



## ANNUAL CEO MESSAGE 2023-2024

### Dear Medical Education Community –

Around this time every year, the NRMP publishes its Annual Report to summarize and showcase the initiatives, efforts, and accomplishments of the organization over the past year. It is our opportunity to take a breath and reflect on what we have achieved but also consider how our successes and the momentum we've generated continue to drive the organization forward. I believe the report is an important product – it reminds the community of the mission and purpose of The Match and the strategic priorities that drive our work, all of which are critical during uncertain times and the ever-evolving changes we see in medical education.

For this year's report, we are trying a new approach. Last month, we launched a new "hub" on the NRMP public website – [Insights](#) – to provide easier access to the educational, thought leadership, and community engagement activities of the organization. The new Insights hub contains articles, white papers, position statements, interviews, presentations and more that we've shared with you over the years but now house in one place. This hub will continue to grow and evolve, and we hope it allows you to stay more informed of the activities of the NRMP. With Insights now live, it seemed natural to pivot from a more traditional Annual Report to a CEO Message that provides simple highlights of the year's achievements and directs you to the deeper content you can find online.

We are excited by the launch and hope you take time to visit the Insights hub often. Please enjoy this message and reach out any time.

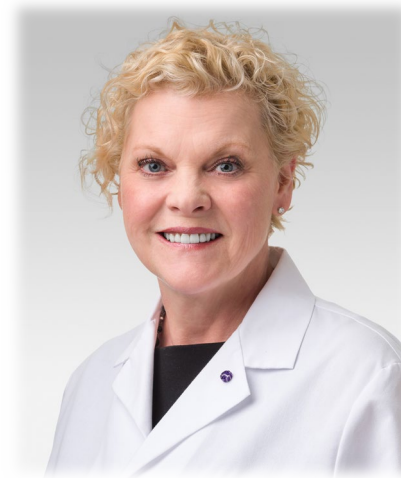


**Donna L Lamb, DHSc, MBA, BSN  
President and CEO, NRMP**



## Dear Colleagues –

As we approach the end of another year, I am pleased to contribute to the NRMP's annual update to the community. This report summarizes the various initiatives and accomplishments we've achieved together over the past year and offers us a chance to pause and recognize our progress. At the same time, we use this opportunity to consider how we can better serve our stakeholders in the future. This message is an important reminder of the mission and purpose of The Match, as well as the strategic priorities that drive all of our efforts, particularly in these ever-changing times in medical education. We encourage you to explore the Insights hub frequently and stay engaged with the latest updates. We are excited about this new direction and look forward to your feedback. Please stay in touch and keep us informed of how we can rise to meet the challenges we're all facing.



**Deborah S Clements, MD, FAAFP**  
**Chair, Board of Directors, NRMP**



## Championing Constituent Needs

Although the NRMP continually examines how it can expand its processes, policies, research and resources to better support and inform the undergraduate and graduate medical education communities, it never wavers on its primary focus, namely providing unparalleled services and support to constituents. The following are some of the ways we are enhancing our service to the community.

**Main Residency Match: Expanding Understanding of Training Outcomes Through Enhanced Reporting of Match Cycle Outcomes.** The 2024 Main Residency Match was the largest on record. Nearly 45,000 applicants submitted rank order lists, a four percent increase, and more than 6,000 programs offered over 41,000 PGY-1 and PGY-2 positions, a nearly three percent increase. Growth in participation

- drove total positions filled higher;
- drove number of unfilled positions lower; and
- established a near equivalent PGY-1 Match Rate for US MD Seniors (93.5%) and US DO Seniors (92.3%).

The NRMP continually looks to evolve its data reports and resources to better meet the needs of the community, and last year I was proud to announce the creation and publication of the first-ever “Placement Rate” metric. Placement Rate moves beyond Match Rate, merging the data NRMP collects on training secured through the matching algorithm with that collected on the Supplemental Offer and Acceptance Program® (SOAP®). Combining this data provides a

more comprehensive and fully contextualized view of the transition cycle. Our first [placement rate whitepaper](#) (see our [Education](#) tab on Insights) was published in October 2023, and it reported on outcomes for all applicants and active applicants for the 2023 Main Match. We also have incorporate Placement Rate into the [2024 MRM Results and Data Report](#). Later this year, the NRMP will release a publication examining Placement Rate over a 10-year period.

