

# ERAS | THE FUTURE IN FOCUS

## ERAS Update for ARCOS

Richard Peng  
ERAS Outreach and Engagement Manager

February 15, 2024

# Agenda

- 1. ERAS Strategy Update**
- 2. ERAS System Data**
- 3. Fee Assistance Program and Pricing**
- 4. What's Next**
- 5. Outreach and Engagement**

# AAMC Initiatives Supporting the Academic Medicine Community



## Advocacy

- GME positions
- SCOTUS briefs
- Student Aid
- Pathway Programs
- DACA
- NIH funding

## Data, Reports & Publications

- *Academic Medicine* Journal
- MedEdPORTAL
- Curriculum Reports
- AAMC Resident Readiness Survey Project
- Graduation Questionnaire (GQ)
- Physician Specialty Data Report
- Report on Residents
- GME Track

## Diversity in Medicine

- Summer Health Professions Education Program
- K-12 Educational Initiatives and Summit
- Pathway Programs and Outreach
- Disability in Medical Education
- Specialty-specific demographic reporting across continuum

## Medical Education Initiatives

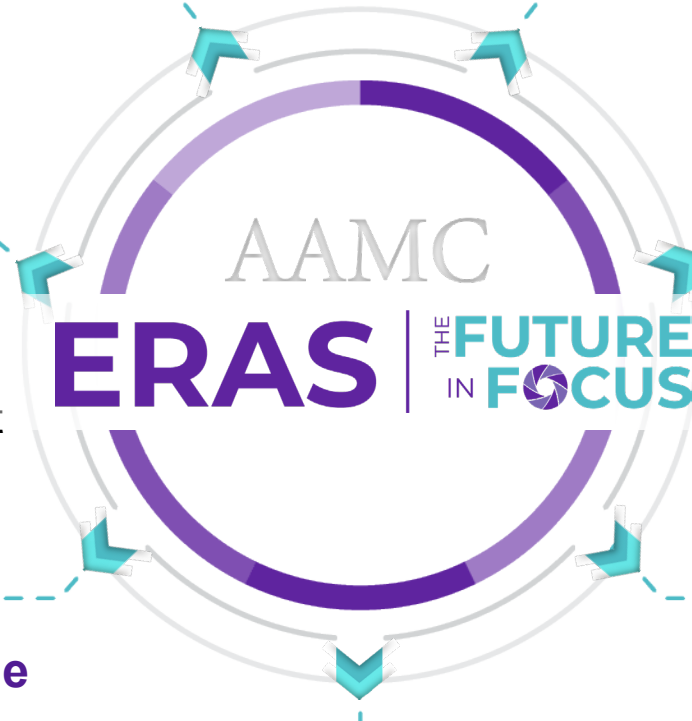
- Foundational Competencies for UME
- DEI Competencies
- QIPS Competencies
- Medical School Performance Evaluation
- **Medical School Profile System**

## Constituent Affairs

- Group on Student Affairs
- Council of Faculty and Academic Societies
- Council of Teaching Hospitals
- Council of Deans
- Group on Resident Affairs

## Student Resources & Programs

- Careers in Medicine (CiM)
- Residency Explorer
- FIRST (financial guidance)
- Virtual medical school & specialty fairs
- Organization of Resident Representatives
- Organization of Student Representatives



# ERAS is prioritizing three core focus areas with input from the community

The ERAS program is focusing resources in three areas where we are uniquely positioned to support the residency application process, improve the transition to residency, and promote equity and diversity.



## Selection Tools

Provide a suite of products and tools that support the residency/fellowship process that are **adaptable to the changing needs** of the transition to residency.



## Data Analytics

Provide data and information that **drives informed decision making** by all parties.



## Thought Leadership & Research

Lead the residency/fellowship community by identifying priority issues, enabling coordination, sharing information, and **innovating to address the biggest challenges.**

# ERAS has made progress to increase transparency, improve the experience, and reduce fragmentation



## Selection Tools

- New ERAS Application to Support Holistic Review
- Improved PDWS
- New Interview Management Platform
- **Lower costs**



