



Exploring the Relationship Between Program Signaling & Interview Invitations Across Specialties

2026 Analysis
Fellowship - July 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 fellowship 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 Fellowship

- 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:

- Allergy and Immunology
- Cardiovascular Disease
- Critical Care Medicine
- Endocrinology, Diabetes, and Metabolism
- Gastroenterology
- Hematology and Oncology
- Hospice and Palliative Medicine
- Neonatal-Perinatal Medicine
- Pain Medicine
- Pediatric Critical Care Medicine
- Pediatric Gastroenterology
- Pulmonary Disease and Critical Care Medicine
- Thoracic Surgery
- Urogynecology and Reconstructive Pelvic Surgery (OBGYN)

Analysis

- **Predictors:**
 - Program signal.

- **Outcome:**
 - Scheduled to interview PDWS or Thalamus Interview Scheduler as of April 01, 2026 (Main Fellowship only).

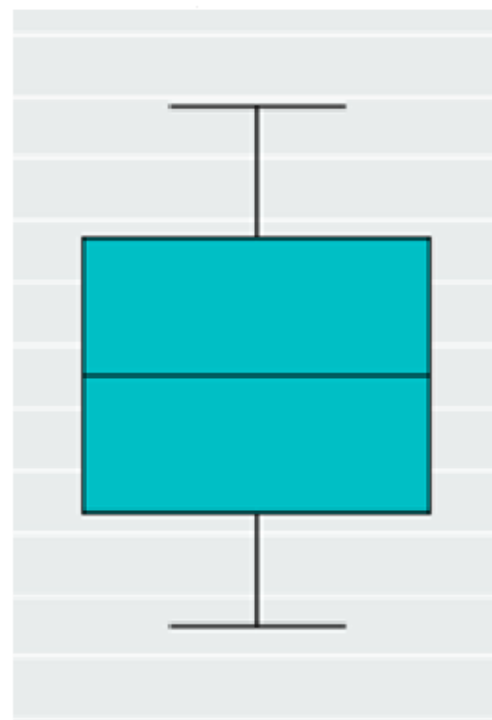
- **Analysis:**
 - Results analyzed separately by program.
 - Computed signal to interview conversation rates by program.
 - Summarized the distribution of conversion rates programs using boxplots.

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.

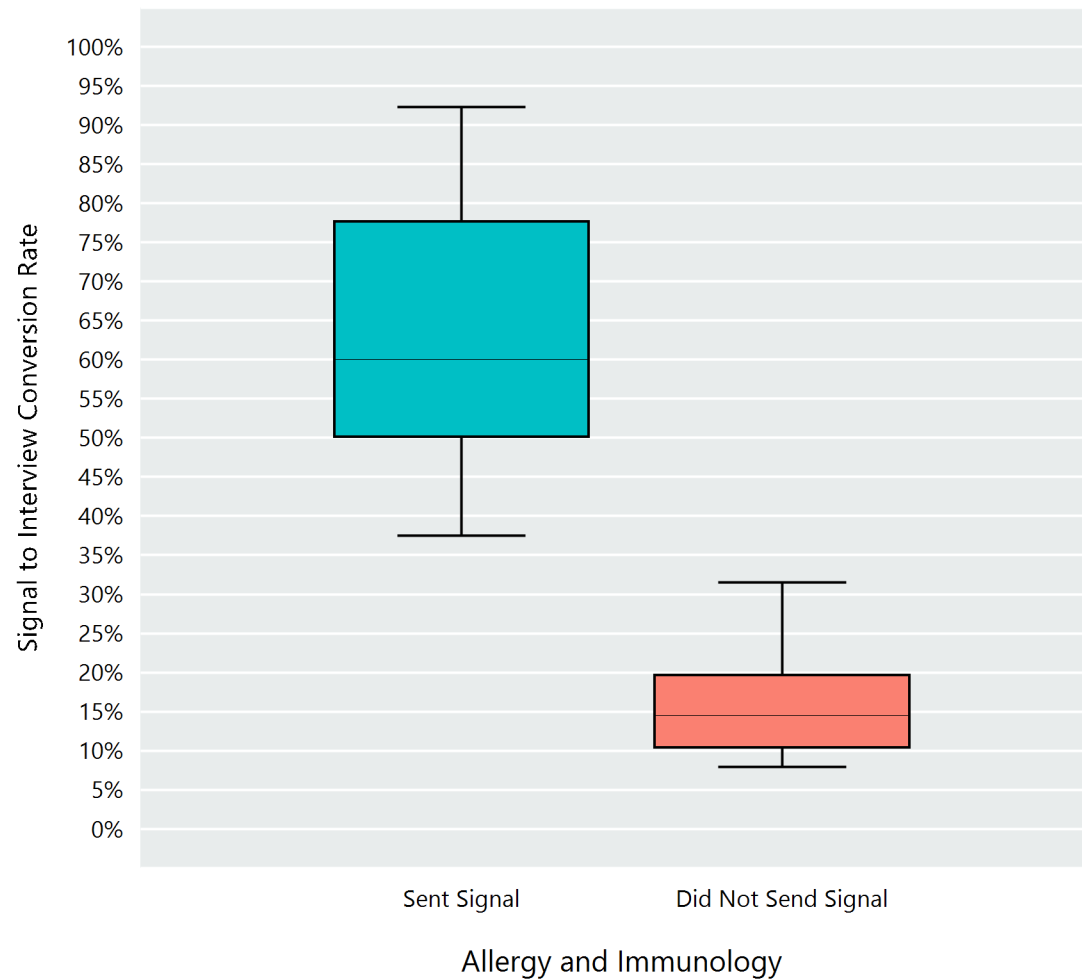


Allergy and Immunology Program Sample & Inclusion Criteria

	N of Programs for Program Signals
Total programs participating in ERAS	88
Total programs participating in program signaling	87
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.	61
Total analytic sample	61
Total % of programs participating in program signaling	70%
Total % of all Allergy and Immunology programs in 2026 ERAS cycle	69%

Allergy and Immunology: Interview Rates by Program Signal Status Year Over Year Comparison

2026 ERAS - Date as of 4/1/2026 - # Programs: 61 - # Signals: 5



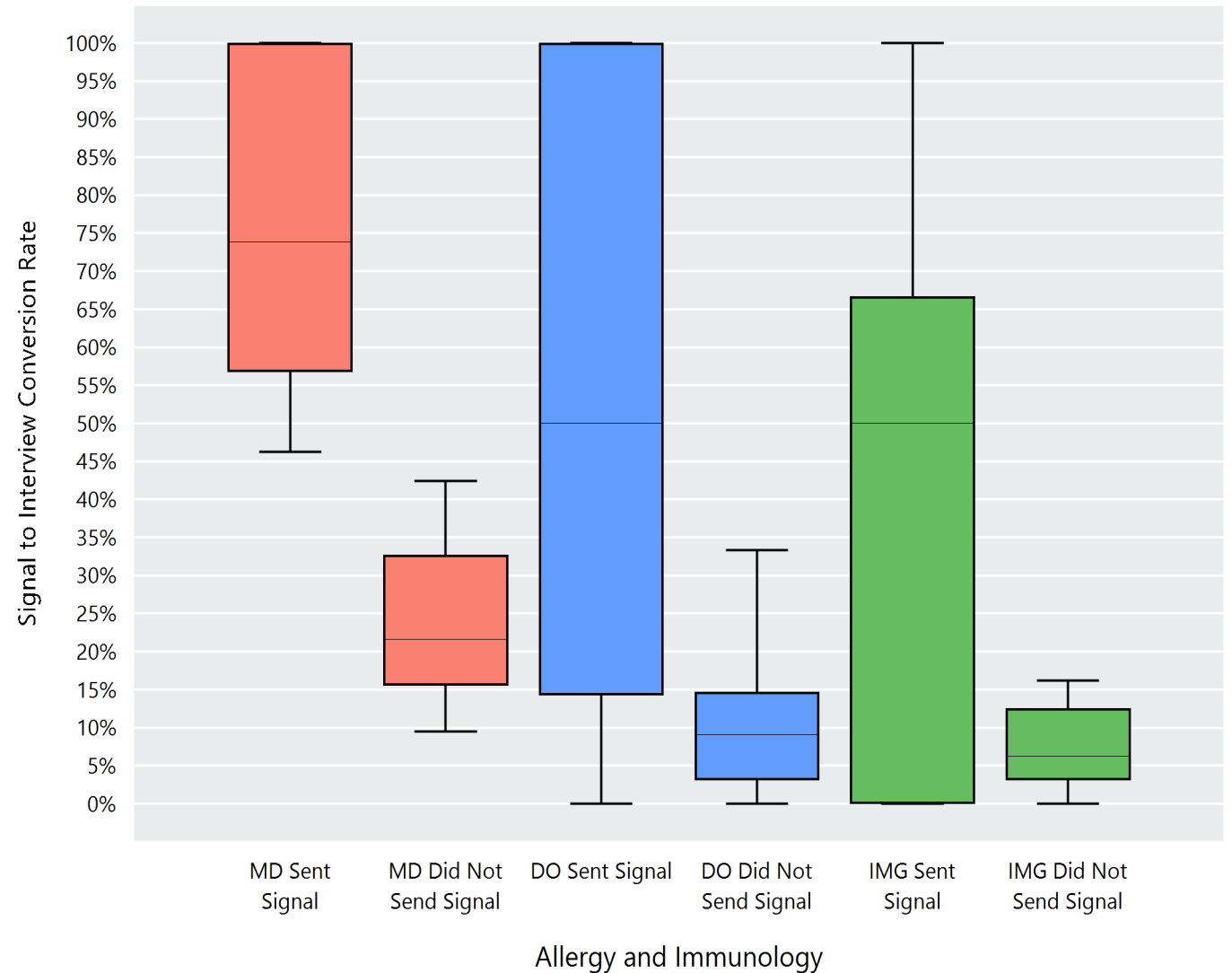
Allergy and Immunology: Interview Rates by Program Signal Status & Applicant Type

Median Interview Rates

Applicant Type	Signal	No Signal
MD	74%	22%
DO	50%	9%
IMG	50%	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 (139), DO (60) IMG (57)

