

THE **FUTURE**
IN **FOCUS**



Exploring the Relationship Between Signaling, Geographic Preferences, & Interview Invitations

2026 Analysis
Data as of 3/04/2026

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 for interview.

Geographic Preferences: Overview



Geographic Preferences

Goals for Geographic Preferences Section:

- Provide a process for sharing geographic preferences that **enhances accuracy and fairness**.
- Communicate the importance of geography for an applicant.
- Provide an opportunity to share preferences for divisions and location-setting.

Sample of 2026 ERAS Applicants

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

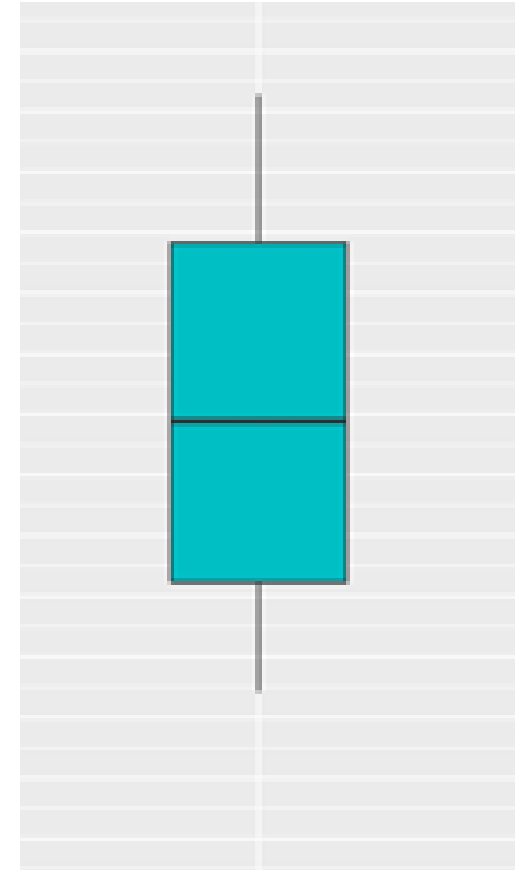
- Anesthesiology
- Child Neurology
- Dermatology
- Family Medicine
- Internal Medicine
- Interventional Radiology-Integrated
- Neurological Surgery
- Neurology
- Pathology-Anatomic and Clinical
- Pediatrics
- Physical Medicine and Rehabilitation
- Plastic Surgery-Integrated
- Psychiatry
- Radiation Oncology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

Analysis

- **Predictors:**
 - Signaling.
 - Geographic Preference.
- **Outcome:**
 - Invited to interview in Thalamus Core as of March 4, 2026.
- **Analysis:**
 - Results analyzed separately by program.
 - Computed signaling and 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.

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



General Trends

- **Interview Invitation Rates:** In general, interview invitation rates are higher for applications who signaled and had aligned geographic preferences. Signaling generally had a strong effect within alignment status such that those who signaled had higher invite rates than those who did not signal for each alignment status.
- **Non-Geographic Alignment:** Applicants who had no preference and applicants who geographically misaligned typically had similar rates of invites. For some specialties, applicants who had no preference had higher rates and other specialties had higher rates for misaligned applicants indicating how programs and specialties vary in their use of geographic preference alignment status.

Limitations and Future Research

- **Sample size** may limit generalizability. Programs who did not participate in signaling, did not make geographic preferences viewable by 9/28/25, and did not use Thalamus Core to schedule interviews were excluded from analyses.
- **Holistic Review:** Signaling and geographic preferences are only two parts of the application. Programs often consider them alongside 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.

Anesthesiology: Program Sample & Inclusion Criteria

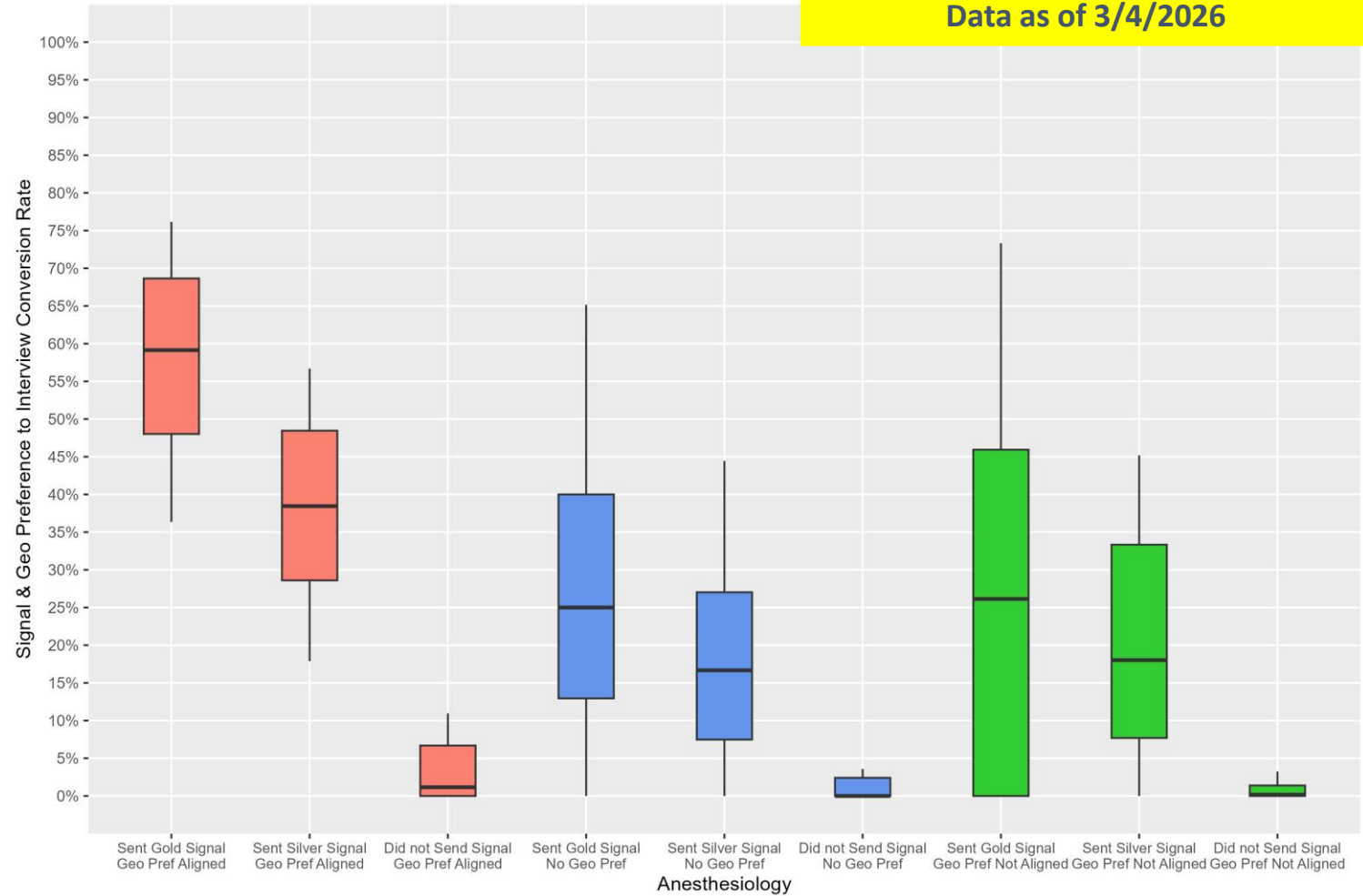
	N of Programs for Geographic Preference
Total programs participating in ERAS	181
Total programs who participated in signaling and made geographic preference viewable at their program	99
Submitted interview offer data via Thalamus Core by March 4, 2026 and invited at least 10 applicants to interview	86
Total analytic sample	86
Total % of programs who participated in signaling and made geographic preference viewable at their program	87%
Total % of all Pediatrics programs in 2026 ERAS cycle	48%

Anesthesiology : Interview Rates by Signaling & Geographic Preference

	Aligned	No Geo Pref	Not Aligned
Signed Gold	59%	25%	26%
Signed Silver	38%	17%	18%
Did not Signal	1%	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

2026 ERAS
Data as of 3/4/2026



Child Neurology: Program Sample & Inclusion Criteria

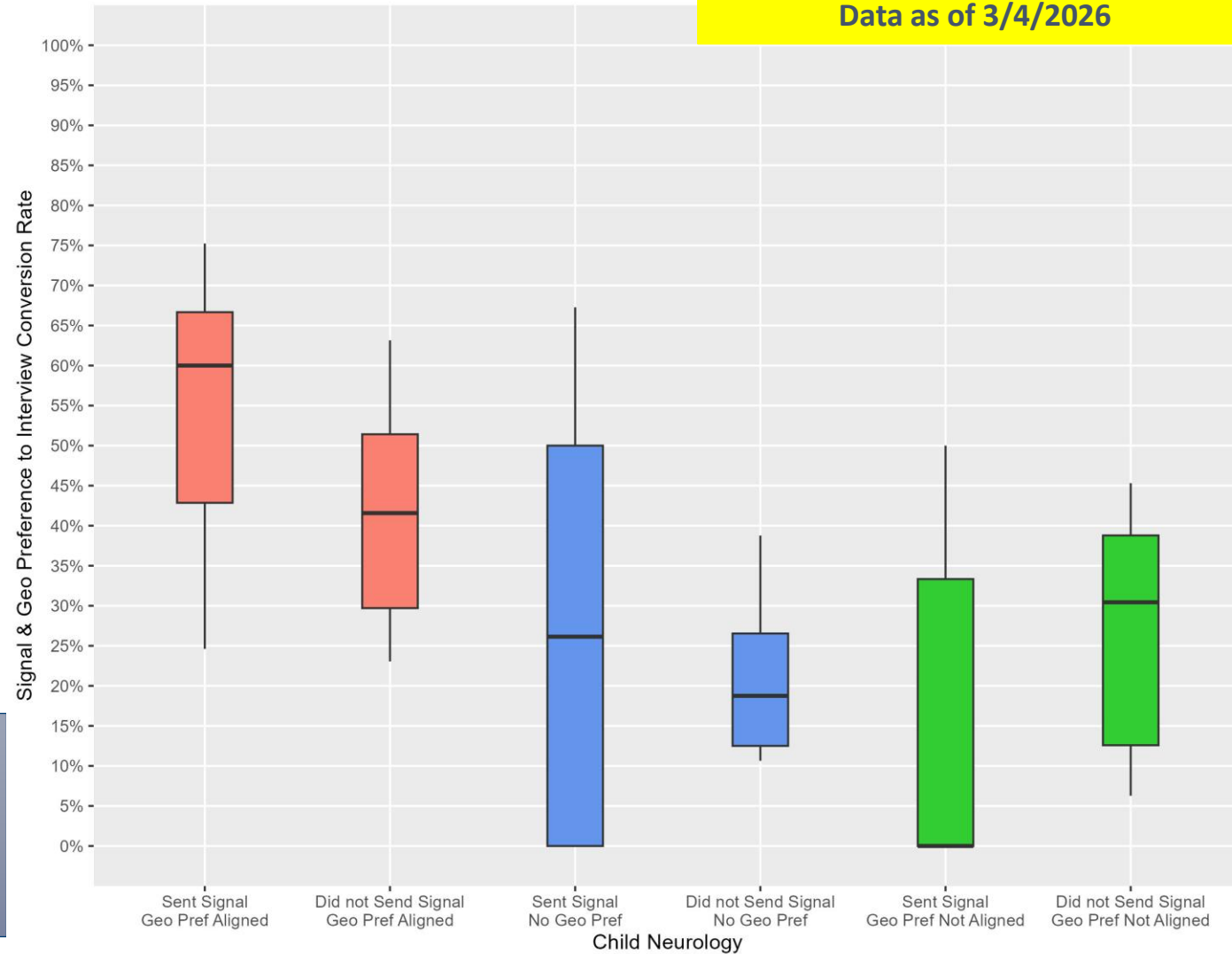
	N of Programs for Geographic Preference
Total programs participating in ERAS	81
Total programs who participated in signaling and made geographic preference viewable at their program	41
Submitted interview offer data via Thalamus Core by March 4, 2026 and invited at least 10 applicants to interview	39
Total analytic sample	39
Total % of programs who participated in signaling and made geographic preference viewable at their program	95%
Total % of all Pediatrics programs in 2026 ERAS cycle	48%