## Data Analytics

- Cerebellum for Institutions
- School/Advisor Analytics
- Residency Explorer



## Thought Leadership & Research

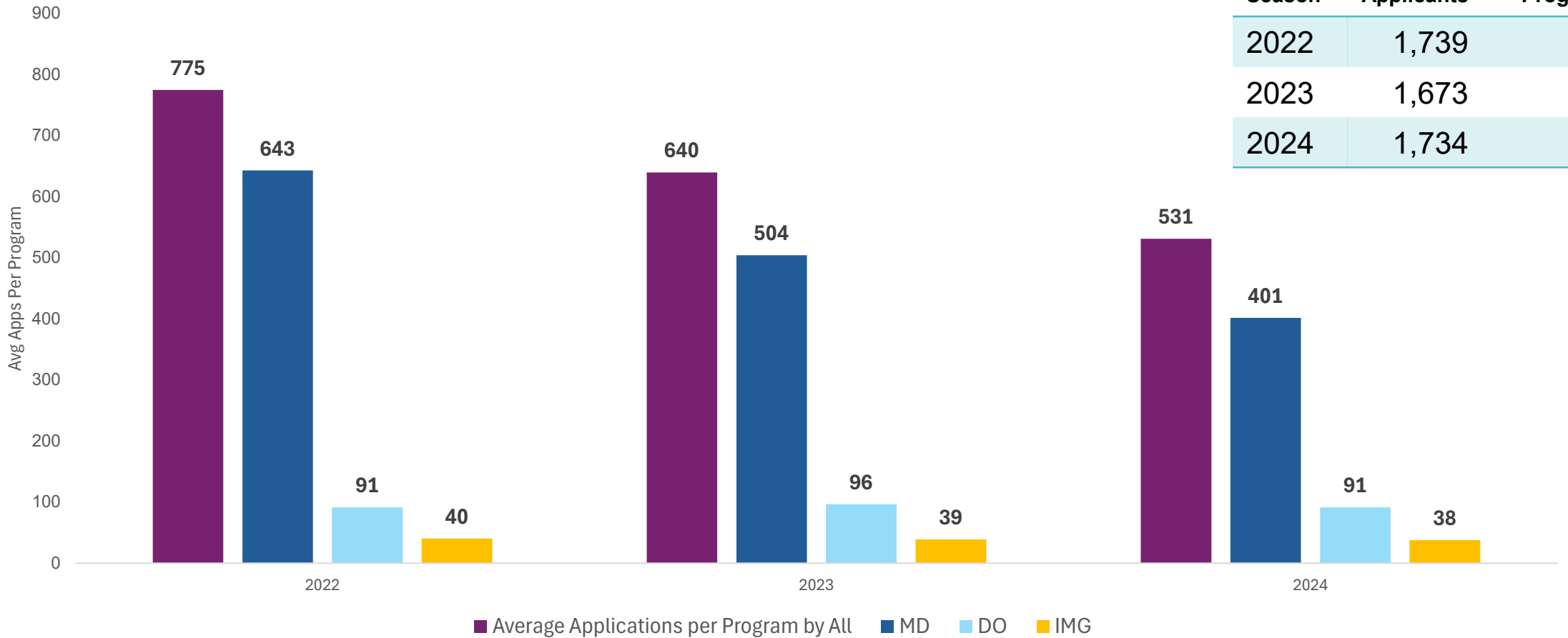
- Evaluation of New Content
- Multi-organization Research Collaboration
- Increased Engagement with Specialties and Programs

# Our efforts have made a positive impact on the residency process

- **Improved system performance** - 99.5% uptime and no issues during critical events
- **Increased adoption of innovative tools**— more than 22 specialties are now using program signals
- **Fewer applications** – average applications decreased from 97 to 94 (from 70 to 64 for MD applicants) resulting in lower costs and reduced program burden
- **Reduced costs** - average applicant saved \$81

# Average ERAS Applications per Program

ERAS Participating Orthopaedic Surgery Residency Programs



| Season | Applicants | Programs |
|--------|------------|----------|
| 2022   | 1,739      | 193      |
| 2023   | 1,673      | 201      |
| 2024   | 1,734      | 202      |

# Applicant Survey

**When:** Nov. 6, 2023, and closed on Dec. 4, 2023.

**What:** Use and reactions to MyERAS application content and preparation materials

**Who:** Survey sent to 39,399 residency applicants who had submitted at least one application in the ERAS system by Sept. 27, 2023.

- 6,252 applicants responded to the survey.
- Of those responses, 4288 were valid (10.8% response rate).



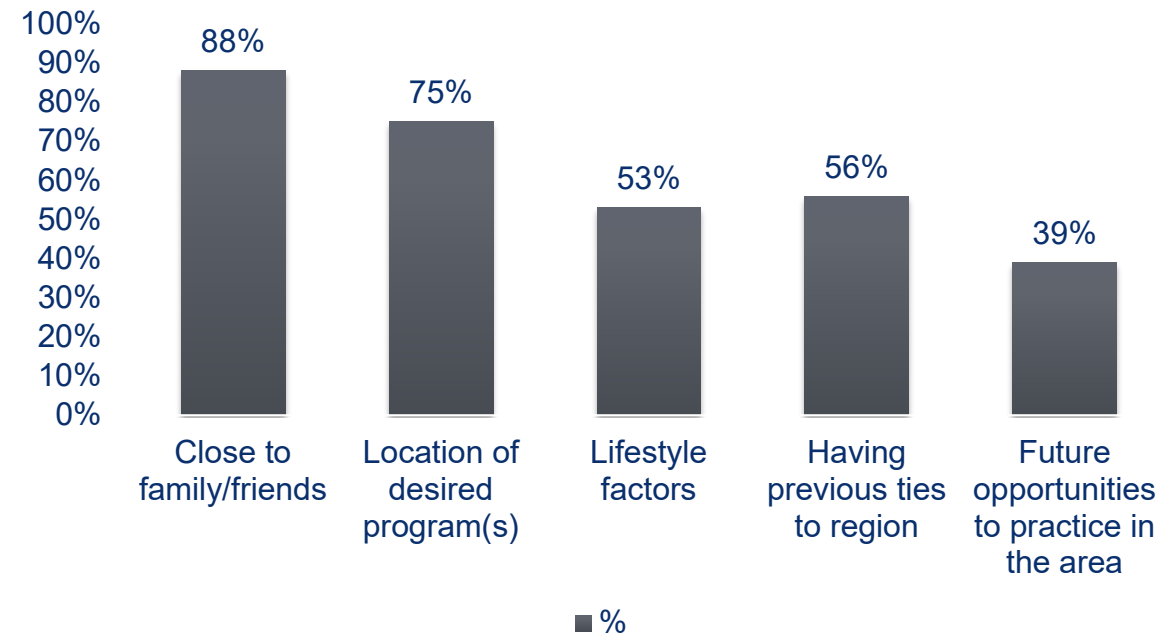
# Top Five Factors Affecting Where Respondents Applied



