Tools to Make Interview Season Smoother
ERAS and Interview Broker

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Background

- GME was new for me in 2012
- ERAS???
- NRMP???
ERAS

Electronic Residency Application Service (ERAS®) is a service that transmits the MyERAS application and supporting documentation from applicants and their Designated Dean's Office to program directors. ERAS consists of MyERAS® for applicants, Dean's Office Workstation (DWS) for the ERAS Fellowship Documents Office (EFDO), Program Director's Workstation (PDWS) for training programs and the ERAS Letter of Recommendation Portal (LoRP) for LoR Authors.

Source: https://www.aamc.org/services/eras/
Windows 3.1?
Web-Based
Much Better!
USF Internal Medicine

• How many applications do we get?  
  – 2,054
• Invite for Interview - 403
• Actually Interview - 286
Filters

- Think of your ideal applicant
- Think of who historically matches to your program
- We update this each year and make adjustments
ERAS Custom Attributes
Attributes

- Right-hand side of each applicant page
- Can check and uncheck attributes from here
Selection Criteria Ideas

- Step scores
- Florida schools
- SE schools
- Born in FL
- Perm. address FL
- USF undergrad
- Schools of current residents
Selection Criteria

• Group 1
  – Southeast schools with Step 1 >230
  – All of US with Step 1 >250

• Group 2
  – Born in Florida with Step 1 >230
  – SE schools with Step 1 >220
## Filters

**ERAS | AAMC**

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USF-Morsani > All Groups > Internal Medicine

- **Add a new filter**

- **Favorites (6)**
- **SOAP System-Defined (19)**
- **User-Defined (52)**
- **System-Defined (56)**
Run the Filter
Last Minute Checks

• Look for any red flags
  – Step failures
  – Felony
  – Visas status
  – Malpractice or license issues

• Hand adjust group assignments
Interview Broker

Recruiting 2.0
A better way to manage the interview scheduling process

Self Scheduling
Let recruiters schedule their own interviews and save time. Stop the flood of phone calls and emails.

Wait Lists
Let applicants wait list for full interview dates. Fill openings that become available.

Interviewers
Stop chasing down interviewees. Instead, maintain a pool of interviewers who can sign up based on their own availability.

Magically Simple
Select your interview dates. Import your recruits. Click to send invitations. Then, print out who is coming on interview day.

“...I handle over 100 candidates a year, and this makes the process so much easier!”
- S. Slater, Residency Coordinator
  Diagnostic Radiology Residency
  Keck School of Medicine, University of Southern California

Residency applicants prefer online interview scheduling. Read about one residency’s experiences.
Interview Broker

• $1.99/invite
• Applicant self-schedule, re-schedule, and cancel online
• Waitlist feature
• Send follow-up emails and questionnaires (costs extra)
Interview Broker

• Reduces phone calls & emails
• Saves staff time
• Reduces scheduling errors
• Keeps interview days filled
Interview Broker

http://www.interviewbroker.com

Making Life Better®
ERAS & Interview Broker

• Both of these are tools
• Leverage what you can
• Make it work for you