Child Neurology : Interview Rates by Signaling & Geographic Preference

	Aligned	No Geo Pref	Not Aligned
Signaled	60%	26%	0%
Did not Signal	42%	19%	30%

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

2026 ERAS
Data as of 3/4/2026



Dermatology: Program Sample & Inclusion Criteria

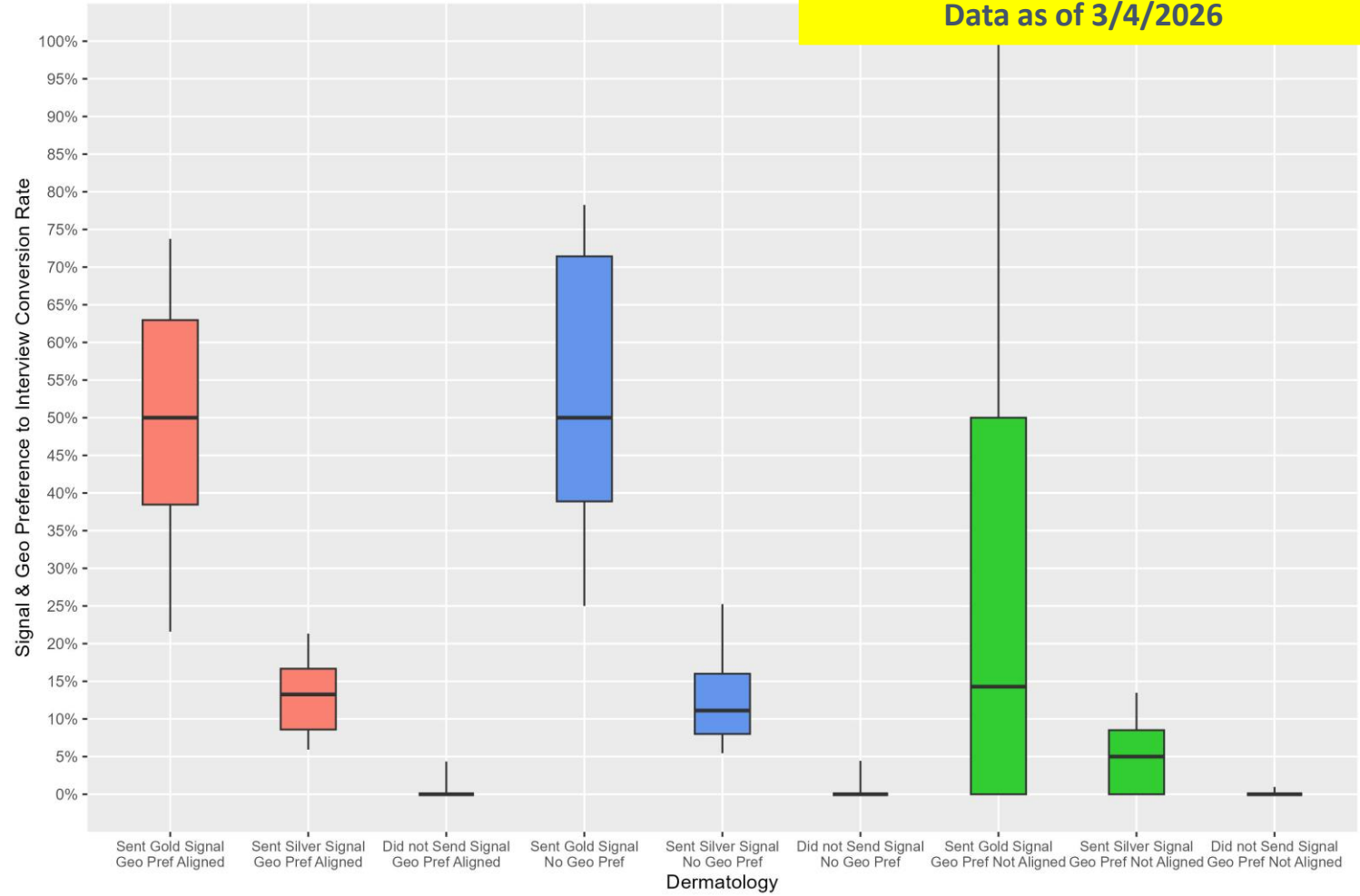
	N of Programs for Geographic Preference
Total programs participating in ERAS	141
Total programs who participated in signaling and made geographic preference viewable at their program	73
Submitted interview offer data via Thalamus Core by March 4, 2026 and invited at least 10 applicants to interview	45
Total analytic sample	45
Total % of programs who participated in signaling and made geographic preference viewable at their program	62%
Total % of all Pediatrics programs in 2026 ERAS cycle	32%

Dermatology : Interview Rates by Signaling & Geographic Preference

	Aligned	No Geo Pref	Not Aligned
Signed Gold	50%	50%	14%
Signed Silver	13%	11%	5%
Did not Signal	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

2026 ERAS
Data as of 3/4/2026



Family Medicine: Program Sample & Inclusion Criteria

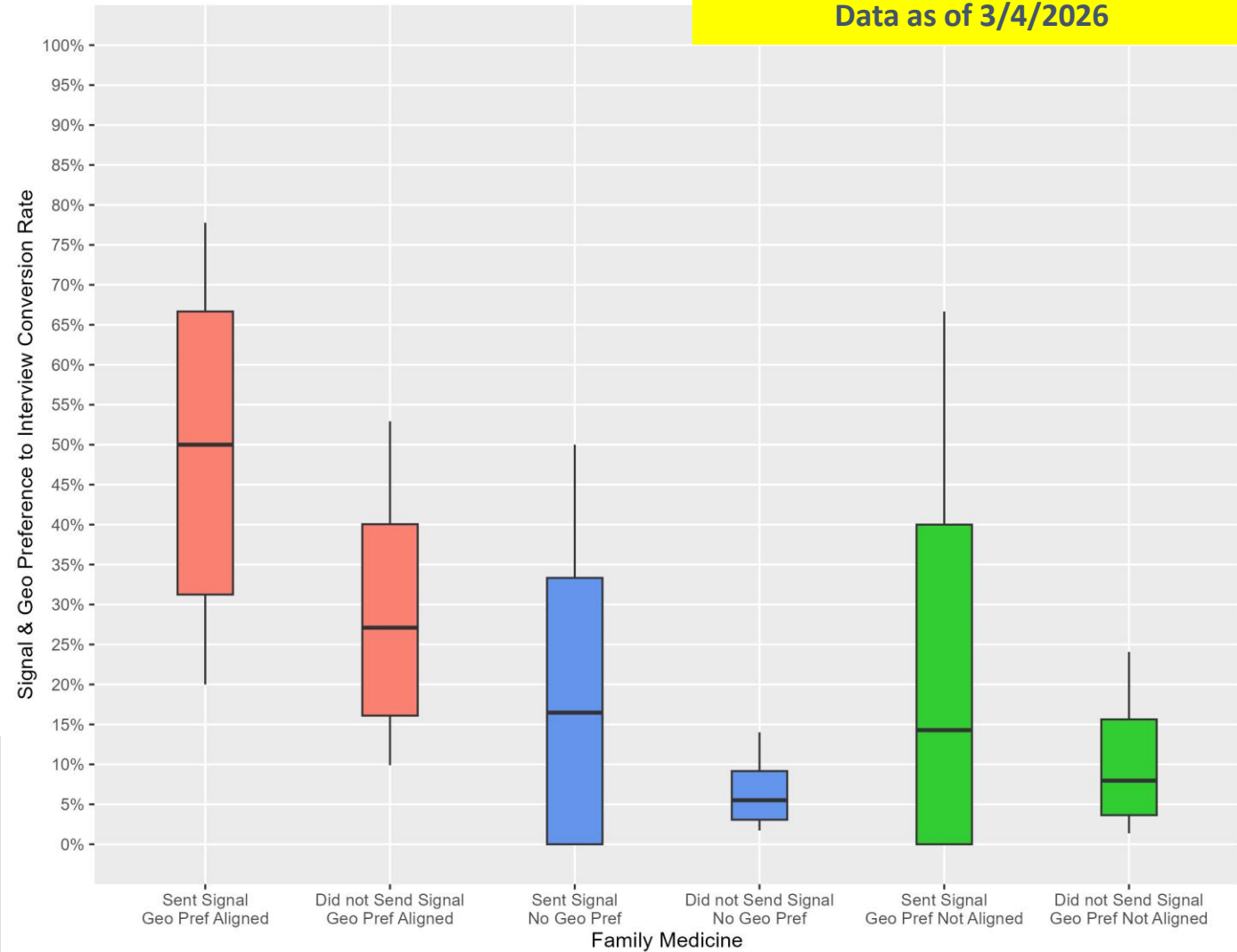
	N of Programs for Geographic Preference
Total programs participating in ERAS	786
Total programs who participated in signaling and made geographic preference viewable at their program	474
Submitted interview offer data via Thalamus Core by March 4, 2026 and invited at least 10 applicants to interview	434
Total analytic sample	434
Total % of programs who participated in signaling and made geographic preference viewable at their program	92%
Total % of all Pediatrics programs in 2026 ERAS cycle	55%