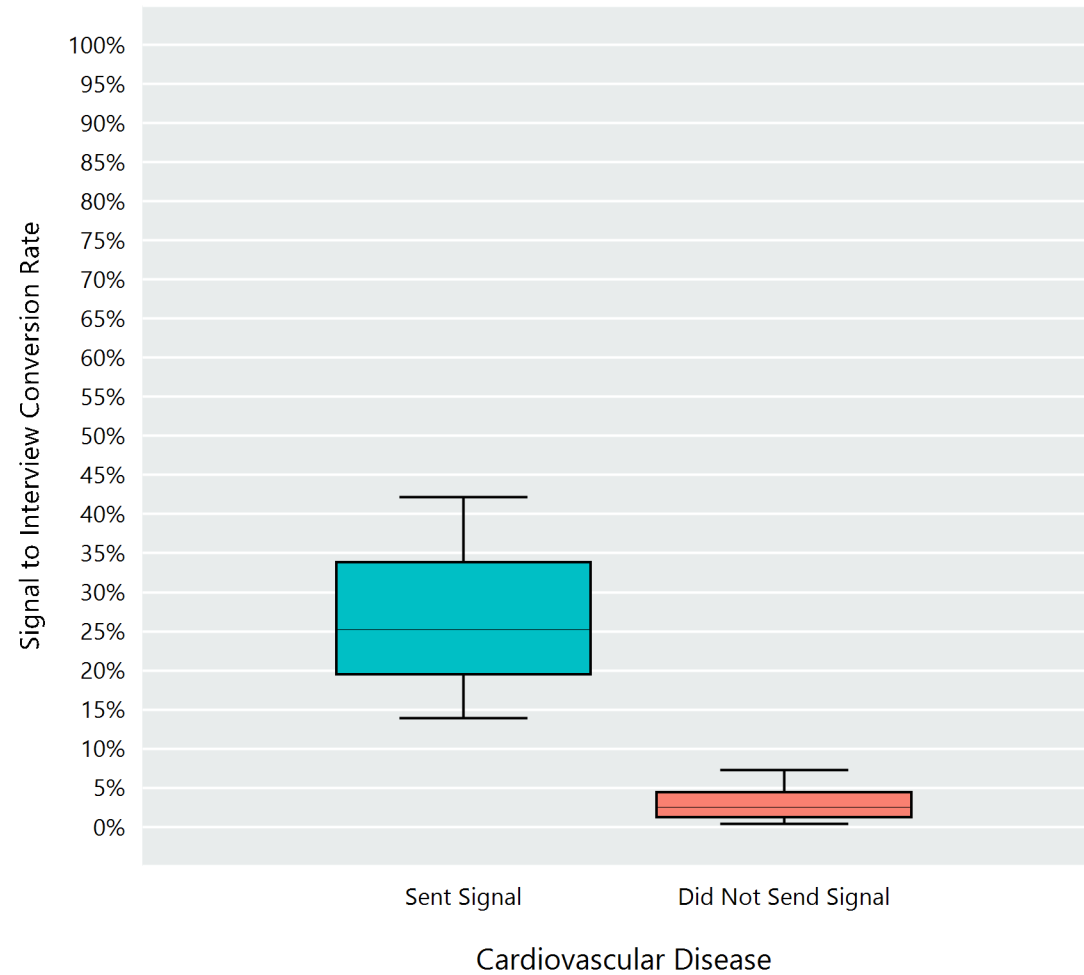


Cardiovascular Disease Program Sample & Inclusion Criteria

	N of Programs for Program Signals
Total programs participating in ERAS	292
Total programs participating in program signaling	275
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.	203
Total analytic sample	203
Total % of programs participating in program signaling	74%
Total % of all Cardiovascular Disease programs in 2026 ERAS cycle	70%

Cardiovascular Disease: Interview Rates by Program Signal Status Year Over Year Comparison

2026 ERAS - Date as of 4/1/2026 - # Programs: 203 - # Signals: 20



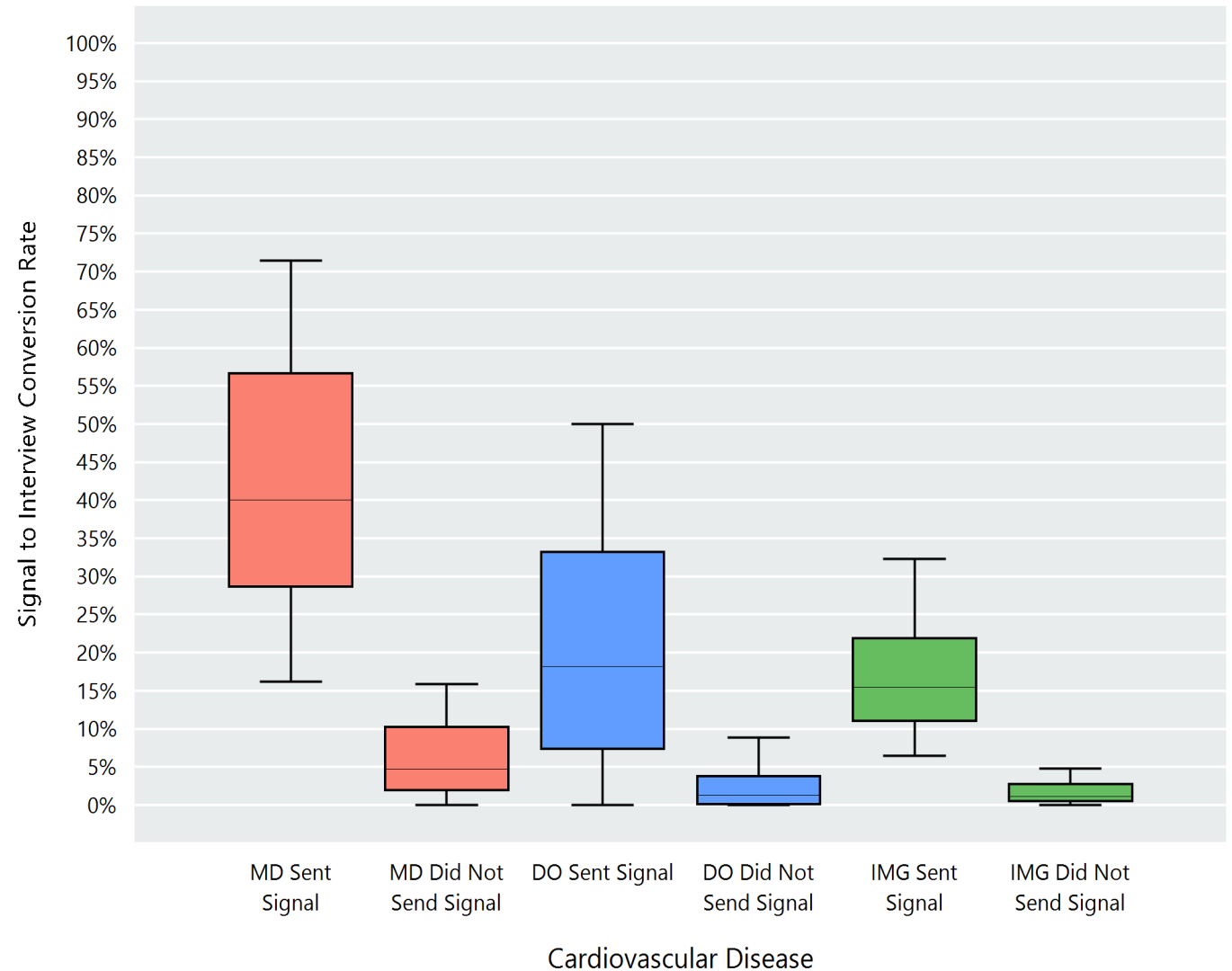
Cardiovascular Disease: Interview Rates by Program Signal Status & Applicant Type

Median Interview Rates

Applicant Type	Signal	No Signal
MD	40%	5%
DO	18%	1%
IMG	15%	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 (886), DO (290) IMG (1071)

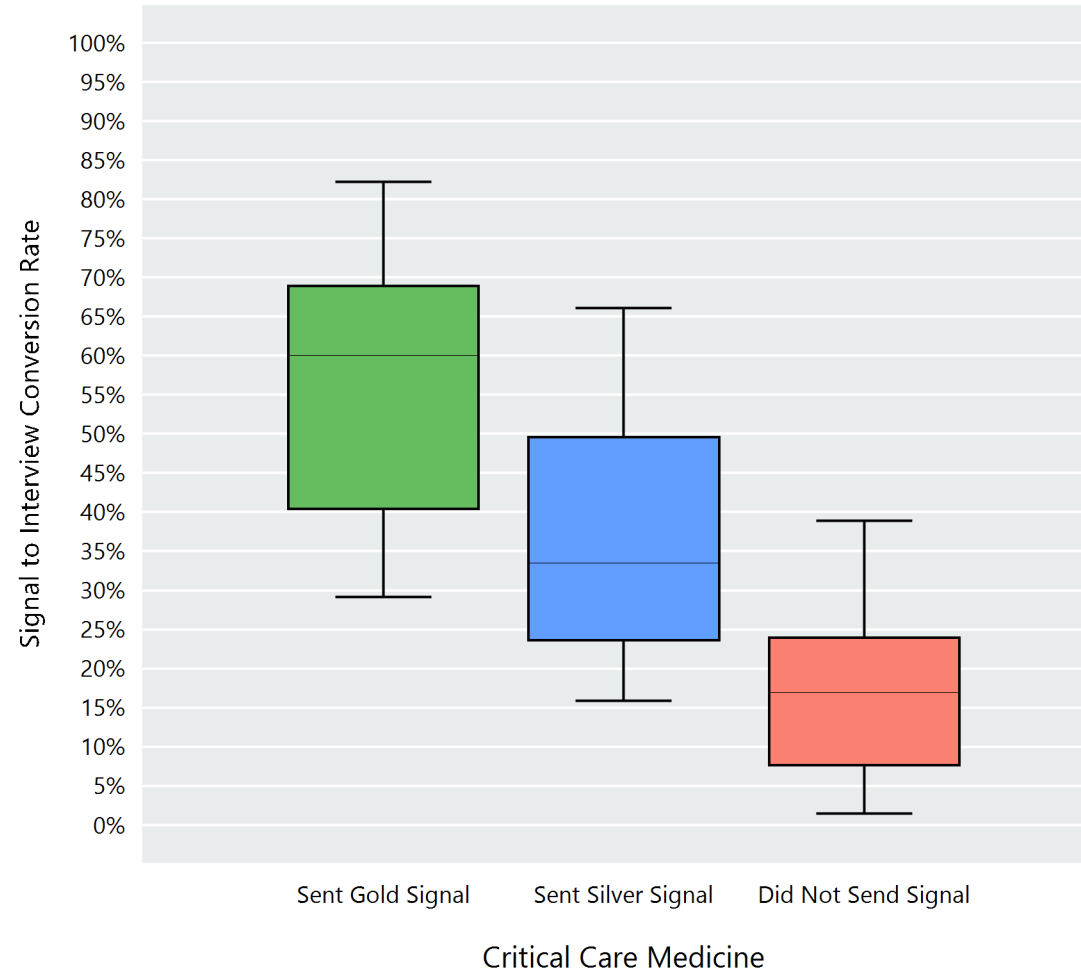


Critical Care Medicine Program Sample & Inclusion Criteria

	N of Programs for Program Signals
Total programs participating in ERAS	77
Total programs participating in program signaling	72
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.	58
Total analytic sample	58
Total % of programs participating in program signaling	81%
Total % of all Critical Care Medicine programs in 2026 ERAS cycle	75%

Critical Care Medicine: Interview Rates by Program Signal Status Year Over Year Comparison

