



THE  
FUTURE  
IN FOCUS

**Exploring the Relationship  
Between Geographic  
Preferences & Interview  
Invitations Across Specialties**

**2026 Analysis  
Data as of 12/04/2025**

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## Geographic Preferences: Overview



### 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.

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As a reminder, the aim of the geographic and setting preferences questions in the MyERAS application is to provide applicants with a structured method to express their desired geographic divisions or their willingness to train anywhere in the country. Our goal in implementing this structured approach was to enhance accuracy and fairness in interpreting and utilizing geographic preference information within the application.

Before, the MyERAS Application captured and reported applicant's geographic information through various methods, often relying on open-ended responses or informal communication channels such as advisor recommendations or post-submission emails to program directors. This approach presented inherent risks of bias and disadvantage, especially for students who may not have equal access to such channels.

To address these concerns, our objective with the geographic and setting preferences section was to level the playing field and provide a more structured and equitable way for students to indicate their geographic preferences. We recognize that geographic preference plays a significant role in the selection process, and we wanted to ensure that all applicants have an equal opportunity to express their preferences transparently.

## Sample of 2026 ERAS Applicants

The sample for analysis includes the following specialties that had at least 10 programs make geographic preferences viewable as of September 28, 2025 and invited at least 10 applicants to interview.

- Anesthesiology
- Child Neurology
- Dermatology
- Family Medicine
- Internal Medicine
- Internal Medicine-Pediatrics
- Interventional Radiology-Integrated
- Neurological Surgery
- Neurology
- Pathology-Anatomic and Clinical
- Pediatrics
- Physical Medicine and Rehabilitation
- Plastic Surgery-Integrated
- Psychiatry
- Radiation Oncology
- Radiology-Diagnostic
- Surgery
- Thoracic Surgery-Integrated
- Transitional Year
- Urology
- Vascular Surgery-Integrated

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All specialties had the opportunity to access geographic preferences.

The sample for analysis includes the following specialties who had at least 10 programs that chose to make geographic preferences viewable at their program as of Sep 28, 2025, and invited at least 10 applicants to interview using Thalamus Core.

Results for some specialties are not included due to small sample size.

## Analysis

- **Predictors:**

- Geographic Preference.

- **Outcome:**

- Invited to interview in Thalamus Core as of December 4, 2025 (Main Residency Match only).

- **Analysis:**

- Results analyzed separately by program.
- Computed geographic preference to interview conversion rates by program.
- Summarized the distribution of conversion rates programs using boxplots overall and by applicant type for each specialty.

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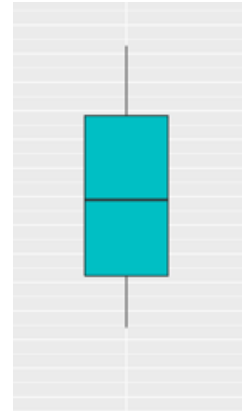


We examined the relationship between geographic preference and whether an applicant was invited to interview.

To conduct the analysis, we computed interview rates separately by program, because selection processes vary by program. Then, we summarized results within a specialty by plotting the distribution of interview offer rates for programs.

## What information is provided by a boxplot?

- **Boxplots** show the distribution of interview invitation 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 25<sup>th</sup> percentile, the horizontal line is the median or the 50<sup>th</sup> percentile, and the top of the box is the 75<sup>th</sup> percentile.
- **Whiskers** represent the 10<sup>th</sup> and 90<sup>th</sup> percentile of programs' interview invitation rates.



## General Trends

- **Interview Invitation Rates:** In general, interview invitation rates are higher for applications with aligned geographic preferences, followed by no geographic preference, and unaligned geographic preferences. The effect is smaller than what is observed for program signals.
- **Applicant Type:** The geographic preference effect is strongest for MD applicants. While this trend holds for all applicants in most specialties, there are some specialties in which having an aligned geographic preference does not improve DO and IMG interview rates.

## Limitations and Future Research

- **Sample size** may limit generalizability. Some programs did not make geographic preferences viewable by 9/28/25 and were excluded from analyses. Additionally, the number of DO and IMG applicants is small in some programs and specialties.
- **Holistic Review:** Geographic preferences are only one part of the application. Programs often consider them alongside program signals, applicant's geographic location, experiences, and other data.
- **Future Research:**
  - Explore the effect of geographic preferences in the context of other data.
  - Explore alternative structures for collecting geographic preferences.

# Specialty-Specific Results

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## Anesthesiology: Program Sample & Inclusion Criteria

	N of Programs for Geographic Preference
Total programs participating in ERAS	180
Total programs who made geographic preference viewable at their program	108
Submitted interview offer data via Thalamus Core by December 4, 2025 and invited at least 10 applicants to interview	93
<b>Total analytic sample</b>	<b>93</b>
<b>Total % of programs who made geographic preference viewable at their program</b>	<b>86%</b>
<b>Total % of all Anesthesiology programs in 2026 ERAS cycle</b>	<b>52%</b>

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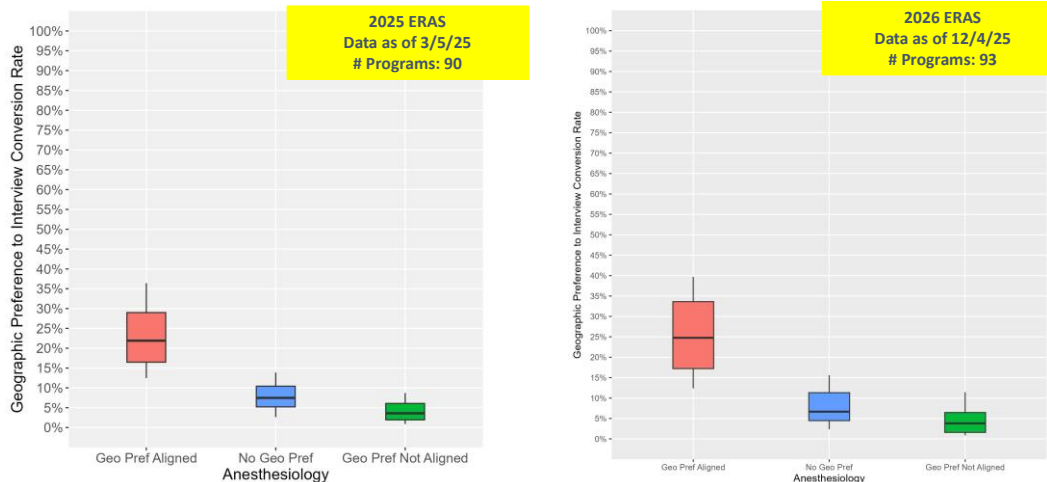


There were a total of 180 Anesthesiology programs in the 2026 ERAS cycle. Out of those, 108 made geographic preference viewable at their program as of 9/28/25.

We included 93 of them in this analysis because they provided interview invitation data via Thalamus core by December 4, 2025 (which is when the data was pulled); and they invited at least 10 applicants to interview.

The final analytic sample for geographic preference analysis was 93 Anesthesiology programs, representing 86% of all eligible anesthesiology programs, and 52% of the total anesthesiology program population for the 2026 ERAS cycle.

## Anesthesiology: Interview Rates by Geographic Preference Alignment Year Over Year Comparison



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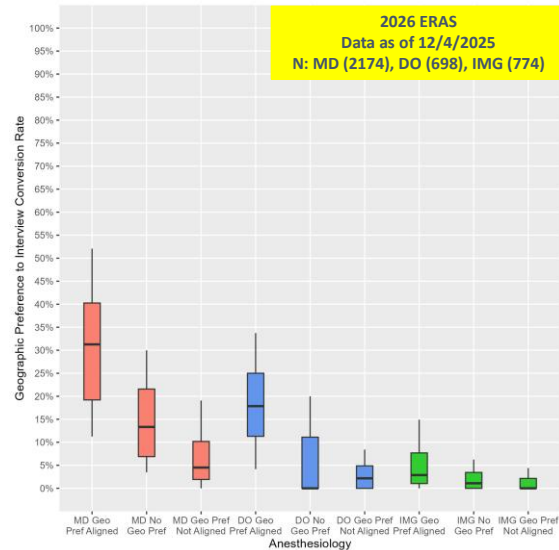


In general, applicants whose geographic preferences aligned with the program’s location were invited to interview at a higher rate than those with no geographic preference or unaligned preferences (25% vs 7% vs 4%, median rates). However, we need to interpret these results in the context of application type for a more complete understanding.

## Anesthesiology : Interview Rates by Geographic Preference & Applicant Type

Applicant Type	Aligned	No Geo Pref	Not Aligned
MD	31%	13%	5%
DO	18%	0%	2%
IMG	3%	1%	0%

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



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This slide shows the relationship between geographic preference and interview invitation by applicant type. The overall trend holds for all applicant types. Applicants with aligned geographic preferences are interviewed at higher rates, followed by a mix of those with no geographic preference and unaligned preferences. The effect is strongest for MD applicants. Results should be interpreted with caution due to small DO and IMG sample sizes at the program level.

## Child Neurology: Program Sample & Inclusion Criteria

	N of Programs for Geographic Preference
Total programs participating in ERAS	81
Total programs who made geographic preference viewable at their program	44
Submitted interview offer data via Thalamus Core by December 4, 2025 and invited at least 10 applicants to interview	40
<b>Total analytic sample</b>	<b>40</b>
<b>Total % of programs who made geographic preference viewable at their program</b>	<b>91%</b>
<b>Total % of all Child Neurology programs in 2026 ERAS cycle</b>	<b>49%</b>

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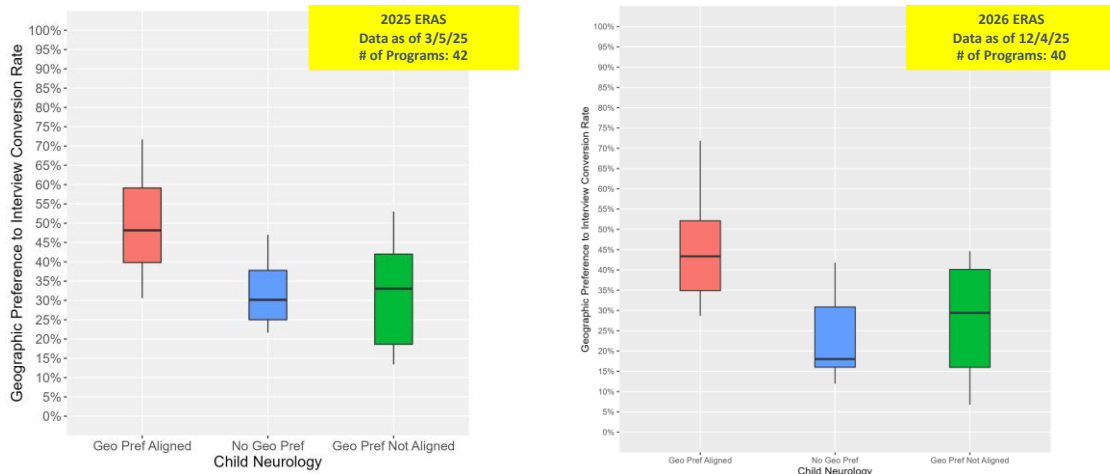


There were a total of 81 Child Neurology programs in the 2026 ERAS cycle. Out of those 44 made geographic preference viewable at their program as of 9/28/25.

We included 40 of them in this analysis because they provided interview invitation data via Thalamus core by December 4, 2025 (which is when the data was pulled); and they invited at least 10 applicants to interview.

The final analytic sample for the geographic preference analysis was 40 Child Neurology programs, representing approximately 91% of all eligible child Neurology programs, and 49% of the total Child Neurology program population for the 2026 ERAS cycle.

## Child Neurology: Interview Rates by Geographic Preference Alignment Year Over Year Comparison



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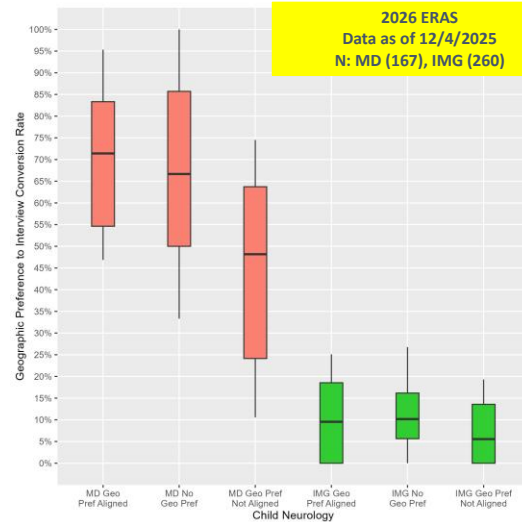
In general, applicants whose geographic preferences aligned with the program’s location were invited to interview at a higher rate than those with no geographic preference or unaligned preferences (43% vs 18% vs 29%, median rates). However, we need to interpret these results in the context of application type for a more complete understanding.

## Child Neurology: Interview Rates by Geographic Preference & Applicant Type

Applicant Type	Aligned	No Geo Pref	Not Aligned
MD	71%	67%	48%
IMG	10%	10%	6%

Program N = 40; DO applicant data were excluded from this analysis due to small sample size.