Family Medicine : Interview Rates by Signaling & Geographic Preference

	Aligned	No Geo Pref	Not Aligned
Signaled	50%	16%	14%
Did not Signal	27%	6%	8%

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

2026 ERAS
Data as of 3/4/2026



Internal Medicine: Program Sample & Inclusion Criteria

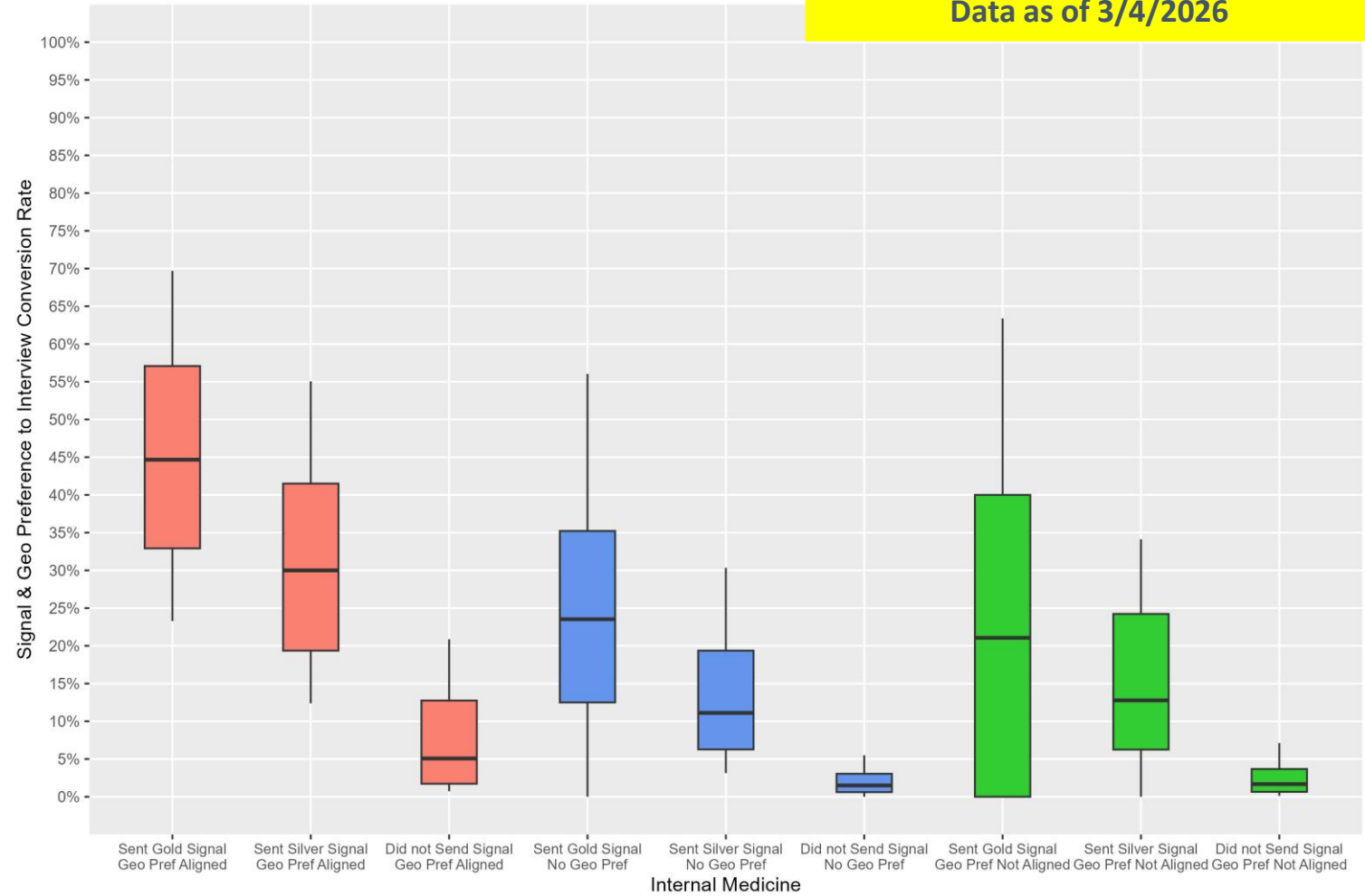
	N of Programs for Geographic Preference
Total programs participating in ERAS	684
Total programs who participated in signaling and made geographic preference viewable at their program	395
Submitted interview offer data via Thalamus Core by March 4, 2026 and invited at least 10 applicants to interview	370
Total analytic sample	370
Total % of programs who participated in signaling and made geographic preference viewable at their program	94%
Total % of all Pediatrics programs in 2026 ERAS cycle	54%

Internal Medicine : Interview Rates by Signaling & Geographic Preference

	Aligned	No Geo Pref	Not Aligned
Signed Gold	45%	24%	21%
Signed Silver	30%	11%	13%
Did not Signal	5%	1%	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

2026 ERAS
Data as of 3/4/2026



Interventional Radiology-Integrated: Program Sample & Inclusion Criteria

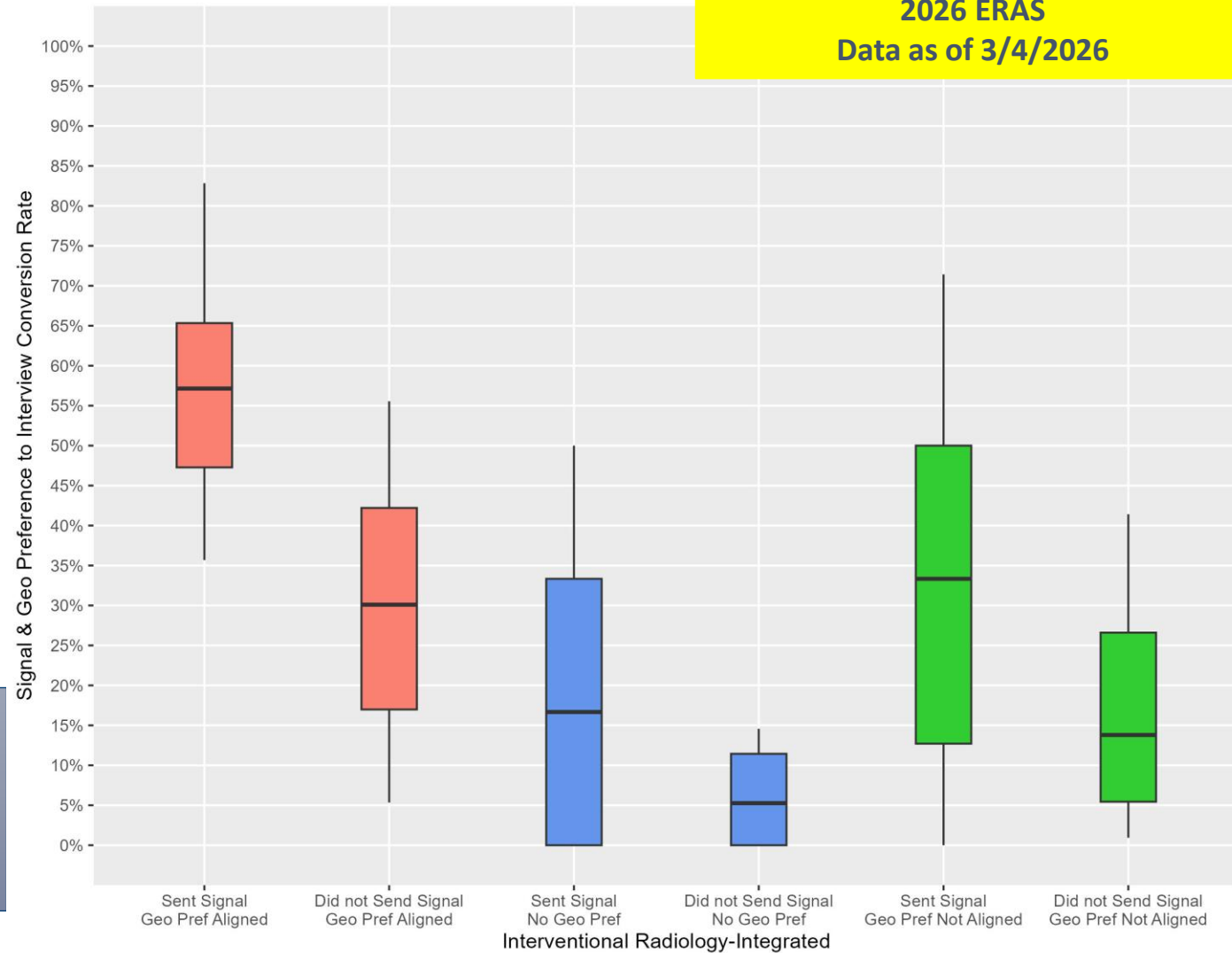
	N of Programs for Geographic Preference
Total programs participating in ERAS	103
Total programs who participated in signaling and made geographic preference viewable at their program	56
Submitted interview offer data via Thalamus Core by March 4, 2026 and invited at least 10 applicants to interview	47
Total analytic sample	47
Total % of programs who participated in signaling and made geographic preference viewable at their program	84%
Total % of all Pediatrics programs in 2026 ERAS cycle	46%

Interventional Radiology-Integrated : Interview Rates by Signaling & Geographic Preference