# Geographic Preferences: Applicant Feedback

→ Nearly 85% of applicants who responded indicated their response to the geographic preferences section reflected their true preferences at the time of their application.

## What factors did applicants consider when indicating their geographic preferences in 2024?



2024 Applicant Survey: If you selected a geographic preference(s), what factors did you consider when making your selection(s)? (Select all that apply)  
n=3129 respondents; factors with 50% of respondents selecting an option.

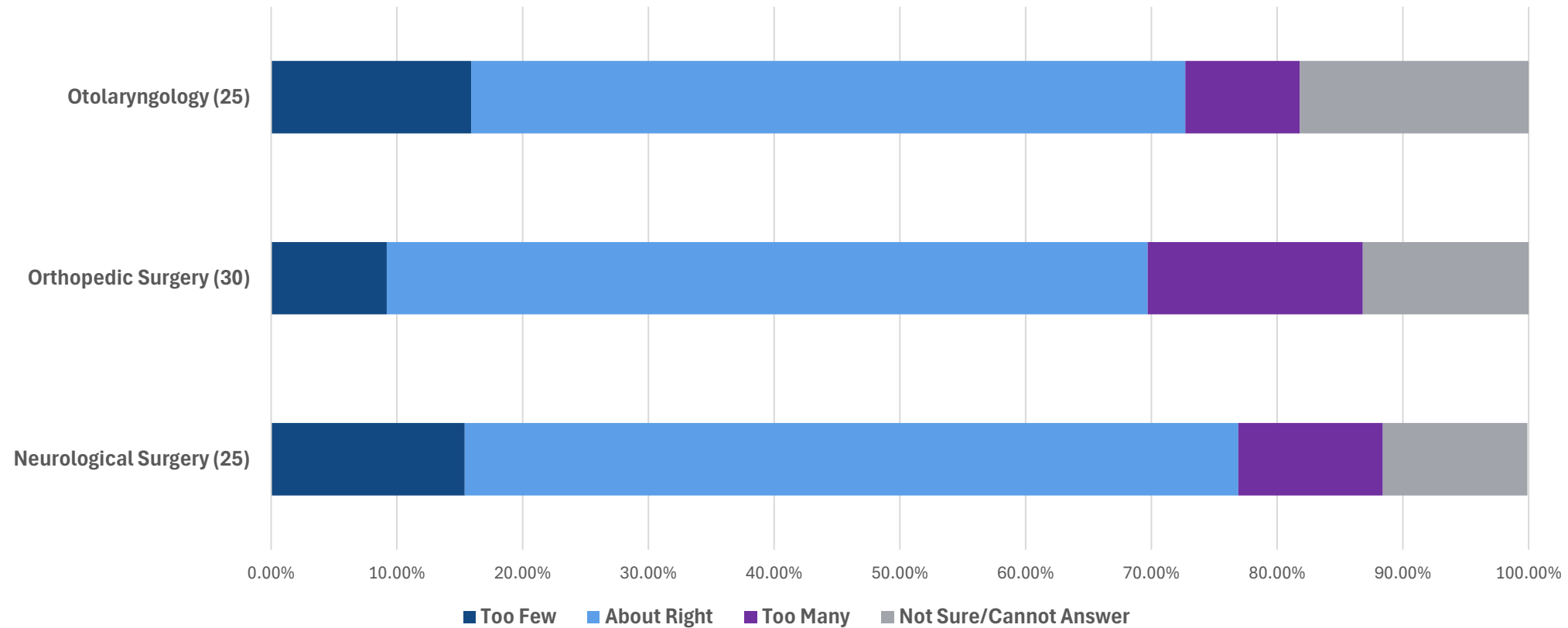
# Experiences: Applicant Feedback

Nearly 80% of applicants agreed that experience types allowed them to showcase activities that were important to them.

