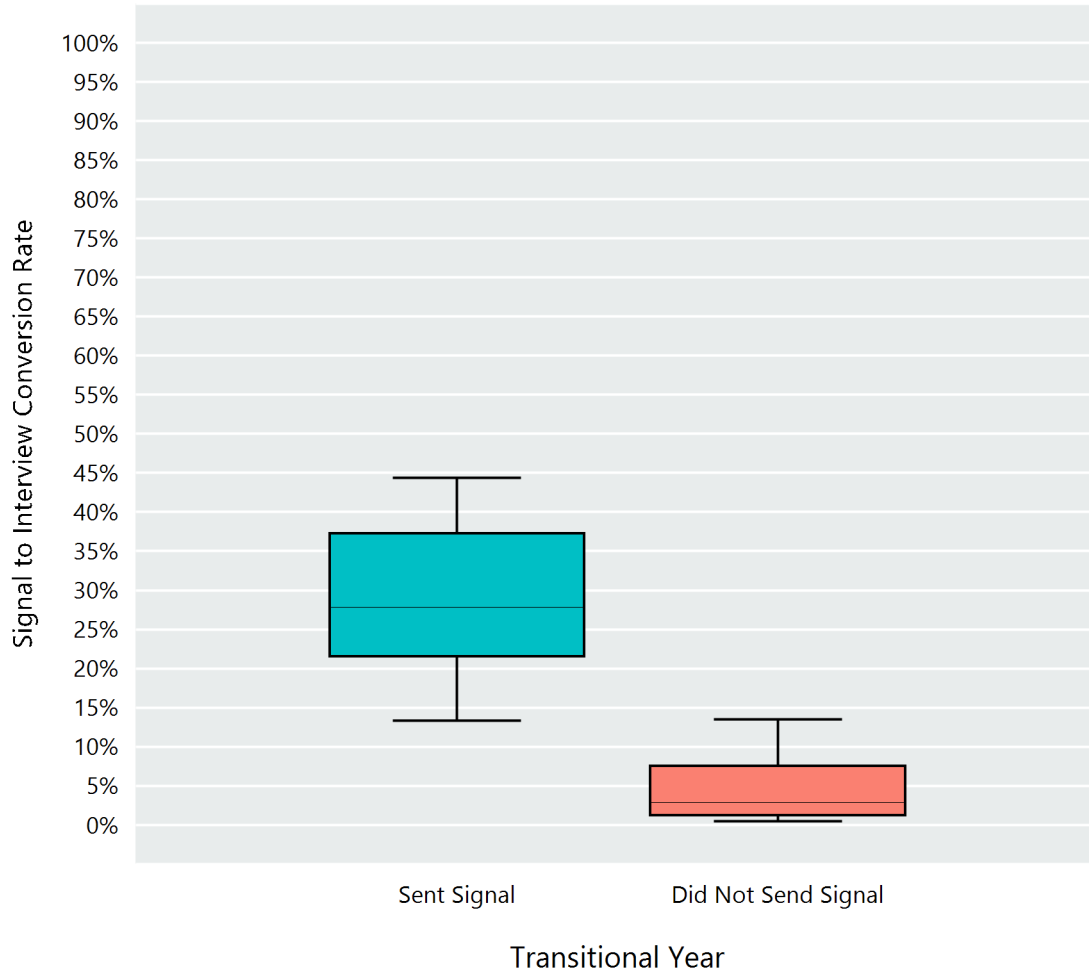


Transitional Year Program Sample & Inclusion Criteria

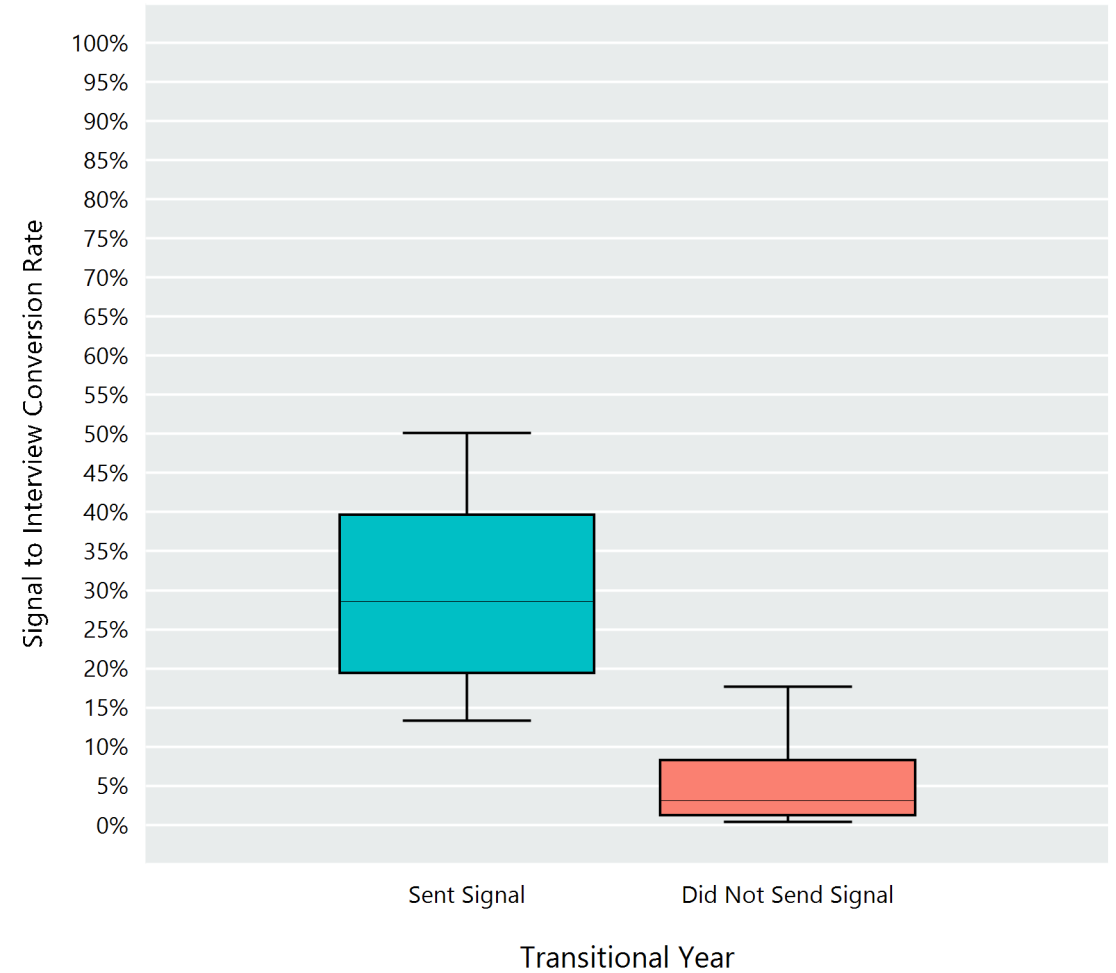
	N of Programs for Program Signals
Total programs participating in ERAS	188
Total programs participating in program signaling	181
Programs included in this analysis have sent at least 10 interview invitations and have submitted interview offer data via Thalamus Core. Applicant types (DO, IMG, MD) with N < 50 unique applicants are not shown.	158
Total analytic sample	158
Total % of programs participating in program signaling	87%
Total % of all Transitional Year programs in 2026 ERAS cycle	84%

Transitional Year: Interview Rates by Program Signal Status Year Over Year Comparison

