

NRMP POLICY UPDATES

WEBINAR FOR SMS FELLOWSHIP PROGRAMS

David Dojcsak-Sparks, MBA, Senior Manager of Policy and Compliance

Laurie Curtin, Ph.D., Chief Operating Officer

Date: December 12, 2023

AGENDA

1. Importance of Policy
2. Policies for Programs to Know
 - i. **New** Interview Period
 - ii. **New** Applicant Eligibility for Ranking
 - iii. Binding Commitment
 - iv. All In Policy
 - v. Complete, Timely, and Accurate Information
 - vi. Restrictions on Persuasion
3. Bumps in the Road
4. Q&A

WHY POLICY MATTERS

NRMP policies promote a fair and equitable Match experience.

- Participants can consider all options before making commitments.
- Participants are prohibited from engaging in coercive or unwarranted pressure.
- An impartial venue exists for matching participants' preferences.
- Participants are held accountable for ethical and professionally responsible behavior.

MATCH PARTICIPATION AGREEMENT

IMPORTANT NOTICE

Before you accept the terms of this Agreement, we urge you to read it thoroughly. Upon registration, the Agreement becomes binding on you under the conditions of the Agreement, and the imposition of penalties.

You are responsible for reading the Agreement. Areas that are highlighted in this Important Notice are highlighted in this Important Notice.

- Programs participating in the Match and other positions in the Match or another program are senior students ("sponsored students") (Section 3.2)

- The NABMS Match applies to all established positions

- All program Certifications apply to the application requirements



Match Participation Agreement for Programs Specialties Matching Service® (SMS®) For All Matches Opening After January 1, 2023

TABLE OF CONTENTS

[Positions](#)
[Staff](#)

[Participation in the Specialties Matching Service](#)

18.0 General

If any provision of this Agreement is found in any arbitration proceeding or by any court of competent jurisdiction to be invalid, illegal, or unenforceable, that provision shall be modified to the minimum extent necessary to achieve the purpose originally intended, if possible, and the validity, legality, and enforceability of the remaining provisions will not be affected or impaired and are to be enforced to the maximum extent permitted by applicable law. If any remedy set forth in this Agreement is determined to have failed of its essential purpose, then all other provisions of this Agreement will remain in full force and effect.

Failure of any party to act or exercise its rights under this Agreement upon the breach of any other terms hereof by any other party, is not to be construed as a waiver of such a breach or prevent such party from later enforcing compliance with any or all of the terms hereof. This Agreement contains the entire agreement between the parties with respect to the Matching Program and its results. Any representations, promises, or conditions not incorporated in this Agreement will not be binding upon any of the parties. No modification of this Agreement shall be effective unless in writing and executed by the party against whom it is to be enforced.

By entering your password and clicking I Accept, you agree that you have read and understood and agree to the Terms and Conditions of the Match Participation Agreement.

I ACCEPT CANCEL

POLICY PITFALLS

Application and Interview Processes

- Program offers more interview slots than available and requires applicants to respond in less than 48 hours
- Program fails to provide complete, timely, and accurate information to applicants
- Program asks applicants where else they applied and/or their ranking intentions

Matching Processes

- Program fails to honor the binding commitment
- Program offers a matched position prior to receiving a waiver from NRMP
- Program offers a position to an applicant matched to a concurrent year position in another program

MATCH POLICY

New for the 2024 SMS Fellowship Matches:

Section 6.2 Interview Period Policy

During the recruitment phase programs shall:

1. Extend interview offers that equal, but not exceed, the total number of available interview slots
2. Provide applicants no less than 48 hours to accept or reject an interview invitation
3. Apply reasonable measures of notification (e.g., one-to-two weeks' notice) when needing to cancel or reschedule an interview

MATCH POLICY

New for the 2024 SMS Fellowship Matches:

Section 7.3.1 Applicant Eligibility for Ranking

Before certifying the rank order list, programs should:

1. Determine each applicant's eligibility by verifying the applicant's match status in the Applicant Match History available through the R3 system or by contacting NRMP support;
2. Confirm the institution's willingness and/or ability to sponsor the visa type requested or intended by any non-U.S. citizen applicant ranked; and
3. **Ensure each ranked applicant meets requirements for licensure, as published by the programs state Licensure Board.**

MATCH POLICY

Binding Commitment (Section 8.0)

Upon conclusion of the applicable Fellowship Match, programs:

- Are in binding commitment with an applicant and must offer an appointment as matched or offered.
- Must begin training applicants on the start date specified in the appointment contract with the intent to complete the applicant's training.

