

APDEM Recommendations for Program Signaling

In an effort to address application inflation and improve match success and efficiency, APDEM continues to endorse participation in Program Signaling for fellowship applications. This decision was based on careful analysis of applicant volumes in the virtual interview era, solicited program director feedback at the annual APDEM meetings in 2024 and 2023, and previous discussions between the AAMC, the Fellowship Recruitment Committee, and APDEM Council. All Endocrinology fellowship programs are automatically opted in to participate in Program Signaling; individual programs will have the option to opt out if they prefer not to participate.

Disclaimer: APDEM acknowledges that the process of signaling, the number and model (e.g. single vs. tiered) of signals, and its impact on applicants and programs are dynamic and warrant ongoing investigation. Program Signal model and number may change in future years as APDEM collects more data on the impact of signals on the fellowship application process.

Program Signaling Recommendations for Endocrinology Fellowship Programs

- All Endocrinology applicants will be allotted **5 Program Signals (PS)**
- Programs should use PS as one of many factors (in a holistic review) in determining which applicants to invite to interview.
- Programs should NOT use PS for rank list decision-making. Because PS are chosen early in the application process, applicants' preferences may evolve before ranking.
- Applicants will be instructed to use all allotted PS, and to signal programs they are interested in, *including their own institution* and institutions where they have done away rotations. This promotes equity for those who do not have "home" programs or who lack the resources / opportunities to rotate at outside institutions.
- We recommend programs advertise and explain their planned use of PS for the application season on their respective website before July 1st (preferably earlier). Some suggested language is as follows:
 - **(if participating in Program Signaling):** "While we preferentially review applications from those who signal our program, we also consider other factors in an applicant's portfolio in making a decision on extending an interview invitation."
 - **(if NOT participating in Program Signaling):** "Our program does NOT consider program signals in our interview offer decision-making process and will review applicants equally whether or not they have signaled us."

Program Signaling Recommendations for Endocrinology Fellowship Applicants

- All Endocrinology fellowship applicants will be allotted **5 Program Signals (PS)**
- Applicants should use PS to demonstrate interest in programs they wish to interview at.
- Applicants should use *all* allotted PS and signal their home institution or institutions at which they have rotated if interested in an interview at these locations.

- Signaling a program for which an applicant is deemed qualified *may* increase the likelihood of obtaining an interview offer from the program. Signaling a program for which an applicant is not deemed qualified *may not* significantly increase the likelihood of obtaining an interview offer from the program.
- Endocrinology fellowship programs have been advised (1) to release information about how they will use PS by July 1st (e.g. publicized on their individual website), and (2) to use PS for interview offer decisions but NOT for rank list decisions.