2026 ERAS - Date as of 4/1/2026 - # Programs: 58 - # Signals: 3 gold, 12 silver



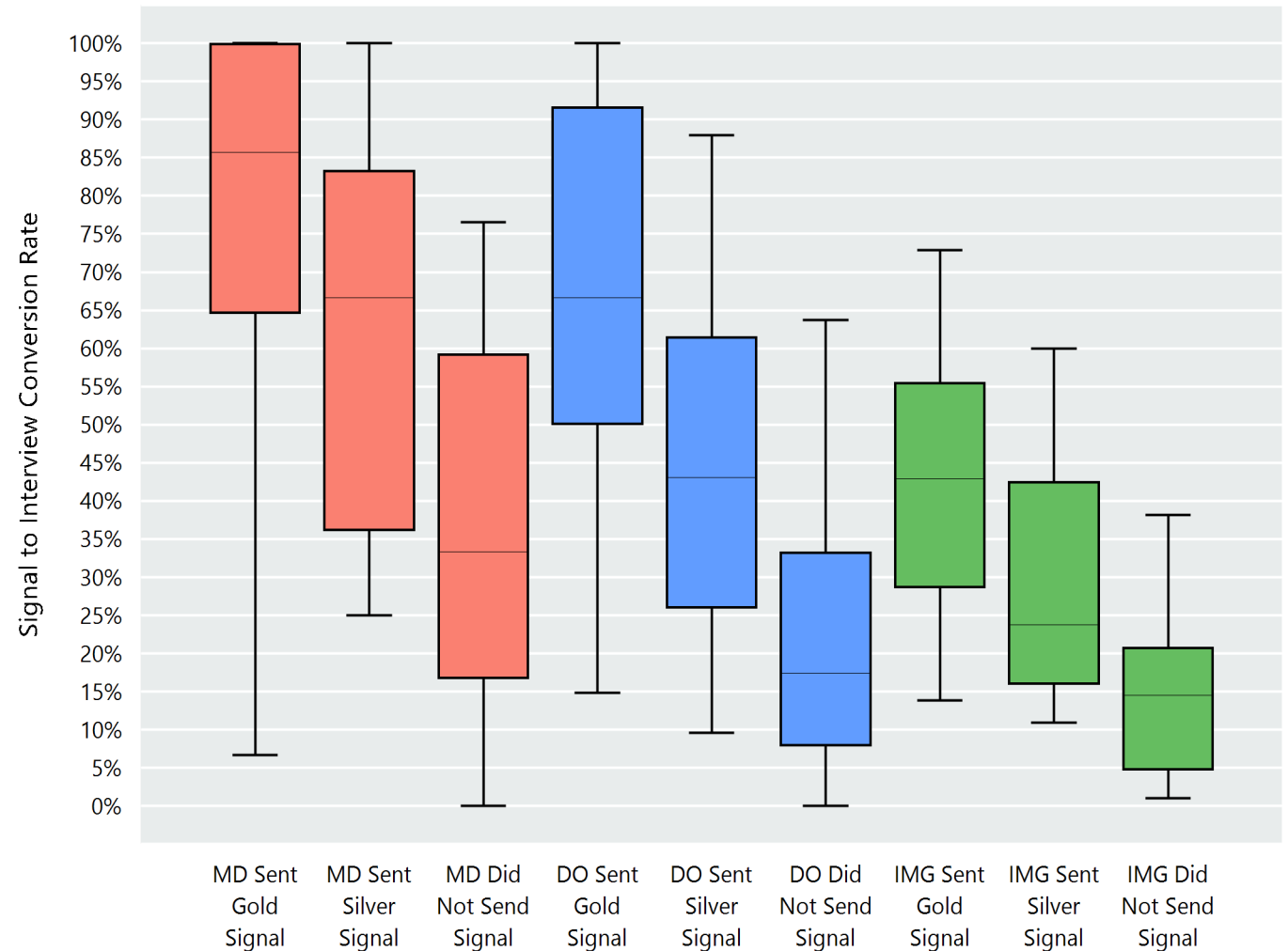
Critical Care Medicine: Interview Rates by Program Signal Status & Applicant Type

Median Interview Rates

Applicant Type	Gold Signal	Silver Signal	No Signal
MD	86%	67%	33%
DO	67%	43%	17%
IMG	43%	24%	14%

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 (97), DO (108) IMG (318)



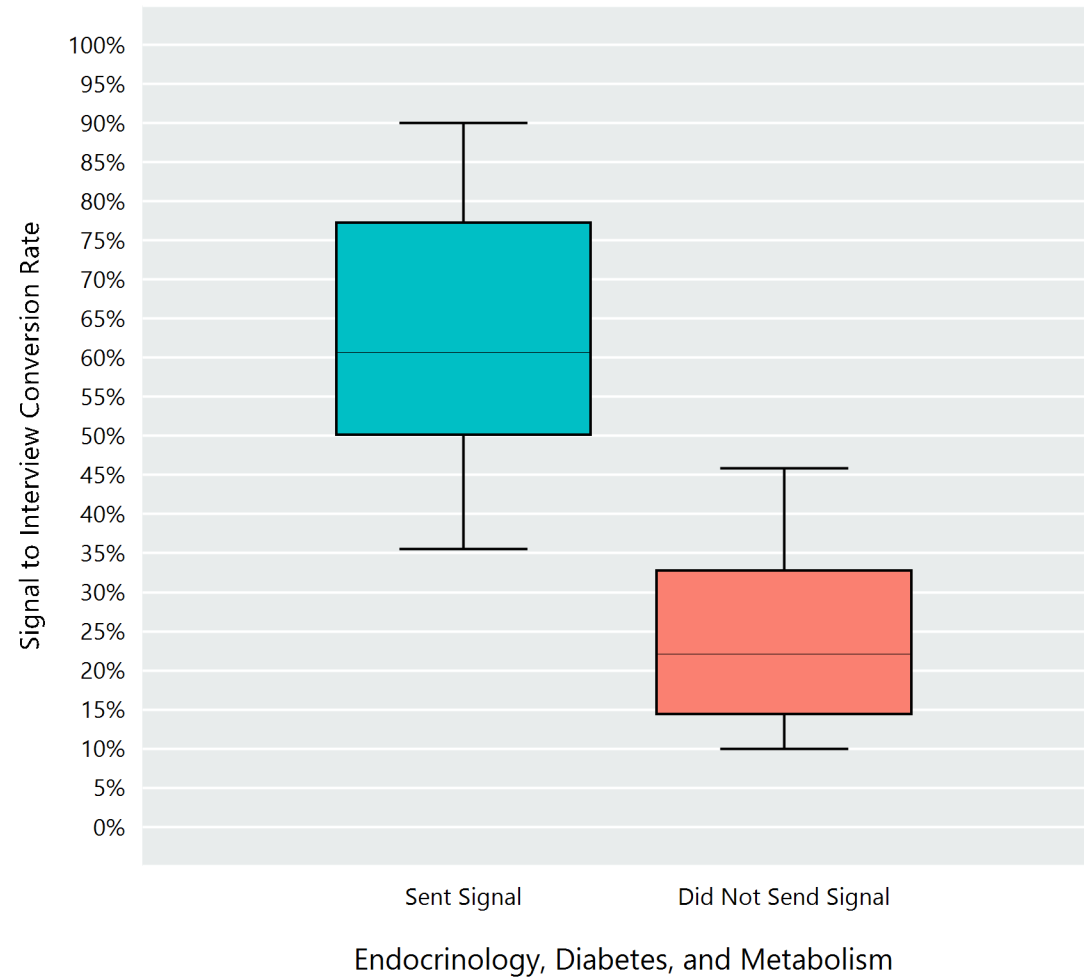
Critical Care Medicine

Endocrinology, Diabetes, and Metabolism Program Sample & Inclusion Criteria

	N of Programs for Program Signals
Total programs participating in ERAS	160
Total programs participating in program signaling	157
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.	116
Total analytic sample	116
Total % of programs participating in program signaling	74%
Total % of all Endocrinology, Diabetes, and Metabolism programs in 2026 ERAS cycle	73%

Endocrinology, Diabetes, and Metabolism: Interview Rates by Program Signal Status Year Over Year Comparison

2026 ERAS - Date as of 4/1/2026 - # Programs: 116 - # Signals: 5



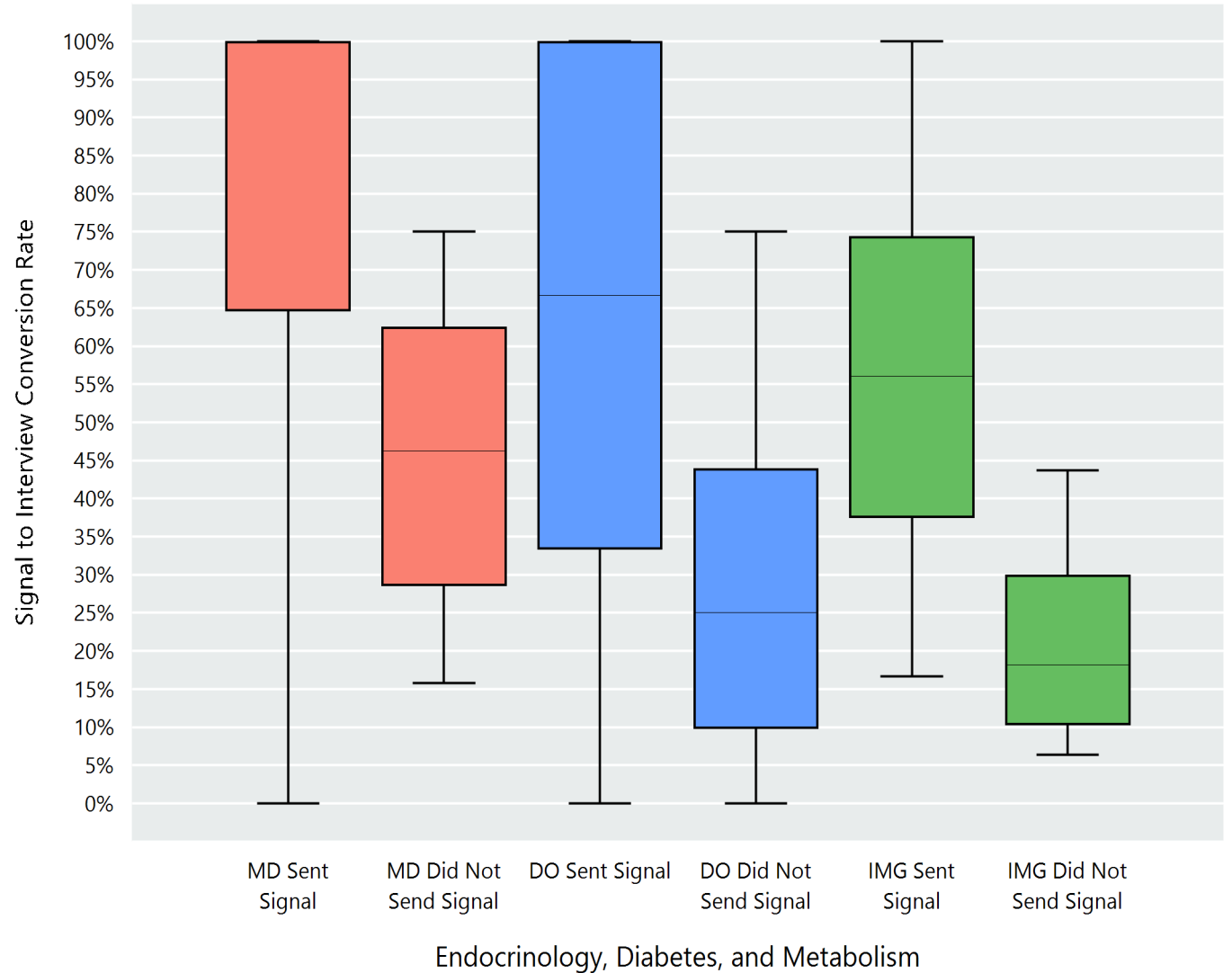
Endocrinology, Diabetes, and Metabolism: Interview Rates by Program Signal Status & Applicant Type

