



Voluntary Program Rank Order List Lock

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NRMP Background

- Impetus: Concerns from interviewed applicants were expressed about how programs would evaluate them if they chose not to attend second looks/open houses
- April 2023: NRMP requested [public comment](#)
- Dec. 2023: NRMP requested additional feedback at the [Match Summit Meeting](#)
- January 2024: NRMP Board approved a three-year pilot to commence with the 2026 Main Residency Match
- July 2024: Kick-off call with NRMP Staff and Specialty Representatives

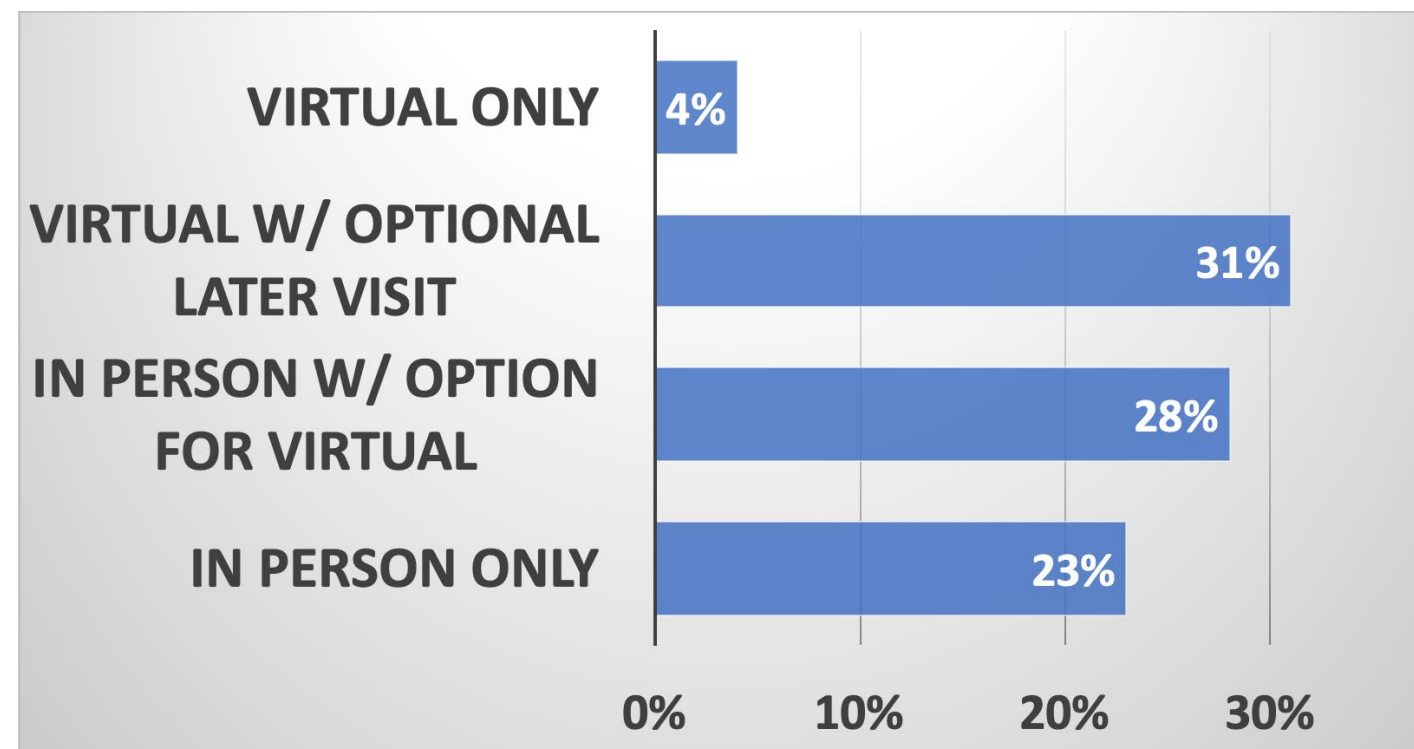
Internal Medicine Background

2021 Medicine Intern ITE
Survey (7600 respondents):

Biggest applicant concerns
about recruitment with a mix of
virtual and in-person:

- Lower rank if don't do in-person visit?
- Equity/greater access and rank for those able to visit in-person

For future residency recruitment seasons, which would you prefer?



In 2022-23, 6 IM residencies piloted virtual interviewing followed by Optional In-person visits in February after early program rank list certification

All Interviewed Applicant Respondents (n=464)

88% Believe opportunity to visit should be offered next year

75% Thought studied recruitment process was equitable

56% Trusted that decision to visit would not affect their rank position

Visited (n=113)

97% Visit was a valuable tool to make a more informed rank decision

92% Helped me get a better feel for program city

87% Learned more about program through in-person discussions with residents and faculty

77% In-person visit influenced my rank list

62% Traveled more than 200 miles

Average cost of visit was \$302 (60% drove, 29% flew)

NO Visit (n=351)

56% Unable to fit visit into schedule

46% Got info needed from virtual process

33% Unable to afford travel costs

19% Not very interested in program

8% Ineligible for visit (rotated at the site)

3% Wanted to visit but no space left

Vascular Surgery- VISITrial



- Research Committee-VEITH 2022- Match 2023 trial- Podium Southern Vascular 2024
- Survey of 2024 applicants- podium VESS 2025, in press Annals of VS 2025

FROM THE COVER MORE THAN HALF OF MEDICAL STUDENTS ALTERED MATCH RANKS AFTER POST-VIRTUAL INTERVIEW SITE VISITS, APDVS SURVEY FINDS continued from page 1

Impact of interview travel in the wake of the COVID-19 pandemic-induced re-arrangement of the Match process landscape.

