ERAS/Thalamus/Cortex

Fellow candidates apply through the ERAS program (Electronic Residency Application Service). Several years ago, the PD would go to the ERAS program and manually read through applications and generate an interview invite list off-line.

In 2023, for the first time ERAS fed the applicant data and all uploaded pdf's into a program called Thalamus. There are three components of Thalamus. The actual interviewing interface and interview ratings all take place within Thalamus. But prior to the interview, you will use a sister program called Cortex to sort through the applicant pool. Most programs will have >100 applicants for just 1-2 spots. Sorting through this list to highlight the applicants to interview is a strength of Cortex.

Filters

- This takes a bit of work on the front end, but you can create different filter sets. For example, you could create a filter that looks at those that are Gold Humanism who were chief residents and did not fail any of the STEP exams. There are numerous ways to filter on traits that could be important in helping you identify what is more important for your program.

Division Signals

- In Cortex, there is the option for a trainee to include a part of the country (Division) they hope to train. This is a signal to the program that they are intent on a specific geography. If an applicant spends their entire training on the east coast, a program director might not be confident that their application to a west coast program demonstrates a sincere desire to move. The signal allows the program to understand that the trainee is specifically motivated to be in that geography.
- Residency programs also allow GOLD or SILVER signals which signal a high level of interest in the specific program. This is not yet part of the Allergy/Immunology process but might be coming.

Holisitic Evaluation of Candidates

- There is an option to NOT load specific information into Cortex, for example some programs do not upload photos into Cortex to decrease risk of bias.
- Some programs load different information for different reviewers. Selecting items other than board scores and training pedigree can be a healthy way to identify candidates worth an interview or an additional look.

Links:

https://thalamusgme.com/
Setup filters in Cortex: https://www.loom.com/share/b22eb1c4aad04759a76598d29f19842e
ERAS PDWS: https://pdws.aamc.org/pdws-web/#/