	Aligned	No Geo Pref	Not Aligned
Signaled	57%	17%	33%
Did not Signal	30%	5%	14%

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

2026 ERAS
Data as of 3/4/2026



Neurological Surgery: Program Sample & Inclusion Criteria

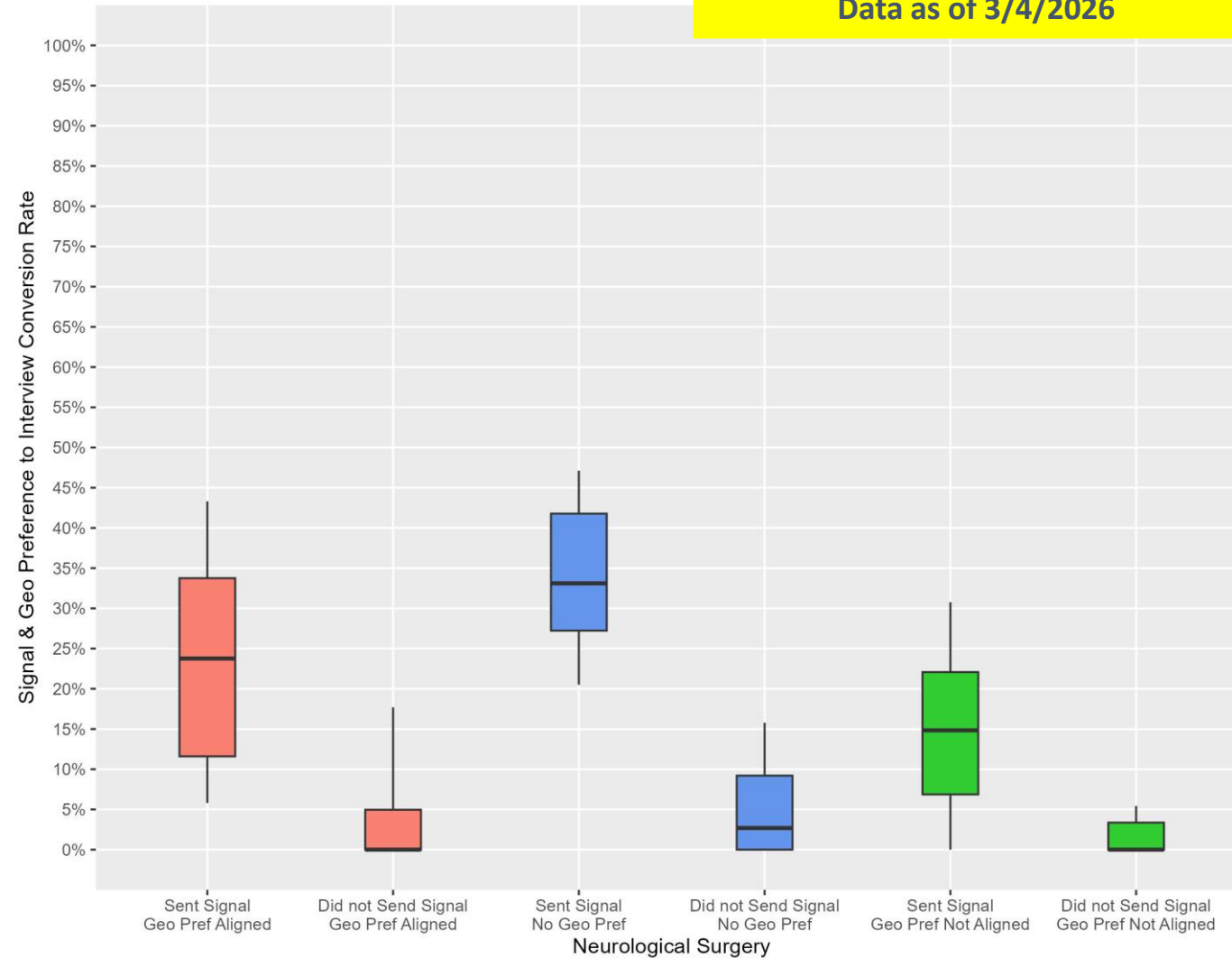
	N of Programs for Geographic Preference
Total programs participating in ERAS	122
Total programs who participated in signaling and made geographic preference viewable at their program	72
Submitted interview offer data via Thalamus Core by March 4, 2026 and invited at least 10 applicants to interview	60
Total analytic sample	60
Total % of programs who participated in signaling and made geographic preference viewable at their program	83%
Total % of all Pediatrics programs in 2026 ERAS cycle	49%

Neurological Surgery : Interview Rates by Signaling & Geographic Preference

	Aligned	No Geo Pref	Not Aligned
Signaled	24%	33%	15%
Did not Signal	0%	3%	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

2026 ERAS
Data as of 3/4/2026



Neurology: Program Sample & Inclusion Criteria

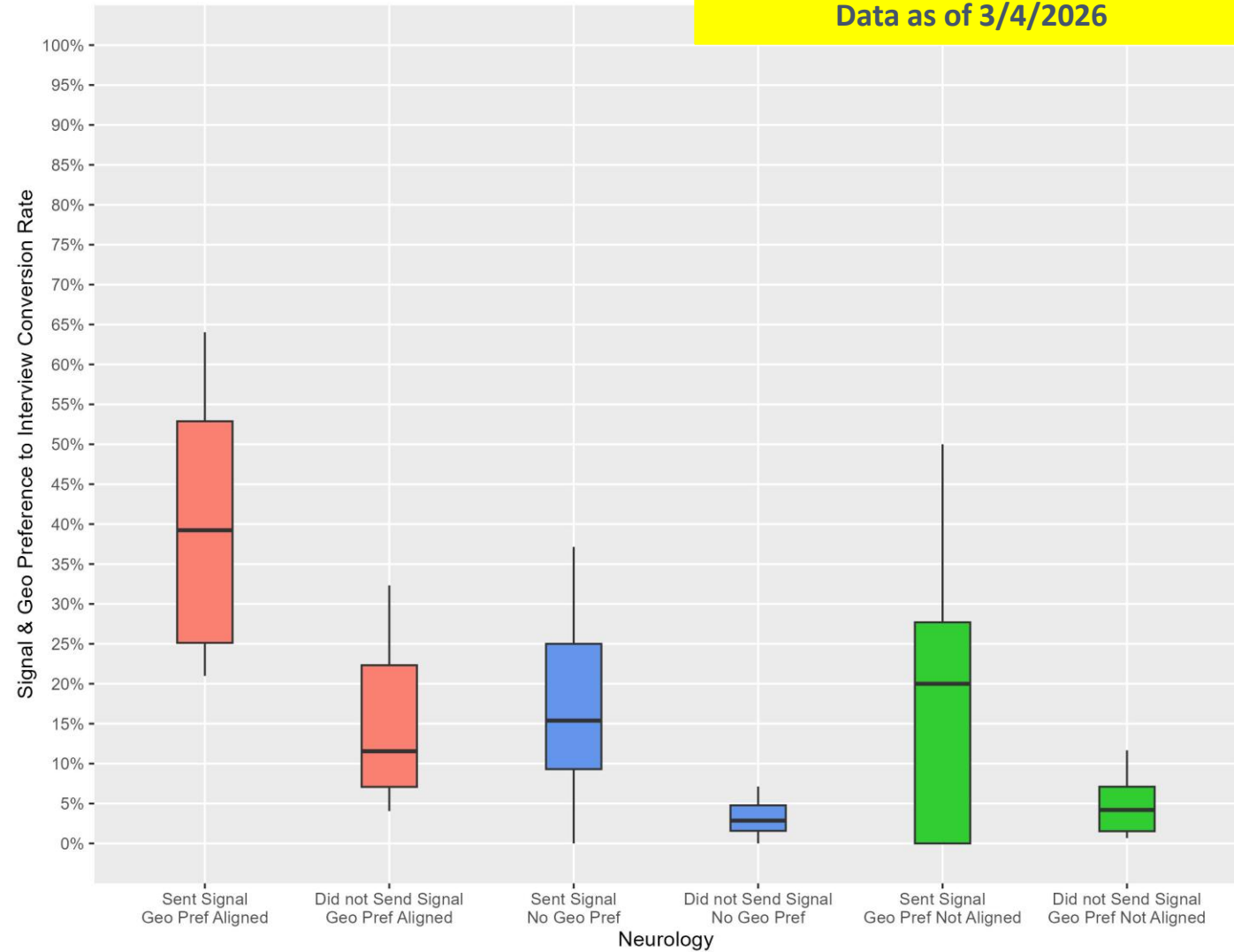
	N of Programs for Geographic Preference
Total programs participating in ERAS	196
Total programs who participated in signaling and made geographic preference viewable at their program	101
Submitted interview offer data via Thalamus Core by March 4, 2026 and invited at least 10 applicants to interview	83
Total analytic sample	83
Total % of programs who participated in signaling and made geographic preference viewable at their program	82%
Total % of all Pediatrics programs in 2026 ERAS cycle	42%

Neurology : Interview Rates by Signaling & Geographic Preference

	Aligned	No Geo Pref	Not Aligned
Signaled	39%	15%	20%
Did not Signal	12%	3%	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

2026 ERAS
Data as of 3/4/2026



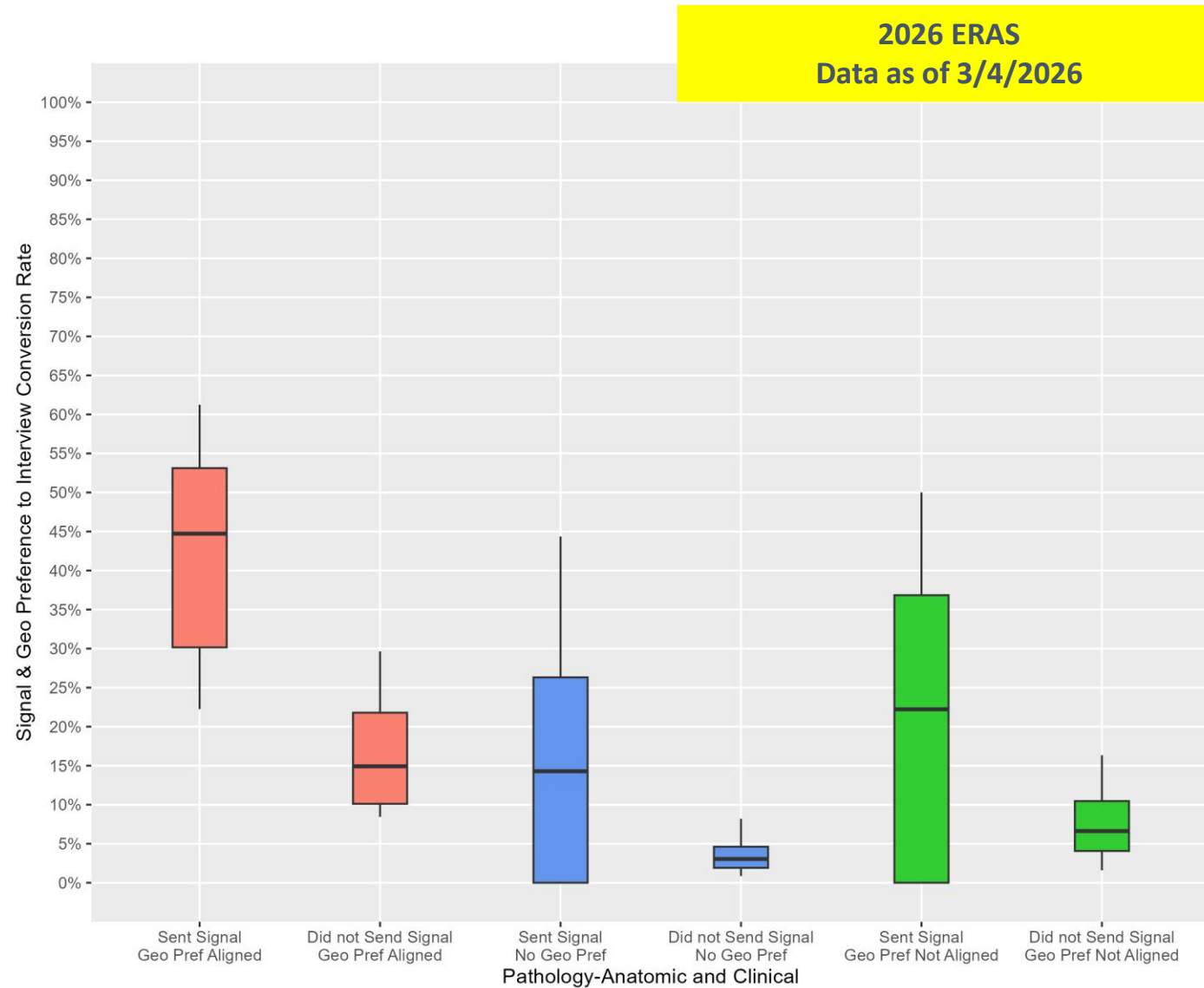
Pathology-Anatomic and Clinical: Program Sample & Inclusion Criteria