This is an important evolution of information dissemination and helps the NRMP maintain its role as steward of and primary source of data for the community about training outcomes.

THE MATCH

NATIONAL RESIDENT MATCHING PROGRAM

455 Massachusetts Ave NW, Suite 310, Washington, DC 20001

www.nrmp.org Email: support@nrmp.org

Toll Free: (800) 635-NRMP Phone: (202) 450-2233

2024 Main Residency Match® By the Numbers\*

Complete data: [www.nrmp.org/match-data-analytics/residency-data-reports/](https://www.nrmp.org/match-data-analytics/residency-data-reports/)

See Definitions on p.1 of the Advance Data Tables for explanation of terms

CHANGE FROM 2023

2023

Positions

Total Positions\*\*

41,503

↑ 1,128

2.8%

Total PGY-1 Positions\*\*

38,494

↑ 1,069

2.9%

Total Positions Filled\*\*

38,941

↑ 1,251

3.3%

Total PGY-1 Positions Filled\*\*

35,984

↑ 1,162

3.3%

Unfilled Positions

2,562

↓ 123

4.6%

Unfilled Positions Offered in SOAP

2,575

↓ 83

3.1%

Percent of All Positions Filled\*\*\*

93.8

↑ 0.5%

Percent of PGY-1 Positions Filled\*\*\*

93.5

↑ 0.5%

U.S. MD Seniors

U.S. MD Seniors Submitting Program Choices

19,755

↑ 7

0.0%

U.S. MD Seniors Matched to PGY-1 Positions\*\*

18,465

↓ 33

0.2%

Percent of U.S. MD Seniors Matched to PGY-1 Positions\*\*\*

93.5

↓ 0.2%

Percent of PGY-1 Positions Filled by U.S. MD Seniors\*\*\*

48.0

↓ 1.4%

U.S. DO Seniors

U.S. DO Seniors Submitting Program Choices\*\*

8,033

↑ 597

8.0%

U.S. DO Seniors Matched to PGY-1 Positions\*\*

7,412

↑ 600

8.8%

Percent of U.S. DO Seniors Matched to PGY-1 Positions\*\*\*

92.3

↑ 0.7%

Percent of PGY-1 Positions Filled by U.S. DO Seniors\*\*\*

19.3

↑ 1.1%

All Applicants

Total Registered Applicants

50,413

↑ 2,257

4.7%

Applicants Certifying Rank Order Lists\*\*

44,853

↑ 1,901

4.4%

Applicants Matched to PGY-1 Positions\*\*

35,984

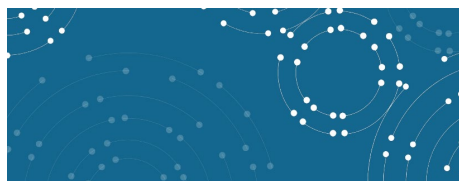
↑ 1,162

3.3%

Percent of Active Applicants Matched to PGY-1 Positions\*\*\*

80.7

↓ 0.8%



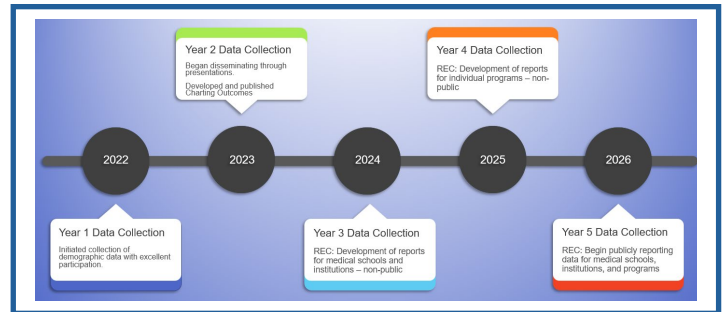
Applicant Placement Rate in the Main Residency Match® and Supplemental Offer and Acceptance Program®

National Resident Matching Program  
NRMP.ORG

## Venturing into Uncharted Data Territory.

Another way the NRMP is reinforcing its commitment to strong data stewardship and constituent focus is by revolutionizing its data offerings. In October of last year, staff presented its Board of Directors with a roadmap that provides a pathway for the NRMP to build and release robust, highly customized reports for medical schools, programs, and institutions. The reports will be comprehensive and contextual in the story they tell

about the experiences and outcomes of students and trainees and will evolve as we gain feedback from end users. This summer, the first reports to medical schools will be made available in the NRMP's Registration, Ranking, and Results (R3) system as staff turn toward development of sponsoring institution reports this fall and program reports in 2025. By 2026, the reports will be publicly available for all stakeholders to review.

