

THE MATCH[®]

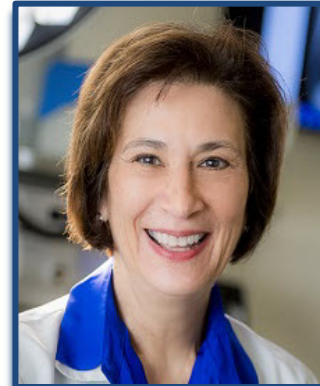
NATIONAL RESIDENT MATCHING PROGRAM[®]



Bridging the Undergraduate and Graduate Medical Education Communities

Annual Report 2015

MESSAGE FROM THE CHAIR AND PRESIDENT/CEO



*Maria C. Savoia, M.D.,
Chair*



*Mona M. Signer, M.P.H.,
President and CEO*

2015 was a defining year for the National Resident Matching Program (NRMP®). Sponsoring its first-ever national conference, ***Transition to Residency: Conversations Across the Medical Education Continuum***, NRMP offered a unique opportunity for constituents to bridge the gap between the undergraduate and graduate medical education communities. Medical school deans, graduate medical education program directors, and medical school faculty members met in New Orleans to discuss ways to foster a successful student transition from undergraduate to graduate medical education. The conversation was lively, and attendees gained a new appreciation for each other's perspectives.

2015 also was a record year for the NRMP Matching Program. Both the Main Residency Match® and the Specialties Matching Service® (SMS®) welcomed new programs and specialties and placed record numbers of applicants in residency and fellowship positions. A central aim of the Board of Directors has been to better connect with constituents, and to that end NRMP surveys garnered feedback on how to improve existing and build new communication initiatives. We also launched Main Residency Match [toolkits](#) that provide medical school officials, Match applicants, and residency program staff with comprehensive, one-stop access to information needed to successfully navigate the Match season. Lastly, we approved research initiatives to further understanding about how applicant behavior affects outcomes in the Match. These accomplishments promote NRMP as the leading conduit of Match data and resources for undergraduate and graduate medical education stakeholders.

For more than 60 years, the NRMP has dedicated itself to fostering a seamless career transition for medical students by creating a reliable and efficient Match process. That role has grown ever more important as all of us consider the changing face of medical practice, limits on health care resources, and the future health manpower needs of the United States. We are proud of our accomplishments, and we value our partnership with you.

Stakeholder Conference

On October 1-3, the NRMP hosted its inaugural stakeholder conference, [Transition to Residency: Conversations Across the Medical Education Continuum](#), bringing together professionals from both sides of the medical education “aisle” to discuss ways undergraduate and graduate medical education can better align to produce more capable young physicians.



Where: New Orleans, Louisiana

Why: To bring together faculty from undergraduate and graduate medical education to discuss issues related to the transition to residency

Who: 250 attendees, including GME program directors and designated institutional officials, medical school deans and faculty, and GME association executives

- For two days, attendees participated in breakout sessions to discuss innovative recruitment practices as well as student readiness for residency and preventive strategies for students at risk of not matching.
- Informative presentations by Drs. Deborah Powell, Fitzhugh Mullan, and Linda Andrews focused on GME governance/finance and national and state workforce trends and initiatives. Attendees also were inspired by the “anti-hero” message of Dr. Pauline Chen, the insightful “medical mind” model presented by Drs. Jerome Groopman and Pamela Hartzband, and the transcending power of humanism as proposed by Dr. Abraham Verghese.

On every level, the meeting surpassed expectations and left attendees wanting more.

Another conference is planned for May 2017.

“Meeting and collaborating with UME and GME leaders of difference specialties in the same space. This felt revolutionary and so helpful to our shared mission of preparing our student to become better residents.”

“How do we create working groups within the existing organizations (program directors professional organizations, UME, AAMC, etc) to keep this work moving forward? We can’t afford (nor accept) to lose momentum.”