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



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This slide shows the relationship between geographic preference and interview invitation by applicant type. The overall trend holds for MD applicants. Applicants with aligned geographic preferences are interviewed at higher rates, followed by those with no geographic preference and unaligned preferences. For IMG applicants, interview rates show little differentiation across geographic preference categories.

We excluded data for DO applicants from this analysis due to their small sample size, which limits the generalizability of the findings for this group.

## Dermatology: Program Sample & Inclusion Criteria

	N of Programs for Geographic Preference
Total programs participating in ERAS	141
Total programs who made geographic preference viewable at their program	76
Submitted interview offer data via Thalamus Core by December 4, 2025 and invited at least 10 applicants to interview	46
<b>Total analytic sample</b>	<b>46</b>
<b>Total % of programs who made geographic preference viewable at their program</b>	<b>61%</b>
<b>Total % of all Dermatology programs in 2026 ERAS cycle</b>	<b>33%</b>

CAUTION: *The Dermatology program sample size represents less than 50% of programs who made geographic preferences viewable and may not reflect the broader program landscape.*

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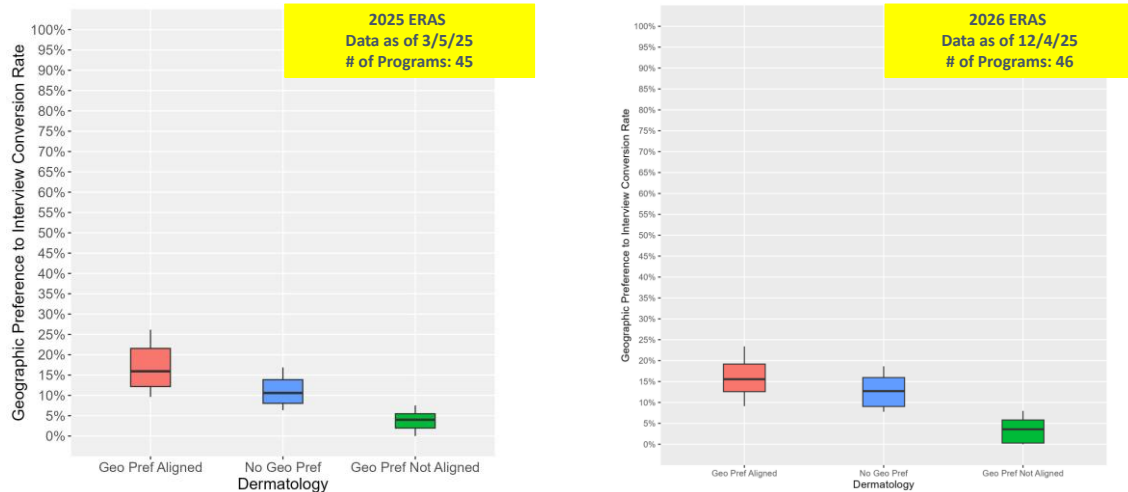


There were a total of 141 Dermatology programs in the ERAS 2026 cycle. Out of those 76 made geographic preference viewable at their program as of 9/28/25.

We included 46 of them in this analysis because they provided interview invitation data via Thalamus core by December 4, 2025 (which is when the data was pulled); and they invited at least 10 applicants to interview.

The final analytic sample for the geographic preference analysis was 46 Dermatology programs, representing approximately 61% of all eligible dermatology programs, and 33% of the total Dermatology program population for the 2026 ERAS cycle.

## Dermatology: Interview Rates by Geographic Preference Alignment Year Over Year Comparison



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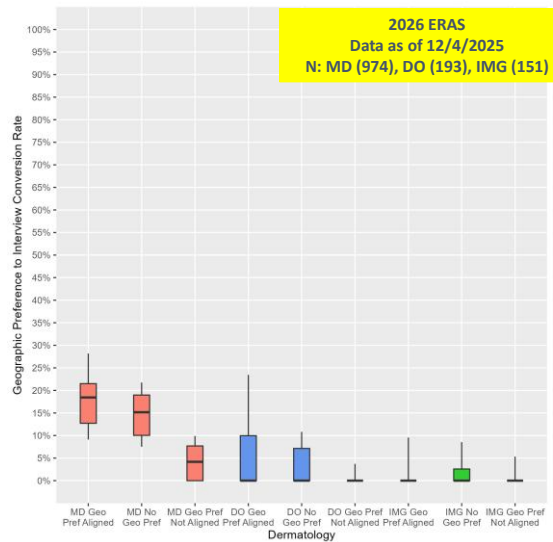
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In general, applicants whose geographic preferences aligned with the program's location were invited to interview at a higher rate than those who reported no preference or unaligned preferences (16% vs 13% vs 4%, median rates). However, we need to interpret these results in the context of application type for a more complete understanding.

## Dermatology: Interview Rates by Geographic Preference & Applicant Type

Applicant Type	Aligned	No Geo Pref	Not Aligned
MD	18%	15%	4%
DO	0%	0%	0%
IMG	0%	0%	0%

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



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This slide shows the relationship between geographic preference and interview invitation by applicant type. MD applicants with aligned geographic preferences are interviewed at higher rates, followed by those with no geographic preference and unaligned preferences. There is no median effect for DO and IMG applicants in this sample size. Results should be interpreted with caution due to small DO and IMG sample sizes at the program level.

## Family Medicine: Program Sample & Inclusion Criteria

	N of Programs for Geographic Preference
Total programs participating in ERAS	786
Total programs who made geographic preference viewable at their program	515
Submitted interview offer data via Thalamus Core by December 4, 2025 and invited at least 10 applicants to interview	471
<b>Total analytic sample</b>	<b>471</b>
<b>Total % of programs who made geographic preference viewable at their program</b>	<b>91%</b>
<b>Total % of all Family Medicine programs in 2026 ERAS cycle</b>	<b>60%</b>

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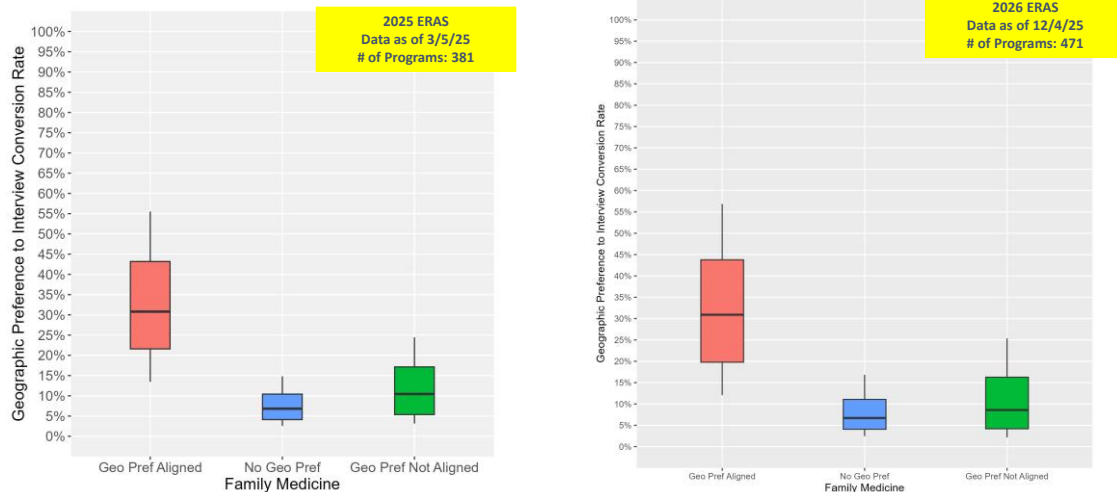


There were a total of 786 Family Medicine programs in the 2026 ERAS cycle. Out of those 515 made geographic preference viewable at their program as of 9/28/25.

We included 471 of them in this analysis because they provided interview invitation data via Thalamus core by December 4, 2025 (which is when the data was pulled); and they invited at least 10 applicants to interview.

The final analytic sample for the geographic preference analysis was 471 Family Medicine programs, representing approximately 91% of all eligible family medicine programs, and 60% of the total Family Medicine program population for the 2026 ERAS cycle.

## Family Medicine: Interview Rates by Geographic Preference Alignment Year Over Year Comparison



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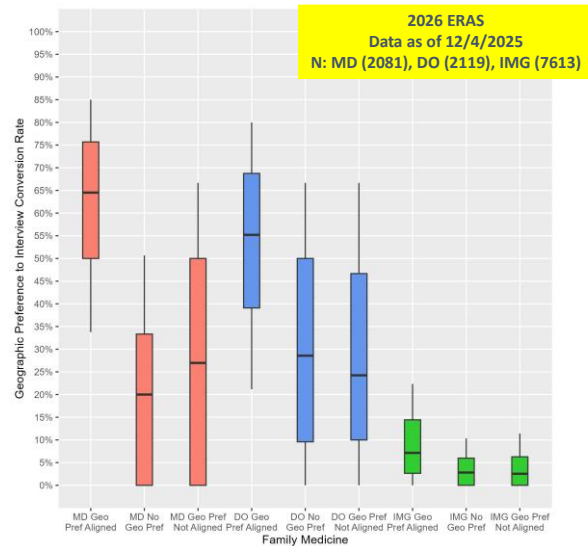
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In general, applicants whose geographic preferences aligned with the program's location were invited to interview at a higher rate than those with no geographic preference or those with unaligned preferences (31% vs 7% vs 9%, median rates). However, we need to interpret these results in the context of application type for a more complete understanding.

## Family Medicine: Interview Rates by Geographic Preference & Applicant Type

Applicant Type	Aligned	No Geo Pref	Not Aligned
MD	65%	20%	27%
DO	55%	29%	24%
IMG	7%	3%	3%

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



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This slide shows the relationship between geographic preference and interview invitation by applicant type. The overall trend holds for all applicant types. Applicants with aligned geographic preferences are interviewed at higher rates, followed by similar interview rates for those with no geographic preference and unaligned preferences. The effect is strongest for MD applicants.

## Internal Medicine: Program Sample & Inclusion Criteria

	N of Programs for Geographic Preference
Total programs participating in ERAS	687
Total programs who made geographic preference viewable at their program	425
Submitted interview offer data via Thalamus Core by December 4, 2025 and invited at least 10 applicants to interview	397
<b>Total analytic sample</b>	<b>397</b>
<b>Total % of programs who made geographic preference viewable at their program</b>	<b>93%</b>
<b>Total % of all Internal Medicine programs in 2026 ERAS cycle</b>	<b>58%</b>

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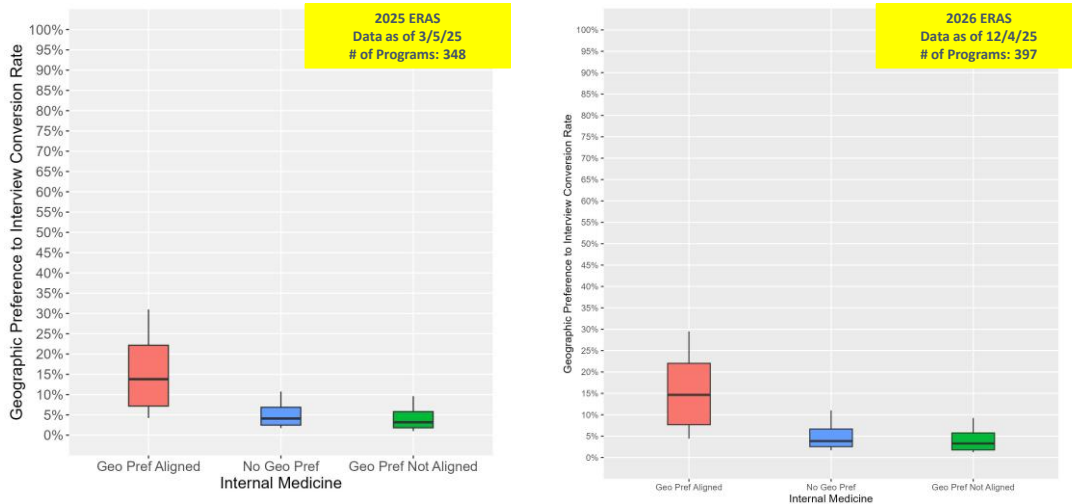


There were a total of 687 Internal Medicine programs in the 2026 ERAS cycle. Out of those 425 made geographic preference viewable at their program as of 9/28/25.

We included 397 of them in this analysis because they provided interview invitation data via Thalamus core by December 4, 2025 (which is when the data was pulled); and they invited at least 10 applicants to interview.

The final analytic sample for the geographic preference analysis was 397 internal medicine programs, representing approximately 93% of all eligible internal medicine programs, and 58% of the total internal medicine program population for the 2026 ERAS cycle.

