NRMP Update

Mona M. Signer
President and CEO
AAMC Annual Meeting
November 5, 2017
Today’s Topics

- Main Residency Match Trends
- Policy Update
- New Resources
- NRMP Research
Main Residency Match
PGY-1 Positions Offered and Filled
6,609 More Positions Since 2008

All In Policy


Offered  Filled  Filled US Seniors

+ 989 PGY-1 positions over 2016
Main Residency Match
Active Applicants
7,232 More Applicants Since 2008

All In Policy

<table>
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<th>Year</th>
<th>US Seniors</th>
<th>Prior US Grads</th>
<th>DOs</th>
<th>US IMGs</th>
<th>IMGs</th>
<th>Others</th>
<th>PGY-1 Positions</th>
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Main Residency Match
PGY-1 Match Rate by Applicant Type

**Overall Match Rate** = 77.0%

- **US Seniors**
- **Osteopathic Physicians**
- **US IMGs**
- **IMGs**
- **Prior US Grads**

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Match Rates By Preferred Specialty

Most Seniors Match to Preferred Specialty

[Bar chart showing match rates for various specialties in 2014 and 2017.]

- Plastic Surgery: 71% (2014), 75% (2017)
- Otolaryngology: 76% (2014), 75% (2017)
- Dermatology: 80% (2014), 80% (2017)
- Orthopaedic Surgery: 79% (2014), 80% (2017)
- Neurological Surgery: 85% (2014), 83% (2017)
- Surgery-General: 87% (2014), 89% (2017)
- Radiation Oncology: 91% (2014), 91% (2017)
- Obstetrics and Gynecology: 75% (2014), 90% (2017)
- Child Neurology: 91% (2014), 91% (2017)
- Anesthesiology: 93% (2014), 96% (2017)
- Psychiatry: 96% (2014), 96% (2017)
- Pediatrics: 95% (2014), 97% (2017)
- Family Medicine: 95% (2014), 97% (2017)
- Internal Medicine: 95% (2014), 97% (2017)
- Neurology: 98% (2014), 95% (2017)
- Pathology-Anatomic and Clinical: 93% (2014), 95% (2017)
- Radiology-Diagnostic: 93% (2014), 95% (2017)
Main Residency Match
Unfilled Positions
1,279 Unfilled Positions, Half PGY-1 Only

Surg-Prelim
Med-Prelim
T-Year & Other Prelim
Categorical
Advanced
Reserved

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Unmatched Seniors
PGY-1 Positions in SOAP
More Unfilled Positions Than Seniors Unmatched!

SOAP

PGY-1 Positions in SOAP

U.S. Seniors With ROLs Unmatched to PGY-1 Positions

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Preferences of Unmatched Seniors
Available SOAP Positions

- Emergency Medicine: 135
- General Surgery: 122
- Orthopaedic Surgery: 117
- Obstetrics-Gynecology: 92
- Psychiatry: 79
- Internal Medicine (C & M): 73
- Family Medicine: 54
- Pediatrics: 43
- Physical Medicine & Rehab: 29
- Plastic Surgery: 26
- Radiology-Diagnostic: 24
- Neurological Surgery: 24
- Otolaryngology: 15
- Dermatology: 14
- Anesthesiology: 11
- Pathology: 11
- Vascular Surgery: 10
- Other: 10
- Surgery Preliminary: 8
- Internal Medicine Preliminary: 7
- Thoracic Surgery: 7
- Interventional Radiology: 6
- Transitional Year: 5
- Neurology: 4
- Radiation Oncology: 4
- Child Neurology: 3
- Internal Medicine-Pediatrics: 1
- Obstetrics-Gynecology Preliminary: 0
- Pediatrics Preliminary: 0

Available Positions
Preferred Specialty

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2017 SOAP Positions
Offered & Accepted by Round

1,279 Unfilled Positions
1,177 Positions in Soap

End of SOAP: 101 positions remained

End of Day 1: 216 positions remained

SOAP Round

1

2

3

Accepted
Rejected
Expired

709
107
30

20
396
115

8

1,000
800
600
400
200
0
SOAP Positions
Accepted by Applicant & Position Type

2,140

1,066 applicants accepted 1,076 positions

US Seniors
US Grads
USIMGs
DOs
IMGs

None Accepted  PGY-1 Only  PGY-2 Only  Categorical  PGY-1 & PGY-2

32  6  1  8  4
355  36  76  51  57
1,001  0  3,934  108  51
901  0  5,803  53  1

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U.S. Allopathic Seniors in SOAP 2013 - 2017

*Presentations before 2015 included only seniors with a certified ROL who did not have any position at the conclusion of SOAP, regardless of whether they participated in SOAP. This presentation includes all SOAP-participating seniors who did not have any position at the conclusion of SOAP.
Main Residency Match
New AOA Programs

2017 Main Residency Match

- 37 AOA program tracks, 166 positions
  - 187 dually-accredited programs = 1,292 positions