2025 ERAS - Date as of 5/31/2025 - # Programs: 97 - # Signals: 12



2026 ERAS - Date as of 4/1/2026 - # Programs: 158 - # Signals: 12



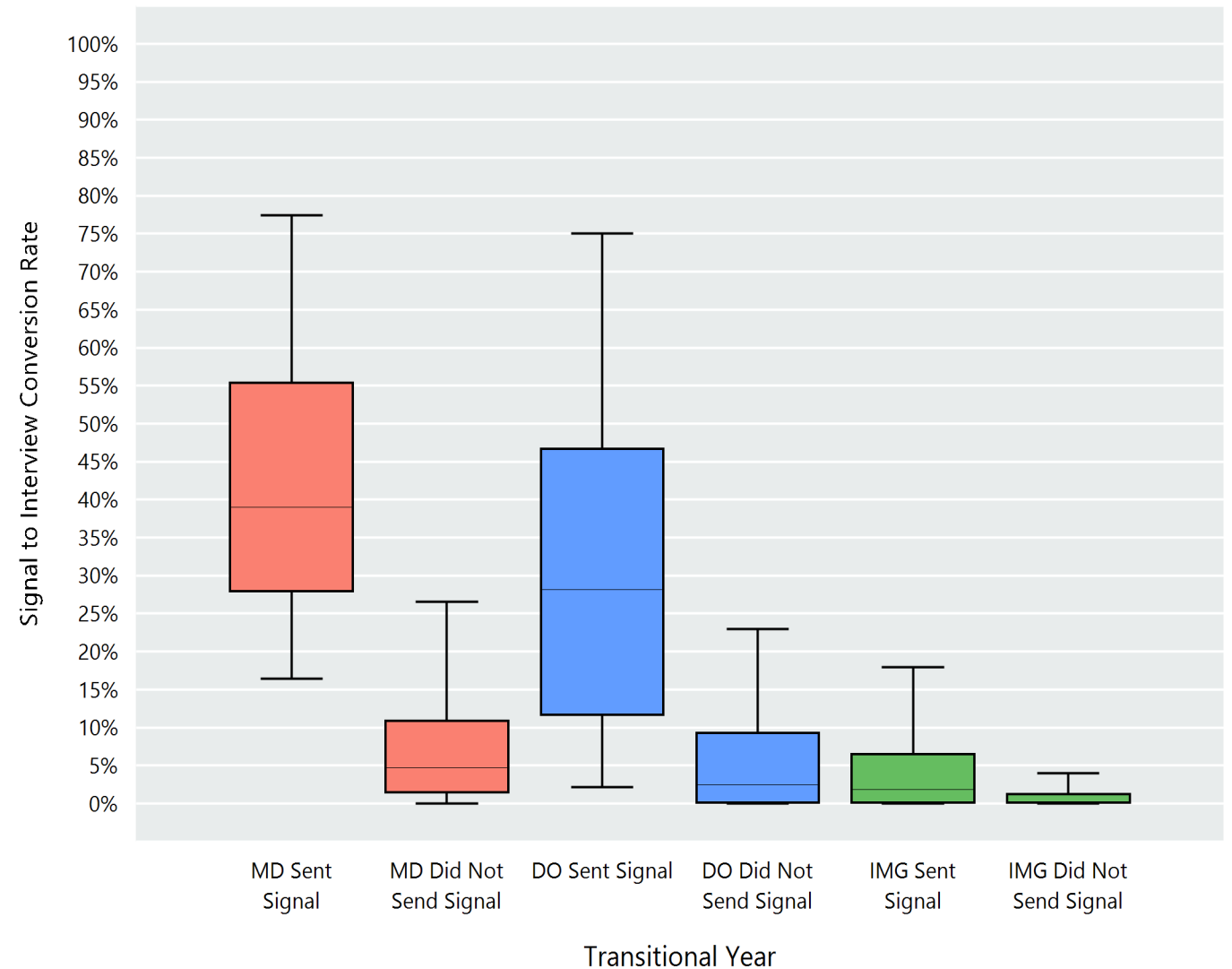
Transitional Year: Interview Rates by Program Signal Status & Applicant Type

Median Interview Rates

Applicant Type	Signal	No Signal
MD	39%	5%
DO	28%	2%
IMG	2%	0%

CAUTION: Interpret results with caution: (a) small DO and IMG sample sizes at the program level and (b) analyses do not control for all factors considered in the selection process.