	N of Programs for Geographic Preference
Total programs participating in ERAS	138
Total programs who participated in signaling and made geographic preference viewable at their program	70
Submitted interview offer data via Thalamus Core by March 4, 2026 and invited at least 10 applicants to interview	54
Total analytic sample	54
Total % of programs who participated in signaling and made geographic preference viewable at their program	77%
Total % of all Pediatrics programs in 2026 ERAS cycle	39%

Pathology-Anatomic and Clinical : Interview Rates by Signaling & Geographic Preference

	Aligned	No Geo Pref	Not Aligned
Signaled	45%	14%	22%
Did not Signal	15%	3%	7%

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



Pediatrics: Program Sample & Inclusion Criteria

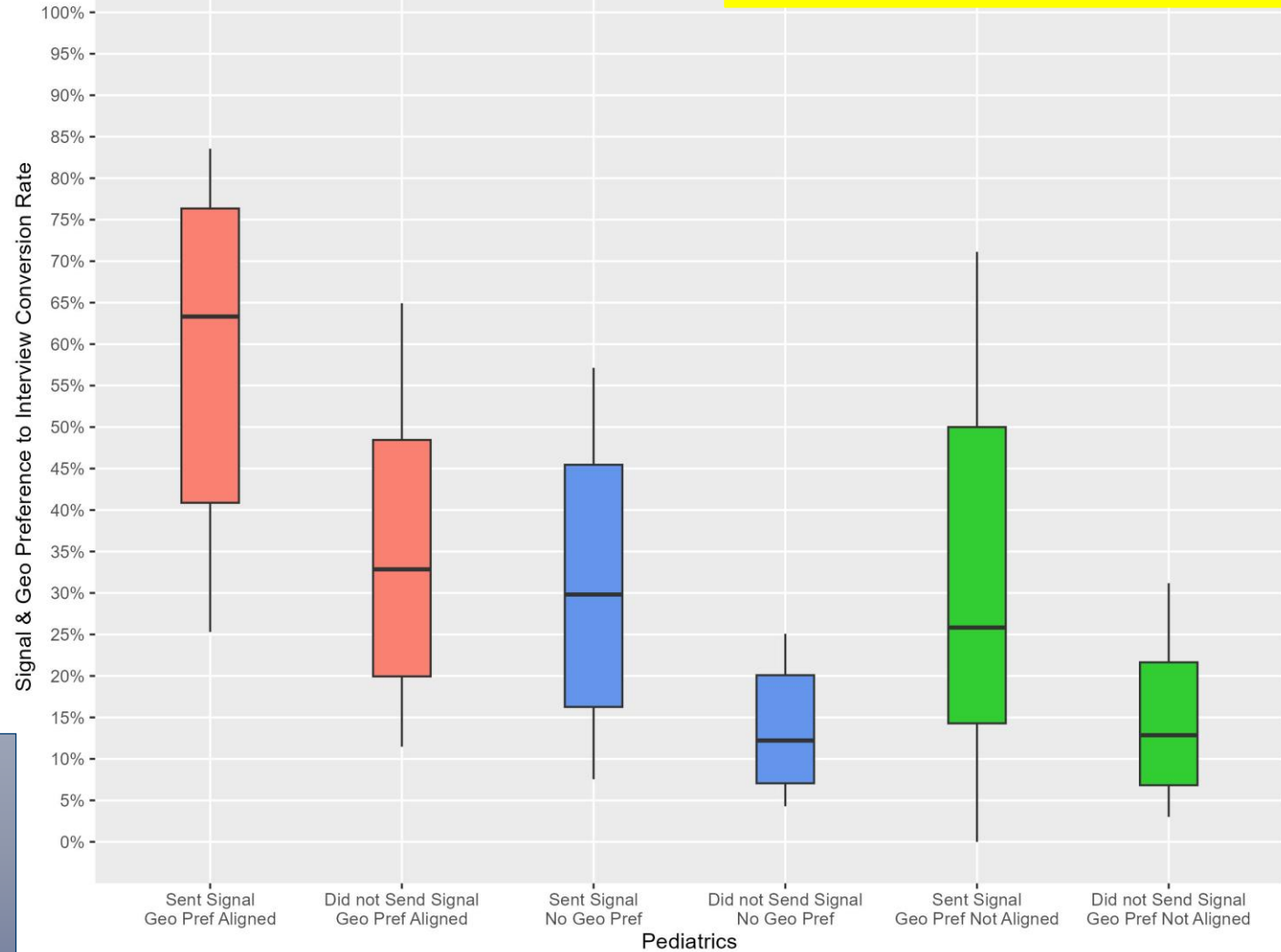
	N of Programs for Geographic Preference
Total programs participating in ERAS	211
Total programs who participated in signaling and made geographic preference viewable at their program	114
Submitted interview offer data via Thalamus Core by March 4, 2026 and invited at least 10 applicants to interview	106
Total analytic sample	106
Total % of programs who participated in signaling and made geographic preference viewable at their program	93%
Total % of all Pediatrics programs in 2026 ERAS cycle	50%

Pediatrics: Interview Rates by Signaling & Geographic Preference

	Aligned	No Geo Pref	Not Aligned
Signaled	63%	30%	26%
Did not Signal	33%	12%	13%

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

2026 ERAS
Data as of 3/4/2026



Physical Medicine and Rehabilitation: Program Sample & Inclusion Criteria

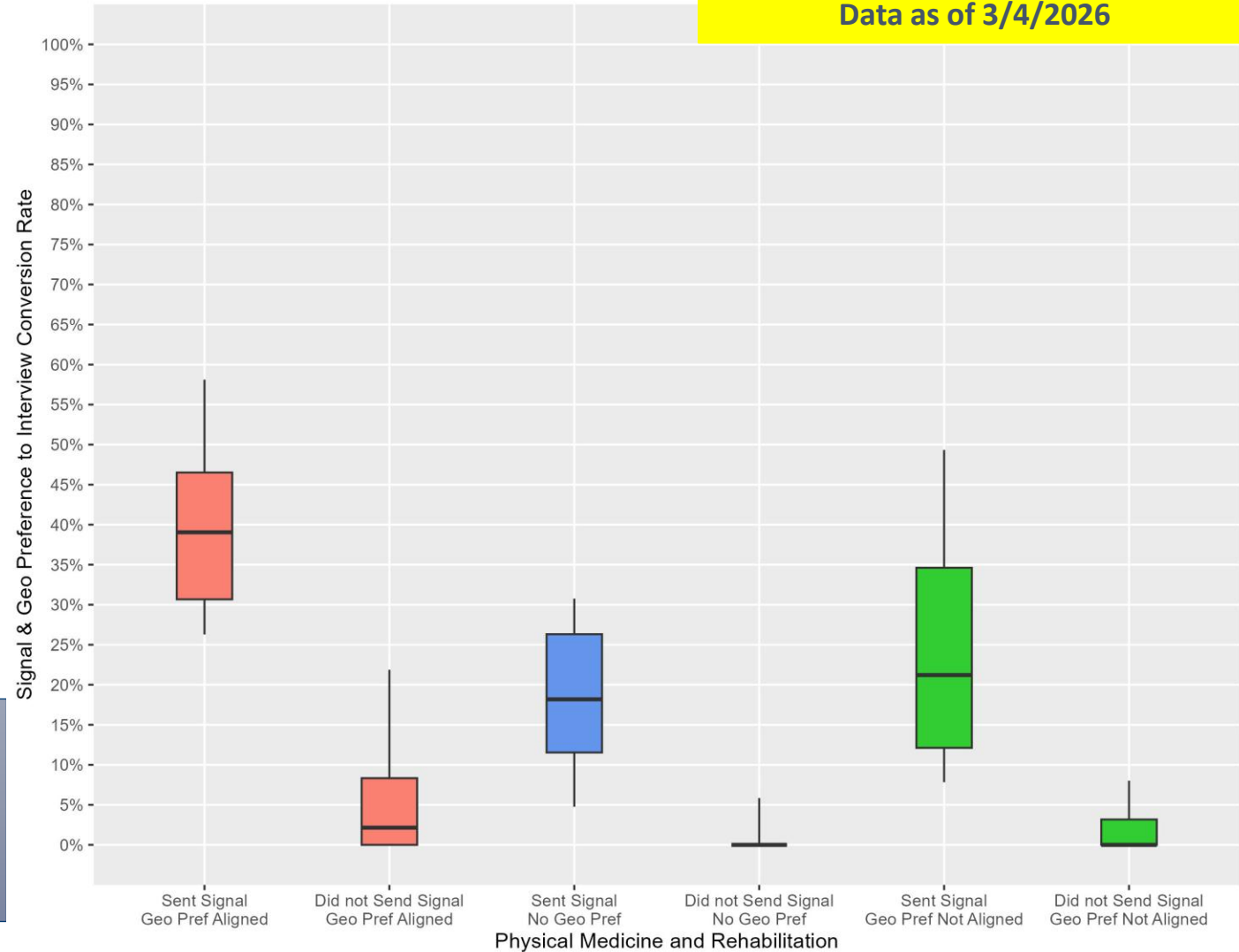
	N of Programs for Geographic Preference
Total programs participating in ERAS	114
Total programs who participated in signaling and made geographic preference viewable at their program	59
Submitted interview offer data via Thalamus Core by March 4, 2026 and invited at least 10 applicants to interview	53
Total analytic sample	53
Total % of programs who participated in signaling and made geographic preference viewable at their program	90%
Total % of all Pediatrics programs in 2026 ERAS cycle	46%

Physical Medicine and Rehabilitation : Interview Rates by Signaling & Geographic Preference

	Aligned	No Geo Pref	Not Aligned
Signaled	39%	18%	21%
Did not Signal	2%	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