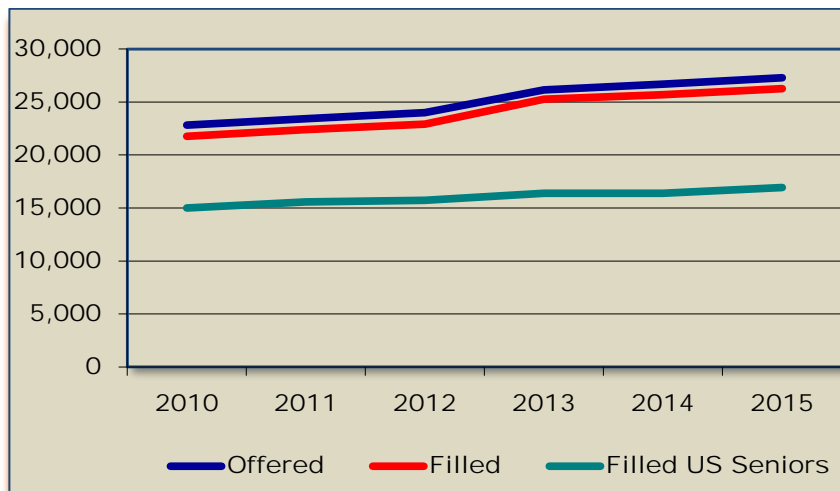
NRMP Matching Program

Growth in the Main Residency Match and the Specialties Matching Service is evidence of the important role NRMP plays in providing medical students and graduates an opportunity to attain their preferred choices career choices and professional goals.

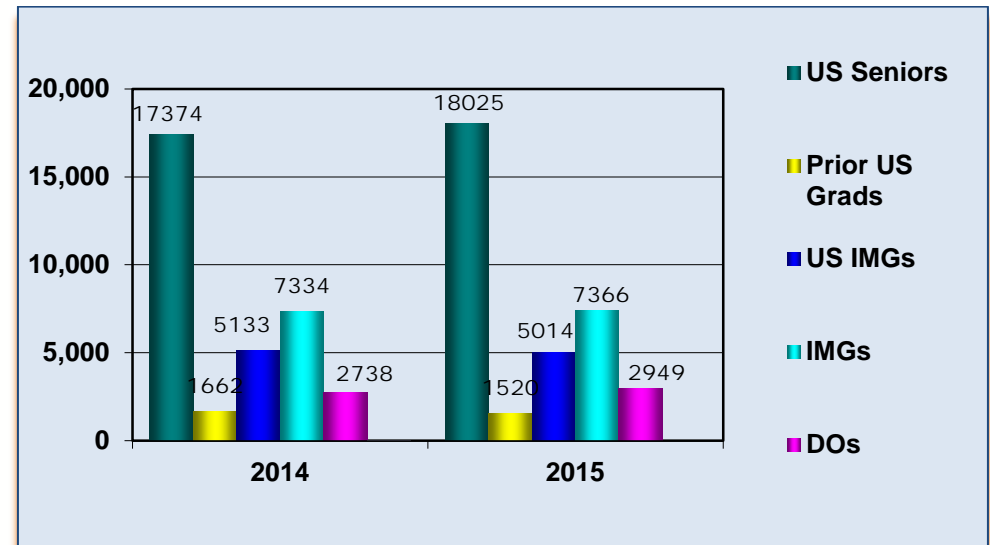
The 2015 [Main Residency Match](#) included **more than 41,000 registered applicants, the largest in NRMP history**. Other highlights:

- **34,905 applicants submitted rank order lists, 635 more than in 2014.**
- 18,025 U.S. allopathic seniors submitted rank order lists, 651 more than in 2014.
- The PGY-1 match rate for osteopathic applicants increased 1.6 percentage points to 79.3 percent, the highest in over 30 years
- There were **1,035 couples**, an increase of 110 over 2014.

Position Fill Rate: 2010-2015



Active Applicants: 2014-2015



The program **position fill rate was 95.7%**. Other highlights:

- The total number of **PGY-1 positions** offered in the 2015 Main Residency Match was **27,293, an all-time high and 615 more than 2014.**
- **Nearly 3,300 PGY-1 positions have been added to the Match since implementation of the All In Policy in 2013.**

Participation in the [Specialties Matching Service \(SMS\)](#) continued to expand, with the 2015 appointment year surpassing 2014 to make it the largest in history. Other highlights:

- **9,538 applicants** participated in at least one Fellowship Match and 7,469 (78.3%) obtained a position.
- 3,674 programs across 56 subspecialties offered 8,503 positions; 87.8% were filled.
- **2,938 programs (80.0%) filled all positions**
- **Five new specialties joined the SMS: Vascular Neurology, Obstetrical Anesthesia, Spinal Cord Injury Medicine, Hospice & Palliative Medicine, and Headache Medicine.**

SMS Policy

The Board of Directors provided greater flexibility for fellowships:

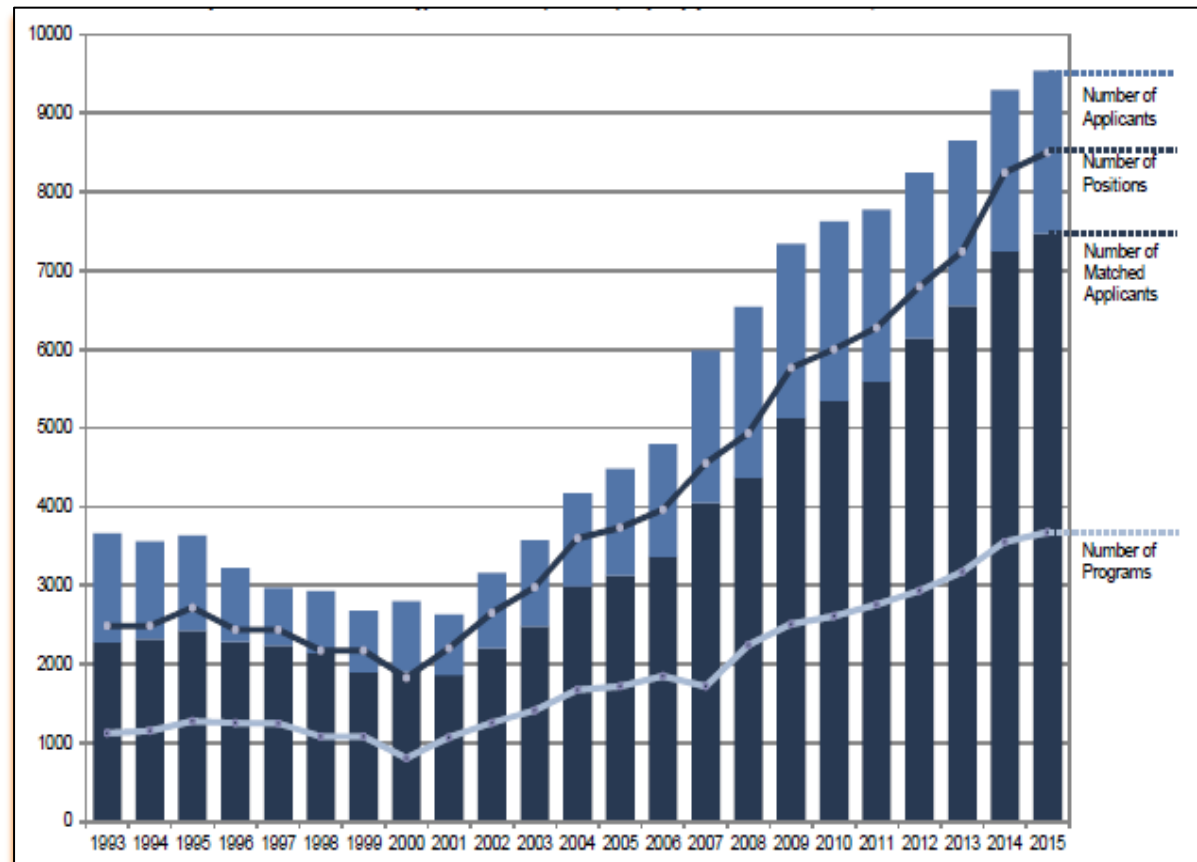
NOW... Subspecialties that recruit from multiple core disciplines can join a Match in which other programs recruit from those same core disciplines.

- **Allergy and Immunology and Medical Genetics joined the Medical Specialties Matching Program**

NOW... Specialties are permitted to voluntarily implement the All In Policy for their programs

- **Nephrology, Medical Genetics, and Sleep Medicine contracted to implement the All In Policy**

SPECIALTIES MATCHING SERVICE PARTICIPATION: 1993-2015



Communications Survey

A communications survey issued in June gathered feedback to inform improvements to the public website and other resources.

What Constituents Said...

Applicants: more SOAP resources and information about how the matching algorithm works

Programs and Schools: more SOAP resources and information about Matching Program policies