63% of applicants agreed that “focus areas” allowed them to showcase what is important to them.

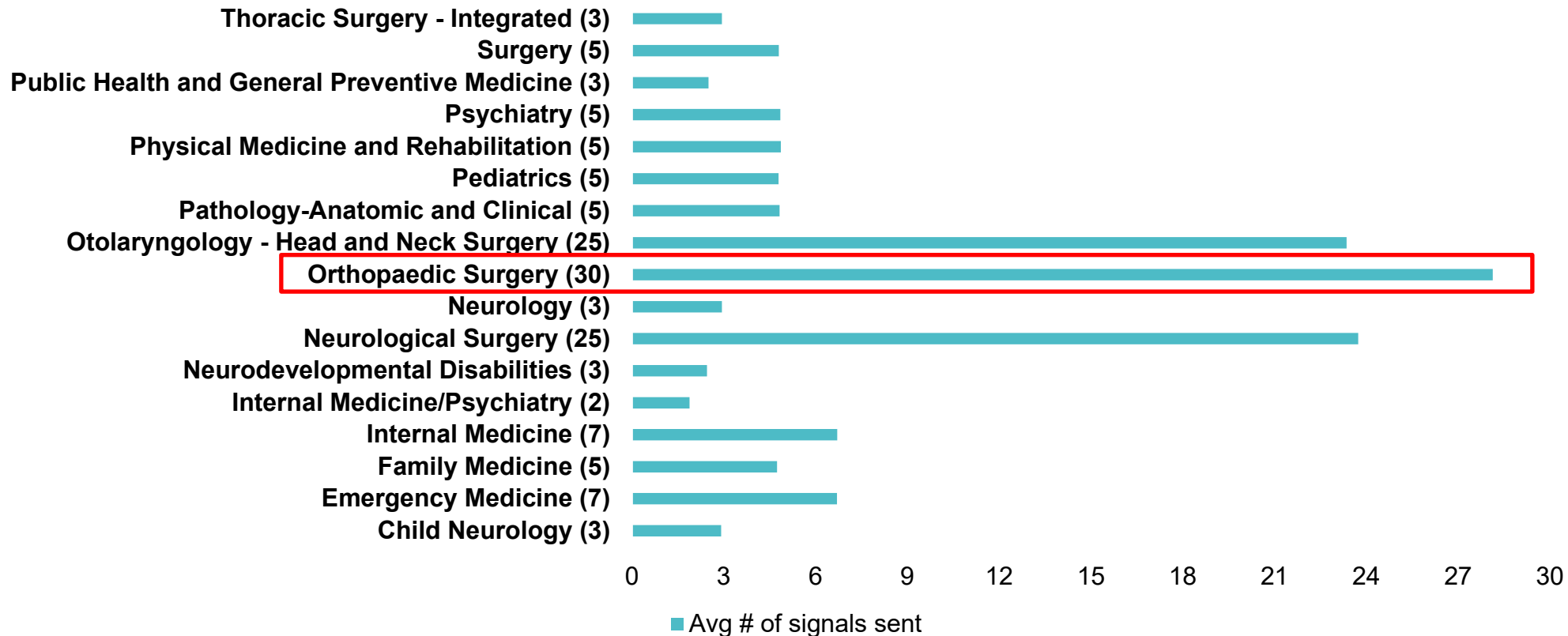
# The number of signals I provided was...

