PREFERENCE SIGNALING INTO THE UROLOGY MATCH

AMERICAN UROLOGIC ASSOCIATION (AUA)
SOCIETY OF ACADEMIC UROLOGY (SAU)
HISTORY of INNOVATION IN THE UROLOGY MATCH

• 2018-2019 AUA/ SAU Urology Match Code of Conduct
• 2021-2021 Synchronized Nationally Coordinated Interview Release Date
• 2020-2021 Virtual Away Rotations with Nationally Developed Standardize Curriculum
• 2020-2022 Virtual Interviews

• 2021-2022 Preference Signaling Pilot
• 2021-2022 Flush Day (Synchronized Nationally Coordinated Release and Rebook Date)
PS Stakeholder Engagement

• 2020-2021 Otolaryngology Pilot Program in Preference Signaling
• Jan 2021 SAU Panel Annual Meeting: Use of Preference Signaling in the Urology Match
• Approval by SAU Executive Committee May 2021
  • Discussion of Implementation
• Collaboration with AUA to develop signaling process regarding implementation and regulation
• SAU Resident & Fellows Committee, Association of Coordinators of Urology Residency Education (ACURE), ERAS, AUA, OPDO engagement and approval
• SAU-AUA Webinar: Introducing Preference Signaling
PREFERENCE SIGNALING

The Challenge

The Premise & Principle

Definition & Goals & Benefits

Regulation

Implementation & Assessment
THE CHALLENGE: OVER APPLICATION

• 2021 Urology Match Statistics
  • Applicants
    • Applied to avg 77 programs
    • Accepted 12 interviews
  • Programs
    • Received 282 applications (243 in 2020)
    • Granted avg 43 interviews (40 in 2020)
      • 13 interviews per vacancy
THE PREMISE

• Application is no longer a credible signal

• To express interest, students currently “signal” informally
  • Use mentors/networking for phone calls/emails
  • Utilize away rotations
  • Perceived geographic preference/proximity

• Applicants want to be able to express interest and distinguish themselves
DEFINITION & GOALS

• **Definition:** Preference Signaling
  • A standardized system
  • Allows student to signal a particular program to demonstrate a genuine interest
    • In advance of interview selection
    • Limited number of signals/ finite to maintain value
    • Absence of a signal is NOT a signal

• **Goal**
  • Improve interview selection process for both applicants and programs with an applicant driven equitable signaling mechanism
DEFINITION & GOALS

• Goals
  • Provide applicants with applicant directed, transparent, fair and equitable process for expressing interest to a program
  
  • Improve inappropriate perception of disinterest
    • Proximate or distant geography bias

  • Improve interview selection process and distribution for both applicants and programs with an applicant driven equitable signaling mechanism
BENEFITS of PS in congested market

• Application Limits/ Caps have been proposed, debated, surveyed and considered but the SAU has determined that the liability exceeds ability to execute
• PS provides applicants with an equitable method of signaling that is applicant driven
• Remove inappropriate perception of disinterest
  • “geography bias”
• De emphasis on emails, phone calls, networks
• Programs better able to discern applicant interest
• Passed proof of concept with ENT trial in 2020
From the Fall 2020 post signaling applicant survey:

APPLICANT: Overall, I was satisfied with signaling

- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

58% Likelihood of interview offer from signaled programs*

14% Likelihood of interview offer from non-signaled programs

* Based on signaling strategies employed by applicants in Match 2021 season.
### ENT Experience

#### Signaling perceptions

<table>
<thead>
<tr>
<th>Category</th>
<th>STRONGLY DISAGREE</th>
<th>DISAGREE</th>
<th>NEITHER AGREE NOR DISAGREE</th>
<th>AGREE</th>
<th>STRONGLY AGREE</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Signaling allows applicants to be rejected by the programs in which they have the most interest.</td>
<td>2,116</td>
<td>5,000</td>
<td>12,078</td>
<td>51,399</td>
<td>27,099</td>
<td>232</td>
</tr>
<tr>
<td>Signaling preserves programs from discriminating applicants due to a lack of perceived interest.</td>
<td>3,179</td>
<td>9,159</td>
<td>35,071</td>
<td>40,850</td>
<td>93</td>
<td>232</td>
</tr>
<tr>
<td>Signaling prevents a more even distribution of interview offers to residency applicants.</td>
<td>0,039</td>
<td>15,618</td>
<td>46,391</td>
<td>18,597</td>
<td>10,341</td>
<td>232</td>
</tr>
<tr>
<td>Signaling improves the efficiency of the application process.</td>
<td>0,008</td>
<td>12,190</td>
<td>26,076</td>
<td>28,570</td>
<td>18,191</td>
<td>232</td>
</tr>
<tr>
<td>Signaling is an equitable fair process.</td>
<td>4,119</td>
<td>9,050</td>
<td>20,076</td>
<td>44,850</td>
<td>24,597</td>
<td>232</td>
</tr>
<tr>
<td>Signaling increased the anxiety of the application/organization process.</td>
<td>22,141</td>
<td>25,484</td>
<td>22,141</td>
<td>19,484</td>
<td>21,484</td>
<td>232</td>
</tr>
<tr>
<td>Signaling benefits programs.</td>
<td>1,179</td>
<td>3,179</td>
<td>3,179</td>
<td>3,179</td>
<td>3,179</td>
<td>232</td>
</tr>
<tr>
<td>Signaling benefits applicants.</td>
<td>5,059</td>
<td>6,059</td>
<td>24,557</td>
<td>41,357</td>
<td>21,557</td>
<td>232</td>
</tr>
<tr>
<td>Overall, I was satisfied with signaling.</td>
<td>3,179</td>
<td>5,179</td>
<td>31,079</td>
<td>47,478</td>
<td>23,754</td>
<td>232</td>
</tr>
</tbody>
</table>