Median Interview Rates

Applicant Type	Signal	No Signal
MD	100%	46%
DO	67%	25%
IMG	56%	18%

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 (119), DO (77) IMG (316)

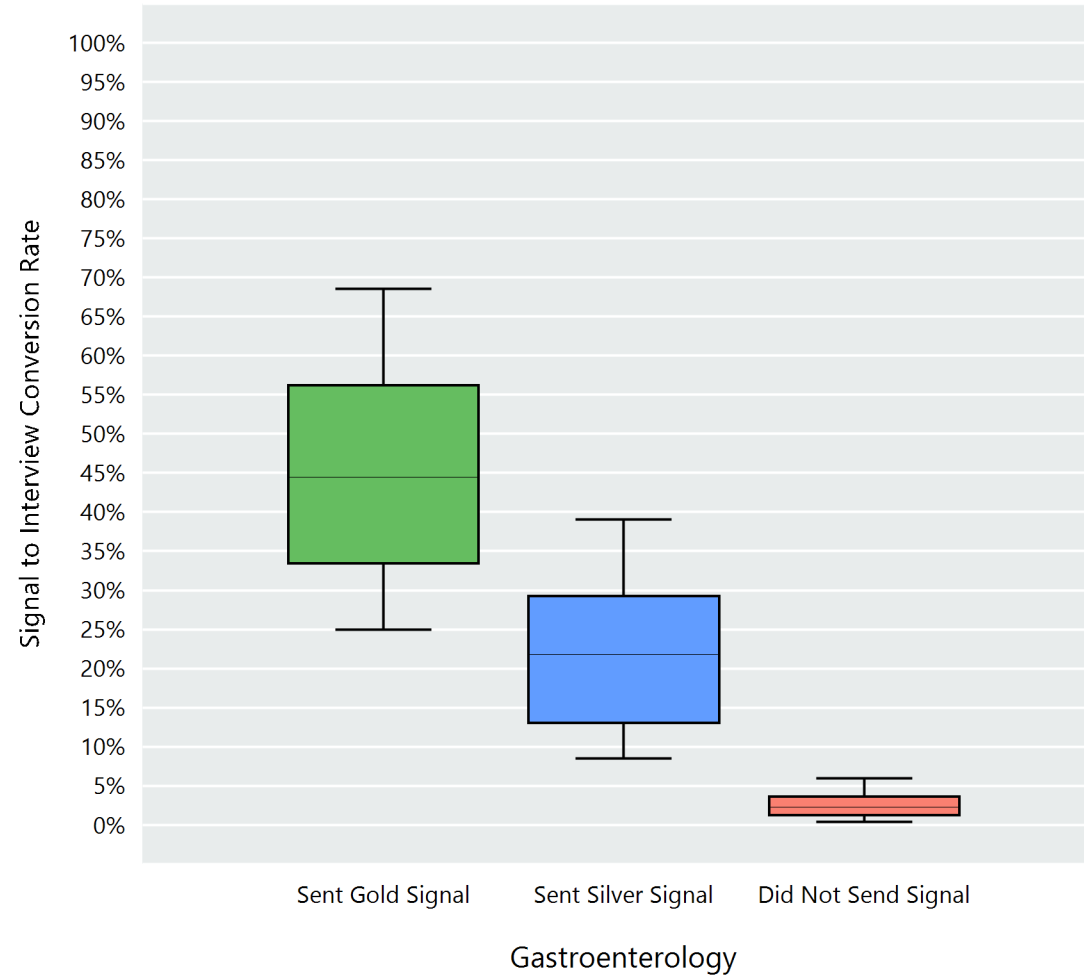


Gastroenterology Program Sample & Inclusion Criteria

	N of Programs for Program Signals
Total programs participating in ERAS	238
Total programs participating in program signaling	229
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.	162
Total analytic sample	162
Total % of programs participating in program signaling	71%
Total % of all Gastroenterology programs in 2026 ERAS cycle	68%

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

2026 ERAS - Date as of 4/1/2026 - # Programs: 162 - # Signals: 5 gold, 10 silver



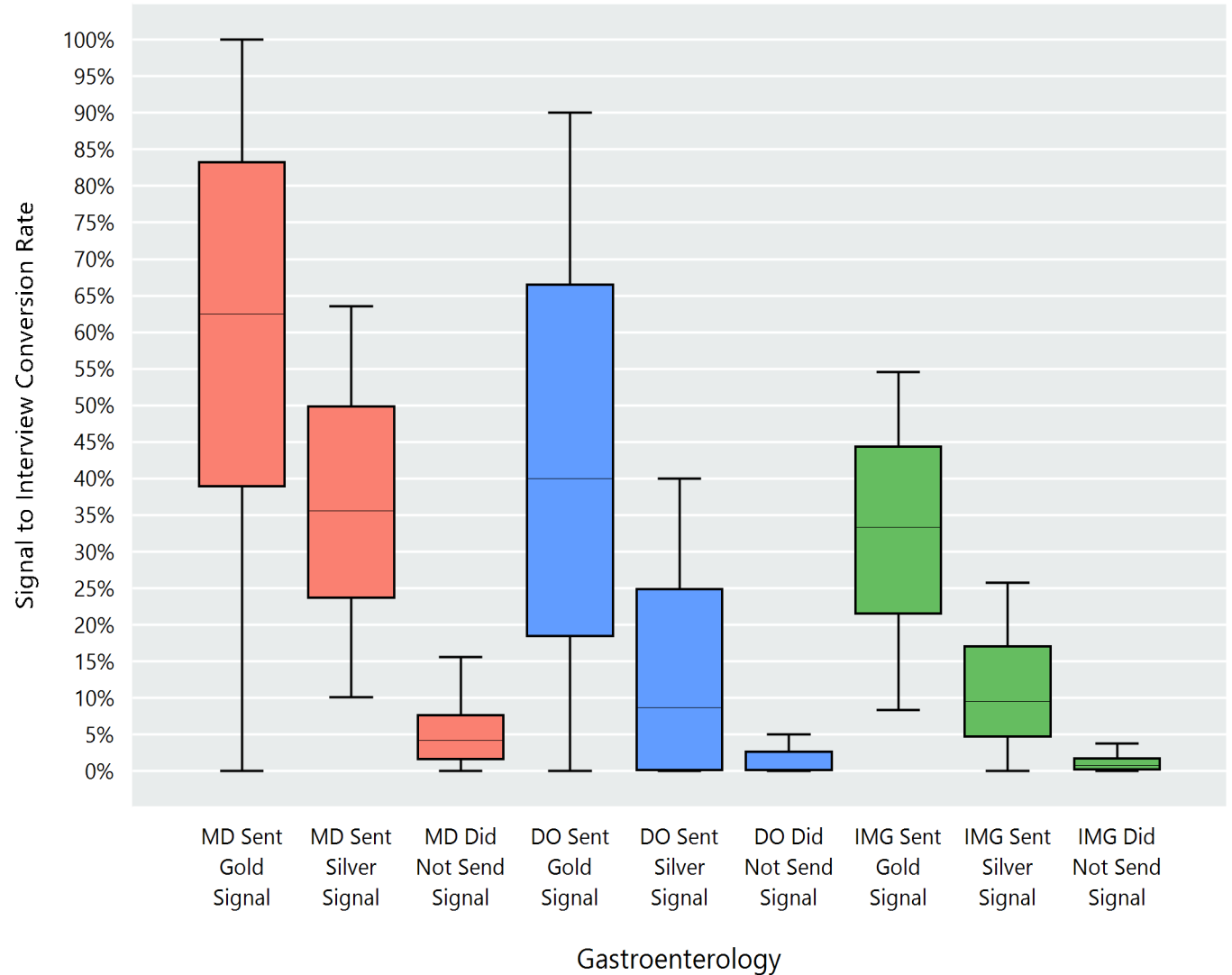
Gastroenterology: Interview Rates by Program Signal Status & Applicant Type

Median Interview Rates

Applicant Type	Gold Signal	Silver Signal	No Signal
MD	63%	36%	4%
DO	40%	9%	0%
IMG	33%	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 (537), DO (215) IMG (594)

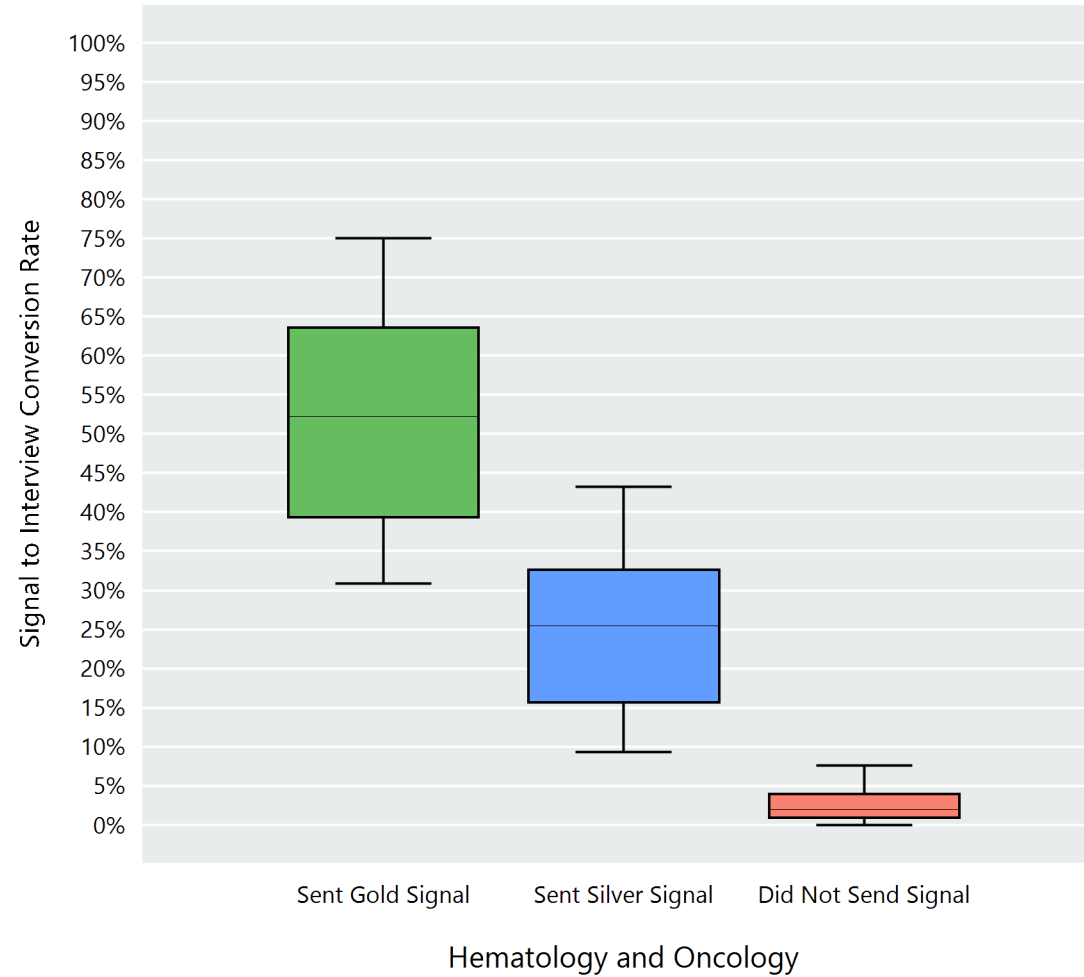


Hematology and Oncology Program Sample & Inclusion Criteria

	N of Programs for Program Signals
Total programs participating in ERAS	190
Total programs participating in program signaling	185
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.	144
Total analytic sample	144
Total % of programs participating in program signaling	78%
Total % of all Hematology and Oncology programs in 2026 ERAS cycle	76%