2026 ERAS
Data as of 3/4/2026



Plastic Surgery-Integrated: Program Sample & Inclusion Criteria

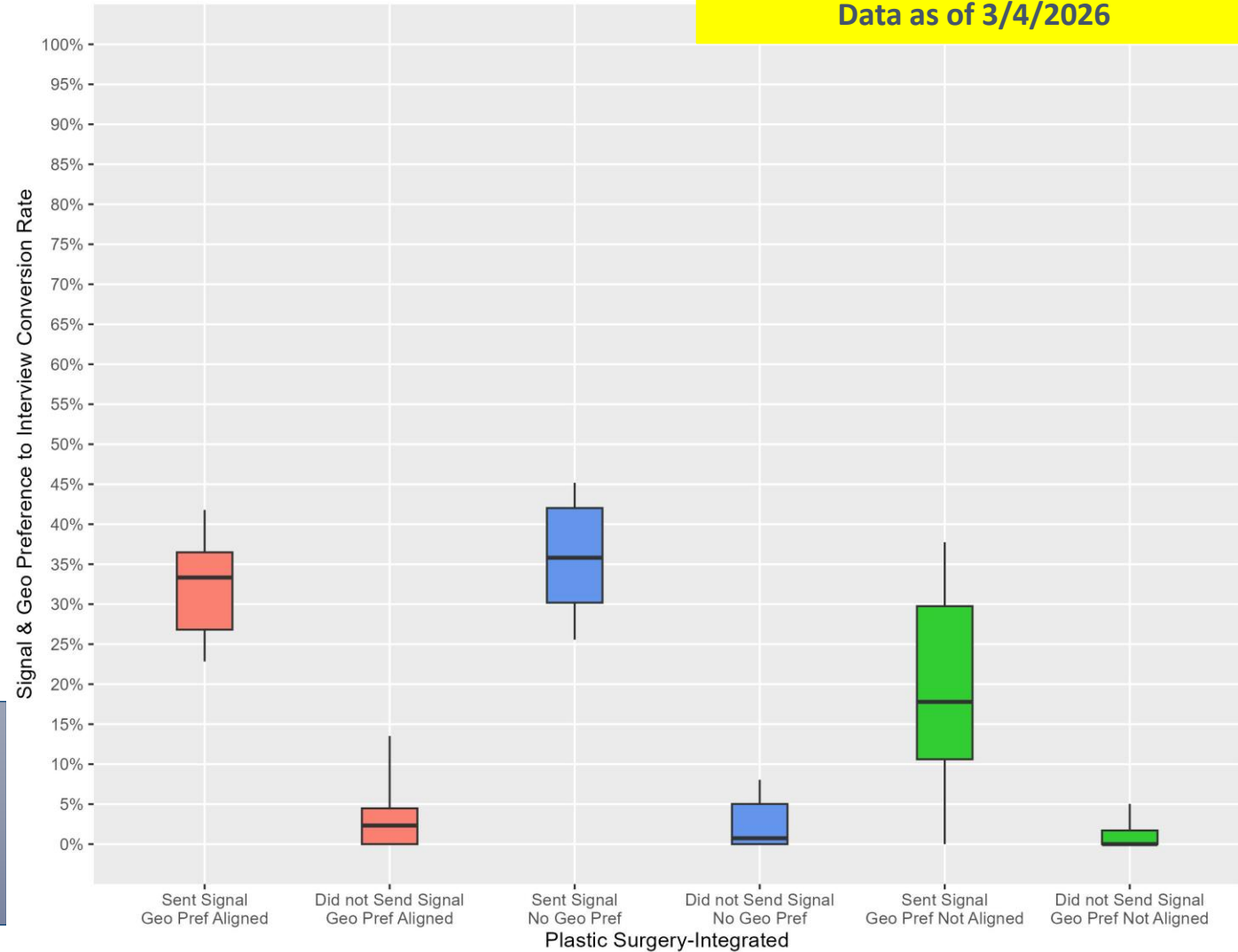
	N of Programs for Geographic Preference
Total programs participating in ERAS	91
Total programs who participated in signaling and made geographic preference viewable at their program	47
Submitted interview offer data via Thalamus Core by March 4, 2026 and invited at least 10 applicants to interview	20
Total analytic sample	20
Total % of programs who participated in signaling and made geographic preference viewable at their program	43%
Total % of all Pediatrics programs in 2026 ERAS cycle	22%

Plastic Surgery-Integrated : Interview Rates by Signaling & Geographic Preference

	Aligned	No Geo Pref	Not Aligned
Signaled	33%	36%	18%
Did not Signal	2%	1%	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

2026 ERAS
Data as of 3/4/2026



Psychiatry: Program Sample & Inclusion Criteria

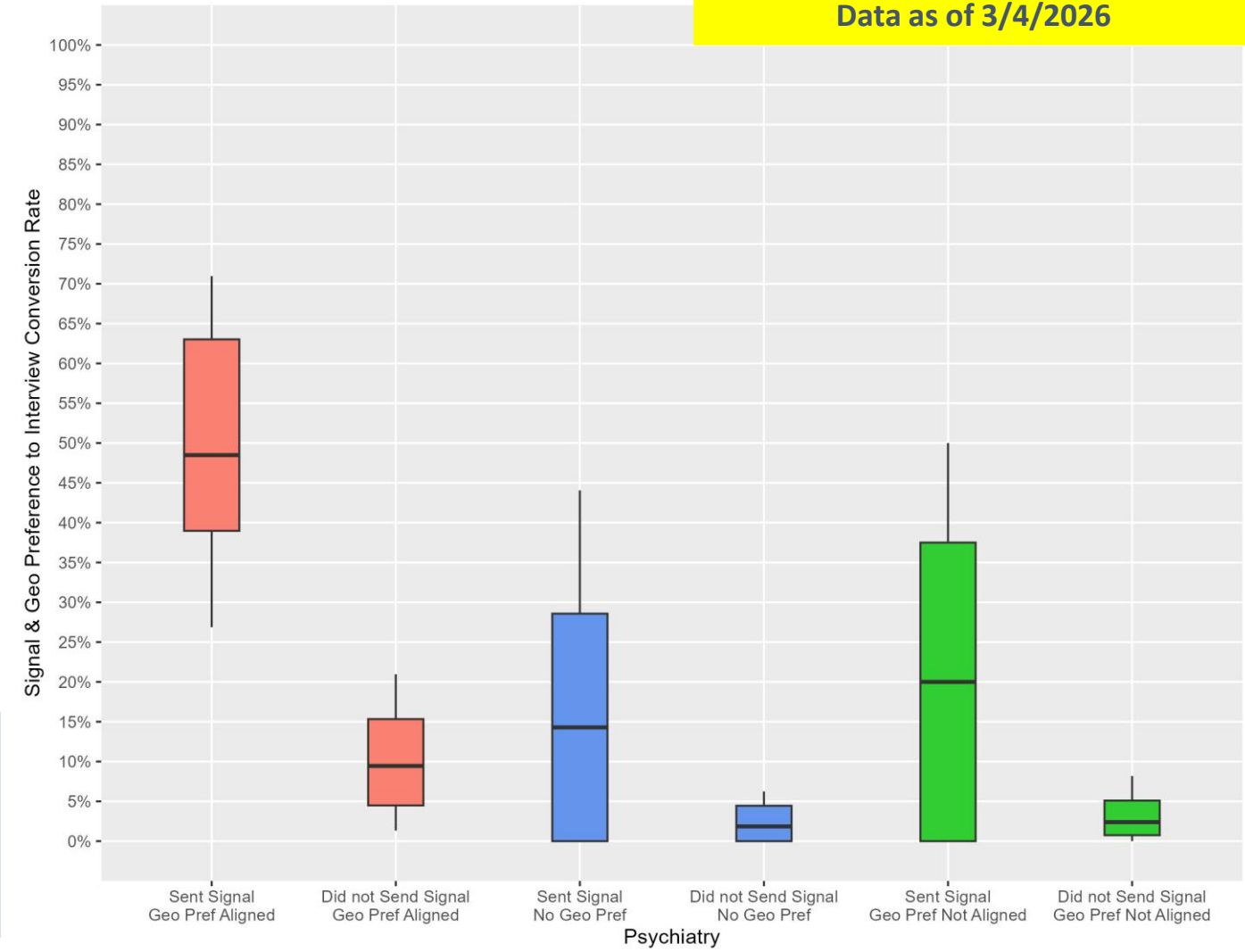
	N of Programs for Geographic Preference
Total programs participating in ERAS	343
Total programs who participated in signaling and made geographic preference viewable at their program	195
Submitted interview offer data via Thalamus Core by March 4, 2026 and invited at least 10 applicants to interview	167
Total analytic sample	167
Total % of programs who participated in signaling and made geographic preference viewable at their program	86%
Total % of all Pediatrics programs in 2026 ERAS cycle	49%

Psychiatry : Interview Rates by Signaling & Geographic Preference

2026 ERAS
Data as of 3/4/2026

	Aligned	No Geo Pref	Not Aligned
Signaled	48%	14%	20%
Did not Signal	9%	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