All: better navigation on the [public website](#) and new images on the homepage

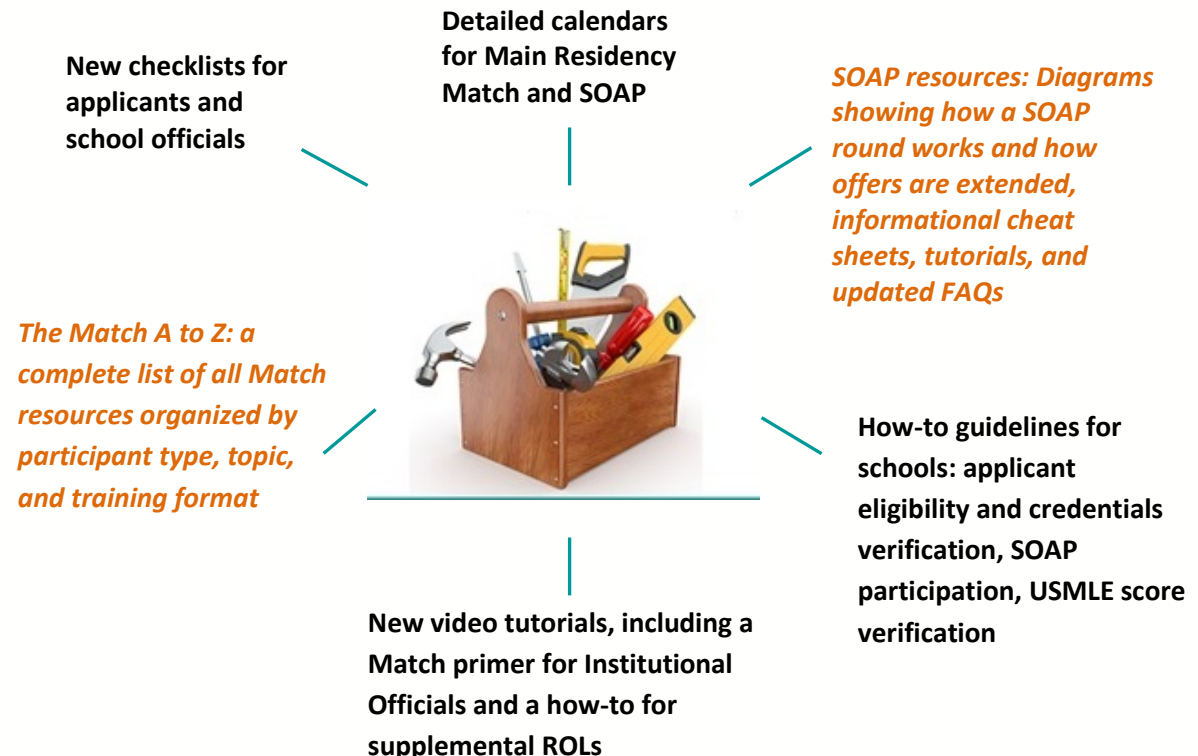
How We Responded...

- **Customized animation** of homepage images to promote important messaging
- **Reorganized Navigation** with updated and clearer content on SOAP and rank order lists



Main Residency Match Toolkits

Responses from the survey spurred the creation of customized toolkits for applicants, programs/institutions, and medical schools. The toolkits launched in advance of the 2016 Main Residency Match and provide Match participants with “one-stop shop” access to the information needed to successfully navigate the Match.



Data and Reports

Every year, a primary focus for the NRMP is generating data and reports for constituents. In 2015, the NRMP released:

2015 DATA DOWNLOAD

User Interest in NRMP Reports and Publications

➤ Results and Data Book	54,218 downloads
➤ Results and Data: SMS	18,988 downloads
➤ Applicant Survey	8,224 downloads
➤ First-Year GME Report	3,387 downloads

Prior-year reports also remained of interest. The **2014 version of Charting Outcomes in the Match** was **downloaded 34,413 times**, and the **2011 Charting Outcomes in the Match for IMGs** was **downloaded 7,995 times**.

Research Advisory Committee

The NRMP has convened a Research Advisory Committee to help identify avenues of research that can inform the undergraduate and graduate medical education communities. Questions of interest include:

- Geographic comparison of resident training and eventual practice: Is there a physician shortage, a geographical mal-distribution, or both?
- Do applicants who match in primary care specialties stay in primary care?
- Do applicants who match only to PGY-1 preliminary positions remain in GME and ultimately practice medicine?

7

Publications

In pursuit of providing the community with meaningful information about Match outcomes, NRMP [published an article](#) in the December 2015 issue of the **Journal of Graduate Medical Education**® examining differences in interview and ranking behaviors of matched and unmatched international medical school graduates participating in the 2013 Main Residency Match.