Hematology and Oncology: Interview Rates by Program Signal Status Year Over Year Comparison

2026 ERAS - Date as of 4/1/2026 - # Programs: 144 - # Signals: 5 gold, 15 silver



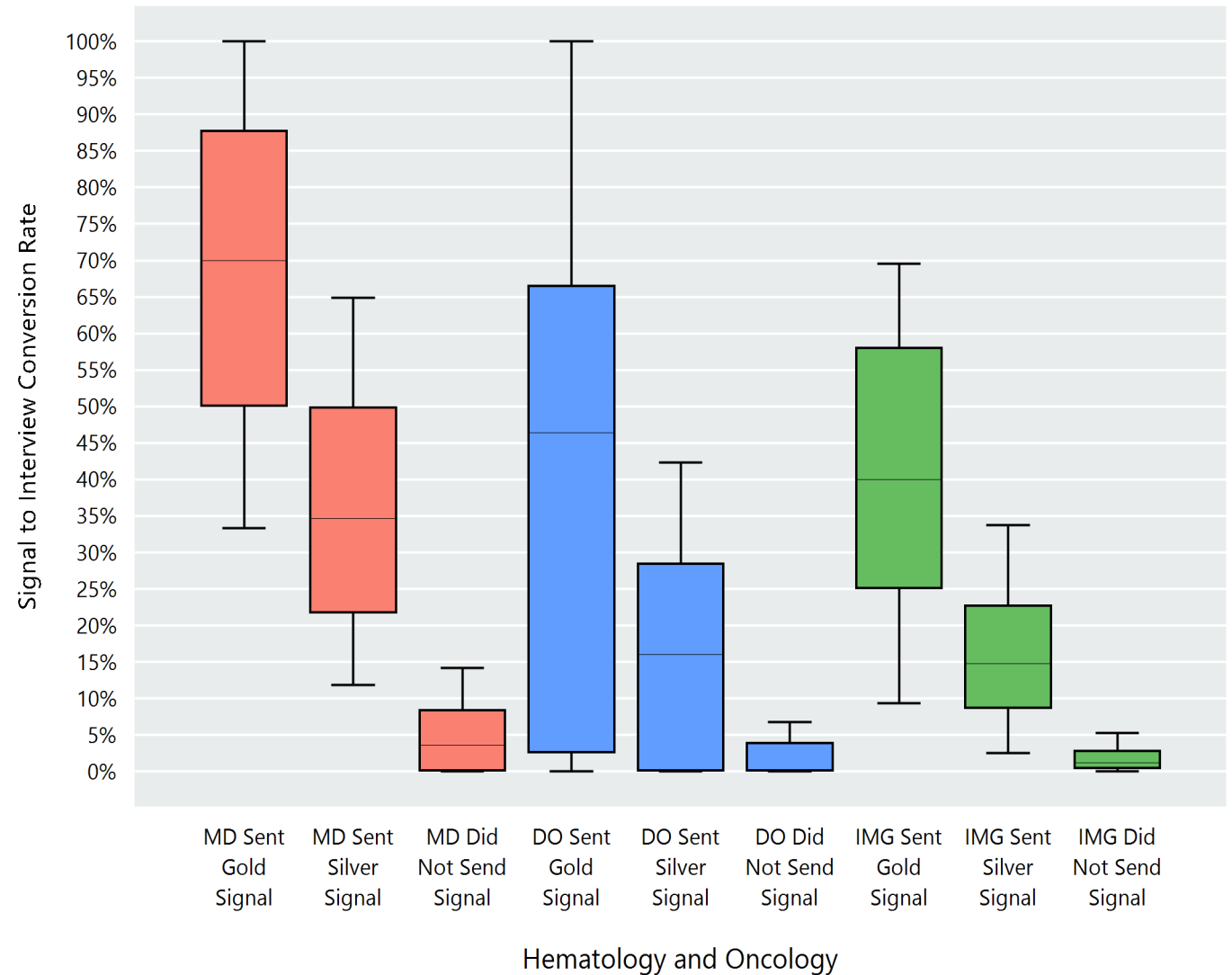
Hematology and Oncology: Interview Rates by Program Signal Status & Applicant Type

Median Interview Rates

Applicant Type	Gold Signal	Silver Signal	No Signal
MD	70%	35%	4%
DO	46%	16%	0%
IMG	40%	15%	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 (516), DO (145) IMG (587)

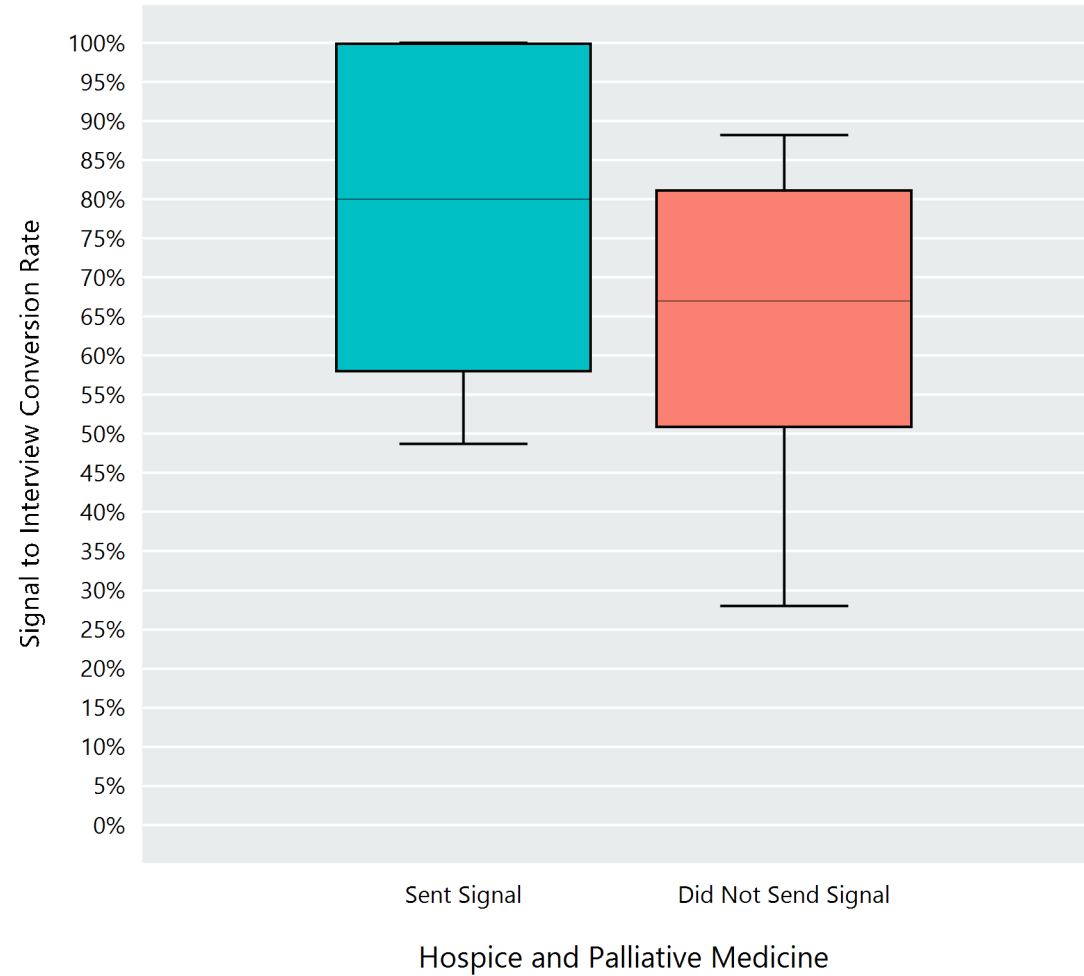


Hospice and Palliative Medicine Program Sample & Inclusion Criteria

	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.	122
Total analytic sample	122
Total % of programs participating in program signaling	69%
Total % of all Hospice and Palliative Medicine programs in 2026 ERAS cycle	67%

Hospice and Palliative Medicine: Interview Rates by Program Signal Status Year Over Year Comparison

2026 ERAS - Date as of 4/1/2026 - # Programs: 122 - # Signals: 5



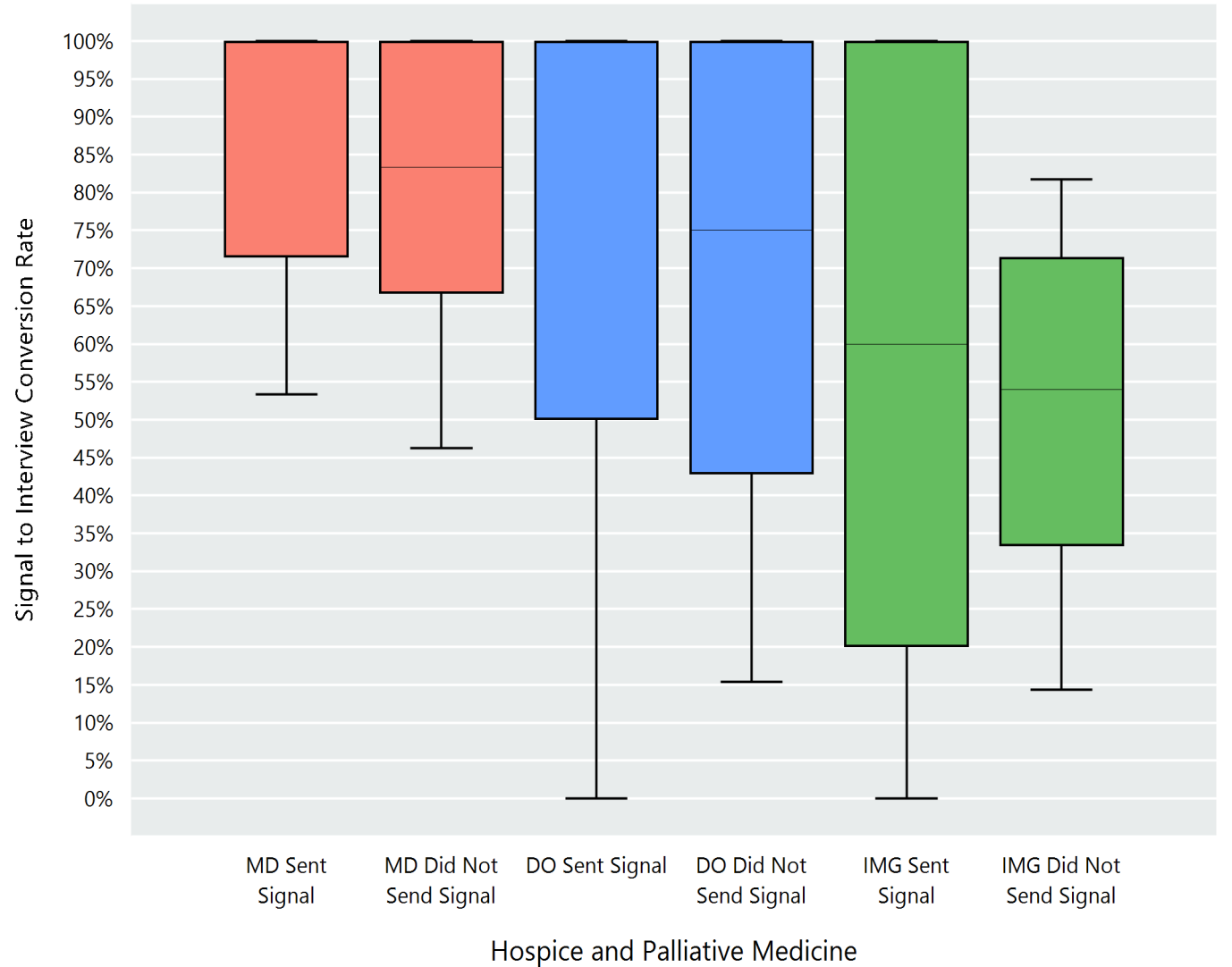
Hospice and Palliative Medicine: Interview Rates by Program Signal Status & Applicant Type