## Internal Medicine: Interview Rates by Geographic Preference Alignment Year Over Year Comparison



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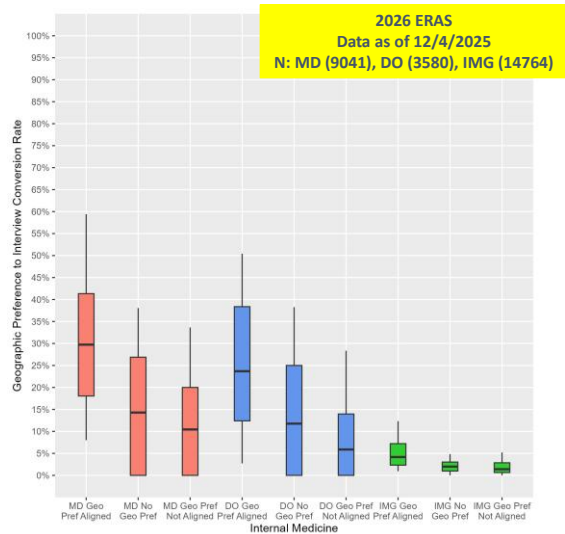
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In general, applicants whose geographic preferences aligned with the program's location were invited to interview at a higher rate than those with no geographic preference or those with unaligned preferences (15% vs 4% vs 3%, median rates). However, we need to interpret these results in the context of application type for a more complete understanding.

## Internal Medicine: Interview Rates by Geographic Preference & Applicant Type

Applicant Type	Aligned	No Geo Pref	Not Aligned
MD	30%	14%	10%
DO	24%	12%	6%
IMG	4%	2%	1%

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



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This slide shows the relationship between geographic preference and interview invitation by applicant type. The overall trend holds for all applicant types. Applicants with aligned geographic preferences are interviewed at higher rates, followed by those with no geographic preference and unaligned preferences. The effect is strongest for MD applicants.

## Internal Medicine/Pediatrics: Program Sample & Inclusion Criteria

	N of Programs for Geographic Preference
Total programs participating in ERAS	79
Total programs who made geographic preference viewable at their program	46
Submitted interview offer data via Thalamus Core by December 4, 2025 and invited at least 10 applicants to interview	42
<b>Total analytic sample</b>	<b>42</b>
<b>Total % of programs who made geographic preference viewable at their program</b>	<b>91%</b>
<b>Total % of all Internal Medicine/Pediatrics programs in 2026 ERAS cycle</b>	<b>53%</b>

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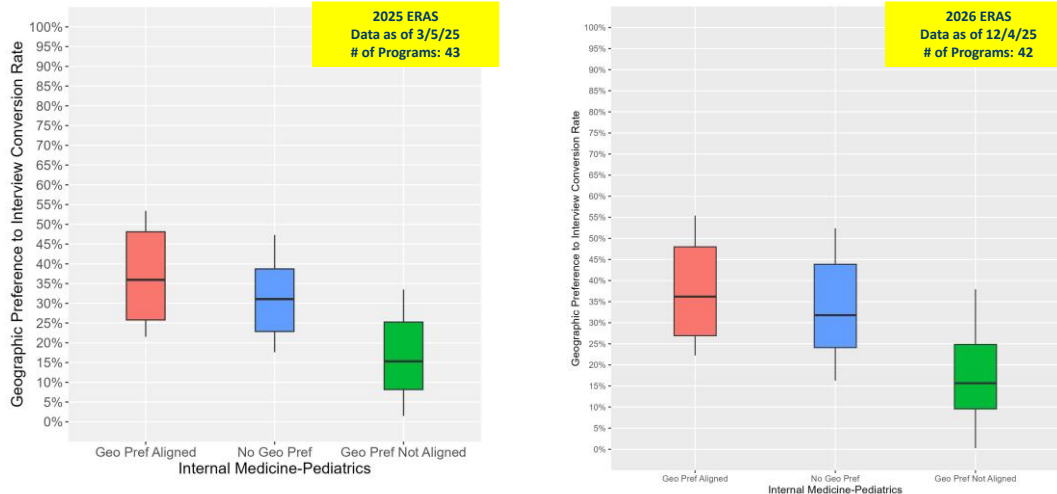


There were a total of 79 Internal Medicine/Pediatrics programs in the 2026 ERAS cycle. Out of those 46 made geographic preference viewable at their program as of 9/28/25.

We included 42 of them in this analysis because they provided interview invitation data via Thalamus core by December 4, 2025 (which is when the data was pulled); and they invited at least 10 applicants to interview.

The final analytic sample for the geographic preference analysis was 42 internal medicine/pediatrics programs, representing approximately 91% of all eligible internal medicine/pediatrics programs, and 53% of the total internal medicine/pediatrics program population for the 2026 ERAS cycle.

## Internal Medicine/Pediatrics: Interview Rates by Geographic Preference Alignment Year Over Year Comparison



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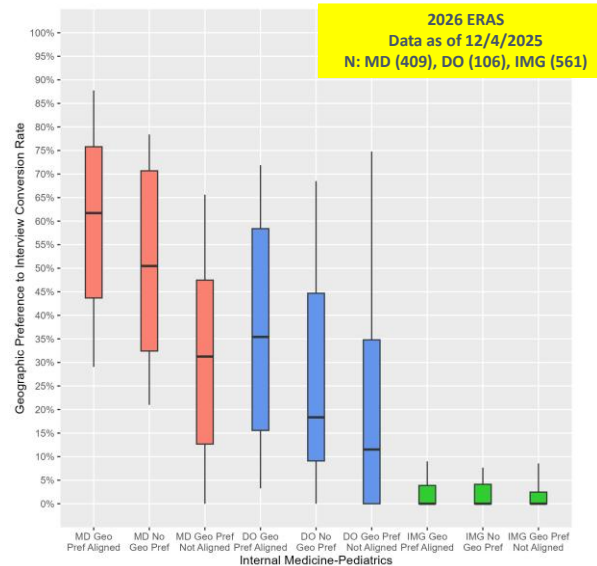
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In general, applicants whose geographic preferences aligned with the program’s location were invited to interview at a higher rate than those with no geographic preference or those with unaligned preferences (36% vs 32% vs 16%, median rates). However, we need to interpret these results in the context of application type for a more complete understanding.

## Internal Medicine/Pediatrics : Interview Rates by Geographic Preference & Applicant Type

Applicant Type	Aligned	No Geo Pref	Not Aligned
MD	62%	50%	31%
DO	35%	18%	12%
IMG	0%	0%	0%

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



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This slide shows the relationship between geographic preference and interview invitation by applicant type. The overall trend holds for MD and DO applicant types. Applicants with aligned geographic preferences are interviewed at higher rates, followed by those with no geographic preference and unaligned preferences. The effect is strongest for MD applicants. There is small to no effect for IMGs in this sample. Results should be interpreted with caution due to small DO sample size at the program level.

## Interventional Radiology - Integrated: Program Sample & Inclusion Criteria

	N of Programs for Geographic Preference
Total programs participating in ERAS	102
Total programs who made geographic preference viewable at their program	59
Submitted interview offer data via Thalamus Core by December 4, 2025 and invited at least 10 applicants to interview	48
<b>Total analytic sample</b>	<b>48</b>
<b>Total % of programs who made geographic preference viewable at their program</b>	<b>81%</b>
<b>Total % of all Interventional Radiology – Integrated programs in 2026 ERAS cycle</b>	<b>47%</b>

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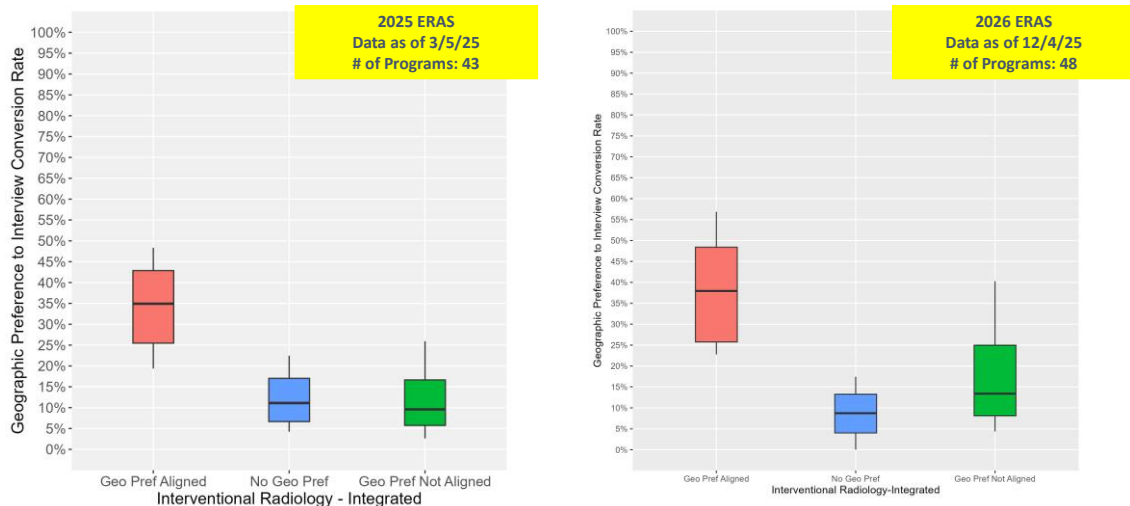


There were a total of 102 interventional radiology - integrated programs in the 2026 ERAS cycle. Out of those 59 made geographic preference viewable at their program as of 9/28/25.

We included 48 of them in this analysis because they provided interview invitation data via Thalamus core by December 4, 2025 (which is when the data was pulled); and they invited at least 10 applicants to interview.

The final analytic sample for the geographic preference analysis was 48 interventional radiology – integrated programs representing approximately 81% of all eligible interventional radiology – integrated programs, and 47% of the total interventional radiology – integrated program population for the 2026 ERAS cycle.

## Interventional Radiology - Integrated: Interview Rates by Geographic Preference Alignment Year Over Year Comparison



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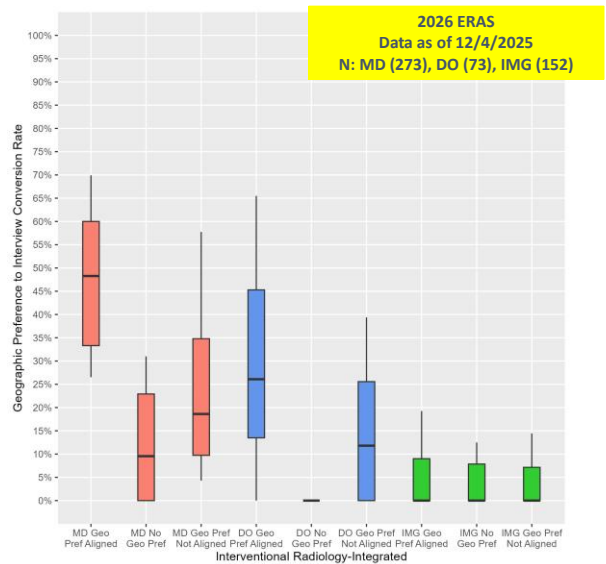
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In general, applicants whose geographic preferences aligned with the program's location were invited to interview at a higher rate than those with no geographic preference or those with unaligned preferences (38% vs 9% vs 13%, median rates). However, we need to interpret these results in the context of application type for a more complete understanding.

## Interventional Radiology - Integrated: Interview Rates by Geographic Preference & Applicant Type

Applicant Type	Aligned	No Geo Pref	Not Aligned
MD	48%	10%	19%
DO	26%	0%	12%
IMG	0%	0%	0%

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



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This slide shows the relationship between geographic preference and interview invitation by applicant type. The overall trend holds for MD and DO applicant types. Applicants with aligned geographic preferences are interviewed at higher rates, followed by lower interview rates for those with misaligned preferences and then no geographic preference and unaligned preferences. The effect is strongest for MD applicants. There is small to no effect for IMG applicants in this sample. Results should be interpreted with caution due to small DO and IMG sample sizes at the program level.

## Neurological Surgery: Program Sample & Inclusion Criteria

	N of Programs for Geographic Preference
Total programs participating in ERAS	122
Total programs who made geographic preference viewable at their program	72
Submitted interview offer data via Thalamus Core by December 4, 2025 and invited at least 10 applicants to interview	60
<b>Total analytic sample</b>	<b>60</b>
<b>Total % of programs who made geographic preference viewable at their program</b>	<b>83%</b>
<b>Total % of all Neurological Surgery programs in 2026 ERAS cycle</b>	<b>49%</b>

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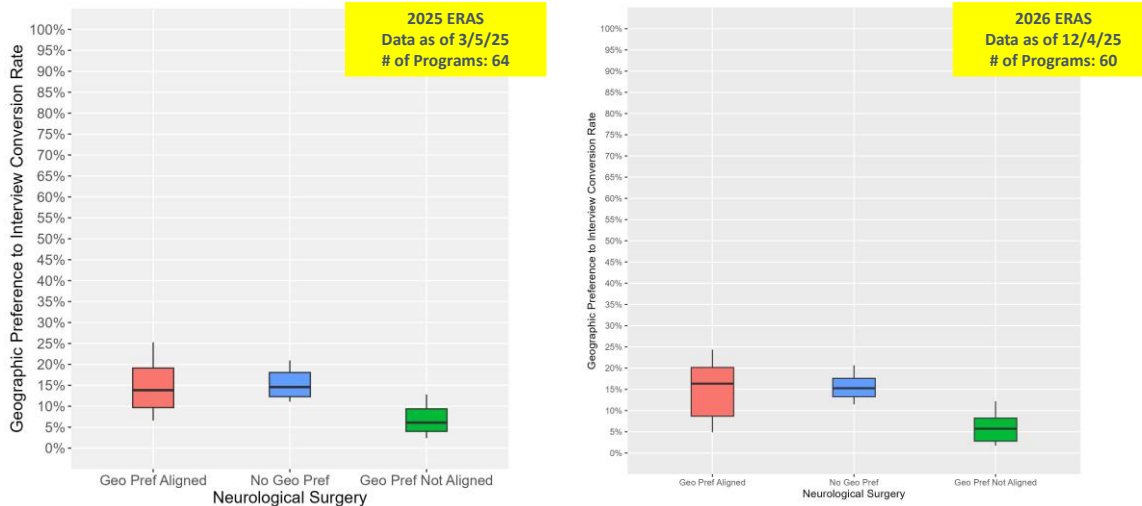


There were a total of 122 neurological surgery programs in the 2026 ERAS cycle. Out of those 72 made geographic preference viewable at their program as of 9/28/25.