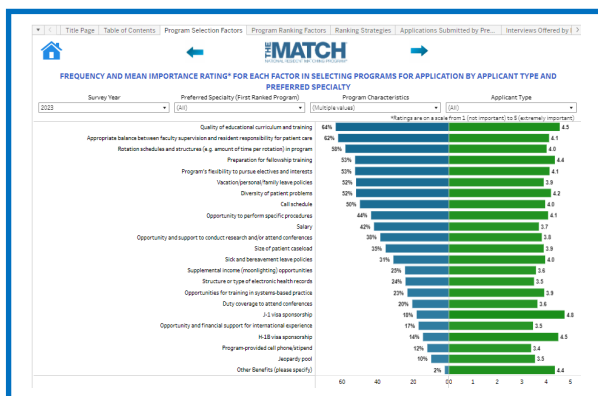


While I am deeply committed to this direction, I recognize that it may be uncomfortable as schools and programs pivot to a new way of digesting and sharing information. However, this is extremely important work. The publication of this data is necessary to help applicants make fully informed decisions about the earliest phases of their medical education as well as help medical school advisors and programs understand and advocate for their strengths and accomplishments. Today, applicants are challenged to access information about individual institutions and programs that inform their understanding of the program, their eligibility, and their decisions around the submission of applications for training programs. Together we can move toward more meaningful understanding and conversations about UME and GME experiences and provide applicants with much-needed support and insight while preserving the confidentiality of all stakeholder's preferences.

**Redefining Charting Outcomes as a Brand.** In May 2023, when the NRMP released the first of its applicant demographic data reports, we elected to do so as part of a Charting Outcomes label. Thriving since 2006,

Charting Outcomes is a report that the community has long recognized and relied on for its primary source data about applicant experiences in the Match. We believed that publishing our applicant demographic data as part of Charting Outcomes would help the community:

- easily recognize the reports as exclusive to the NRMP and its matching programs; and
- reassure the community that the Match outcomes data presented was authentic and primary sourced.



Since May 2023, we have grown the reports offered as part of the Charting Outcomes brand to include the **2023**

**Applicant Survey Results** (published Sept 2023) and, soon, the 2024 Program Director Survey Results. I am thrilled that the NRMP has successfully transitioned Charting Outcomes from one static report to a growing series of interactive reports that provide multidimensional profiles of applicant experiences through residency and fellowship and allow stakeholders to customize their data views of interest using Tableau<sup>®</sup> software. The Charting Outcomes family of reports will continue to grow, and the community can increasingly rely on the brand to deliver nuanced, meaningful reporting and analyses. I encourage you to review all of our [Charting](#)



[Outcomes interactive data reports](#) (also found on our [Education](#) tab on Insights) and let us know how we can continue to support your understanding of applicant navigation through residency and fellowship matching.

**SMS: Growing the Fellowship Family.** Much of the UME and GME community focus is on the experiences and outcomes of the Main Residency Match, but we cannot forget the robust Specialties Matching Service and the support NRMP provides to young physicians seeking to sub-specialize through fellowship training. For the [2024 appointment year](#), the NRMP managed 22 Fellowship Matches representing 77 specialties. Participation was at an all-time high with more than 6,000 programs offering more than 14,000 positions to more than 14,000 active applicants, 84.5 percent of whom matched.

