

# Family Medicine

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**Appendix Table A. Family Medicine Residency Program Directors' Signaling Behaviors (N=309)**

	n (%)
<b>PDs will use signaling to . . .</b>	
<b>Decide which applicants to review in-depth</b>	
No	196 (63.4)
Yes	113 (36.6)
<b>Decide which applicants to invite to interview</b>	
No	121 (39.2)
Yes	188 (60.8)
<b>Decide which applicants to rank</b>	
No	262 (84.8)
Yes	47 (15.2)
<b>Decide where to rank individual applicants</b>	
No	249 (80.6)
Yes	60 (19.4)
<b>If an applicant signals your program, would you . . .</b>	
Automatically offer the applicant an interview regardless of other factors	4 (1.3)
Automatically offer the applicant an interview if they meet other established criteria	52 (16.8)
Consider a signal as a positive factor in a holistic review for an interview	206 (66.7)
Ignore signals to determine which applicants will be offered interviews	21 (6.8)
Missing	26 (8.4)
<b>If you had to choose between equivalent applicants, which of the following factors is the most likely to sway you to offer a specific applicant an interview?</b>	
The applicant completed a rotation with my program.	107 (34.6)
The applicant is from the state where my program is located and/or is likely to practice in the state.	73 (23.6)
The applicant signaled interest through ERAS.	29 (9.4)
The applicant indicated they would like to stay in my program's geographic location.	24 (7.8)
The applicant's experiences	23 (7.4)
The applicant is from the medical school affiliated with my program.	22 (7.1)
The applicant's quantitative data	5 (1.6)
Missing	25 (8.1)
<b>Which of the following factors is the most likely to sway you to rank a specific applicant higher than other equivalent applicants?</b>	
The applicant completed a rotation with my program.	107 (34.6)

The applicant is from the state where my program is located and/or is likely to practice in the state.	56 (18.1)
The applicant's experiences	52 (16.8)
The applicant indicated they would like to stay in my program's geographic location.	31 (10.0)
The applicant signaled interest through ERAS.	15 (4.9)
The applicant's quantitative data	12 (3.9)
The applicant is from the medical school affiliated with my program.	11 (3.6)
Missing	25 (8.1)
<b>Signaling will decrease stress on applicants.</b>	
Strongly disagree	12 (3.9)
Disagree	73 (23.6)
Neutral	156 (50.5)
Agree	41 (13.3)
Strongly agree	2 (0.6)
Missing	25 (8.1)
<b>Signaling will decrease stress on program directors.</b>	
Strongly disagree	13 (4.2)
Disagree	74 (23.9)
Neutral	129 (41.7)
Agree	60 (19.4)
Strongly agree	8 (2.6)
Missing	25 (8.1)

Source: Analysis of the Spring 2023 Council of Academic Family Medicine Educational Research Alliance Family Medicine Residency Directors Survey

Abbreviations: ERAS, Electronic Residency Application Service