We included 60 of them in this analysis because they provided interview invitation data via Thalamus core by December 4, 2025 (which is when the data was pulled); and they invited at least 10 applicants to interview.

The final analytic sample for the geographic preference analysis was 60 neurological surgery programs, representing approximately 83% of all eligible neurological surgery programs, and 49% of the total neurological surgery program population for the 2026 ERAS cycle.

## Neurological Surgery: Interview Rates by Geographic Preference Alignment Year Over Year Comparison



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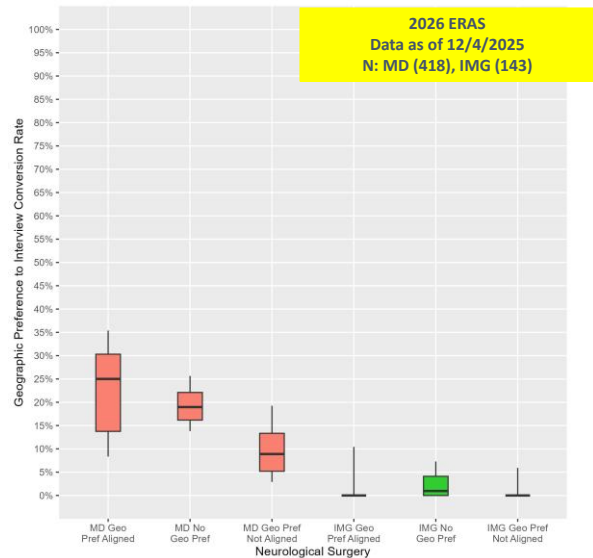
Applicants whose geographic preferences aligned or who had no geographic preference were invited to at a higher rate than those with unaligned preferences (16% vs 15% vs 6%, median rates). However, we need to interpret these results in the context of application type for a more complete understanding.

## Neurological Surgery: Interview Rates by Geographic Preference & Applicant Type

Applicant Type	Aligned	No Geo Pref	Not Aligned
MD	25%	19%	9%
IMG	0%	1%	0%

Program N = 60; DO applicant data were excluded from this analysis due to small sample size.

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



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This slide shows the relationship between geographic preference and interview invitation by applicant type. The overall trend holds for MD applicants. There is no effect for IMG applicants in this sample for applicants whose geographic preferences aligned or did not align, but there is a small effect for IMG applicants who selected no preference. However, results should be interpreted with caution due to small IMG sample sizes at the program level.

We excluded data for DO applicants from this analysis due to their small sample size, which limits the generalizability of the findings for this group.

## Neurology: Program Sample & Inclusion Criteria

	N of Programs for Geographic Preference
Total programs participating in ERAS	193
Total programs who made geographic preference viewable at their program	109
Submitted interview offer data via Thalamus Core by December 4, 2025 and invited at least 10 applicants to interview	90
<b>Total analytic sample</b>	<b>90</b>
<b>Total % of programs who made geographic preference viewable at their program</b>	<b>83%</b>
<b>Total % of all Neurology programs in 2026 ERAS cycle</b>	<b>47%</b>

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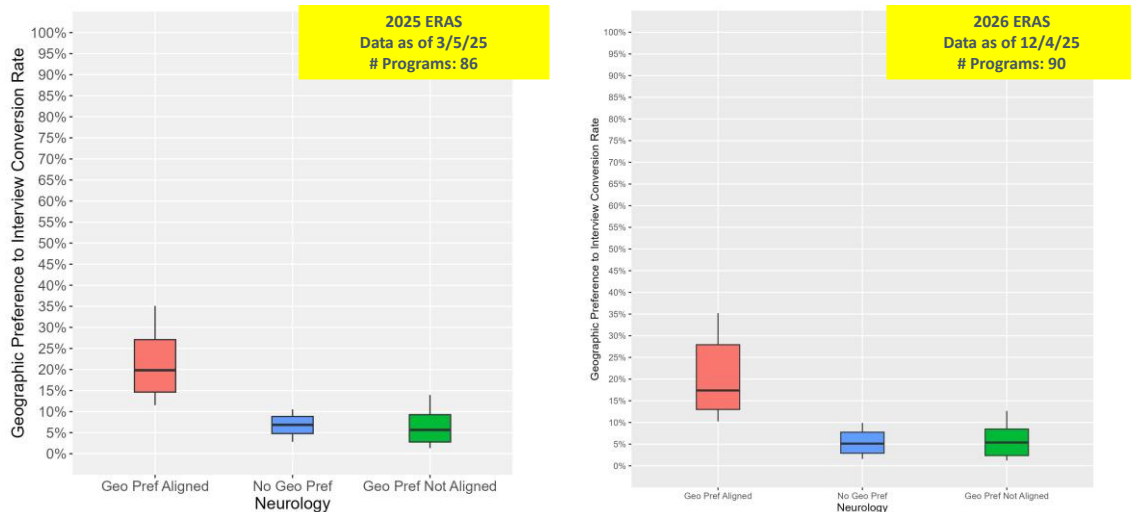


There were a total of 193 Neurology programs in the 2026 ERAS cycle. Out of those 109 made geographic preference viewable at their program as of 9/28/25.

We included 90 of them in this analysis because they provided interview invitation data via Thalamus core by December 4, 2025 (which is when the data was pulled); and they invited at least 10 applicants to interview.

The final analytic sample for the geographic preference analysis was 90 Neurology programs, representing approximately 83% of all eligible Neurology programs, and 47% of the total Neurology program population for the 2026 ERAS cycle.

## Neurology: Interview Rates by Geographic Preference Alignment Year Over Year Comparison



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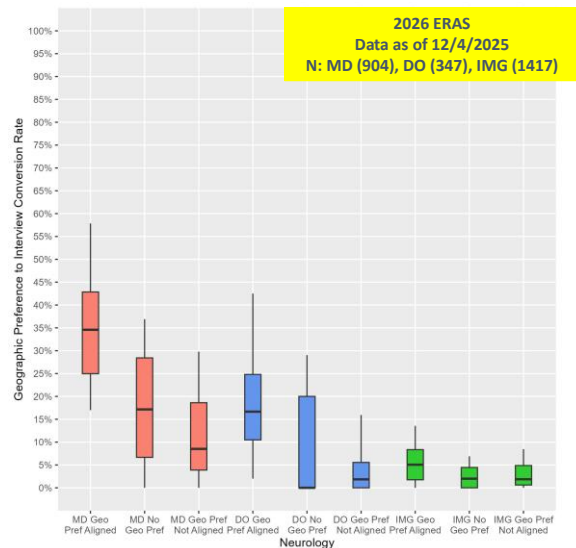


In general, results are consistent with prior years. Applicants whose geographic preferences aligned with the program’s location are interviewed at higher rate than those with no geographic preference or unaligned geographic preferences (17% vs 5% vs 5%, median rates). However, we need to interpret these results in the context of application type for a more complete understanding.

## Neurology: Interview Rates by Geographic Preference & Applicant Type

Applicant Type	Aligned	No Geo Pref	Not Aligned
MD	35%	17%	9%
DO	17%	0%	2%
IMG	5%	2%	2%

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



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This slide shows the relationship between geographic preference and interview invitation by applicant type. The overall trend holds for all applicant types. Applicants with aligned geographic preferences are interviewed at higher rates, followed by those with no geographic preference and unaligned preferences. The effect is strongest for MD applicants.

## Pathology-Anatomy and Clinical: Program Sample & Inclusion Criteria

	N of Programs for Geographic Preference
Total programs participating in ERAS	138
Total programs who made geographic preference viewable at their program	75
Submitted interview offer data via Thalamus Core by December 4, 2025 and invited at least 10 applicants to interview	59
<b>Total analytic sample</b>	<b>59</b>
<b>Total % of programs who made geographic preference viewable at their program</b>	<b>79%</b>
<b>Total % of all Pathology-Anatomic and Clinical programs in 2026 ERAS cycle</b>	<b>43%</b>

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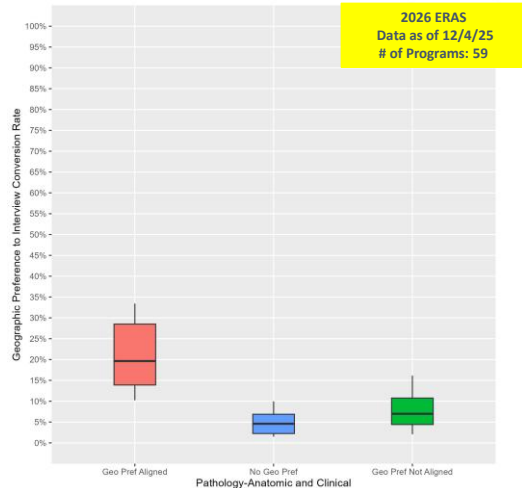
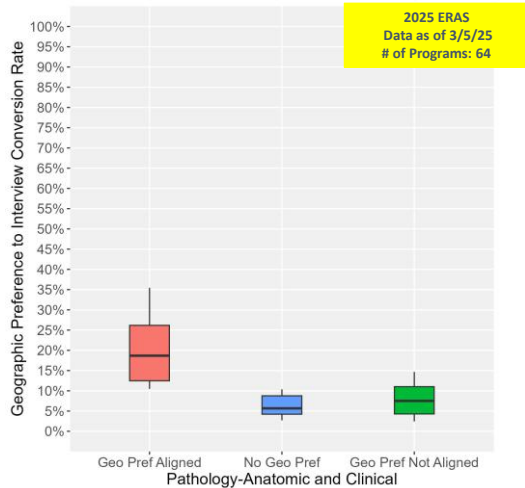


There were a total of 138 pathology-anatomic and clinical programs in the ERAS 2026 cycle. Out of those 75 made geographic preference viewable at their program as of 9/28/25.

We included 59 of them in this analysis because they provided interview invitation data via Thalamus core by December 4, 2025 (which is when the data was pulled); and they invited at least 10 applicants to interview.

The final analytic sample for both the geographic preference analysis was 59 pathology programs, representing approximately 79% of all eligible pathology-anatomic and clinical programs, and 43% of the total pathology-anatomic and clinical program population for the ERAS 2026 cycle.

## Pathology-Anatomy and Clinical: Interview Rates by Geographic Preference Alignment Year Over Year Comparison



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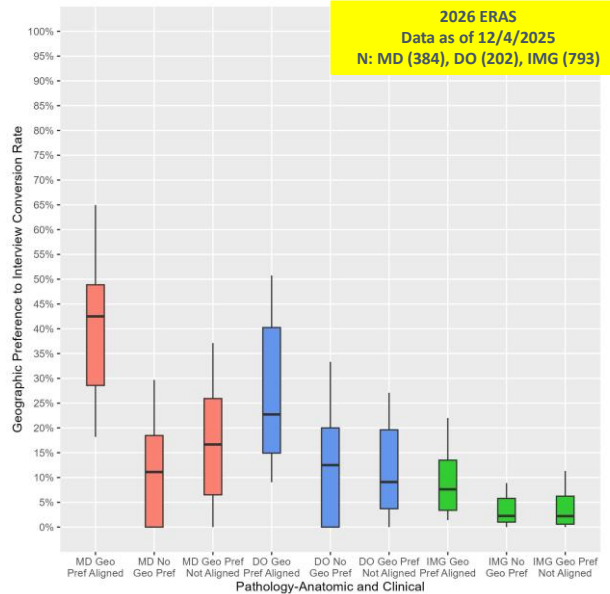


In general, applicants whose geographic preferences aligned with the program’s location were invited to interview at a higher rate than those with no geographic preference or those with unaligned preferences (20% vs 5% vs 7%, median rates). However, we need to interpret these results in the context of application type for a more complete understanding.