2018 Main Residency Match (10/15/17)

- 152 AOA program tracks, 720 positions
  - 3 Anesthesiology
  - 8 Dermatology
  - 29 Emergency Medicine
  - 18 Family Medicine
  - 49 Internal Medicine
  - 1 Neurological Surgery
  - 2 Neurology
  - 9 Obstetrics/Gynecology
  - 3 Orthopaedic Surgery
  - 1 Osteopathic NM
  - 1 Otolaryngology
  - 2 Pediatrics
  - 8 Psychiatry
  - 3 Radiology-Diagnostic
  - 9 Surgery-General
  - 6 Transitional Year
Today’s Topics

- Main Residency Match Trends
- Policy Update
- New Resources
- NRMP Research
Applicant X Performance in Medical School:

- 3rd year Internal Medicine clerkship: “not meeting expectations of professionalism”; repeated 4 weeks
- 4th year ICU clerkship, absent for 3 days without notifying attending; evaluated as “unprofessional”; repeated 4 weeks
- 4th year Surgery clerkship, evaluated as “does not meet expectations” due to lack of initiative and lack of engagement in clinical care
- On academic probation twice
Medical School Performance Evaluation:

- **Internal Medicine**: “X scored above the expected mean and ahead of the majority of his peers… He performed extra work in internal medicine and performed at a very high level with his attendings: unanimous agreement that his fund of knowledge…is at the level of an intern. He should become an excellent physician.”

- **Surgery**: “X completed his surgical rotation demonstrating competency in all skill areas necessary to pass the clerkship. It is obvious he has integrity and cares about doing a good job. His integrity and willingness to learn are keys to his success going forward.”
Medical School Performance Evaluation:

Summary: “X has been an excellent medical student. Evaluators have noted a strong knowledge base.... He did an excellent job with patient communication. ....very empathetic ...able to easily build rapport and treated all patients with great respect. ....very efficient, and adapts rapidly to changing circumstances…”

“The faculty of the College of Medicine feels confident that X possesses the essential attributes of a physician and that he should become a kind and competent physician and house officer.”
NRMP Policy: Complete, Timely, & Accurate Information  NEW

The medical school shall at all times provide complete, timely, and accurate information about its students and graduates. The submission of information by a school during the application, interview, and/or matching processes, including information contained in the Medical School Performance Evaluation, that is false, misleading, or incomplete is a violation of this Agreement. (Section 6.7, MPA for Schools)
NRMP Policy: Complete, Timely, & Accurate Information

Applicants are at all times responsible for the completeness, timeliness, and accuracy of the information they provide to programs. The submission of information by an applicant during the application, interview, and/or matching processes (which includes information submitted through the Electronic Residency Application Service or another application process and SOAP that is false, misleading, incomplete, or plagiarized from another sources is a violation of this Agreement. (Section 4.5, MPA for Applicants & Programs)
NRMP Policy: Complete, Timely, & Accurate Information

The omission of information that is pertinent to a program’s decision whether to rank an applicant, determine an applicant’s ability to satisfy program requirements or standards, or identify circumstances that may reasonably be expected to affect adversely the applicant’s licensure status, visa status, or ability to start the training program shall be considered a violation of this agreement. (Section 4.5, MPA for Applicants & Programs)
NRMP Policy: Complete, Timely, & Accurate Information  **NEW**

Applicants also have an obligation to submit complete, timely, and accurate information to the NRMP for the period beginning with submission of an electronically signed Match Participation Agreement until the 45th day following the start date of the program position obtained through the matching algorithm, SOAP, or the conclusion of any NRMP-related waiver, investigation, or appeal process, whichever is later.  *(Section 4.5, MPA for Applicants & Programs)*
NRMP Policy: Other Obligations of Match Participants  NEW

All participants shall conduct their affairs in an ethical and professionally responsible manner. The duty under this Agreement extends throughout the application, interview, matching process and SOAP and until the 45th day following the start date of training or the conclusion of any NRMP-related waiver, investigation, or appeal process, whichever is later. (Section 6.1, MPA for Applicants & Programs)
NRMP Policy: Restrictions on Persuasion

- Applicants and programs should be able to make selection decisions without coercion or undue pressure.

- Applicants and programs can express interest in each other.

- Applicants and programs cannot solicit verbal or written commitments.
NRMP Policy: Restrictions on Persuasion

It is a violation for:

- a program to request applicants to reveal the names, specialties, geographic locations or other information about programs where they apply;

- a program to request applicants to reveal ranking preferences;

- an applicant to suggest or inform a program that placement on a ROL or acceptance of a SOAP offer is contingent upon submission of a verbal or written statement indicating the program’s preference;
NRMP Policy: Restrictions on Persuasion (continued)

- a program to suggest or inform an applicant that placement on a ROL or a SOAP preference list is contingent upon submission of a verbal or written statement indicating the applicant’s preference; or

- a program and an applicant to make any verbal or written contract for appointment to a concurrent year residency or fellowship position prior to the release of the List of Unfilled Programs. (Section 6.2, MPA for Applicants & Programs)
NRMP Policy: Restrictions on Persuasion

Percent of Applicants Reporting Pressure by Match Status

Source: 2017 Applicant Survey
NRMP Policy: Restrictions on Persuasion

Percent of Applicants Reporting Pressure by Specialty

Source: 2017 Applicant Survey

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NRMP Policy: Applicant Reporting of Violations