I am proud that the SMS family grows every year, with subspecialties continually recognizing the value and impact of the NRMP's matching program. For the 2024 appointment year we welcomed:

- Cancer Rehabilitation (joined as part of the Rehabilitation Match)
- Clinical Neurophysiology
- Epilepsy
- Forensic Pathology

Growth of the SMS allows the NRMP to broaden its data offerings and provide the community with an expanding window into the diversification of the physician workforce. I believe this expanded view also helps the community better understand how matching impacts communities, especially when health policy is directly affecting access to care. For example, in April of this year, I reported to congressional staffers that applicant interest in Obstetrics and Gynecology remains high for both residency and fellowship, despite the approach of the two-year anniversary of Dobbs vs Jackson Women's Health Organization and despite a reported reduction in the number of applications to Ob/Gyn training programs. Fill rates for all the Ob/Gyn fellowships we sponsor exceeded 90 percent for the 2024 appointment year, and we can see that is particularly true among U.S. seniors and graduates. We must continue to establish deeper, more meaningful profiles of young physicians and their pursuits of residency and fellowship training. As landscapes continue to change and evolve, the need for that understanding grows more vital.



## Advancing Thought Leadership

Over the past few years, NRMP governance and executive leadership have leaned into initiatives that encourage candid discussions and shine a light on critical issues. That work continues through education and research.

**Supporting and Informing Population Health.** One of the most important initiatives the NRMP launched this past year was an educational campaign on Capitol Hill. Since last November, NRMP has met with policymakers dedicated to addressing health policy and population health outcomes to achieve three broad objectives:





- Introduce the mission and purpose of The Match
- Exchange perspectives on challenges related to the UME-GME transition
- Identify what and how Match data can support policymakers' initiatives

Meetings have included discussions with congressional members, presentations to congressional staffers of the

Energy and Commerce Committee and the Senate Finance Committee, informational exchanges with leadership of the Doctors Caucus and the Academic Medicine Caucus, and exploration of possible data partnerships with Health Services and Resources Administration (HRSA) executives.



As a direct result of these meetings, we've also had the opportunity to offer insight into proposed health policy aimed at "smart growth" of GME slots.

I am proud that the NRMP has embarked on this campaign, and it has been a rewarding experience to help policymakers better understand The Match, showcase how Match data and insights can inform the direction of health policy and

related conversations, and build rapport with individuals on both sides of the political aisle who are deeply committed to improving population health and addressing critical issues related to growth and expansion of graduate medical education and the physician workforce.

As the NRMP moves through the remainder of this year, and looks toward the next, I am hopeful we can continue to engage in and inform meaningful national discussions about GME on a range of topics or initiatives, including

- Assessing and implementing studies to better understand the scale and scope of residents who pursue practice where they train; and
- Providing support for longer, sustained funding for key rural programming like Teaching Health Centers and Children's Hospital GME.

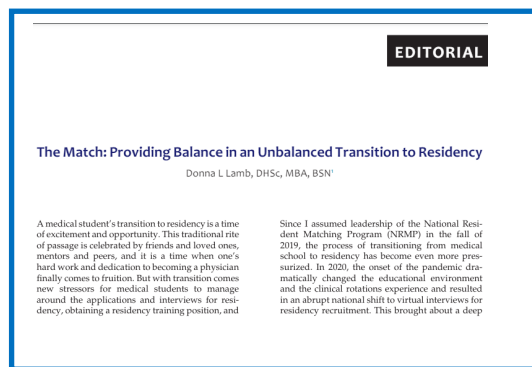
Information about our discussions on the Hill can be found under the [Engagement](#) tab on Insights.





**Elevating the NRMP Research Agenda.** The NRMP has maintained a laser focus on its research agenda (see past articles under the [Research](#) tab on Insights) and how its analyses and findings can broaden community understanding of and engagement in important Match-related issues and processes. As part of that agenda, I am proud of the partnerships NRMP formed last year and this year with other national medical education organizations as we work together to address complex conditions:

- Our partnership with the Association of American Medical Colleges (AAMC) is to understand and evaluate preference signals for applicants and programs to determine if there is an impact on ranking and matching of applicants.
- Our partnership with the National Board of Medical Examiners (NBME) is to examine applicant characteristics associated with program rank order lists.
- Our partnership with Accreditation Council for Graduate Medical Education (ACGME) is to examine the consequences of the matching process, including profiles of unmatched applicants, trajectories of applicants with “non-ideal” Match outcomes, and impact of the Dobbs decision on the transition and physician workforce.