## Pathology-Anatomy and Clinical: Interview Rates by Geographic Preference & Applicant Type

Applicant Type	Aligned	No Geo Pref	Not Aligned
MD	43%	11%	17%
DO	23%	13%	9%
IMG	8%	2%	2%

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



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This slide shows the relationship between geographic preference and interview invitation by applicant type. The overall trend holds for all applicant types. Applicants with aligned geographic preferences are interviewed at higher rates, followed by similar rates for those with unaligned preferences and no geographic preference. The effect is strongest for MD applicants.

## Pediatrics: Program Sample & Inclusion Criteria

	N of Programs for Geographic Preference
Total programs participating in ERAS	211
Total programs who made geographic preference viewable at their program	123
Submitted interview offer data via Thalamus Core by December 4, 2025 and invited at least 10 applicants to interview	115
<b>Total analytic sample</b>	<b>115</b>
<b>Total % of programs who made geographic preference viewable at their program</b>	<b>93%</b>
<b>Total % of all Pediatrics programs in 2026 ERAS cycle</b>	<b>55%</b>

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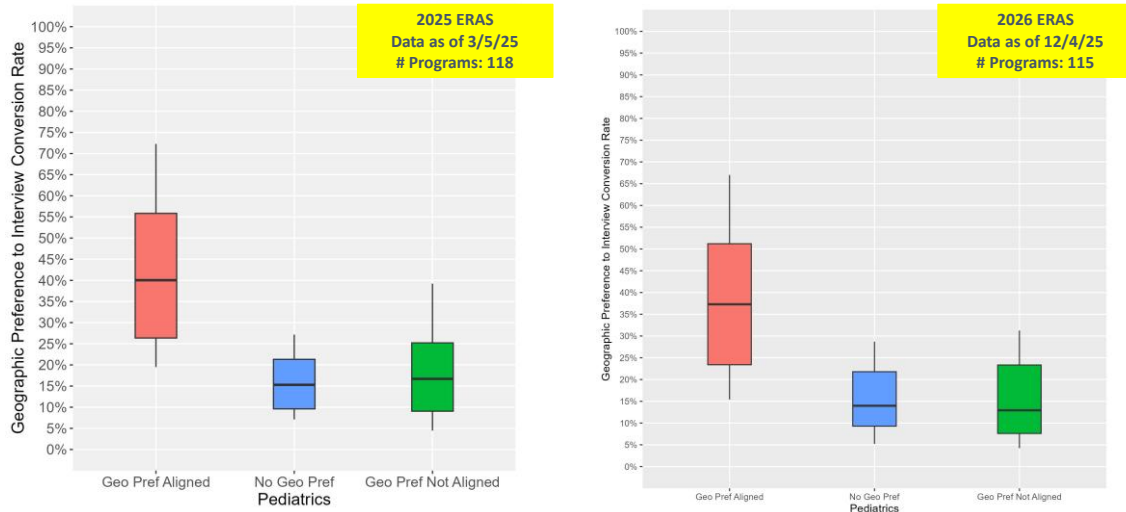


There were a total of 211 pediatrics programs in the ERAS 2026 cycle. Out of those 123 made geographic preference viewable at their program as of 9/28/25.

We included 115 of them in this analysis because they provided interview invitation data via Thalamus core by December 4, 2025 (which is when the data was pulled); and they invited at least 10 applicants to interview.

The final analytic sample for both the geographic preference analysis was 115 pediatrics programs, representing approximately 93% of all eligible pediatrics programs, and 55% of the total pediatrics program population for the ERAS 2026 cycle.

## Pediatrics: Interview Rates by Geographic Preference Alignment Year Over Year Comparison



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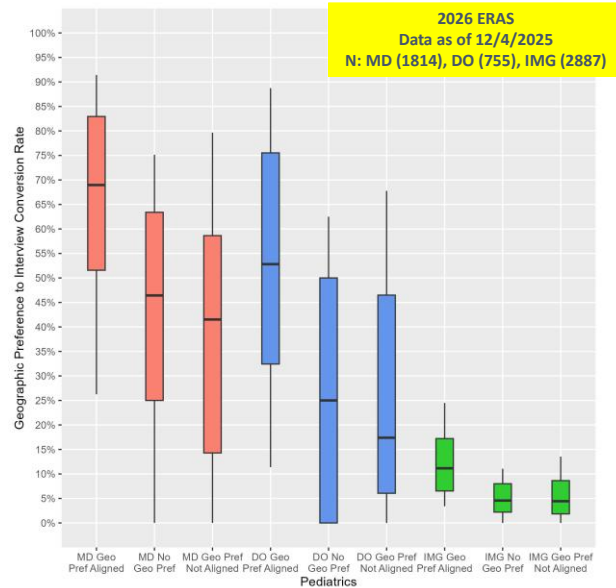
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In general, applicants whose geographic preferences aligned with the program's location were invited to interview at a higher rate than those with no geographic preference or those with unaligned preferences (37% vs 14% vs 13%, median rates). However, we need to interpret these results in the context of application type for a more complete understanding.

## Pediatrics: Interview Rates by Geographic Preference & Applicant Type

Applicant Type	Aligned	No Geo Pref	Not Aligned
MD	69%	46%	42%
DO	53%	25%	17%
IMG	11%	5%	4%

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



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This slide shows the relationship between geographic preference and interview invitation by applicant type. The overall trend holds for all applicant types. Applicants with aligned geographic preferences are interviewed at higher rates, followed by those with no geographic preference and unaligned preferences. The effect is strongest for MD applicants.

## Physical Medicine and Rehabilitation: Program Sample & Inclusion Criteria

	N of Programs for Geographic Preference
Total programs participating in ERAS	114
Total programs who made geographic preference viewable at their program	62
Submitted interview offer data via Thalamus Core by December 4, 2025 and invited at least 10 applicants to interview	55
<b>Total analytic sample</b>	<b>55</b>
<b>Total % of programs who made geographic preference viewable at their program</b>	<b>89%</b>
<b>Total % of all Physical Medicine and Rehabilitation programs in 2026 ERAS cycle</b>	<b>48%</b>

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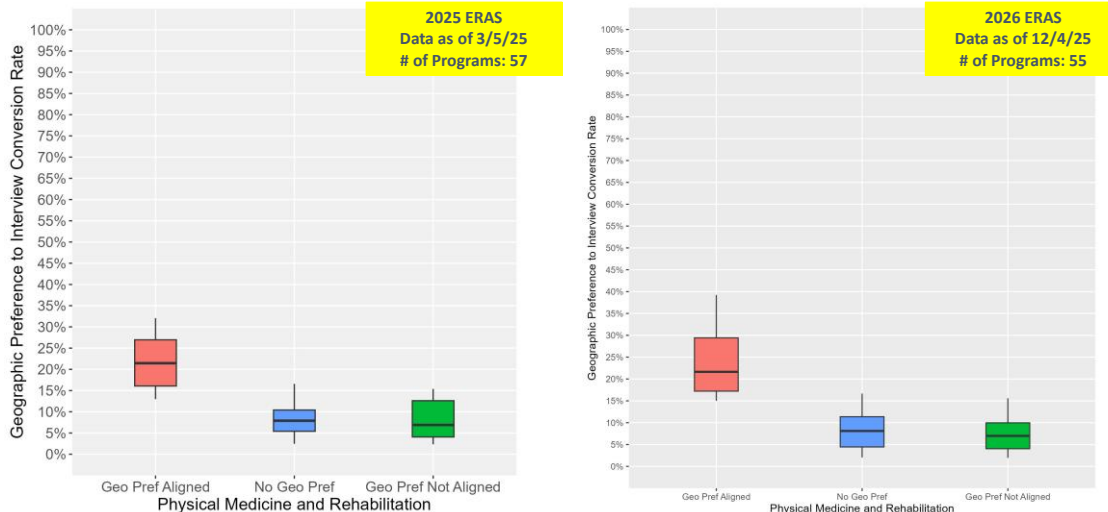


There were a total of 114 physical medicine and rehabilitation programs in the 2026 ERAS cycle. Out of those 62 made geographic preference viewable at their program as of 9/28/25.

We included 55 of them in this analysis because they provided interview invitation data via Thalamus core by December 4, 2025 (which is when the data was pulled); and they invited at least 10 applicants to interview.

The final analytic sample for the geographic preference analysis was 55 Physical Medicine and Rehabilitation programs, representing approximately 89% of all eligible Physical Medicine and Rehabilitation programs, and 48% of the total Physical Medicine and Rehabilitation program population for the 2026 ERAS cycle.

## Physical Medicine and Rehabilitation: Interview Rates by Geographic Preference Alignment Year Over Year Comparison



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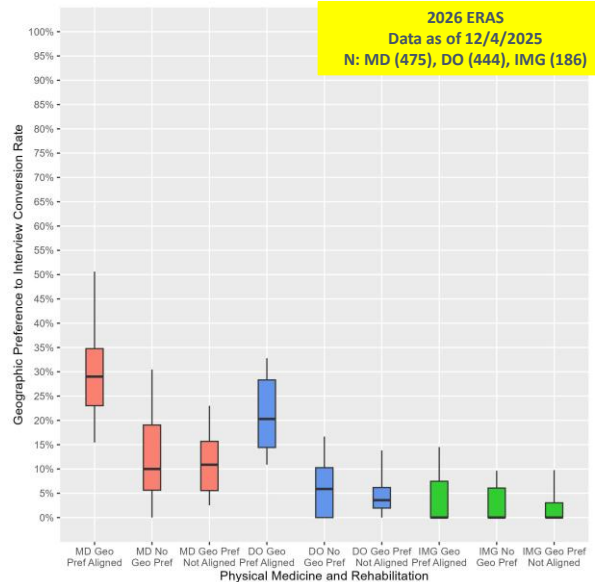


In general, applicants whose geographic preferences aligned with the program’s location were invited to interview at a higher rate than those with no geographic preference or those with unaligned preferences (22% vs 8% vs 7%, median rates). However, we need to interpret these results in the context of application type for a more complete understanding.

## Physical Medicine and Rehabilitation: Interview Rates by Geographic Preference & Applicant Type

Applicant Type	Aligned	No Geo Pref	Not Aligned
MD	29%	10%	11%
DO	20%	6%	4%
IMG	0%	0%	0%

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



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This slide shows the relationship between geographic preference and interview invitation by applicant type. The overall trend holds for MD and DO applicant types. Applicants with aligned geographic preferences are interviewed at higher rates, followed by lower interview rates for those with no geographic preference and unaligned preferences. The effect is strongest for MD applicants. There is no effect for IMG applicants in this sample. Results should be interpreted with caution due to small IMG sample sizes at the program level.

## Plastic Surgery-Integrated: Program Sample & Inclusion Criteria

	N of Programs for Geographic Preference
Total programs participating in ERAS	89
Total programs who made geographic preference viewable at their program	52
Submitted interview offer data via Thalamus Core by December 4, 2025 and invited at least 10 applicants to interview	25
<b>Total analytic sample</b>	<b>25</b>
<b>Total % of programs who made geographic preference viewable at their program</b>	<b>48%</b>
<b>Total % of all Psychiatry programs in 2026 ERAS cycle</b>	<b>28%</b>

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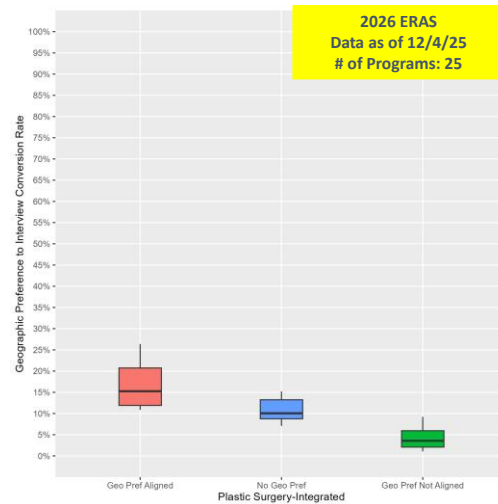


There were a total of 89 Plastic Surgery-Integrated programs in the 2026 ERAS cycle. Out of those 52 made geographic preference viewable at their program as of 9/28/25.

We included 25 of them in this analysis because they provided interview invitation data via Thalamus core by December 4, 2025 (which is when the data was pulled); and they invited at least 10 applicants to interview.

The final analytic sample for the geographic preference analysis was 25 Plastic Surgery-Integrated programs, representing approximately 48% of all eligible Plastic Surgery-Integrated programs, and 28% of the total Plastic Surgery-Integrated program population for the 2026 ERAS cycle.