Applicant Match History (in the R3 system)

Determine whether an applicant is eligible for appointment prior to offering interviews or has a waiver/violation history.

- Available in the R3 system year-round.
- Applicants who have not participated in an NRMP Match will not appear in search results.

VIEW APPLICANT MATCH HISTORY


- To conduct a single search, please enter search criteria below. If searching only by name, you must enter at least part of the First and Last Names.
- To conduct a bulk search, click on the "Search for Multiple Applicants via Bulk Upload" button at the top of the screen. **The bulk search option offers an option for exact matching.**

NRMP ID (N#####)
 AAMC ID (#####)
 First Name
 Last Name
 School Name

[+Click to Find School](#)


[Reset](#) [Search ▶](#)

There are 7 Applicants Matching your search query Click any column header to sort by that column.

Name	School Name	NRMP ID	AAMC ID
Adams-Doolittle, Benjamin	Edward Via College of Osteopathic Medicine-Virginia Campus (621)	N0260354	13038469
Doolittle, Derrick	University of Nebraska College of Medicine (149)		12622160
 Doolittle, Eliza	National School of Medicine and Health Sciences - Test School (100)	N0211942	11507822
Doolittle, Jeffery	University of Mississippi School of Medicine (147)		10175812
Doolittle, Matthew	University of Illinois College of Medicine at Urbana-Champaign (903)		10210986
Doolittle, Othniel	Southern Illinois University School of Medicine (810)		12292729
Doolittle, Rose	McGovern Medical School at the University of Texas Health Science Center at Houston (809)	N0141224	12965993

1 to 7 of 7 rows

[◀ First](#)
[◀ Prev](#)
[Next ▶](#)
[Last ▶](#)

Definition of alert symbols:
 This Applicant was found to be in violation of the NRMP Match Participation Agreement. For further information, please view the Applicant Match History.

has obtained a concurrent year position in another program or who are found in violation of the Match Participation of the program's Match participation status, if that position has a applicant to commence training during the one-year period will be eligible for appointment. NRMP institutional officials and program Match History. The Applicant Match History also will indicate in the Applicant Match History for one to three years or

Name and at least two characters of the Last Name. **Search option offers an option for exact matching.**

MATCH POLICY

All In Policy

- NRMP permits Specialties Matching Service® (SMS®) Match sponsors to ***voluntarily*** implement the All In Policy for their Fellowship Matches.
- NRMP does not require participation of all programs, even those in specialties that voluntarily implement the All In Policy.
- Exceptions to All In Policy must be submitted to the SMS Match Sponsor.

MATCH POLICY

Complete, Timely, and Accurate Information

- Programs must provide complete, timely, and accurate information to applicants interviewed, including a copy of the contract and all institutional policies.
- Pre-employment testing (e.g., illicit drug screening), background checks (e.g., criminal, financial, etc.), Visa sponsorship, and any other requirement(s).
- Provided prior the Rank Order List Certification Deadline
- Requirement to provide complete, timely, and accurate information applies to all participant types in the Match, including applicants.

MATCH POLICY

Restrictions on Persuasion

- Programs cannot request applicants reveal names, specialties, geographic locations, or other identifying information about programs to which they have or may apply or have signaled.
- Programs cannot request applicants reveal information pertaining to the interviews offered, accepted, declined, or attended. Programs cannot request applicants' ranking intentions.
- Programs may not solicit verbal or written statements implying a commitment to rank the program.
- Programs may voluntarily communicate that an applicant is viewed favorably and will be ranked.

Ensure all recruitment team members are aware of policies.

AGENDA

1. Overview of Policy, MPA
2. Policies for Programs to Know
 - i. New Interview Period
 - ii. New Applicant Eligibility for Ranking
 - iii. Binding Commitment
 - iv. All In Policy
 - v. Complete, Timely, and Accurate Information
 - vi. Restrictions on Persuasion
- 3. Bumps in the Road**
4. Q&A

WAIVER AND DEFERRAL

If for any reason a matched applicant or program cannot or will not honor the binding commitment, a waiver or deferral must be requested from the NRMP. A deferral is not a waiver; it is a one-year delayed start of training. A deferral must be agreed to by both parties.