The need for such collaborative research partnerships has never been more critical. Over the past few years, the process of transitioning from medical school to residency has seen multifactorial stressors, largely brought on by the COVID-19 pandemic, that have created an imbalance in the medical education community. In many instances, efforts to de-stress and stabilize our community have fallen disproportionately on the NRMP's shoulders with requests, even demands, that it alter its matching processes. [My article in \*The Guthrie Journal\*](#) from last fall addresses the imbalance and how problems in the transition are not attributable to, nor can they be addressed by,

any one organization. Through research and partnerships, I believe we can continue to de-mystify the transition to residency and strengthen the synergy that comes through collaboration and shared pursuit of quality improvement. You can learn more about the NRMP's editorials and reflections on the [Perspectives](#) tab on Insights.

## Fostering Community Engagement

An area in which the NRMP continues to thrive is community connections and creating opportunity and space to work with and hear from our constituents.

**Annual Stakeholder Conference.** Last October, the NRMP made its way to Boston, MA to host its annual stakeholder conference, *Transition to Residency: Conversations Across the Medical Education Continuum*. Our meeting routinely attracts medical school deans and faculty, residency program leadership and staff, learners, and association executives who network and collaborate on ideas and processes that can improve the transition to residency and better support young physicians.



With the conference theme, *The Next 70 Years: Our Imperative to Build a Better Transition to Residency*, we were able to reflect on the current state of the transition to residency and what changes should be pursued, how to better support learners during recruitment, and how to increase diversity and equity in academic, research and professional environments. I was deeply gratified for the opportunity at the conference to interview five outstanding individuals who participated as applicants in the 2023 Main Residency Match. The now-residents shared candid and thoughtful impressions about the transition, leaving all in the room with valuable insight on what we can and should do to help young physicians thrive during and beyond the transition. We also invited current residents to share personal, deeply meaningful insights about their mental health struggles during medical school and residency, illuminating the importance of physician well-being at this critical juncture.



The opportunity for UME and GME communities to convene, network, and work together is rare, and it is one that I'm proud the NRMP provides. I always look forward to our conference and this time of year, and I am positive that the meeting will remain a space where we can have thoughtful, necessary discussions about the transition and future of the physician workforce.

**NRMP Match Summit.** As a follow up to several outreach activities soliciting broad feedback from the medical education community about topics related to the Match processes (those solicitations for public comment can be found under [Viewpoints](#) on Insights), the NRMP hosted its first-ever Match Summit in December. We invited a representative from each specialty participating in the Main Residency Match, 12 student organizations and groups, representatives from the emerging specialty-driven application services, and organizations with an immediate role in the transition to residency. I wanted to obtain expert-focused input about proposed changes to matching processes and engage in due diligence with specialty, student, and organization representatives before developing and implementing any change.

Over two days, NRMP leadership and Summit attendees engaged in deep-dive discussion on:

- Two-Phase Match
- Voluntary rank list locking functionality for programs
- NRMP's demographic data and reporting roadmap
- SOAP considerations with the implementation of multiple application services

I am deeply appreciative of every representative who attended and shared their insights over this two-day summit and believe the [Match Summit Report](#) we released in March accurately and perceptively captured the ideas and sentiments shared. Some recommendations and outcomes from the summit already have been acted on and will inform considerations about our future strategic priorities. You can find the report and more under the [Education](#) tab on Insights.





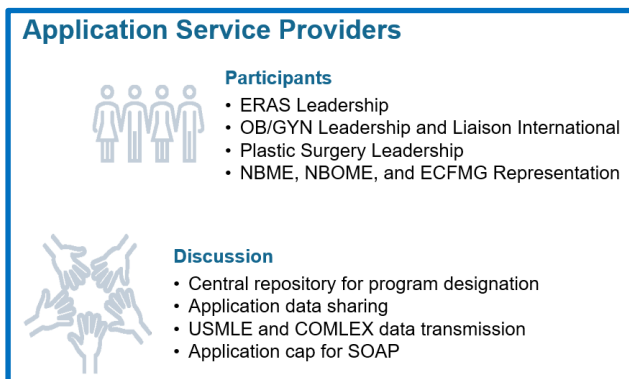


## Planning for What's to Come

As much as the NRMP has accomplished over the prior Match cycle, there is more to do and new ways to grow. Here are a few of the activities on the NRMP's horizon for the remainder of 2024 and into 2025:

**Expanding the Transition with Multiple Application Services.** In February of this year, I convened the first of several meetings with members of the AAMC ERAS team as well as leadership in Obstetrics/ Gynecology, Plastic Surgery, and other organizations central to the transition with the intent of building collaboration around open and efficient processes for applicants, namely during SOAP, now that there are several residency application services. I believed it was important to begin discussions early to allow time to consider and develop new protocols that would minimize the burden on while also providing much-needed transparency to our key constituent group.