Median Interview Rates

Applicant Type	Signal	No Signal
MD	100%	83%
DO	100%	75%
IMG	60%	54%

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 (247), DO (96) IMG (123)

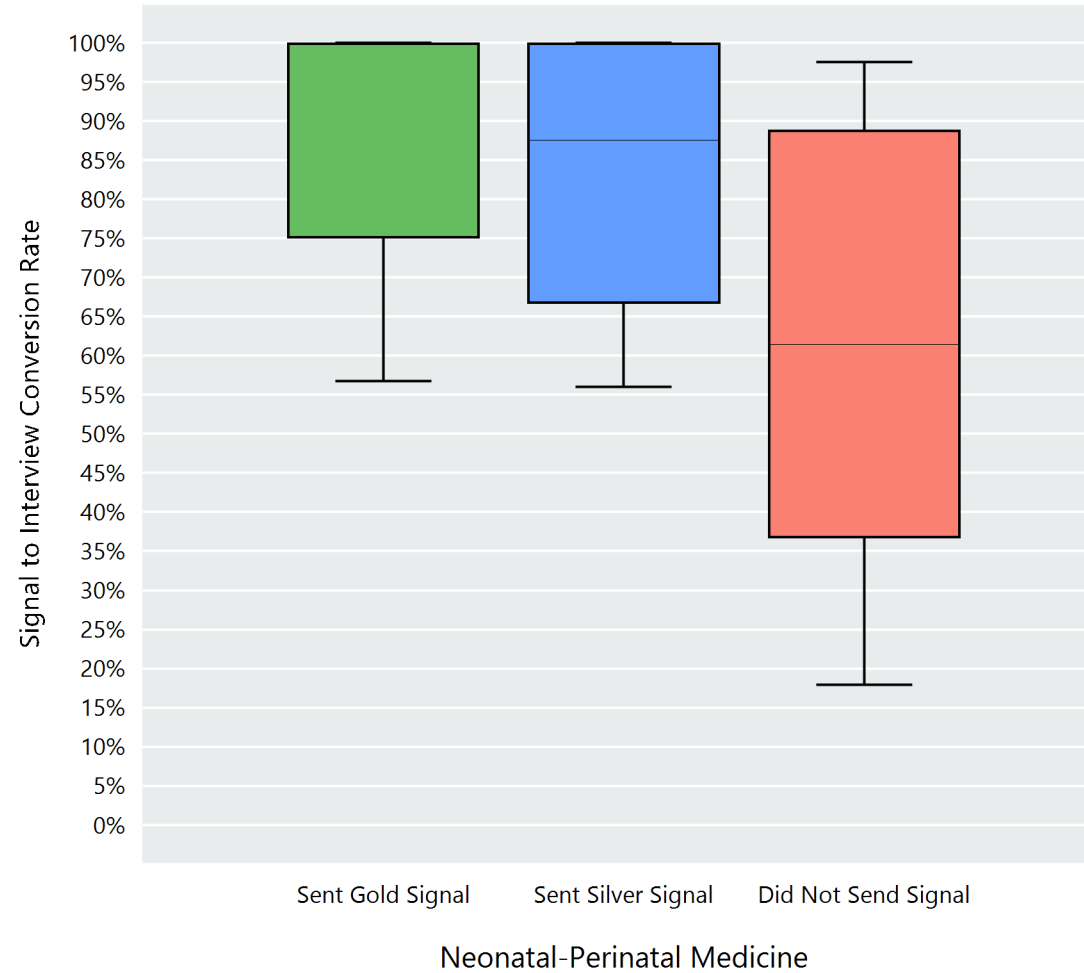


Neonatal-Perinatal Medicine Program Sample & Inclusion Criteria

	N of Programs for Program Signals
Total programs participating in ERAS	106
Total programs participating in program signaling	101
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.	85
Total analytic sample	85
Total % of programs participating in program signaling	84%
Total % of all Neonatal-Perinatal Medicine programs in 2026 ERAS cycle	80%

Neonatal-Perinatal Medicine: Interview Rates by Program Signal Status Year Over Year Comparison

2026 ERAS - Date as of 4/1/2026 - # Programs: 85 - # Signals: 3 gold, 5 silver



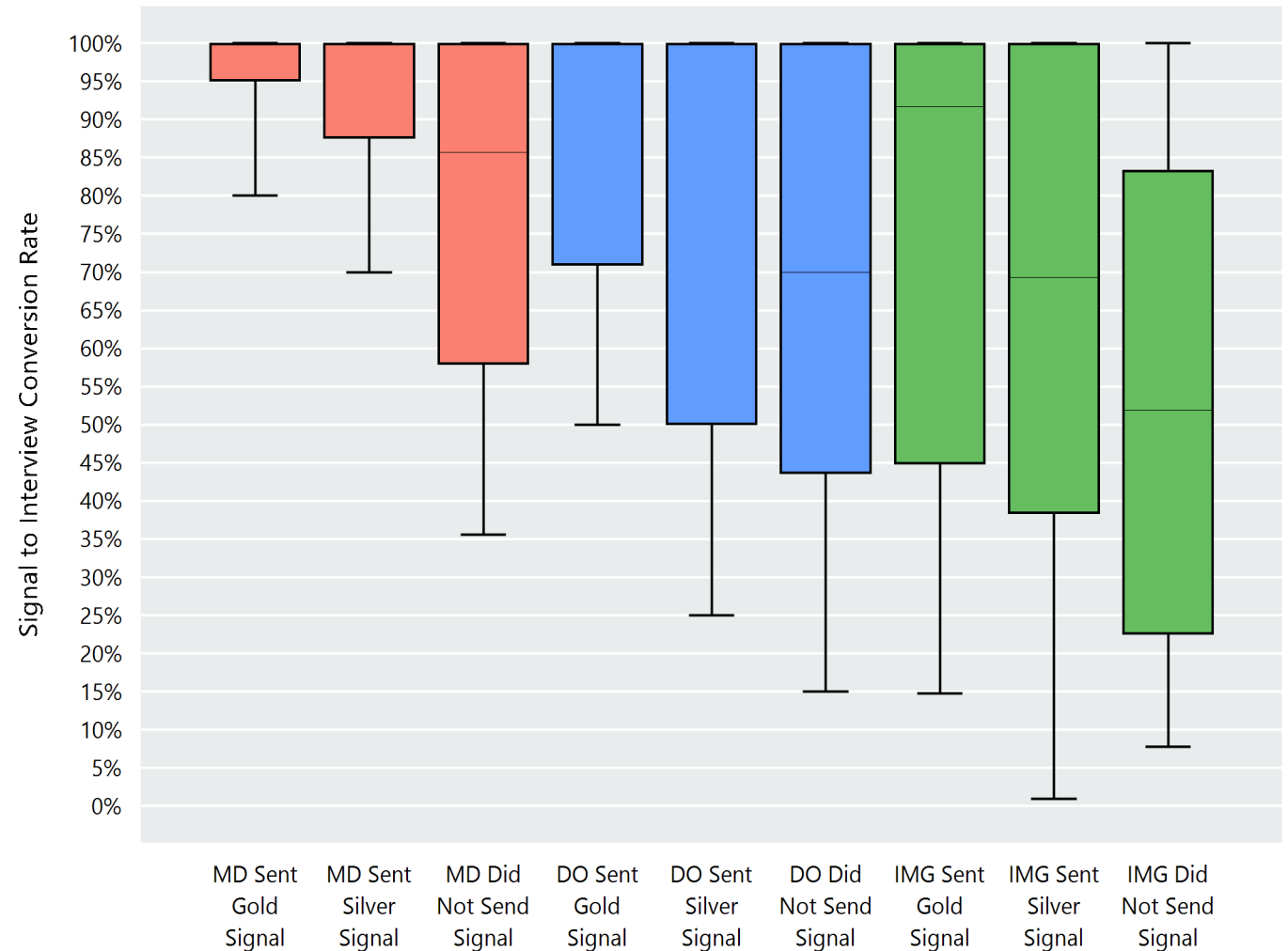
Neonatal-Perinatal Medicine: Interview Rates by Program Signal Status & Applicant Type

Median Interview Rates

Applicant Type	Gold Signal	Silver Signal	No Signal
MD	100%	100%	86%
DO	100%	100%	70%
IMG	92%	69%	52%

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 (131), DO (54) IMG (89)