Specialties with Large Number Signals

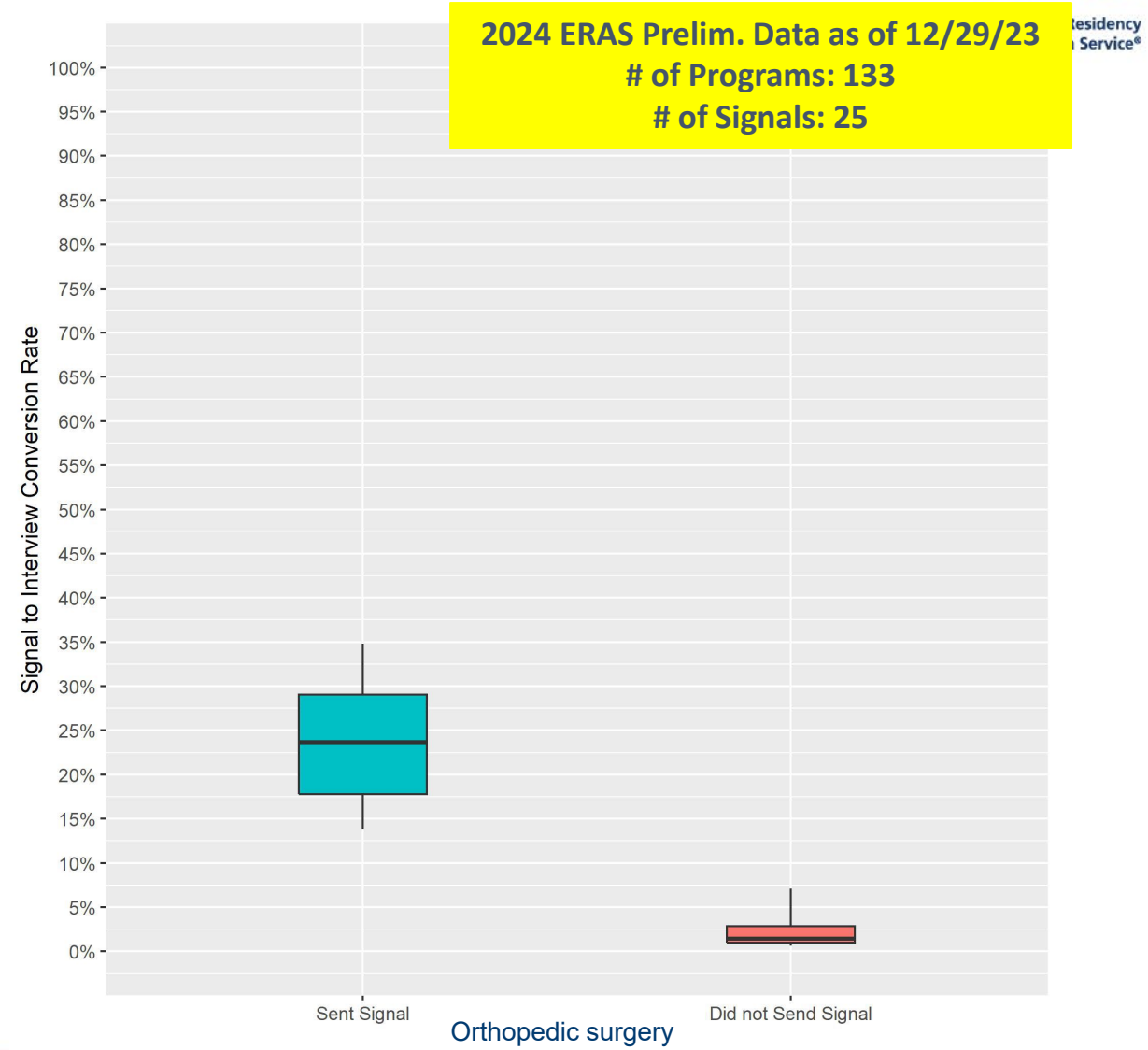
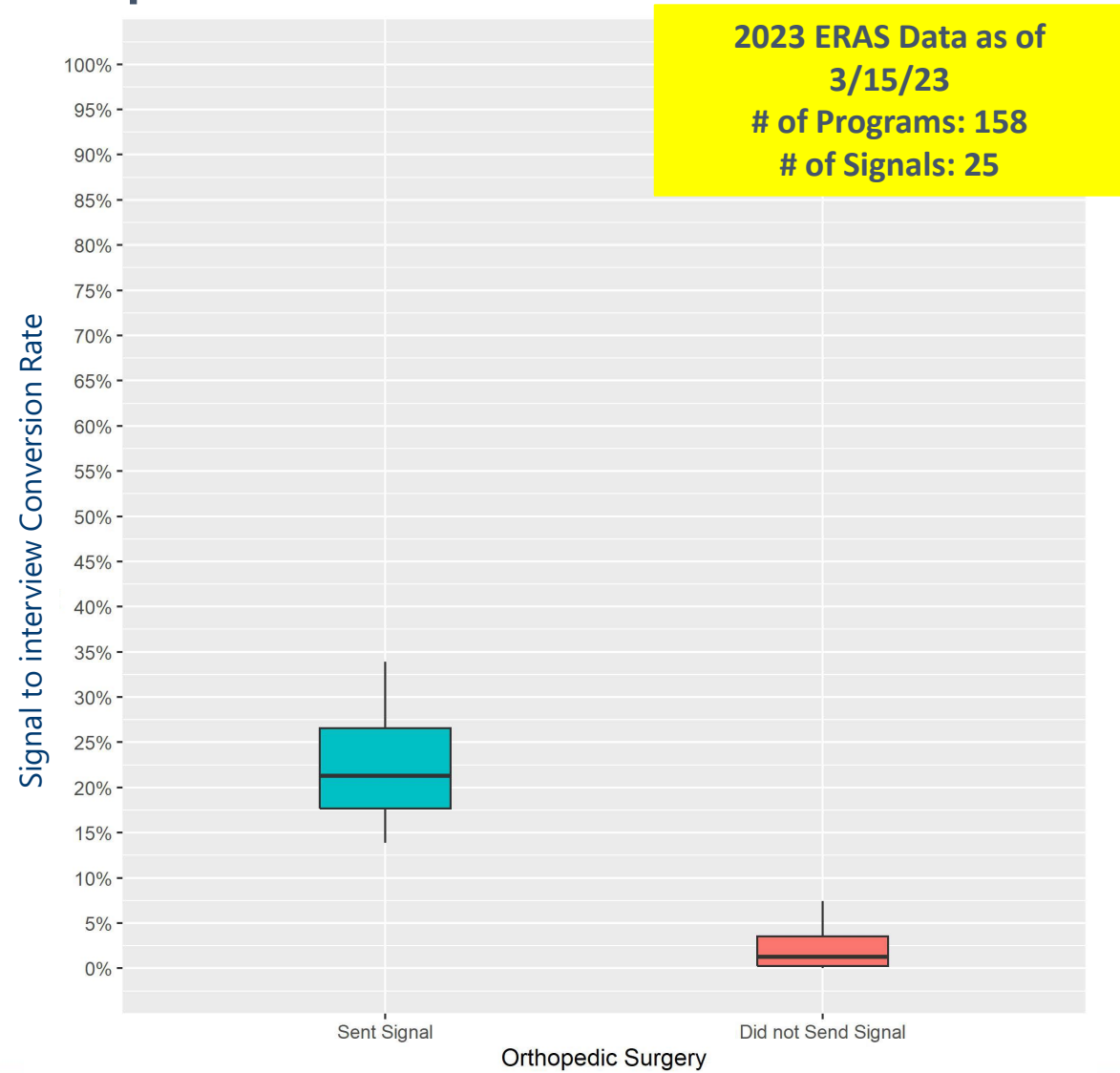