## Plastic Surgery-Integrated: Interview Rates by Geographic Preference Alignment Year Over Year Comparison



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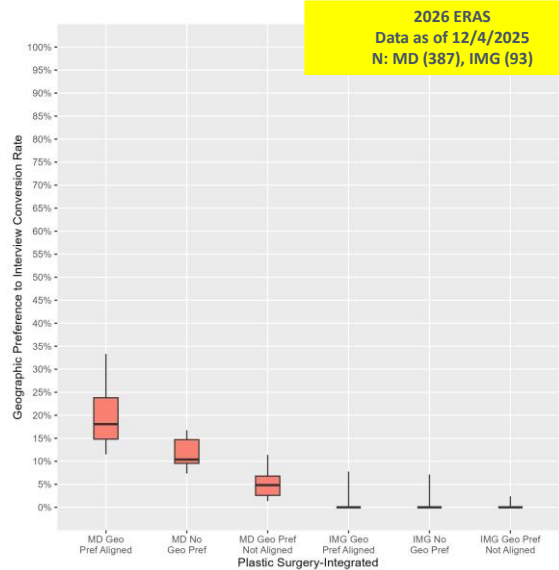
In general, applicants whose geographic preferences aligned with the program's location were invited to interview at a higher rate than those with no geographic preference or those with unaligned preferences (15% vs 10% vs 4%, median rates). However, we need to interpret these results in the context of application type for a more complete understanding.

Note there is no data for ERAS cycle 2025 for Plastic Surgery Integrated.

## Plastic Surgery-Integrated: Interview Rates by Geographic Preference & Applicant Type

Applicant Type	Aligned	No Geo Pref	Not Aligned
MD	18%	10%	5%
IMG	0%	0%	0%

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



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This slide shows the relationship between geographic preference and interview invitation by applicant type. The overall trend holds for MD applicants. Applicants with aligned geographic preferences are interviewed at higher rates, followed by those with no geographic preference and unaligned preferences. There is no median effect for IMG applicants in this sample size.

We excluded data for DO applicants from this analysis due to their small sample size, which limits the generalizability of the findings for this group.

## Psychiatry: Program Sample & Inclusion Criteria

	N of Programs for Geographic Preference
Total programs participating in ERAS	340
Total programs who made geographic preference viewable at their program	214
Submitted interview offer data via Thalamus Core by December 4, 2025 and invited at least 10 applicants to interview	183
<b>Total analytic sample</b>	<b>183</b>
<b>Total % of programs who made geographic preference viewable at their program</b>	<b>86%</b>
<b>Total % of all Psychiatry programs in 2026 ERAS cycle</b>	<b>54%</b>

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There were a total of 340 psychiatry programs in the 2026 ERAS cycle. Out of those 214 made geographic preference viewable at their program as of 9/28/25.

We included 183 of them in this analysis because they provided interview invitation data via Thalamus core by December 4, 2025 (which is when the data was pulled); and they invited at least 10 applicants to interview.

The final analytic sample for the geographic preference analysis was 183 psychiatry programs, representing approximately 86% of all eligible psychiatry programs, and 54% of the total psychiatry program population for the 2026 ERAS cycle.

## Psychiatry: Interview Rates by Geographic Preference Alignment Year Over Year Comparison



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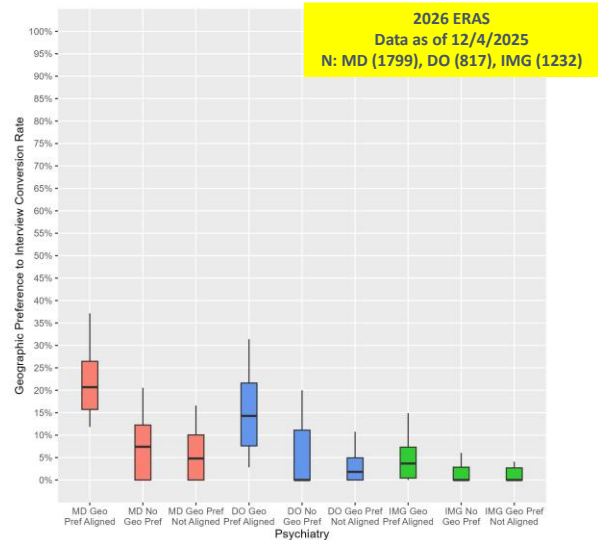


In general, applicants whose geographic preferences aligned with the program’s location were invited to interview at a higher rate than those with no geographic preference or those with unaligned preferences (16% vs 4% vs 3%, median rates). However, we need to interpret these results in the context of application type for a more complete understanding.

## Psychiatry: Interview Rates by Geographic Preference & Applicant Type

Applicant Type	Aligned	No Geo Pref	Not Aligned
MD	21%	7%	5%
DO	14%	0%	2%
IMG	4%	0%	0%

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



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This slide shows the relationship between geographic preference and interview invitation by applicant type. The overall trend holds for all applicant types. Applicants with aligned geographic preferences are interviewed at higher rates, followed by similar rates for those with no geographic preference and unaligned preferences. The effect is strongest for MD applicants.

## Radiation Oncology: Program Sample & Inclusion Criteria

	N of Programs for Geographic Preference
Total programs participating in ERAS	84
Total programs who made geographic preference viewable at their program	46
Submitted interview offer data via Thalamus Core by December 4, 2025 and invited at least 10 applicants to interview	28
<b>Total analytic sample</b>	<b>28</b>
<b>Total % of programs who made geographic preference viewable at their program</b>	<b>61%</b>
<b>Total % of all Radiation Oncology programs in 2026 ERAS cycle</b>	<b>33%</b>

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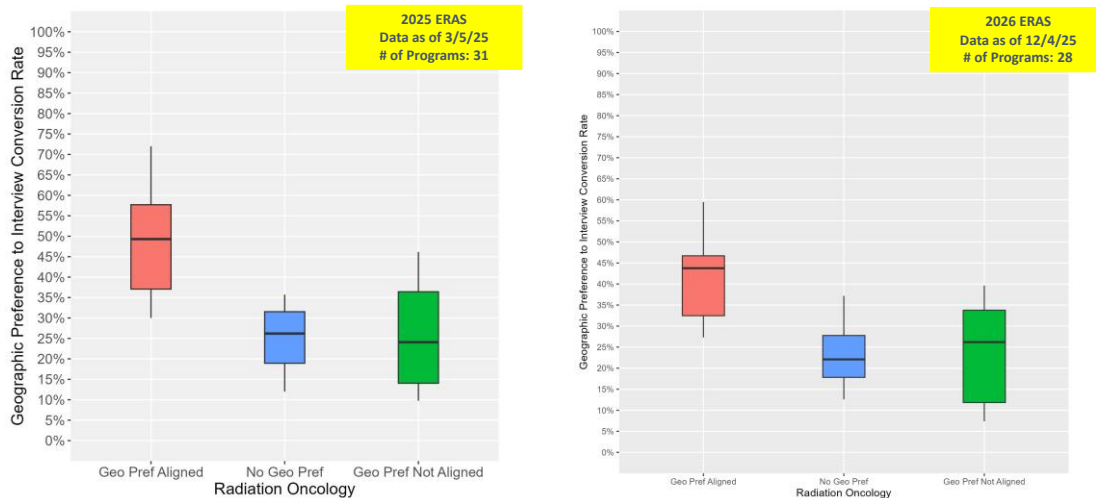


There were a total of 84 radiation oncology programs in the 2026 ERAS cycle. Out of those 46 made geographic preference viewable at their program as of 9/28/25.

We included 28 of them in this analysis because they provided interview invitation data via Thalamus core by December 4, 2025 (which is when the data was pulled); and they invited at least 10 applicants to interview.

The final analytic sample for the geographic preference analysis was 28 radiation oncology programs, representing approximately 61% of all eligible radiation oncology programs, and 33% of the total radiation oncology program population for the 2026 ERAS cycle.

## Radiation Oncology: Interview Rates by Geographic Preference Alignment Year Over Year Comparison



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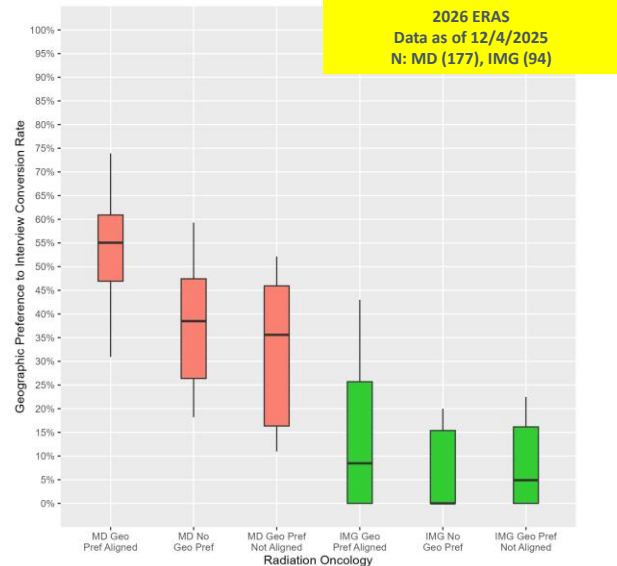
In general, applicants whose geographic preferences aligned with the program's location were invited to interview at a higher rate than those with no geographic preference or those with unaligned preferences (44% vs 22% vs 26%, median rates). However, we need to interpret these results in the context of application type for a more complete understanding.

## Radiation Oncology: Interview Rates by Geographic Preference & Applicant Type

Applicant Type	Aligned	No Geo Pref	Not Aligned
MD	55%	38%	36%
IMG	8%	0%	5%

Program N = 28; DO applicant data were excluded from this analysis due to small sample size.

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



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This slide shows the relationship between geographic preference and interview invitation by applicant type. The overall trend holds for MD and IMG applicant type. Applicants with aligned geographic preferences are interviewed at higher rates, followed by similar rates for those with no geographic preference and unaligned preferences. The effect is strongest for MD applicants.

We excluded data for DO applicants from this analysis due to their small sample size, which limits the generalizability of the findings for this group.

## Radiology-Diagnostic: Program Sample & Inclusion Criteria

	N of Programs for Geographic Preference
Total programs participating in ERAS	188
Total programs who made geographic preference viewable at their program	111
Submitted interview offer data via Thalamus Core by December 4, 2025 and invited at least 10 applicants to interview	98
<b>Total analytic sample</b>	<b>98</b>
<b>Total % of programs who made geographic preference viewable at their program</b>	<b>88%</b>
<b>Total % of all Radiology-Diagnostic programs in 2026 ERAS cycle</b>	<b>52%</b>

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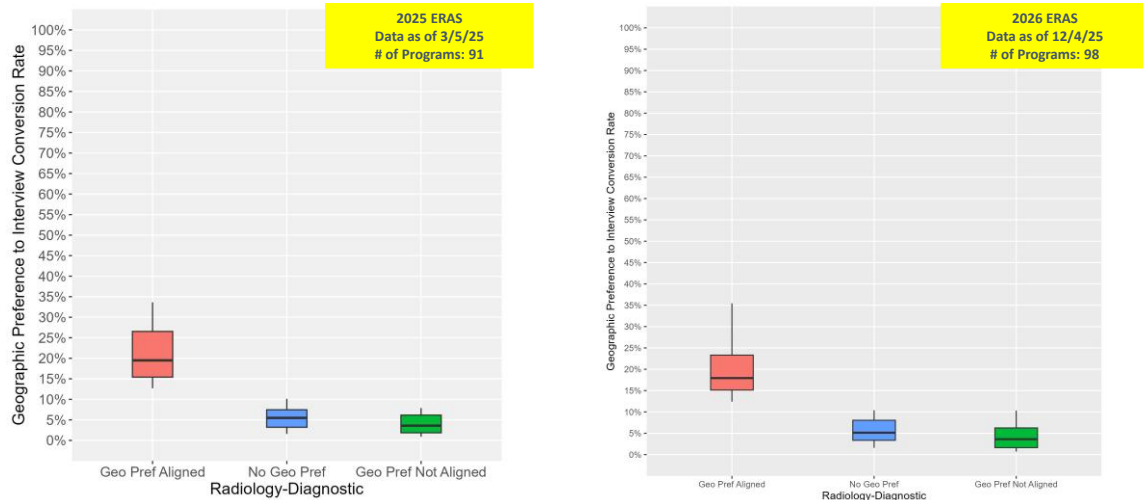


There were a total of 188 Radiology-Diagnostic programs in the ERAS 2026 cycle. Out of those 111 made geographic preference viewable at their program as of 9/28/25.

We included 98 of them in this analysis because they provided interview invitation data via Thalamus core by December 4, 2025 (which is when the data was pulled); and they invited at least 10 applicants to interview.

The final analytic sample for the geographic preference analysis was 98 Radiology-Diagnostic programs, representing approximately 88% of all eligible Radiology-Diagnostic programs, and 52% of the total Radiology-Diagnostic program population for the 2026 ERAS cycle.

## Radiology-Diagnostic: Interview Rates by Geographic Preference Alignment Year Over Year Comparison



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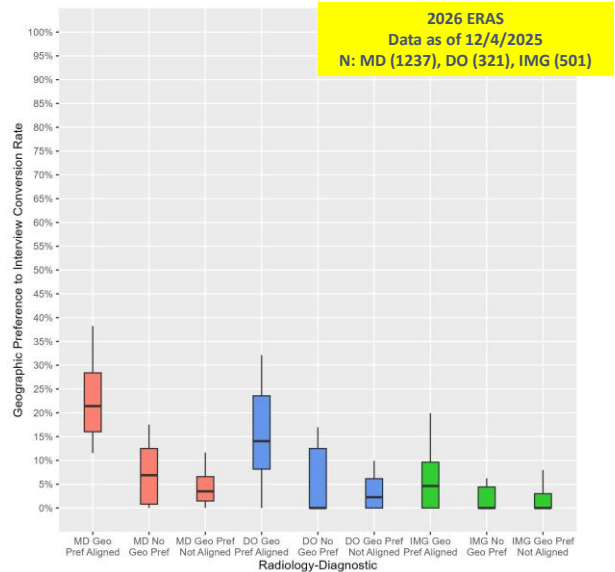


In general, applicants whose geographic preferences aligned with the program’s location were invited to interview at a higher rate than those with no geographic preference or those with unaligned preferences (18% vs 5% vs 4%, median rates). However, we need to interpret these results in the context of application type for a more complete understanding.