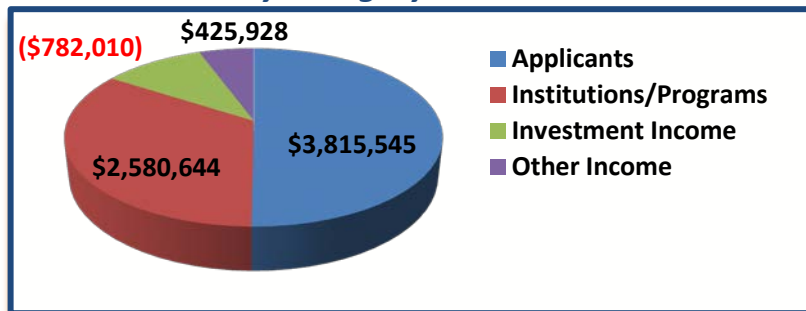
A companion paper focusing on unmatched U.S. allopathic medical school seniors is underway.



Financials

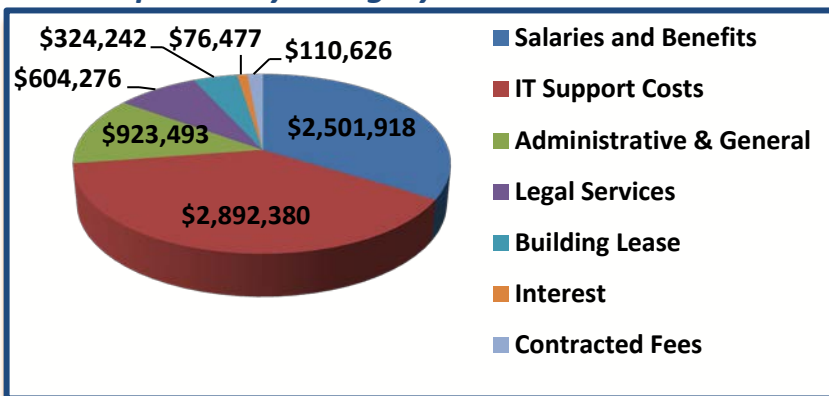
NRMP fees are among the lowest charged by medical education organizations. Also, the Board of Directors maintains a *“free of charge” philosophy* when it comes to resources for constituents.

NRMP Revenue by Category*: CY 2015



NRMP is supported almost entirely by user fees, accounting for 84% of calendar year (CY) 2015.

NRMP Expenses by Category*: CY 2015



More than one-third of NRMP’s budget is for information technology, including R3 system software development/upgrades, infrastructure and support, and telecommunications – all outsourced.

Resources Included in Match Fees

- Data Reports and Publications
- Match Toolkits and Online Tutorials
- Match Illuminator® E-Newsletter
- R3® system User Guides
- Customized Match Outcome Reports

Customer Service

NRMP staff ensures constituents’ *needs are met with fairness, timeliness, and professionalism*

Constituent Connection

A snapshot of call center efforts during Main Residency Match peak:

2015 Main Residency Match Opening

- 345 calls answered: **97% response rate** **309 chats completed**

2015 Main Residency ROL Opening

- 163 calls answered: **93% response rate** **168 chats completed**

2015 Main Residency Match ROL Deadline

- 546 call answered: **95% response rate** **596 chats completed**

Match Week 2015

- 1,949 calls answered: **86% response rate** **2,375 chats completed**

Making Great Customer Service Even Better!

94% satisfaction rating during Match Week
500%+ increase over 2014 in number of chats completed

ABOUT THE NATIONAL RESIDENT MATCHING PROGRAM

The NRMP, located in Washington, D.C., is an independent, not-for-profit organization founded in 1952 to match graduating medical students and other applicants to residency and fellowship programs in United States teaching hospitals. The NRMP manages the Main Residency Match as well as a Specialties Matching Service that includes 27 Matches for nearly 60 subspecialties. A wholly-owned subsidiary, National Resident Matching Program International, provides matching services for public and private entities located outside the United States and Canada. The NRMP is governed by a [Board of Directors](#) that includes representatives from national medical and medical education organizations as well as medical students, resident physicians, and GME program directors.

STRATEGIC PRIORITIES

- Expand the Matching Program domestically and internationally
- Build and maintain cutting-edge technology to deliver matching services that are accurate, fair, timely, stable, and efficient
- Enhance communication with and the experience of Matching Program constituents
- Provide to stakeholders, free of charge, meaningful data and in the field

VISION AND MISSION

To be a trusted global provider of matching services for healthcare professionals and the premier Match data resource.

To match healthcare professionals to graduate medical education and advanced training programs through a process that is fair, efficient, transparent, and reliable. To provide meaningful and accessible Match data and analyses to stakeholders.

ORGANIZATION VALUES

- Professionalism and Integrity
- Accountability
- Innovation
- Domestic and Global Collaboration
- Synergy

How to Reach Us:

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