# Applicant Use of Signals

## Avg # of Signals Sent (Small & Large Specialties)



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



# Fee Assistance Program and New Application Pricing

# AAMC Fee Assistance Adding ERAS Support

Beginning with the 2025 ERAS season, the AAMC Fee Assistance Program will expand to include ERAS applications.

- Residency applicants who were approved for AAMC Fee Assistance prior to entering medical school will receive the expanded benefit.
- Benefit will be 60% discount off first 50 applications.
- We will continue to evolve with community input and feedback.



# ERAS 2025 – New Residency Pricing Structure

- The AAMC recently announced a new ERAS fee structure for residency applicants.
- Two years of research and collaboration with the medical education community, learners, and financial aid experts guided the work in determining the new structure
- The fees apply to each specialty to which an applicant applies
- Significant impact – most applicants will see discounts up to 36%

| Number of Applications | Cost Per Application |
|------------------------|----------------------|
| 1-30                   | \$11                 |
| 31 or more             | \$30                 |

# What's Next

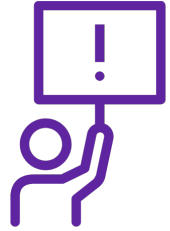


## Selection Tools

# What's next for selection tools

- Continued evolution of MyERAS to support holistic review
- Integration of Thalamus' market leading technology and products for applicants and programs
- Expansion of ERAS Program Management and Residency Explorer to improve transparency for applicants