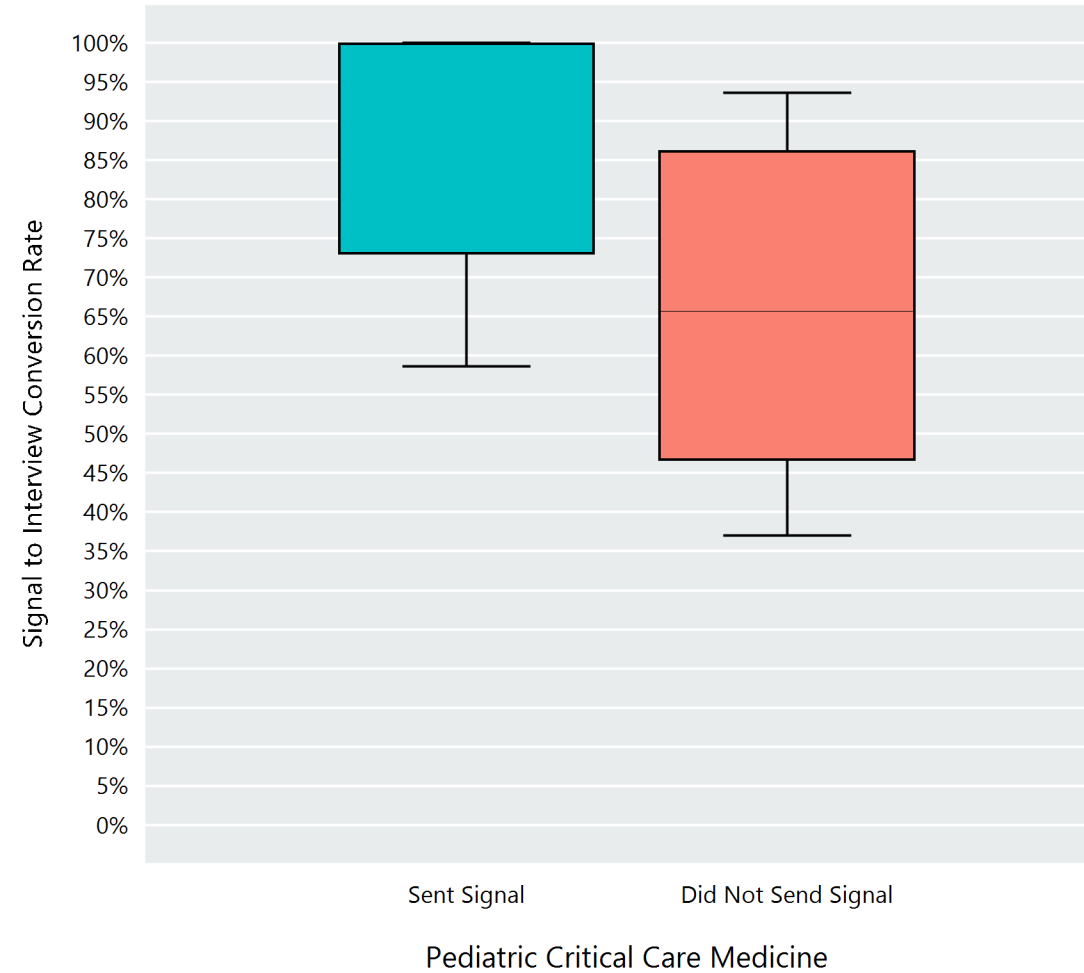
Neonatal-Perinatal Medicine

Pediatric Critical Care Medicine Program Sample & Inclusion Criteria

	N of Programs for Program Signals
Total programs participating in ERAS	78
Total programs participating in program signaling	77
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.	65
Total analytic sample	65
Total % of programs participating in program signaling	84%
Total % of all Pediatric Critical Care Medicine programs in 2026 ERAS cycle	83%

Pediatric Critical Care Medicine: Interview Rates by Program Signal Status Year Over Year Comparison

2026 ERAS - Date as of 4/1/2026 - # Programs: 65 - # Signals: 3



Pediatric Critical Care Medicine: Interview Rates by Program Signal Status & Applicant Type

Median Interview Rates

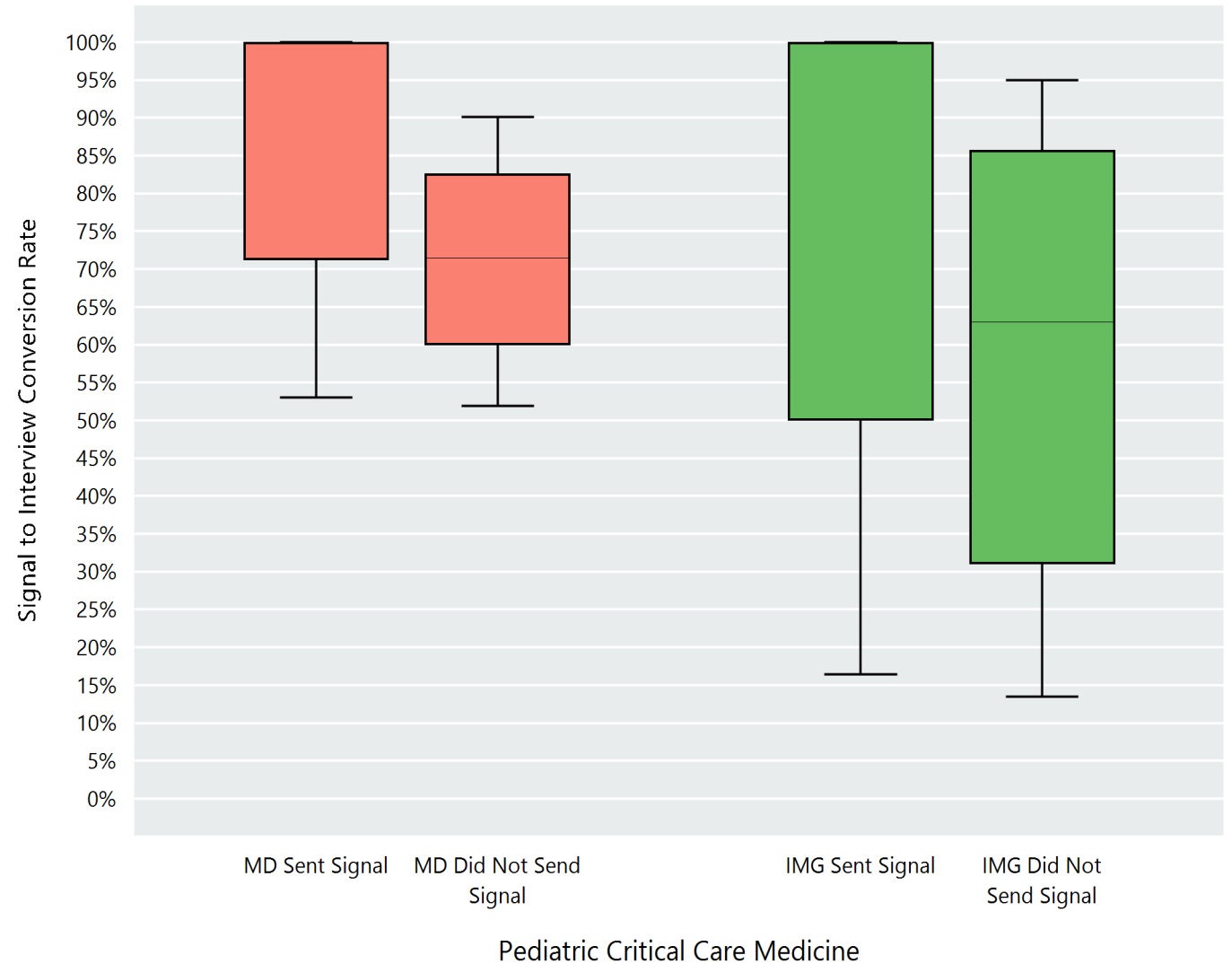
Applicant Type	Signal	No Signal
MD	100%	71%
IMG	100%	63%

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

Program N = 44: 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 (111), DO (44) IMG (48)

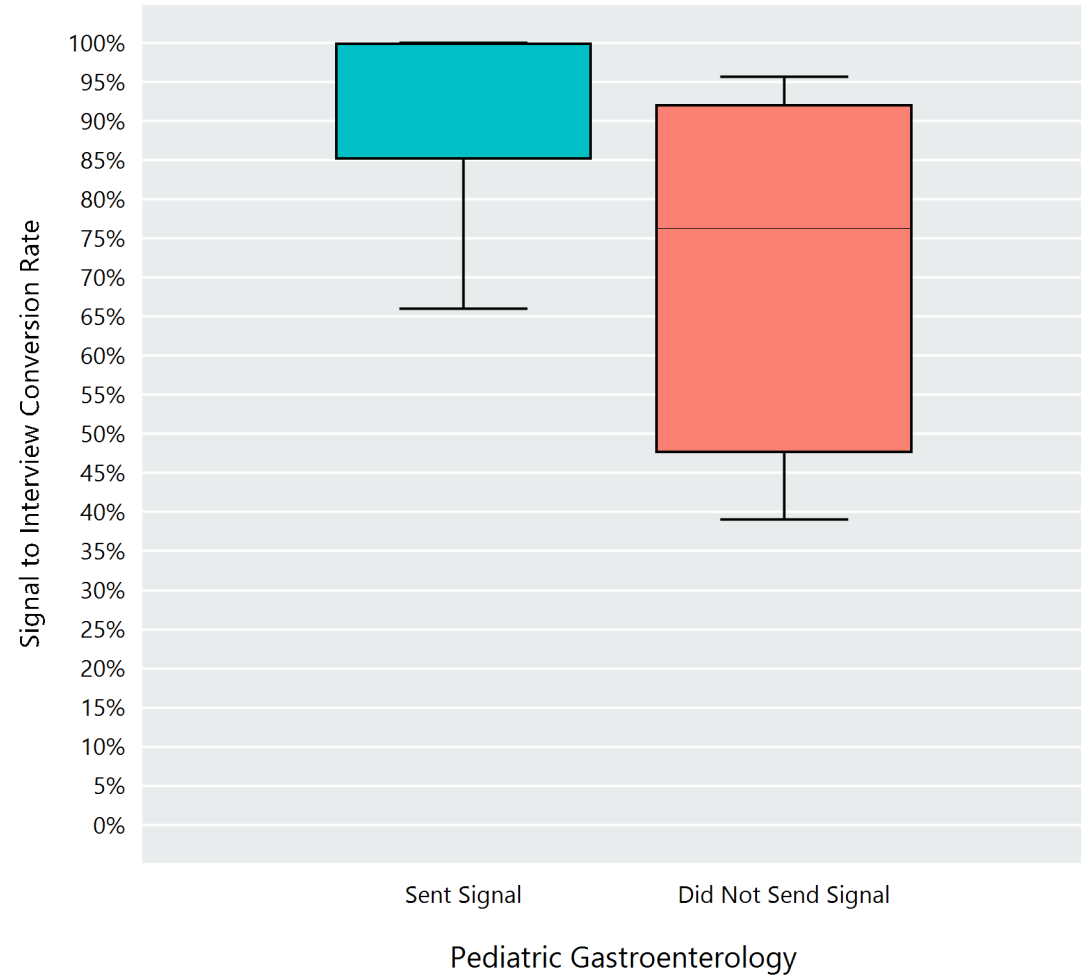


Pediatric Gastroenterology Program Sample & Inclusion Criteria

	N of Programs for Program Signals
Total programs participating in ERAS	68
Total programs participating in program signaling	64
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.	44
Total analytic sample	44
Total % of programs participating in program signaling	69%
Total % of all Pediatric Gastroenterology programs in 2026 ERAS cycle	65%

Pediatric Gastroenterology: Interview Rates by Program Signal Status Year Over Year Comparison

2026 ERAS - Date as of 4/1/2026 - # Programs: 44 - # Signals: 3



Pediatric Gastroenterology: Interview Rates by Program Signal Status & Applicant Type