Radiation Oncology: Program Sample & Inclusion Criteria

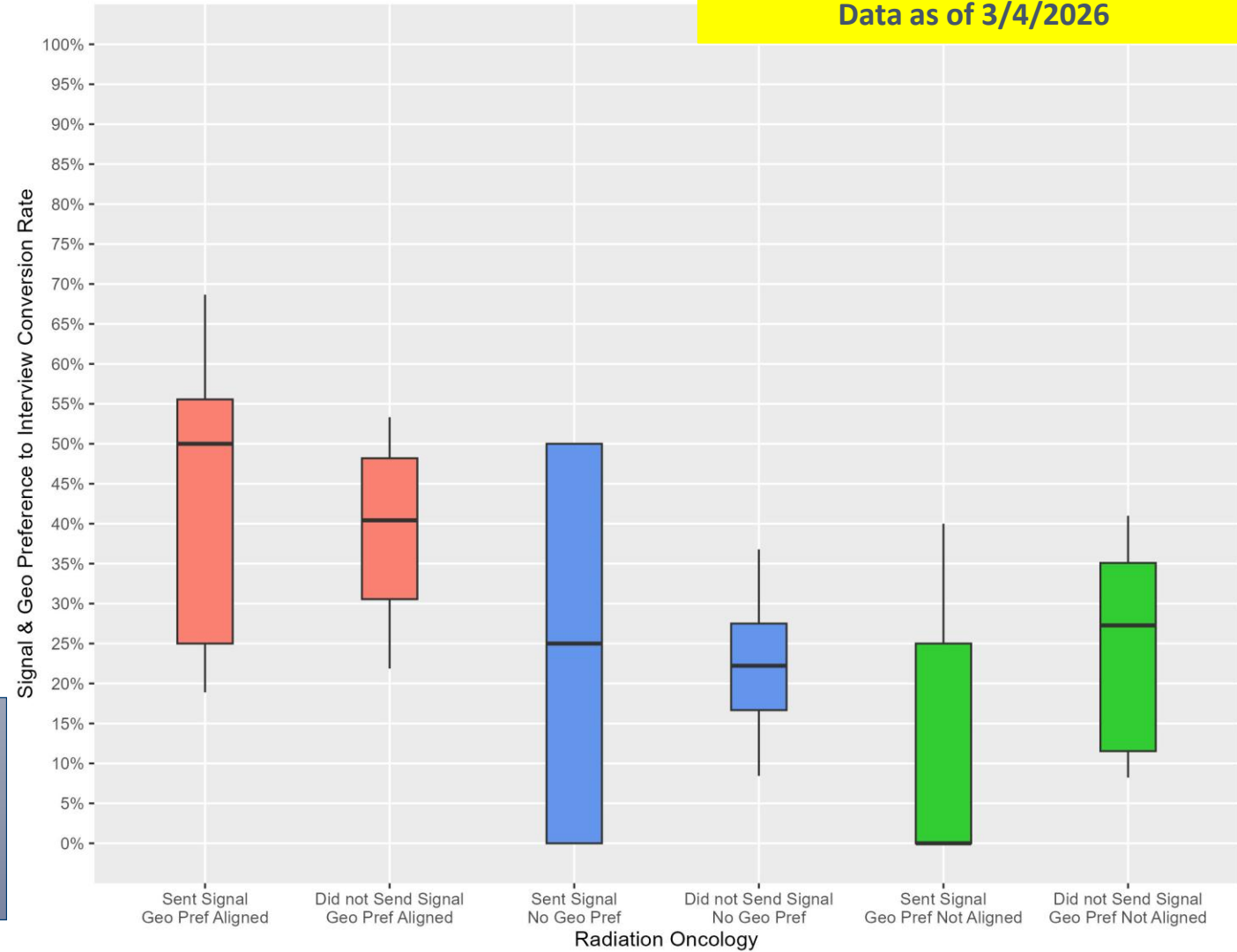
	N of Programs for Geographic Preference
Total programs participating in ERAS	84
Total programs who participated in signaling and made geographic preference viewable at their program	39
Submitted interview offer data via Thalamus Core by March 4, 2026 and invited at least 10 applicants to interview	25
Total analytic sample	25
Total % of programs who participated in signaling and made geographic preference viewable at their program	64%
Total % of all Pediatrics programs in 2026 ERAS cycle	30%

Radiation Oncology : Interview Rates by Signaling & Geographic Preference

	Aligned	No Geo Pref	Not Aligned
Signaled	50%	25%	0%
Did not Signal	40%	22%	27%

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

2026 ERAS
Data as of 3/4/2026



Radiology-Diagnostic: Program Sample & Inclusion Criteria

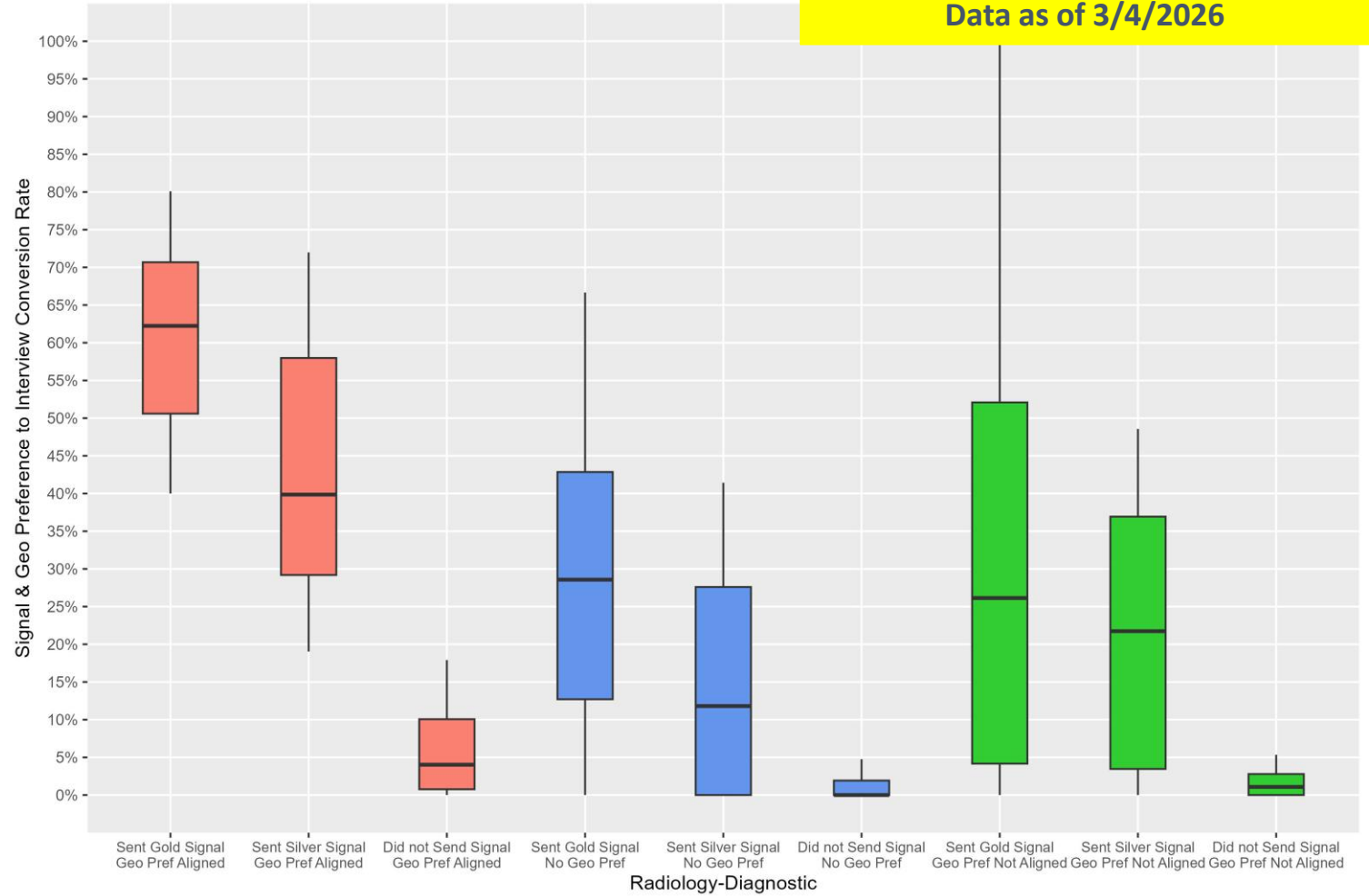
	N of Programs for Geographic Preference
Total programs participating in ERAS	188
Total programs who participated in signaling and made geographic preference viewable at their program	108
Submitted interview offer data via Thalamus Core by March 4, 2026 and invited at least 10 applicants to interview	96
Total analytic sample	96
Total % of programs who participated in signaling and made geographic preference viewable at their program	89%
Total % of all Pediatrics programs in 2026 ERAS cycle	51%

Radiology-Diagnostic : Interview Rates by Signaling & Geographic Preference

	Aligned	No Geo Pref	Not Aligned
Signaled Gold	62%	29%	26%
Signaled Silver	40%	12%	22%
Did not Signal	4%	0%	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

2026 ERAS
Data as of 3/4/2026



Surgery: Program Sample & Inclusion Criteria

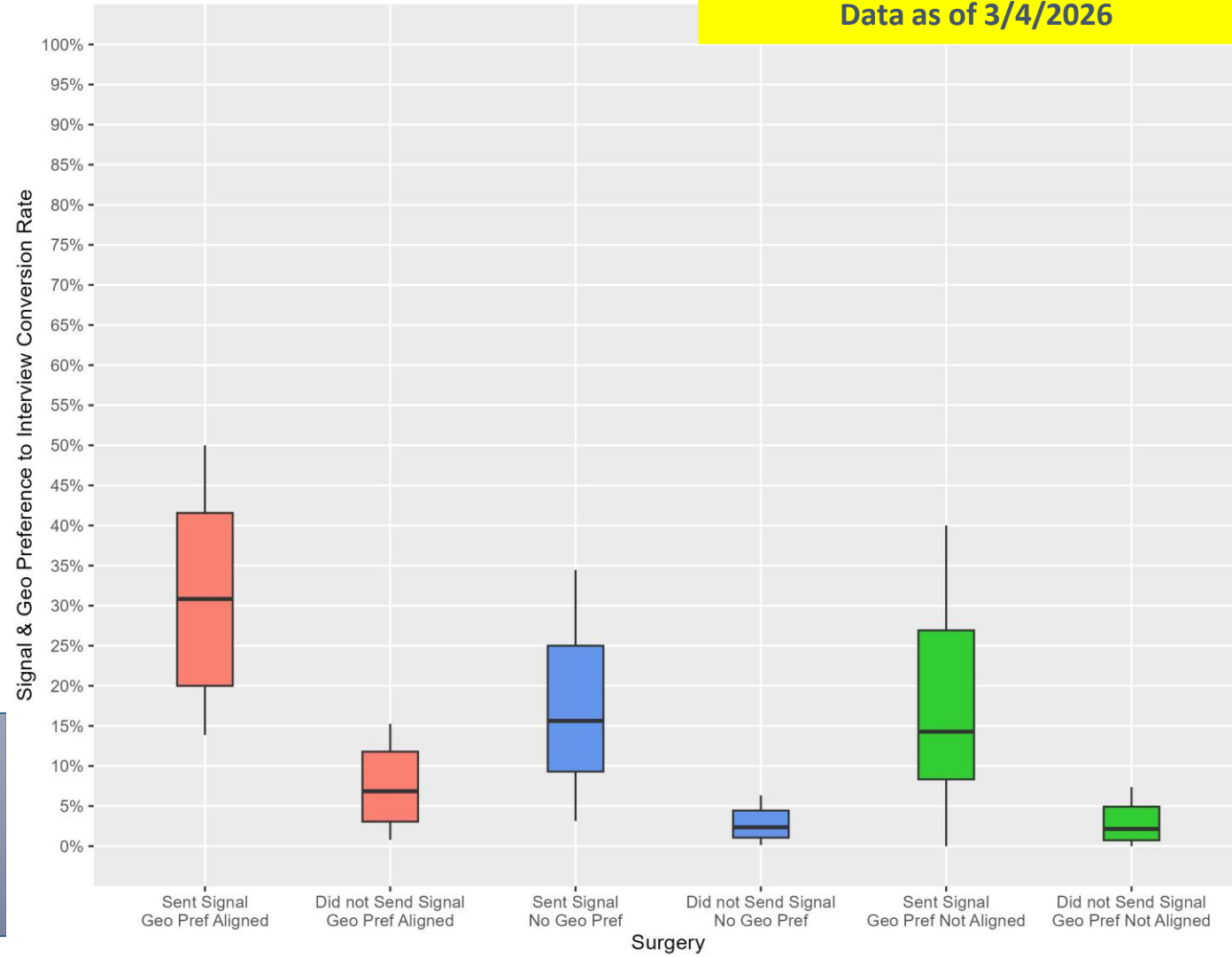
	N of Programs for Geographic Preference
Total programs participating in ERAS	355
Total programs who participated in signaling and made geographic preference viewable at their program	196
Submitted interview offer data via Thalamus Core by March 4, 2026 and invited at least 10 applicants to interview	165
Total analytic sample	165
Total % of programs who participated in signaling and made geographic preference viewable at their program	84%
Total % of all Pediatrics programs in 2026 ERAS cycle	46%