# Continued evolution of the MyERAS Application



**Align with  
Program  
Needs**



**Expand  
Mission-  
Driven  
Information**

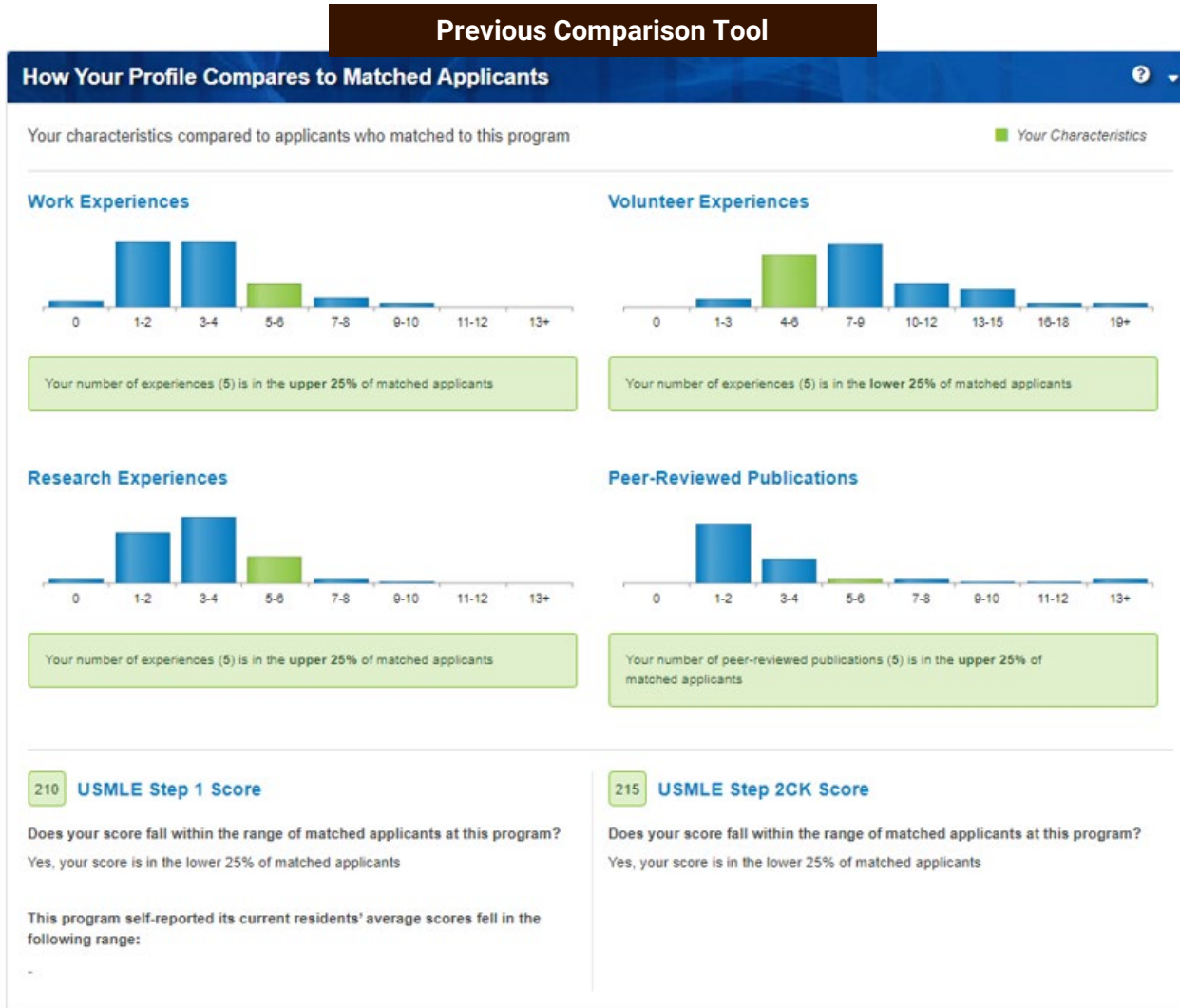


**Minimize  
Open-Text  
Fields**



**Promote  
Fairness  
& Equity**

# Expansion of Residency Explorer



AAMC convenes the collaborating partners – focus is to provide data and features that bring transparency into the process and improve decision making.

- Most frequently used resource by applicants and advisors\*
- Unofficial resources such as Reddit add anxiety and increase application volumes\*

\*Simon and Kucher Research, 2022

Features being explored:

- Program-level Data
- Improved search focused on career and personal fit
- Probability of an interview
- Alignment information



## Data Analytics

# What's next for data analytics

- Launch Cerebellum for Programs to support data insights and holistic review
- Deliver data at the point of application in MyERAS to support applicants



## Thought Leadership & Research

# What's next for research

- Application changes
  - On-going evaluation of experiences, geo preference, and signals
  - Letters and personal statements
- Decision aid for program directors
- Multi-organization Research Collaboration
  - Step 1 pass/fail research

# Conducted and shared evaluation research with constituents and partner organizations

### Explore this report

- 2022-2023 DATA ANALYSIS
- 2021-2022 DATA ANALYSIS

- Evaluation of Geographic Preferences (PDF)
- Evaluation of Past Experiences (PDF)
- Evaluation of Program Signaling (PDF)
- Final Results of the Advisor Reaction Survey (PDF)
- Final Results of the Applicant Reaction Survey (PDF)



## ERAS Statistics

> JAMA Netw Open. 2023 Mar 1;6(3):e231922. doi: 10.1001/jamanetworkopen.2023.1922.

### Interview Invitations for Otolaryngology Residency Positions Across Demographic Groups Following Implementation of Preference Signaling

Steven D Pletcher<sup>1</sup>, C W David Chang<sup>2</sup>, Marc C Thorne<sup>3</sup>, Sonya Malekzadeh<sup>4</sup>, Carrie L Francis<sup>5</sup>, Bobby Naemi<sup>6</sup>, Joseph Costa<sup>6</sup>, Dana Dunleavy<sup>6</sup>

Affiliations + expand  
PMID: 36881409 PMID: PMC9993176 DOI: 10.1001/jamanetworkopen.2023.1922  
[Free PMC article](#)

Abstract

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> J Grad Med Educ. 2023 Dec;15(6):702-710. doi: 10.4300/JGME-D-23-00301.1.