#### Number of Signals Received By Programs

![Number of Signals Received](image-url)
BEHAVIOR

Applicants

- Applicants should signal programs with veritable interest that align with their goals

- Applicants should not signal programs that they have rotated at or are their home programs (this interest is implied)

Programs

- Programs should
  - use signals to assess credible interest
  - consider all applications received regardless of signal

- Programs should NOT rely on signals as a screen for application review

Program Code of Conduct: Programs shall NOT

- disclose identification of applicants who have signaled
- ask interviewees where they have signaled
- disclose the number of signals they have received
DESIGN

- 30 signals per applicant
- All signals with equal weight
- Programs only see list of applicants who have sent them signals
- Optional for Applicants; Default opt-in for Programs with option to op-out
- No signaling to home program or programs with in-person clinical rotation (away or visiting rotation)
  - Interest assumed in these scenarios
  - Avoid conflict with home institution
- SAU-AUA Match Code of Conduct
Invited via email from the AUA to access AUA website /PS system on Sept 1<sup>st</sup>

Submit Signals during window: Sept 1<sup>st</sup> - Sept 15<sup>th</sup>, 2023

System includes Welcome email
Automatic reminders
Save and Submit Confirmation email

HOW TO FOR APPLICANTS
HOW TO FOR APPLICANTS

1. AUA Email Invite to AUA website for PS System
2. Email reminders
3. Email confirmation of signals received by AUA

Dear Applicant,

Your 2023 Test Urology Residency Match Match Signaling submission has been received. Please review the information for accuracy. If you would like to make any changes or rescind any signals sent please email AUA at resmatch@auanet.org with a request to update your list. Signal updates must be received by 8:00 AM on September 15, 2021.

As a reminder, signals are not ranked. Each program on your signal list will only receive the information directed to their program. They will not receive any information regarding the other programs you may have signaled.

2023 Test Urology Residency Match - Lms4 Test4
FRAS Number: 326173678216TEST

Signals:

<table>
<thead>
<tr>
<th>Program ID</th>
<th>Program Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>0092332710</td>
<td>Johns Hopkins Hospital</td>
</tr>
<tr>
<td>0000061110</td>
<td>University of Colorado Medical Center MD</td>
</tr>
<tr>
<td>0092330400</td>
<td>Emory University Hospital</td>
</tr>
</tbody>
</table>

For questions or concerns, please email resmatch@auanet.org

Thank you for participating.

The AUA Residency Match Office
Program is automatically enrolled/opted in unless they chose to opt out

Program is delivered their list of applicants who have signaled their program on Sept 27th (day ERAS opens to programs)

Program Code of Conduct:

Programs shall NOT disclose identification of applicants who have signaled

Programs shall NOT ask interviewees where they have signaled

Programs shall NOT disclose the number of signals they have received
HOW TO FOR PROGRAMS

Automatic opt in
Email Delivery of Signals Sept 27th
Code of Conduct
REGULATION

• National Residency Matching Program
  • Allows applicants/programs to express interest
  • Prohibits verbal/written statements implying commitment
  • Applicant privacy protections

• SAU-AUA Match Code of Conduct
  • Applicant privacy protections

• Applicant participation is voluntary; Programs may opt out
IMPLEMENTATION
IMPLEMENTATION
IMPLEMENTATION
ASSESSMENT
Thank you

- American Urologic Association (AUA)
- Society of Academic Urology (SAU)
  - Resident and Fellows Committee
- Association of Coordinators of Urology Residency Education (ACURE)
- Society of Academic Urology (SAU)
  - Resident and Fellows Committee
- Electronic Residency Application Service (ERAS)
- Medical Students: UroResidency (@Uro-Res)
- Society of Otolaryngology Program Directors Organization (OPDO)
Thank you

- SAU Executive Committee
- AUA (Janet Skorepa, Daniel Tadesse, Hope Thompkins Sandra Howard, Susan Kerns, John Rico, Khasim Mohammed)