**NEW**

Applicants can report anonymously using website form:

- Describe alleged violation with violator’s name
- Indicate how applicant became aware of alleged violation and relationship to violator
- Applicant can decide whether to provide identifying information; failure to do so may compromise NRMP’s ability to investigate
- If identifying information is provided, can indicate whether identity is to remain confidential
NRMP Policy: Applicant Reporting of Violations **NEW**

NRMP investigates only alleged breaches of the Match Participation Agreement

- Some questions may be illegal but are not breaches of the MPA.
  - Marital status
  - Family plans
  - Race/ethnicity
  - Religious affiliation
  - Sexual orientation

- If a violation investigation is not appropriate, a strongly worded letter may be sent to the program director & DIO.
NRMP Policy: Confidentiality of Applicant Rank Order Lists

The information submitted to the NRMP on the applicant rank order list is confidential. Applicants have the right to keep their rank order lists confidential and not to share them with any other individual or entity. It is a breach of this Agreement for a medical school to ask, require, or otherwise pressure an applicant to disclose his/her rank order list to the medical school. (Section 6.8, MPA for Schools)
NRMP Policy: Ensuring Integrity

Ensuring the Integrity of the National Resident Matching Program

The National Resident Matching Program (NRMP), also referred to as The Match, annually conducts the Main Residency Match to place US and international medical school students and graduates (IMGs) into residency training positions in US teaching institutions. The Match, established in 1952, includes among its 19-person board of directors medical school deans and faculty members, medical students, residents and fellows, and 1 public member. In 2002, the legality of The Match was challenged by 3 resident physicians alleging it was anticompetitive, but the complaint was dismissed after Congress enacted legislation finding that “antitrust lawsuits challenging the matching process...have the potential to undermine this highly efficient, pro-competitive, and long-standing process” that “has effectively served the interests of medical students, teaching hospitals, and patients for over half a century.”

During registration, participants must electronically sign the Match Participation Agreement (“Agreement”), a contract between participants and NRMP that defines eligibility for Match participation, articulates Match policies, and sets forth the consequences of noncompliance (such as may involve individuals not accepting applicant’s failure to accept a position has a “waterfall” effect: another applicant who also preferred that program may have matched to a lower-ranked program or not matched at all.

Nonetheless, every year some applicants cannot or will not honor their commitment. Of the 28,265 applicants who obtained positions in 2016, 78 requested waivers of their obligation. Among their reasons were health conditions, the desire to work in a more preferred program or specialty, financial difficulties, and relationship issues.

Waivers of the Agreement
Applicants who cannot or will not honor their binding commitment must obtain a waiver from NRMP. The Waiver Policy authorizes NRMP to grant waivers in cases of serious and extreme hardship or for change of specialty if the match is to a PGY-2 advanced position that begins the year after the Match and the change is requested no later than December 15 prior to the start of the PGY-2 training. In processing waivers, NRMP contacts all parties having information that might bear on the decision. In adjudicating hardship waivers, NRMP considers severity and timing of the circumstance; of particular importance is whether the hardship occurred or could have been anticipated when the applicant was still able to modify a rank order list. NRMP also strives to ensure consistency so that applicants with similar
Today’s Topics

- Main Residency Match Trends
- Policy Update
- New Resources
- NRMP Research
New Resources: NRMP Goes Mobile!
New Resources: NRMP on YouTube

Videos Currently Available
- The Match Process for Applicants
- The Match Process for Institutions and Programs
- How the Matching Algorithm Works
- Couples in the Match
- Couples and the Matching Algorithm
- IMGs and the Main Residency Match Process
- Program Types in the Main Residency Match

Coming Soon
- Creating a Rank Order List
- Supplemental Rank Order Lists
- Reversions
- Applicant Match History
- SOAP for Applicants; SOAP for Programs; SOAP for Schools
New Resources: Support Guides

Currently Available for Applicants
- Registering for the Match
- Navigating the R3 System
- Applicant Coupling
- Withdrawing from the Match
- Entering & Certifying a Rank Order List

Coming Soon for Applicants
- Entering & Certifying a Rank Order List
- Entering & Certifying a Supplemental Rank Order List
- Ranking as a Couple
- SOAP: Viewing Unfilled Programs
- SOAP: Viewing/Responding to Offers
- Applicant Match History
- SOAP for Applicants; SOAP for Programs; SOAP for Schools
New Resources: Support Guides

Currently Available for Schools
- Navigating the R3 System
- Adding/Maintaining Administrators
- Managing Students & Graduates
- Upload Student List & Edit Details

Coming Soon for Schools
- Verifying Applicant Graduation Status
- Verifying SOAP Eligibility
Today’s Topics

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NRMP Research

Studies in progress

❖ Career trajectory of applicants who match to PGY-1 only positions (with AMA)
❖ Impact of communication skills on residency match success (with NBME)
❖ Probability of matching to a specialty using historical Charting Outcomes data

Other work underway

❖ Filled positions and matched applicants by state of medical school
❖ Number of matched applicants by country of medical school
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866-653-NRMP