### Impact of Preference Signals on Interview Selection Across Multiple Residency Specialties and Programs

Adena E Rosenblatt<sup>1</sup>, Jennifer LaFemina<sup>2</sup>, Lonika Sood<sup>3</sup>, Jennifer Choi<sup>4</sup>, Jennifer Serfin<sup>5</sup>, Bobby Naemi<sup>6</sup>, Dana Dunleavy<sup>7</sup>

Affiliations + expand  
PMID: 38045937 PMID: PMC10686664 DOI: 10.4300/JGME-D-23-00301.1  
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Abstract

**Background** Program signaling is an innovation that allows applicants to express interest in specific programs while providing programs the opportunity to review genuinely interested applicants during the interview selection process. **Objective** To examine the influence of program signaling on \*selected

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# Outreach and Engagement

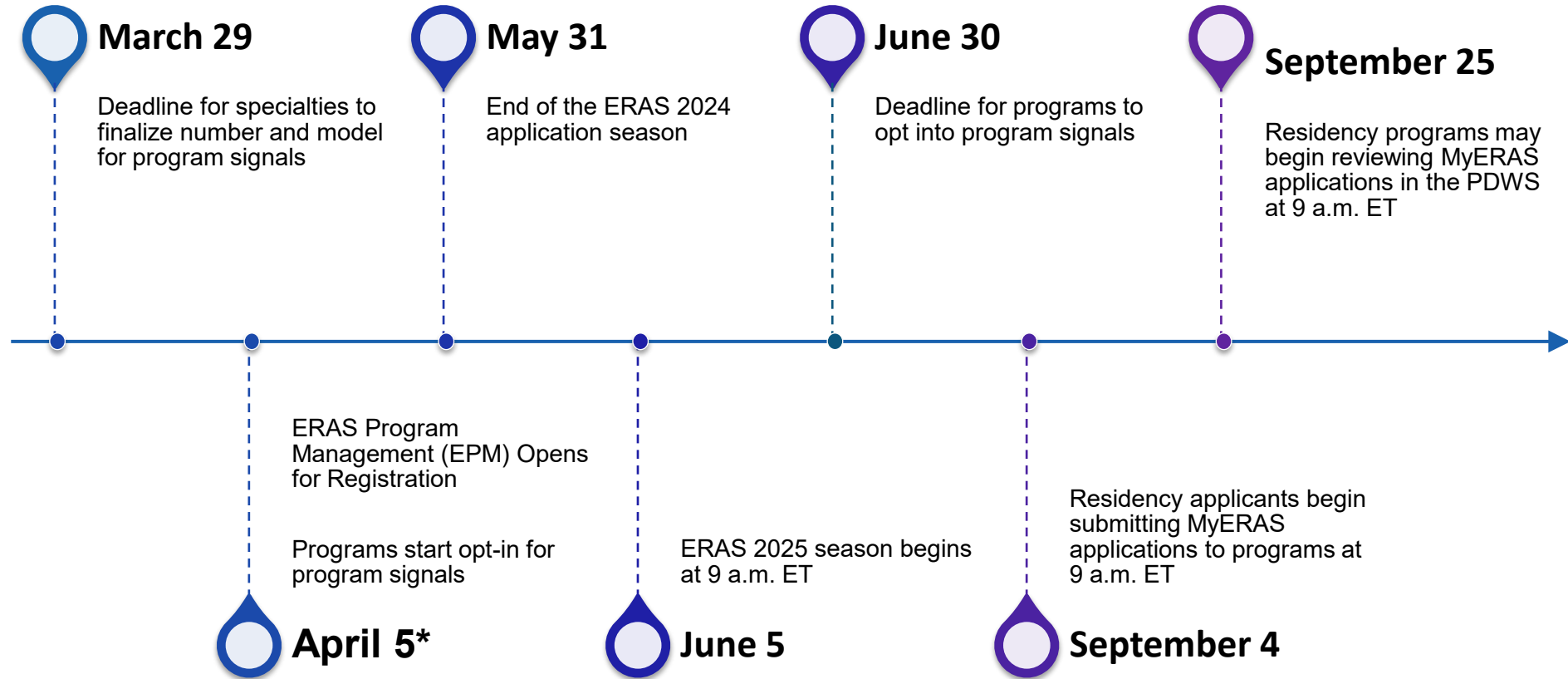
# Near term objectives of ERAS communications and engagement

1. ***Educate the community*** of program changes, best practices, and the role of ERAS in the Transition to Residency
2. ***Expand our reach*** and engage the community in our continued evolution
3. ***Change longstanding perceptions*** of ERAS



ERAS Insights  
Newsletter

# Timeline – ERAS 2025



# Upcoming Webinars

New ERAS Content Updates for the ERAS 2024-2025  
Application Season Webinar

Wednesday, Feb. 21, 1 p.m. ET

The ERAS Program and the NRMP offer SOAP 101  
Webinar

Tuesday, March 5, 1 p.m. ET



**ERAS Insights  
Newsletter**

# Collaboration with Thalamus makes sense and will be a catalyst for future innovation

- ***Improves the user experience*** by integrating the **AAMC** and **Thalamus** products
  - Improved data flow
  - Single interview management tool
- ***Reduces fragmentation and provides clarity*** by bringing **the data together**
  - Data analytics tools for programs and institutions
  - Greater opportunities for joint research and innovation
- ***Positions ERAS and Thalamus to meet evolving needs*** of all participants across the academic medicine community
  - Supports specialty and institutional processes
  - Provide data to Residency Explorer to inform and improve applicant behaviors