Goals of Supplemental ERAS Application

- Update questions on the ERAS application to reflect current context
- Help applicants share more information about themselves and their medical education journey
- Drive holistic review in a high-volume application context by providing better information about applicants’ work, volunteer, and research experiences; geographic preferences; and interest via program signals
Supplemental ERAS Application: Content Sections

- Past Experiences
- Geographic Preferences
- Program Signals

*All sections and questions are optional*
Evaluation Pillars

Fairness
- Item analysis
- Access to prep materials and advising

Psychometrics and Validity
- Item analysis
- Interview invitations

PD Reactions
- Use of tool
- Value added
- Ease of use

Applicant & Advisor Reactions
- Preparation
- Time spent
- Ease of use
- Clarity
- Strategy
- Value added

Full evaluation requires at least 2 years since there is a lag between collection, selection decisions, and entering training.
Sources of Information Used for Evaluation

- SuppApp data
  - Sept 1 to Sept 29
  - Over 22K applicant responses

- Applicant survey
  - Oct 21 to Nov 8
  - 32% response rate

- Advisor survey
  - Oct 28 to Nov 12
  - 61% MD response rate
  - 37% DO response rate

- PD survey
  - Dec 8 to Jan 10
  - 33% response rate

- Focus Groups
  - Winter 2022

- Interview data
  - Spring 2022

We are here in the SuppApp evaluation plan.

Full evaluation requires at least 2 years since there is a lag between collection, selection decisions, and entering training.
Goals for Program Signals Section:
Provide a process for sharing genuine interest in a program that enhances accuracy and fairness
Keep what worked and improve what didn’t…

- Most applicants reported that signals reflected their true preferences
- Helped identify applicants who would have been overlooked
- Policy about not signaling home and away rotation programs was confusing

- Keep the program signals
- Change the policy
Program Signals: Applicant Survey

What factors did you consider when signaling programs?

- Alignment of program strengths with career interests
- Location of program/geographic preference
- Strength of program’s clinical training
- Program reputation/prestige
- Program culture/resident camaraderie
- Strength of program’s research training
- Advice from faculty or resident mentors
- Other
**Advisor Survey**

What factors did you advise applicants to consider when signaling programs?

### Factors Considered when Signaling Programs

- **Alignment of program strengths with career interests**: 70%
- **Location of program/geographic preference**: 60%
- **Strength of program’s clinical training**: 40%
- **Program reputation/prestige**: 50%
- **Program culture/resident camaraderie**: 30%
- **Strength of program’s research training**: 20%
- **Advice from faculty or resident mentors**: 10%
- **Other**: 0%

- Suggested to students they should send a signal to a mix of safety and reach programs (60%)
- Reported they advised their applicants to signal programs that accurately reflected their true preferences, regardless of competitiveness (60%)
- Agreed preference signals may help applicants be noticed by programs in which they have the most interest (60%)
Program Signals: PD Survey
How did your program use preference signals? (Select all)

- Screening tool
  - Dermatology: 71%
  - General Surgery: 77%
  - Internal Medicine: 88%

- Invited every applicant that selected my program
  - Dermatology: 51%
  - General Surgery: 67%
  - Internal Medicine: 82%

- Holistic process to invite to interview
  - Dermatology: 96%
  - General Surgery: 95%
  - Internal Medicine: 96%

- Tie breaker for interview invite
  - Dermatology: 94%
  - General Surgery: 84%
  - Internal Medicine: 88%

- To prepare for interview
  - Dermatology: 50%
  - General Surgery: 55%
  - Internal Medicine: 65%

- Interview questions
  - Dermatology: 44%
  - General Surgery: 51%
  - Internal Medicine: 56%
Program Signals: PD Survey

Preference signals helped me identify applicants whom I would have otherwise overlooked.

For ease of presentation, Disagree and Strong Disagree were combined into one category and Agree and Strongly Agree were combined.
Program Signals: Supp App Data

How many signals did applicants send?

- Dermatology: 95% with 1 signal, 4% with no signals
- General Surgery: 89% with 1 signal, 7% with 2 signals
- Internal Medicine - Categorical: 88% with 1 signal, 8% with 2 signals
- Internal Medicine - Preliminary: 64% with 2 signals, 29% with 1 signal
Program Signals: Supp App Data
Distribution of Preference Signals by Program

- Dermatology
- General Surgery
- Internal Medicine - Preliminary
- Internal Medicine - Categorial
For Reference:

Supplemental Application Resources including evaluation analysis can be found:

Scan me!