Waivers or deferrals can be requested for the following:

- Unanticipated serious and extreme hardship
- Change of specialty (only for advanced position or a fellowship position)
- Ineligibility to begin training (delayed grad, incomplete PGY-1 year, etc.)
- Visa issues

WAIVER AND DEFERRAL POLICY

Sections 9.0 of the SMS Match Agreement for Programs reads:

“... Neither applicants nor programs may release each other from the binding Match commitment. A waiver or deferral of the binding commitment may be requested only from the NRMP. The NRMP has sole discretion to grant or deny a requested waiver or deferral. The terms of the Waiver and Deferral Policy, which can be found on the NRMP website, are incorporated herein and binding upon all Match participants.....”

WAIVER REVIEW PROCESS

- Applicant or Program submits a waiver or deferral request form to NRMP.
 - ❖ Form can be found at www.nrmp.org/policies.
 - ❖ Deferral can only be processed if all parties agree to a one-year deferral.
- Once the request is submitted, there can be no negotiating for alternate training options until NRMP has rendered a decision.
- NRMP will send requests for statements to all relevant parties.
- Once all information is collected, the case is forwarded for review.
- NRMP notifies all parties of the decision.

WAIVER REVIEWS

If a waiver is approved:

- The applicant may obtain another position or participate in future Matches and the program may begin to recruit for the position

If a waiver is not approved:

- Both the applicant and program are expected to honor the binding commitment

Reconsideration of Initial Waiver Decision:

- If either party disagrees with the waiver decision, and the party meets the criteria for reconsideration, they may request reconsideration.

WAIVER TAKEAWAY POINTS

- Programs cannot release applicants from a binding commitment. Only the NRMP has that authority.
- Programs cannot discuss, interview for, or offer a matched position to another applicant until a waiver has been granted by the NRMP.
- Programs cannot discuss, interview for, or offer a position to an applicant who has a concurrent year match commitment and has not obtained a waiver from the NRMP.
- Reconsideration can be requested if a waiver is denied.

The NRMP's goal is to treat similarly situated applicants and programs in like manner.

VIOLATION INVESTIGATIONS

Section 11.0 of the Match Agreement for Programs reads in part:

“Programs are expected to conduct their affairs in an ethical, professional, and responsible manner.

At its discretion, the NRMP will investigate alleged violations for reasons including but not limited to:

- Failure to provide complete, timely, and accurate information during the interview, and the matching processes;*
- Failure to engage in ethical and/or professionally responsible behavior;*
- Attempts to subvert or circumvent eligibility requirements or the matching process, and improper communication.”*

VIOLATION INVESTIGATIONS

- Alleged violation reported to NRMP.
- NRMP reviews the alleged violation to determine if an investigation is warranted. If so:
 - ❖ Information requested by NRMP from all parties
 - ❖ Preliminary Report prepared and reviewed by parties
 - ❖ Case file and draft Panel Report prepared
- Case file forwarded to members of Policy Review Committee for adjudication.
- If violation confirmed:
 - ❖ Review Panel Report issued to subject of investigation
 - ❖ Arbitration consideration period extended to subject
- Final Report distributed.

PROGRAM VIOLATION – REPORTS AND SANCTIONS

- The chief executive officer (or applicable role) of the hospital or university
- The NRMP institutional official for transmittal to the institution's graduate medical education committee
- The chair of the institution's graduate medical education committee
- The ACGME for distribution to the respective Review Committee (RC)
- The respective specialty program director association
- The party who originally reported the violation
- The NRMP Executive Committee
- Any federal or state regulatory agency or private accreditation entity that may have enforcement authority over the matter
- Any parties whom the NRMP has determined are relevant to its investigation

POLICY RESOURCES

- **Professionalism Statement:** An outline of behaviors that promote a fair and equitable Match experience
- **Codes of Conduct:** Separate guides for Match participants to promote high ethical standards during the interview, ranking and matching processes
- **FAQs:** Answers to questions on a range of policy-related topics, including communication, the All In Policy, the Match Agreement, and Waivers
- **Videos:** A variety of policy-related videos on the NRMP YouTube channel that touch on recruitment and matching phases of the transition to residency.

AGENDA

1. Overview of Policy, SMS MPA
2. Policies for Programs to Know
 - i. New Interview Period
 - ii. New Applicant Eligibility for Ranking
 - iii. Binding Commitment
 - iv. All In Policy
 - v. Complete, Timely, and Accurate Information
 - vi. Restrictions on Persuasion
3. Bumps in the Road
4. **Q&A**

QUESTIONS?



THANK YOU AND GOOD LUCK IN THE MATCH!



CONNECT WITH US



Location

455 Massachusetts Avenue, Suite 310, Washington, DC 20001



Phone

866.653.NRMP



Email

policy@nrmp.org



Website

www.nrmp.org/policies