In June, we released a [position statement](#) on the work this team has done over the spring. You can find it on the [Viewpoints](#) page on Insights. I am proud of the progress we've made and look forward to continuing the collaboration into the fall as we



- Finalize the necessary data sharing agreements to ensure inter-organizational access to comprehensive information for and about applicants;
- Create clear, comprehensive communications that keep our community anchored to ongoing developments and roll-out of new processes; and
- Build and test automated data transmissions that allow for seamless exchange of data for applicants using multiple applicant services during SOAP.

For its part, the NRMP will continue its role as steward of the SOAP process. In addition to delivering resources like the recently launched [Program Directory](#) for applicants, the NRMP will be working to realign its existing infrastructures to ensure the appropriate release of applicant data and build secure, automated environments for timely data exchanges with service providers. We will work to ensure any applicant, program, and institution with interest can participate in our matching programs.

**Exploring New Match Process with Voluntary ROL Lock Pilot.** COVID-19 brought many disruptions to the transition, including the pivot to virtual interviewing. While virtual interviewing has its strengths, many specialties were opting for a return to in-person interviews as soon as time would allow or re-engage “second look” opportunities. Applicant concerns about how programs would evaluate them if they preferred a virtual format led some organizations in our community to request that the NRMP create mandatory staggered rank order list deadlines for applicants and programs.

While we declined to implement mandatory staggered ranking, we have engaged since 2022 in an evaluation of the benefits of a voluntary functionality in the Registration, Ranking, and Results (R3) system that would allow programs to “lock” their rank order lists and establish a window during which applicants could visit (or not) without concern that programs might alter their ranking preferences afterward. With basic parameters in



place (and support for the initiative made clear at the Match Summit), we invited select specialties to participate in a pilot project that will allow us to explore the merits and utility of the functionality. I'm pleased that Internal Medicine, Pediatrics, and Vascular Surgery have agreed to participate.

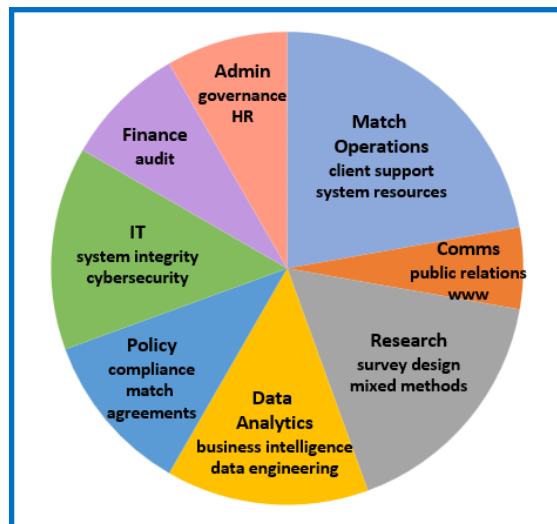
The kick-off for the pilot occurred this month, and over the course of the fall and spring we will engage in discussions internally and with pilot specialties and focus groups at large around key concepts, including:

- The aim of the project
- Evaluation of the pilot and determinants of success
- Guidelines for program compliance during the pilot
- Changes, if any, to existing Match policy

It is my expectation that the pilot will run at least two Match cycles, at which time we will have data on outcomes to assess whether the locking functionality should become a permanent Match process.