2026 ERAS - Date as of 4/1/2026 - N: MD (3715), DO (1287) IMG (2011)

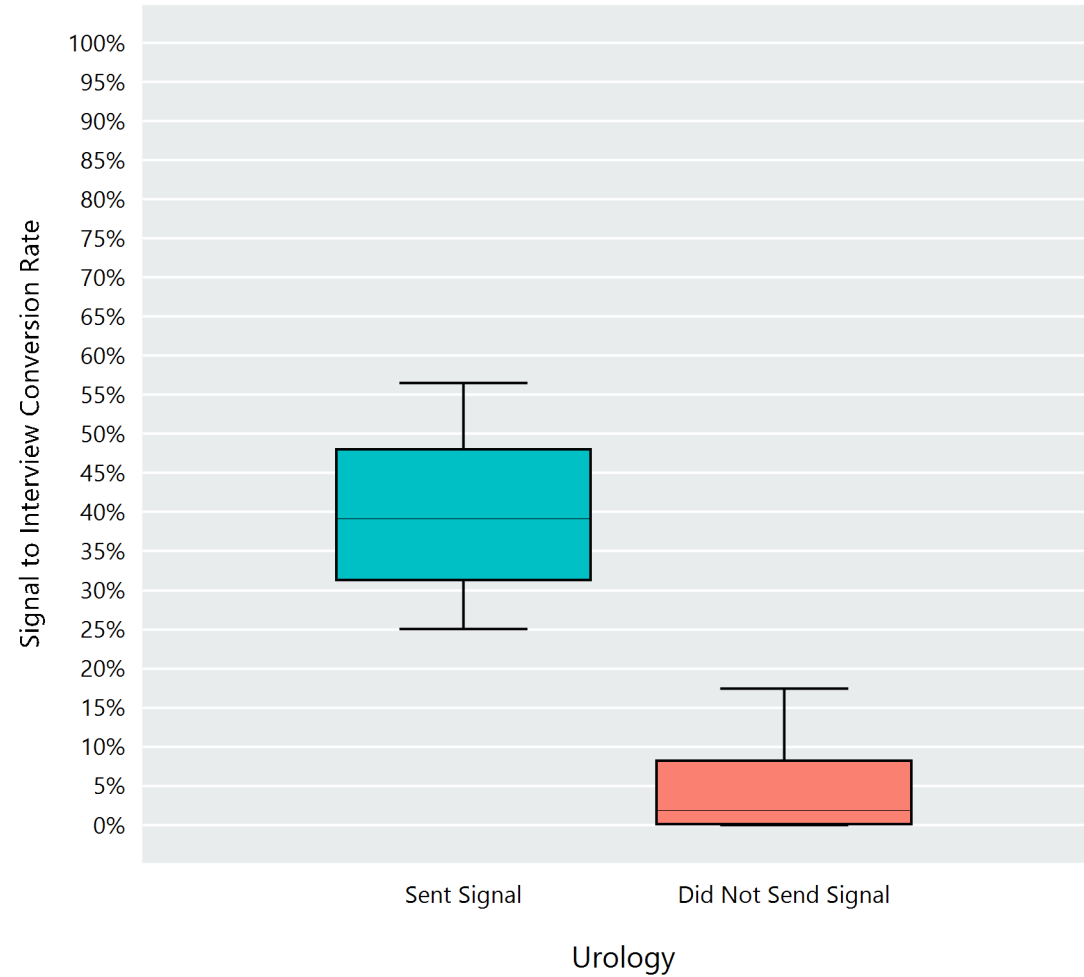


Urology Program Sample & Inclusion Criteria

	N of Programs for Program Signals
Total programs participating in ERAS	150
Total programs participating in program signaling	149
Programs included in this analysis have sent at least 10 interview invitations and have submitted interview offer data via Thalamus Core. Applicant types (DO, IMG, MD) with N < 50 unique applicants are not shown.	63
Total analytic sample	63
Total % of programs participating in program signaling	42%
Total % of all Urology programs in 2026 ERAS cycle	42%

Urology: Interview Rates by Program Signal Status Year Over Year Comparison

2026 ERAS - Date as of 4/1/2026 - # Programs: 63 - # Signals: 30



Urology: Interview Rates by Program Signal Status & Applicant Type

Median Interview Rates

Applicant Type	Signal	No Signal
MD	46%	2%
DO	22%	0%
IMG	7%	0%

CAUTION: Interpret results with caution: (a) small DO and IMG sample sizes at the program level and (b) analyses do not control for all factors considered in the selection process.

2026 ERAS - Date as of 4/1/2026 - N: MD (442), DO (73) IMG (88)