Median Interview Rates

Applicant Type	Signal	No Signal
MD	100%	84%

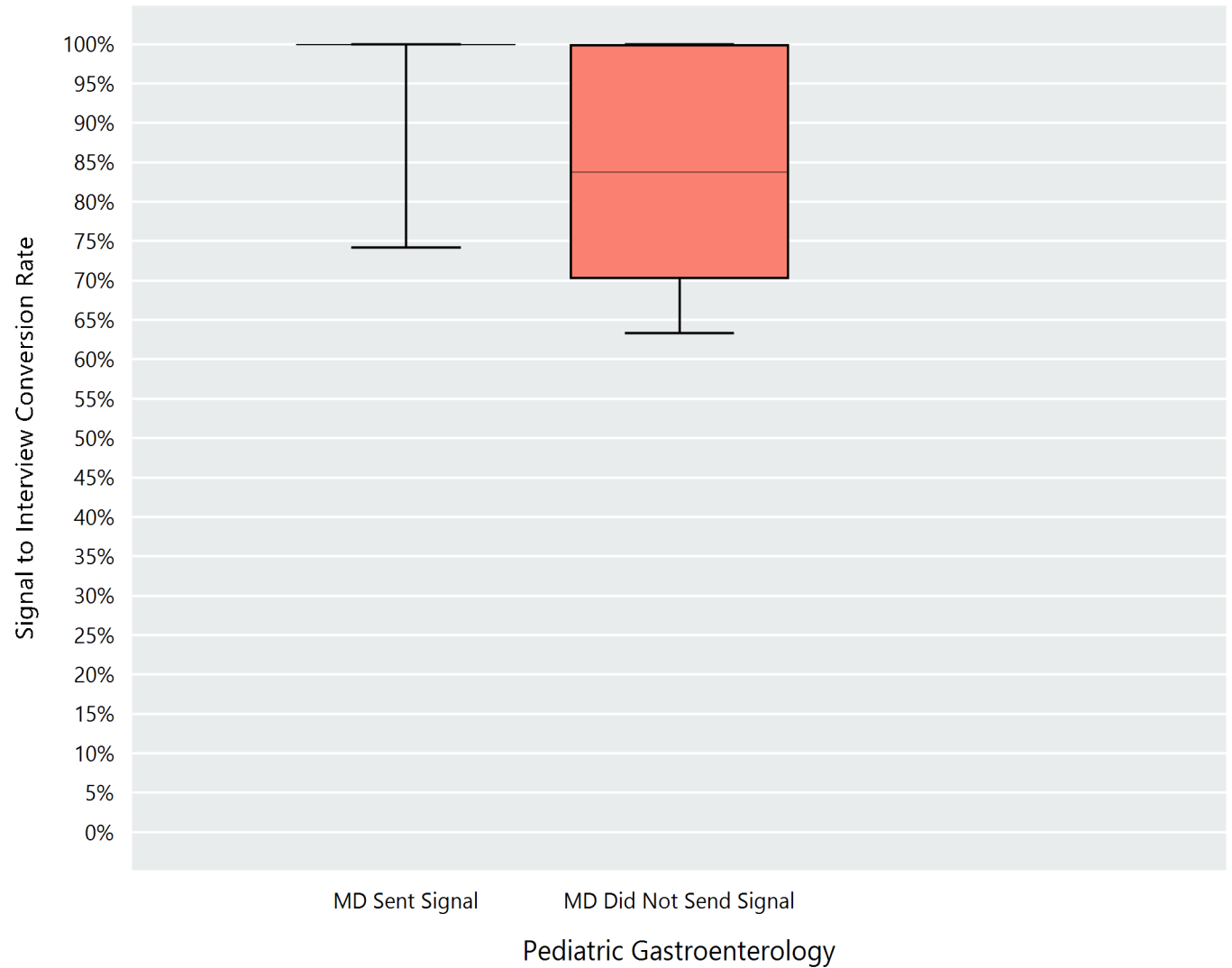
Applicant data were excluded from this analysis due to small sample size:

Program N = 19: DO

Program N = 41: IMG

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 (19) IMG (41)

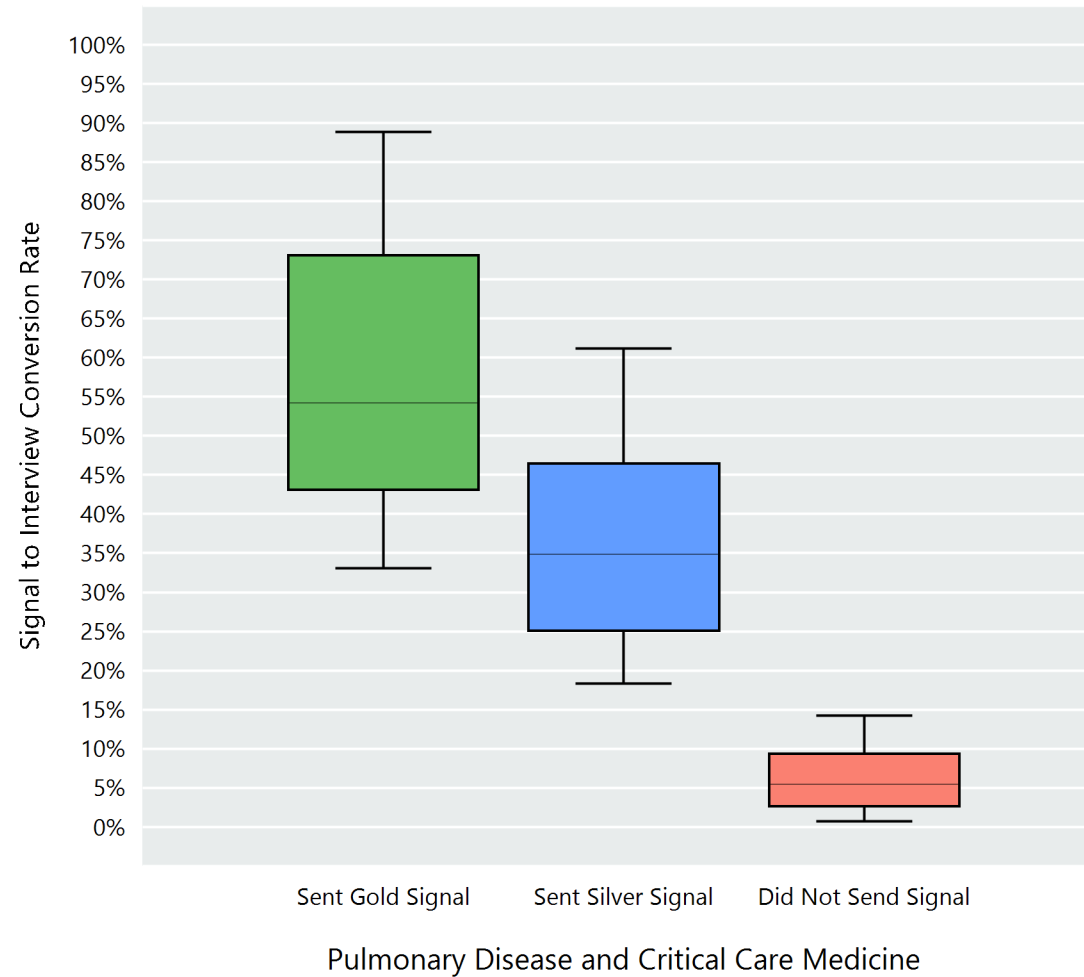


Pulmonary Disease and Critical Care Medicine Program Sample & Inclusion Criteria

	N of Programs for Program Signals
Total programs participating in ERAS	212
Total programs participating in program signaling	205
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.	170
Total analytic sample	170
Total % of programs participating in program signaling	83%
Total % of all Pulmonary Disease and Critical Care Medicine programs in 2026 ERAS cycle	80%

Pulmonary Disease and Critical Care Medicine: Interview Rates by Program Signal Status Year Over Year Comparison

2026 ERAS - Date as of 4/1/2026 - # Programs: 170 - # Signals: 3 gold, 12 silver



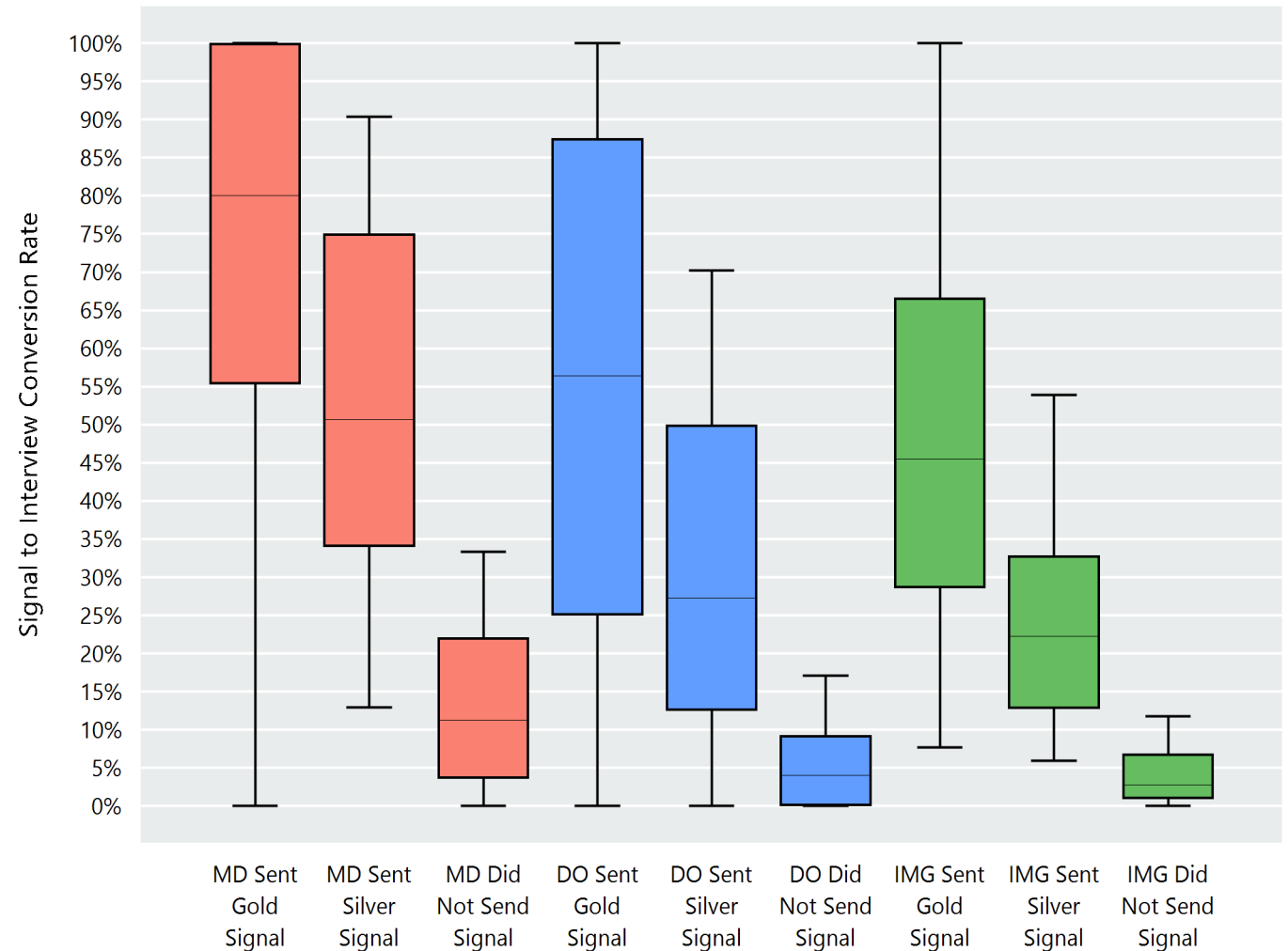
Pulmonary Disease and Critical Care Medicine: Interview Rates by Program Signal Status & Applicant Type

Median Interview Rates

Applicant Type	Gold Signal	Silver Signal	No Signal
MD	80%	51%	11%
DO	56%	27%	4%
IMG	45%	22%	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 (463), DO (280) IMG (639)



Pulmonary Disease and Critical Care Medicine