## Radiology-Diagnostic: Interview Rates by Geographic Preference & Applicant Type

Applicant Type	Aligned	No Geo Pref	Not Aligned
MD	21%	7%	3%
DO	14%	0%	2%
IMG	5%	0%	0%

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



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This slide shows the relationship between geographic preference and interview invitation by applicant type. The overall trend holds for all applicant types. Applicants with aligned geographic preferences are interviewed at higher rates, followed by similar rates for those with no geographic preference and unaligned preferences. The effect is strongest for MD applicants.

## Surgery: Program Sample & Inclusion Criteria

	N of Programs for Geographic Preference
Total programs participating in ERAS	354
Total programs who made geographic preference viewable at their program	203
Submitted interview offer data via Thalamus Core by December 4, 2025 and invited at least 10 applicants to interview	172
<b>Total analytic sample</b>	<b>172</b>
<b>Total % of programs who made geographic preference viewable at their program</b>	<b>85%</b>
<b>Total % of all Surgery programs in 2026 ERAS cycle</b>	<b>49%</b>

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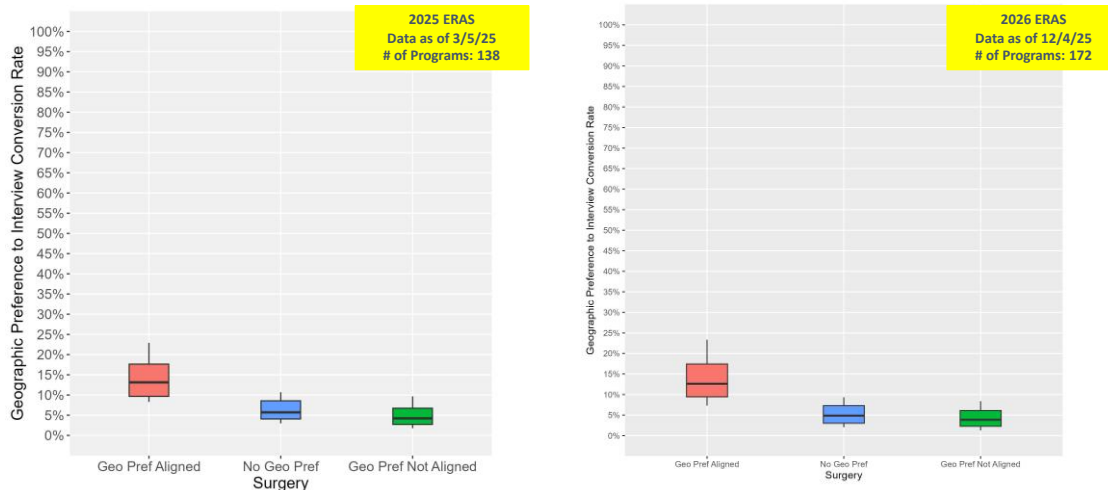


There were a total of 354 Surgery programs in the 2026 ERAS cycle. Out of those 203 made geographic preference viewable at their program as of 9/28/25.

We included 172 of them in this analysis because they provided interview invitation data via Thalamus core by December 4, 2025 (which is when the data was pulled); and they invited at least 10 applicants to interview.

The final analytic sample for the geographic preference analysis was 172 Surgery programs, representing approximately 85% of all eligible Surgery programs, and 49% of the total Surgery program population for the 2026 ERAS cycle.

## Surgery: Interview Rates by Geographic Preference Alignment Year Over Year Comparison



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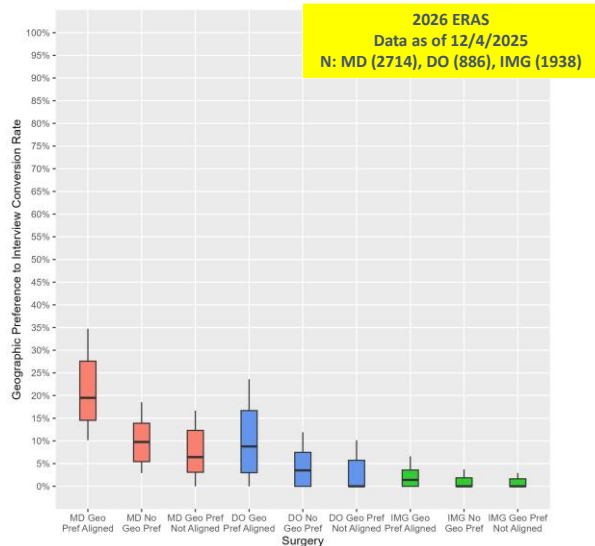
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In general, applicants whose geographic preferences aligned with the program's location were invited to interview at a higher rate than those with no geographic preference or those with unaligned preferences (13% vs 5% vs 4%, median rates). However, we need to interpret these results in the context of application type for a more complete understanding.

## Surgery: Interview Rates by Geographic Preference & Applicant Type

Applicant Type	Aligned	No Geo Pref	Not Aligned
MD	19%	10%	6%
DO	9%	4%	0%
IMG	1%	0%	0%

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



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This slide shows the relationship between geographic preference and interview invitation by applicant type. The overall trend holds for MD and DO applicant types. Applicants with aligned geographic preferences are interviewed at higher rates, followed by those with no geographic preference and unaligned preferences. There is small to no effect for IMG applicants in this sample.

## Thoracic Surgery-Integrated: Program Sample & Inclusion Criteria

	N of Programs for Geographic Preference
Total programs participating in ERAS	35
Total programs who made geographic preference viewable at their program	20
Submitted interview offer data via Thalamus Core by December 4, 2025 and invited at least 10 applicants to interview	12
<b>Total analytic sample</b>	<b>12</b>
<b>Total % of programs who made geographic preference viewable at their program</b>	<b>60%</b>
<b>Total % of all Thoracic Surgery-Integrated programs in 2026 ERAS cycle</b>	<b>34%</b>

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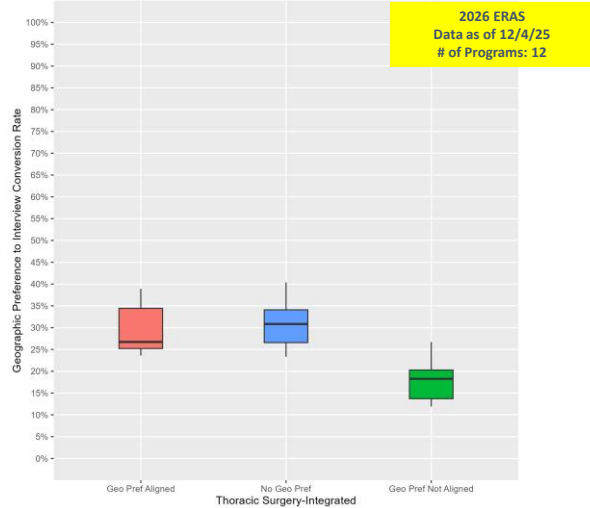
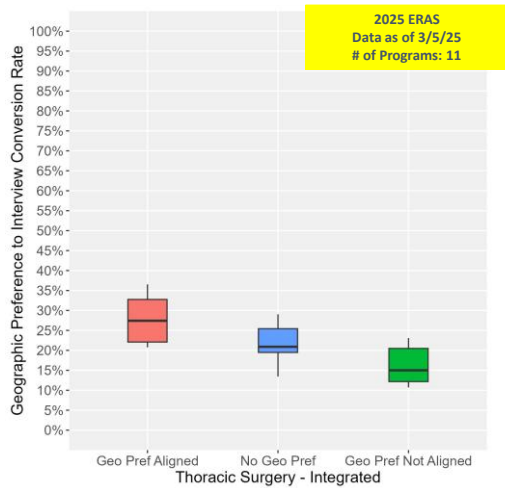


There were a total of 35 thoracic surgery-integrated programs in the 2026 ERAS cycle. Out of those 20 made geographic preference viewable at their program as of 9/28/25.

We included 12 of them in this analysis because they provided interview invitation data via Thalamus core by December 4, 2025 (which is when the data was pulled); and they invited at least 10 applicants to interview.

The final analytic sample for the geographic preference analysis was 12 thoracic surgery-integrated programs, representing approximately 60% of all eligible thoracic surgery-integrated programs, and 34% of the total thoracic surgery-integrated program population for the 2026 ERAS cycle.

### Thoracic Surgery— Integrated: Interview Rates by Geographic Preference Alignment Year Over Year Comparison



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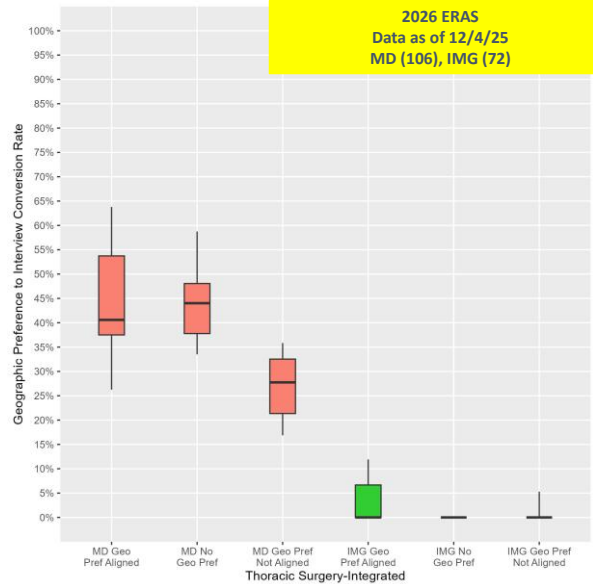
In general, applicants whose geographic preferences aligned with the program’s location were not invited to interview at a higher rate than those with no geographic preference or those with unaligned preferences with no geographic preference having the highest rates, followed by aligned, and not aligned (27% vs 31% vs 18%, median rates). However, we need to interpret these results in the context of application type for a more complete understanding.

## Thoracic Surgery – Integrated : Interview Rates by Geographic Preference & Applicant Type

Median Interview Rates

Applicant Type	Aligned	No Geo Pref	Not Aligned
MD	41%	44%	28%
IMG	0%	0%	0%

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



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This slide shows the relationship between geographic preference and interview invitation by applicant type. For MD applicants, applicants with no geographic preference are interviewed at slightly higher rates, followed by those with aligned geographic preferences and then unaligned preferences. There is no median effect for IMG applicants in this sample size.

We excluded data for DO applicants from this analysis due to their small sample size, which limits the generalizability of the findings for this group.

## Transitional Year: Program Sample & Inclusion Criteria

	N of Programs for Geographic Preference
Total programs participating in ERAS	181
Total programs who made geographic preference viewable at their program	115
Submitted interview offer data via Thalamus Core by December 4, 2025 and invited at least 10 applicants to interview	104
<b>Total analytic sample</b>	<b>104</b>
<b>Total % of programs who made geographic preference viewable at their program</b>	<b>90%</b>
<b>Total % of all Transitional Year programs in 2026 ERAS cycle</b>	<b>57%</b>

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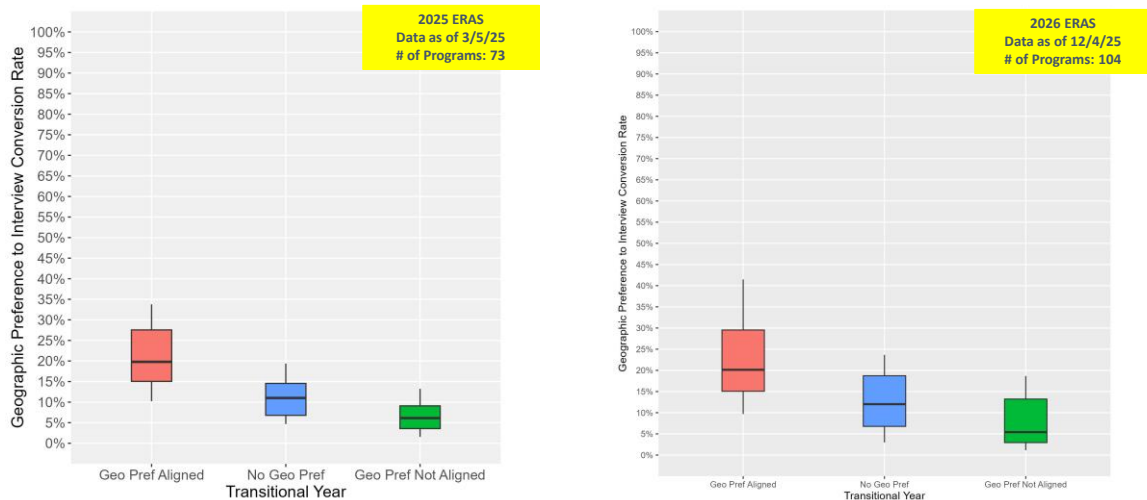


There were a total of 181 transitional year programs in the 2026 ERAS cycle. Out of those 115 made geographic preference viewable at their program as of 9/28/25.