Surgery : Interview Rates by Signaling & Geographic Preference

	Aligned	No Geo Pref	Not Aligned
Signaled	31%	16%	14%
Did not Signal	7%	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

2026 ERAS
Data as of 3/4/2026



Thoracic Surgery-Integrated: Program Sample & Inclusion Criteria

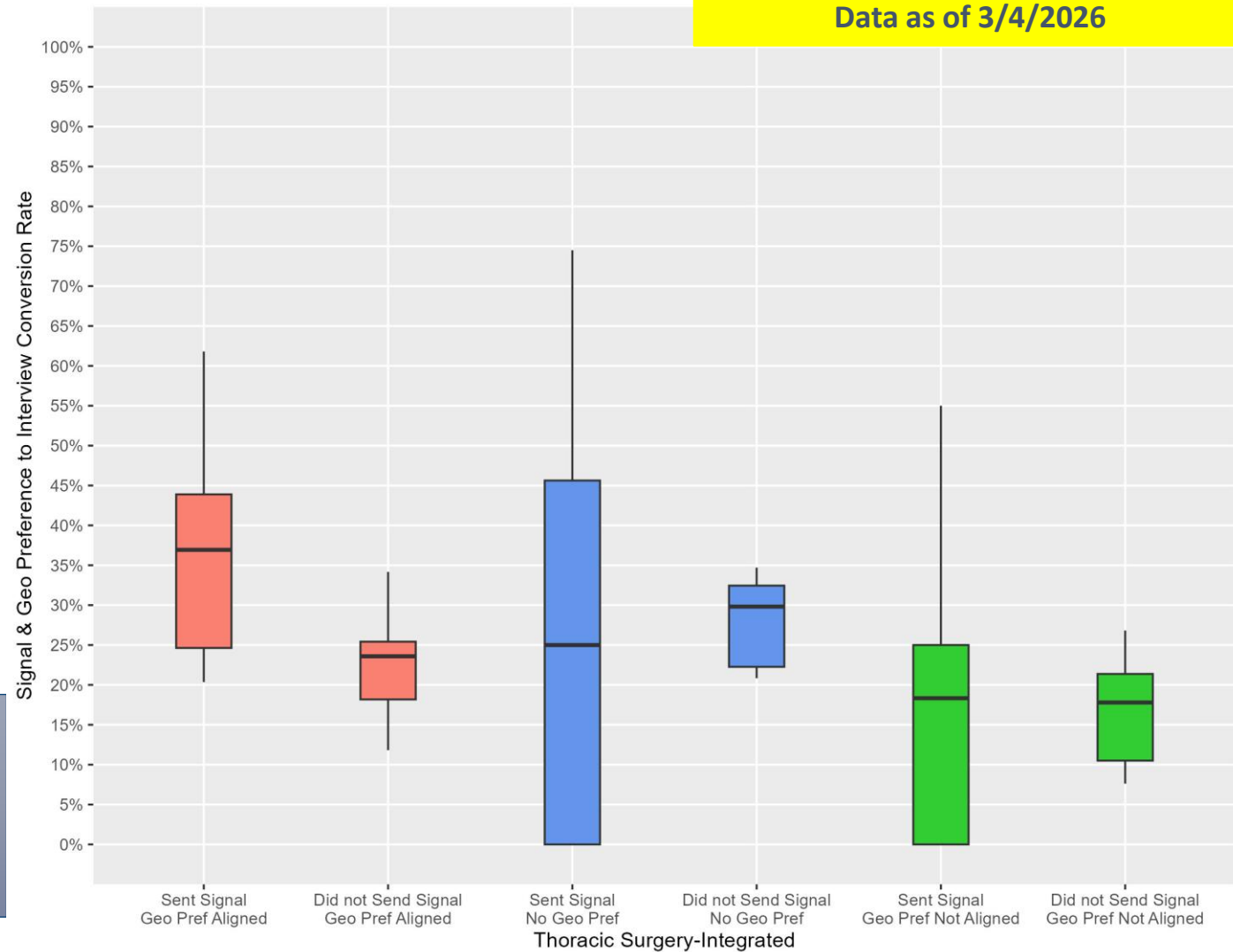
	N of Programs for Geographic Preference
Total programs participating in ERAS	35
Total programs who participated in signaling and made geographic preference viewable at their program	19
Submitted interview offer data via Thalamus Core by March 4, 2026 and invited at least 10 applicants to interview	12
Total analytic sample	12
Total % of programs who participated in signaling and made geographic preference viewable at their program	63%
Total % of all Pediatrics programs in 2026 ERAS cycle	34%

Thoracic Surgery-Integrated : Interview Rates by Signaling & Geographic Preference

	Aligned	No Geo Pref	Not Aligned
Signaled	37%	25%	18%
Did not Signal	24%	30%	18%

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

2026 ERAS
Data as of 3/4/2026



Transitional Year: Program Sample & Inclusion Criteria

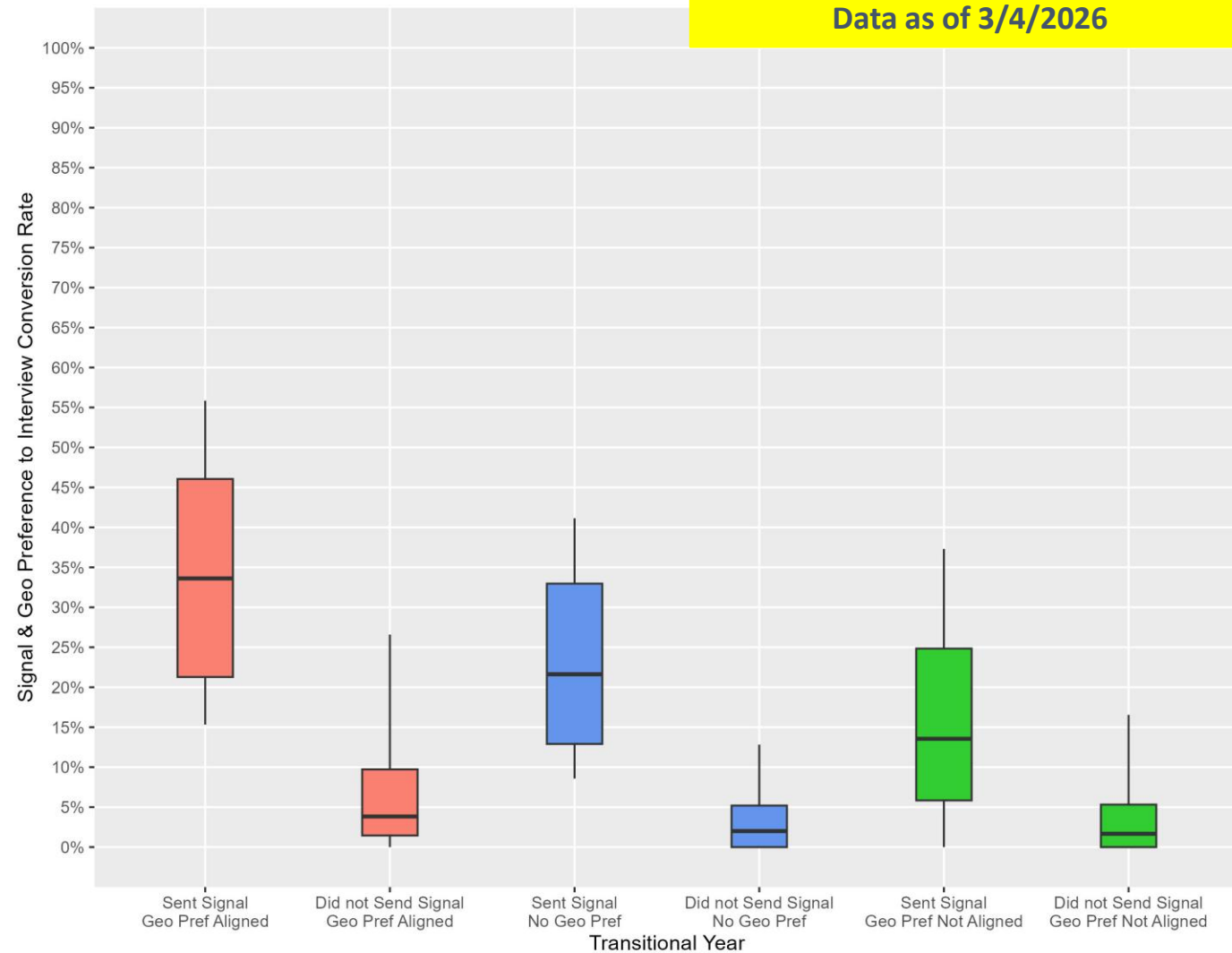
	N of Programs for Geographic Preference
Total programs participating in ERAS	188
Total programs who participated in signaling and made geographic preference viewable at their program	110
Submitted interview offer data via Thalamus Core by March 4, 2026 and invited at least 10 applicants to interview	100
Total analytic sample	100
Total % of programs who participated in signaling and made geographic preference viewable at their program	91%
Total % of all Pediatrics programs in 2026 ERAS cycle	53%

Transitional Year : Interview Rates by Signaling & Geographic Preference

	Aligned	No Geo Pref	Not Aligned
Signaled	34%	22%	14%
Did not Signal	4%	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

2026 ERAS
Data as of 3/4/2026



Urology: Program Sample & Inclusion Criteria

	N of Programs for Geographic Preference
Total programs participating in ERAS	150
Total programs who participated in signaling and made geographic preference viewable at their program	72
Submitted interview offer data via Thalamus Core by March 4, 2026 and invited at least 10 applicants to interview	26
Total analytic sample	26
Total % of programs who participated in signaling and made geographic preference viewable at their program	36%
Total % of all Pediatrics programs in 2026 ERAS cycle	17%

Urology : Interview Rates by Signaling & Geographic Preference

	Aligned	No Geo Pref	Not Aligned
Signaled	47%	37%	23%
Did not Signal	4%	2%	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

2026 ERAS
Data as of 3/4/2026