## Staying Strong to Support the Community

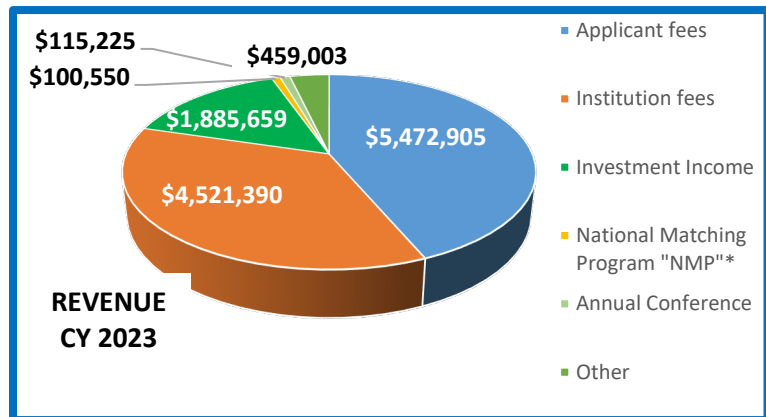
I'm immensely proud of all that the NRMP has accomplished this past year and am excited by the partnerships and collaborations outlined above that will carry us into 2025. In many ways, our growth and momentum toward a better and stronger transition cycle would not be possible without the smart, strategic expansion and utilization of the NRMP's human and financial capital.



**A well diversified team.** Since arriving at the NRMP in 2019, I set a goal to expand personnel and establish new expertise that could respond to and drive growth of the organization to achieve greater good for the community. To meet these ends, the staff has doubled in the past five years, and we currently have nearly 40 strong, dedicated, and capable team members whose expertise ranges from cybersecurity and business intelligence to mixed method research methodology and strategic communications. I am proud to say that this expansion of staff and capabilities did not prompt an increase in match fees.

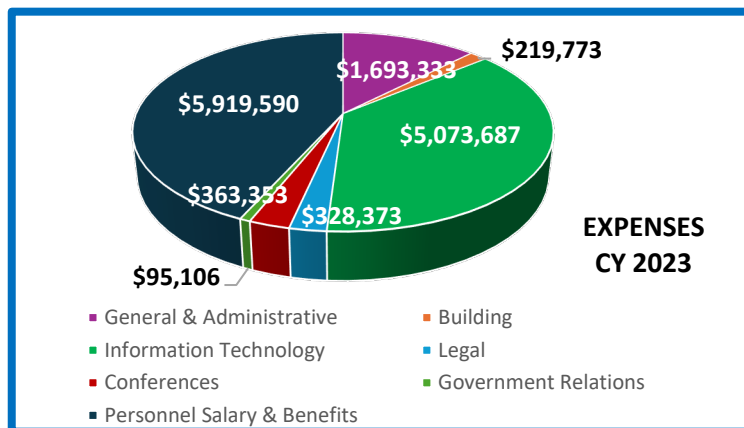
We will continue to assess internal needs to ensure the NRMP has the human capital it needs to maintain a forward-focused approach to addressing and improving the transition to residency.

**Robust Financial Footing.** The NRMP maintains strong, stable finances that provide for organizational growth in technology, processes, and human capital. Revenue continues to be generated primarily by Match fees; Match data and reports, webinars, learning videos, and newsletters all remain free of charge.



*\*NMP a wholly owned subsidiary of the NRMP, providing matching services to government, education, and charitable organizations, created with long-term vision of offsetting applicant match fees.*

Recognizing the financial strains that applicants encounter during the transition, the NRMP lowered applicant fees in fall 2022 for residency applicants and in 2023 for fellowship applicants. We continue to look for ways to reduce costs during the transition to residency, and the launch of our subsidiary, National Matching Program, will help achieve that aim.



The NRMP's applicant fees remain among the lowest incurred during the transition and it's vital that the community continually look for ways to reduce burdens on applicants. However, fees for Match-participating institutions and programs, which have remained static since 2018, will increase incrementally after June 2025. Fee increases for institutions and programs will support enhancements in technology, manpower, and offerings from the NRMP that add value to the Match process.

**Summary.** During my tenure at the NRMP, the community collectively has weathered much change and uncertainty and that has fostered increased tensions and anxiety. Continued focus on ways to improve and strengthen the transition to residency should remain a priority for all. But I also see that we have come out stronger on many fronts and that we are pioneering new ways to support applicants as they transition to their careers.

Through it all, the NRMP has stayed the course, serving as an anchor to the community through its provision of services, reporting, and outreach. This next year the NRMP Board will re-engage in strategic planning, and I look forward to sharing those priorities with you as well as engaging in collaborations and sharing ideas at our meetings. I'm excited about where the NRMP is going and how it will continue to evolve to meet your needs and foster your successes – I hope you are too.