We included 104 of them in this analysis because they provided interview invitation data via Thalamus core by December 4, 2025 (which is when the data was pulled); and they invited at least 10 applicants to interview.

The final analytic sample for the geographic preference analysis was 104 transitional year programs, representing approximately 90% of all eligible transitional year programs, and 57% of the total transitional year program population for the 2026 ERAS cycle.

### Transitional Year: Interview Rates by Geographic Preference Alignment Year Over Year Comparison



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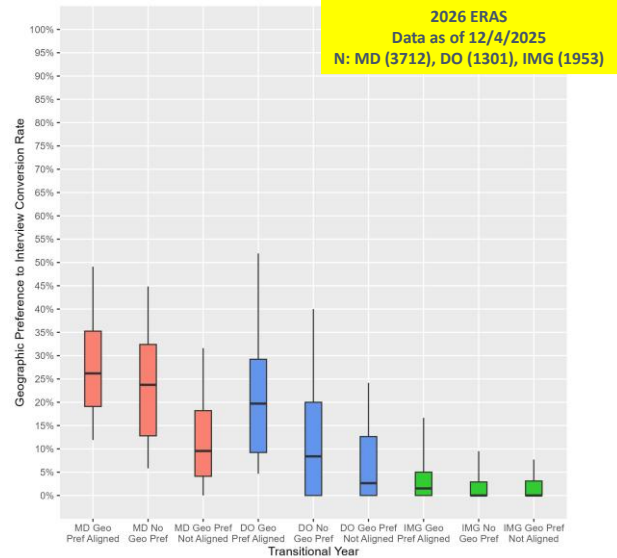


In general, applicants whose geographic preferences aligned with the program’s location were invited to interview at a higher rate than those with no geographic preference or those with unaligned preferences (20% vs 12% vs 5%, median rates). However, we need to interpret these results in the context of application type for a more complete understanding.

## Transitional Year: Interview Rates by Geographic Preference & Applicant Type

Applicant Type	Aligned	No Geo Pref	Not Aligned
MD	26%	24%	10%
DO	20%	8%	3%
IMG	2%	0%	0%

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



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This slide shows the relationship between geographic preference and interview invitation by applicant type. The overall trend holds for MD and DO applicants. Applicants with aligned geographic preferences are interviewed at higher rates, followed by those with no geographic preference and unaligned preferences. There is small effect for IMG applicants in this sample for applicants whose geographic preferences aligned, but there is no median effect for applicants who selected no preference or did not align.

## Urology: Program Sample & Inclusion Criteria

	N of Programs for Geographic Preference
Total programs participating in ERAS	149
Total programs who made geographic preference viewable at their program	75
Submitted interview offer data via Thalamus Core by December 4, 2025 and invited at least 10 applicants to interview	28
<b>Total analytic sample</b>	<b>28</b>
<b>Total % of programs who made geographic preference viewable at their program</b>	<b>37%</b>
<b>Total % of all Urology programs in 2026 ERAS cycle</b>	<b>19%</b>

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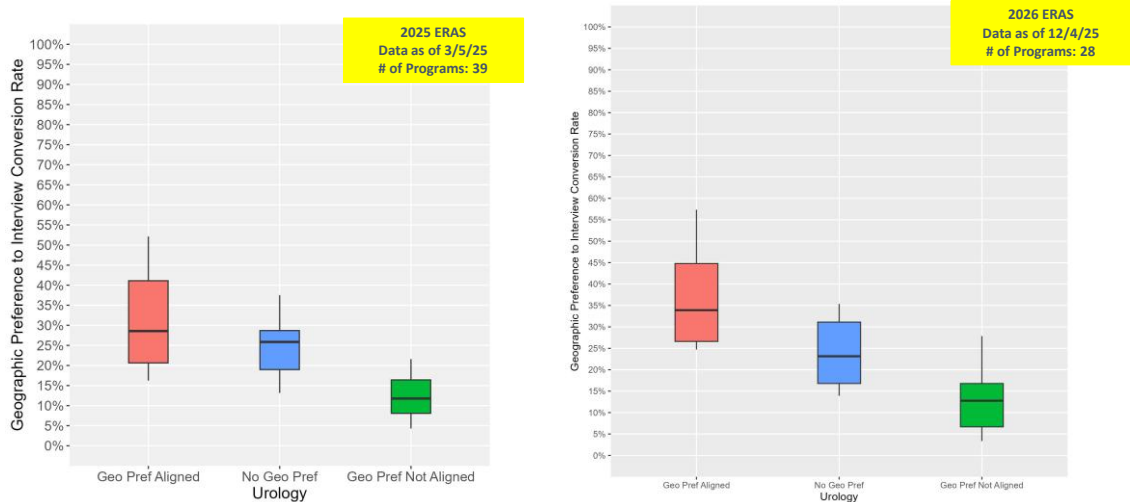


There were a total of 149 urology programs in the 2026 ERAS cycle. Out of those 75 made geographic preference viewable at their program as of 9/28/25.

We included 28 of them in this analysis because they provided interview invitation data via Thalamus core by December 4, 2025 (which is when the data was pulled); and they invited at least 10 applicants to interview.

The final analytic sample for the geographic preference analysis was 28 urology programs, representing approximately 37% of all eligible urology programs, and 19% of the total urology program population for the 2026 ERAS cycle.

## Urology: Interview Rates by Geographic Preference Alignment Year Over Year Comparison



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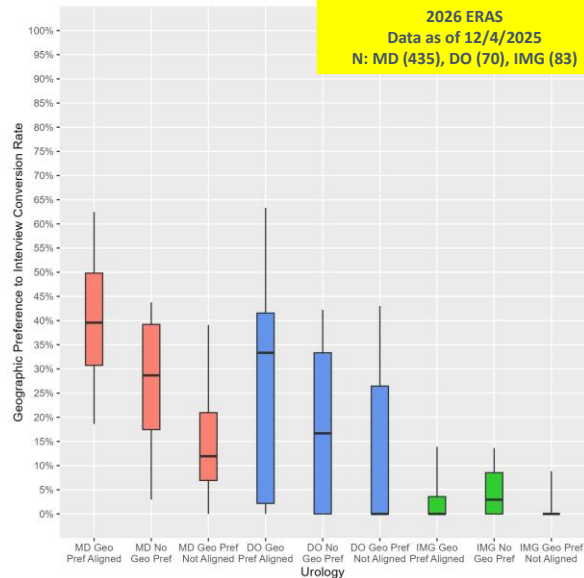
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In general, applicants whose geographic preferences aligned with the program's location were invited to interview at a higher rate than those with no geographic preference or those with unaligned preferences (34% vs 23% vs 13%, median rates). However, we need to interpret these results in the context of application type for a more complete understanding.

## Urology: Interview Rates by Geographic Preference & Applicant Type

Applicant Type	Aligned	No Geo Pref	Not Aligned
MD	40%	29%	12%
DO	33%	17%	0%
IMG	0%	3%	0%

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



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This slide shows the relationship between geographic preference and interview invitation by applicant type. The overall trend holds for MD and DO applicant types. Applicants with aligned geographic preferences are interviewed at higher rates, followed by those with no geographic preference and then unaligned preferences. There is no median effect for IMG applicants in this sample for applicants whose geographic preferences aligned or did not align, but there is a small effect for IMG applicants who selected no preference. However, results should be interpreted with caution due to small DO and IMG sample sizes at the program level.

## Vascular Surgery-Integrated: Program Sample & Inclusion Criteria

	N of Programs for Geographic Preference
Total programs participating in ERAS	81
Total programs who made geographic preference viewable at their program	53
Submitted interview offer data via Thalamus Core by December 4, 2025 and invited at least 10 applicants to interview	36
<b>Total analytic sample</b>	<b>36</b>
<b>Total % of programs who made geographic preference viewable at their program</b>	<b>68%</b>
<b>Total % of all Vascular Surgery-Integrated programs in 2026 ERAS cycle</b>	<b>44%</b>

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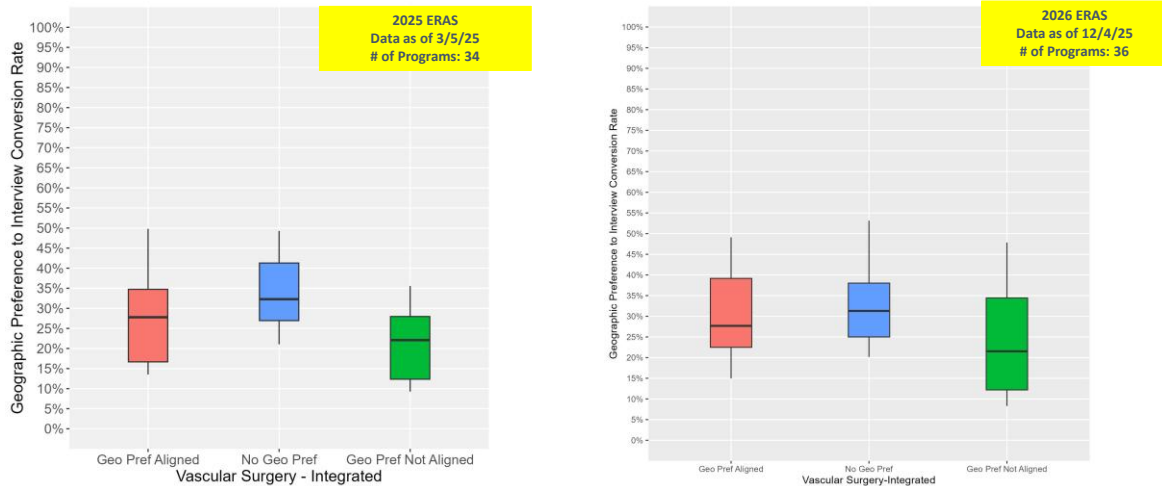


There were a total of 81 vascular surgery-integrated programs in the 2026 ERAS cycle. Out of those 53 made geographic preference viewable at their program as of 9/28/25.

We included 36 of them in this analysis because they provided interview invitation data via Thalamus core by December 4, 2025 (which is when the data was pulled); and they invited at least 10 applicants to interview.

The final analytic sample for the geographic preference analysis was 36 vascular surgery-integrated programs, representing approximately 68% of all eligible vascular surgery-integrated programs, and 44% of the total vascular surgery-integrated program population for the 2026 ERAS cycle.

### Vascular Surgery-Integrated: Interview Rates by Geographic Preference Alignment Year Over Year Comparison



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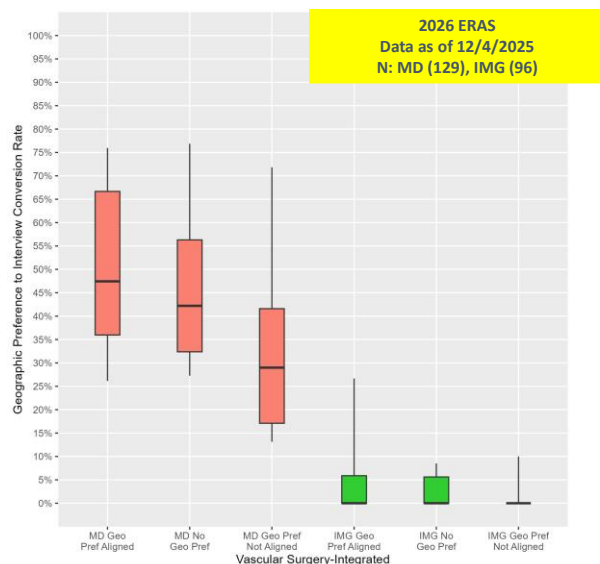
In general, applicants whose geographic preferences aligned with the program’s location were not invited to interview at a higher rate than those with no geographic preference or those with unaligned preferences with no geographic preference having the highest rates, followed by aligned, and not aligned (28% vs 31% vs 22%, median rates). However, we need to interpret these results in the context of application type for a more complete understanding.

## Vascular Surgery-Integrated: Interview Rates by Geographic Preference & Applicant Type

Applicant Type	Aligned	No Geo Pref	Not Aligned
MD	47%	42%	29%
IMG	0%	0%	0%

Program N = 36; DO applicant data were excluded from this analysis due to small sample size.

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



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This slide shows the relationship between geographic preference and interview invitation by applicant type. The overall trend holds for MD applicants. Applicants with aligned geographic preferences are interviewed at higher rates, followed by those with no geographic preference and then unaligned preferences. There is no median effect for IMG applicants in this sample size.

We excluded data for DO applicants from this analysis due to their small sample size, which limits the generalizability of the findings for this group.