COVID-19 yielded a transition to the virtual interview, but as the pandemic receded the AAMC continued to recommend the virtual interview process, Rigberg noted.

In light of debate over whether or not to return to in-person interviews, or the potential for a third way involving a hybrid approach, through the VISIT pilot study the APDVS sought to answer the

the institutions' program directors.

The post-virtual interview site visits took place within the month between programs locking their rank lists and students submitting their own ranking lists. The validated surveys were then later sent out, with the main question being probed whether in-person visits after virtual interviews impacted rank lists.

"The answer was a resounding yes," reflected Rigberg. Among the 57% who answered that they changed their rank lists, 37% increased

to act upon," explained Rigberg.

On the question of whether or not applicants would recommend a return to in-person interviews, the data showed a near 50-50 split among respondents, he continued, emphasizing that the medical students participating had decided they "wanted to visit in person and did so."

Among the program directors asked the same question, "Interestingly enough, about 20% were kind of agnostic on it. Then there was a 37-37 split between 'yes' but returning to interviews. Again,



David Rigberg

From the Southern Association for Vascular Surgery

Vascular In-person for Students In the match Trial: An investigation of postinterview site visits to address the limitations of virtual interviews

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ABSTRACT

Purpose: The graduate medical education community implemented virtual residency interviews in response to travel restrictions during the COVID-19 pandemic, and this approach has persisted. Although many residency applicants wish to



Comparison of In-person and Virtual Integrated Vascular Surgery Residency Interviews from the Applicant's Perspective

Arash Fereydooni, Andrea T. Fisher, Lucy Yang, Kenneth Tran, Jason T. Lee, Elizabeth L.

George, Michael D. Sgroi, Venita Chandra



Applicants' Opinion on the Superior Interview Format

Applicant's opinion on the superior interview format:	Favor Virtual	Both are equal	Favor In-person
To develop an overall impression of the program	1.4% (1)	21.1% (15)	77.5% (55)
To meet and connect with faculty in a program	4.2% (3)	29.6% (21)	66.2% (47)
To meet residents and ask questions	11.3% (8)	23.9% (17)	64.8% (46)
To assess the culture and collegiality of a program	2.8% (2)	18.3% (13)	78.9% (56)
To assess the facilities and resources of a program	1.4% (1)	14.1% (10)	84.5% (60)
To assess the location and quality of life in the area	1.4% (1)	8.5% (6)	90.1% (64)
To convey my strengths and appeal to the program	5.6% (4)	52.1% (37)	42.3% (30)
To assess the clinical volume of a program	5.6% (4)	74.7% (53)	19.7% (14)
To easily plan/schedule the interview	93% (66)	2.8% (2)	4.2% (3)
To manage my personal wellness and stress	73.2% (52)	19.7% (14)	7% (5)

Ultimate Interview Preference

Ultimately, I prefer...	% (n=77)
All virtual interviews	57.1% (44)
All in-person interviews	22.1% (17)
Hybrid (in-person or virtual) based on applicant's choice	20.8% (16)

Do you think all programs with virtual interviews should offer optional in-person second looks for applicants?		% (n=77)
	Yes, after programs' rankings are finalized.	71.4% (55)
	Yes, before programs' rankings are finalized.	14.3% (11)
	No, virtual interviews alone are adequate.	14.3% (11)

Perspective on second-looks

		% (n)
Applicants who attended a second-look in-person visit after virtual interviews		41.6% (32)
In-person second-look after a virtual interview impacted where a program ended up on my rank list.	Strongly agree	50% (16)
	Agree	21.9% (7)
	Neither disagree nor agree	25% (8)
	Disagree	3.1% (1)
	Strongly disagree	0
How did the opportunity for an in-person second-look after a virtual interview affect where a program ended up on your rank list?	Often moved up the program	65.6% (21)
	Often moved down the program	0
	Did not impact ranking	34.4% (11)

Pediatrics Perspective

GUIDING PRINCIPLES

- Primary goal is to optimize the recruitment process for both learners and programs by
 - Helping learners find programs that match their career goals while providing an atmosphere conducive to their learning perspectives
 - Providing educational programs with a consistent approach to recruitment
 - Creating a fair and equitable application process for both learners and programs, paying particular attention to marginalized learners and the needs of all programs
- Formed the Residency Recruitment Action Team



Goal of the Pilot

- This pilot will make it possible for the NRMP, and participating specialties, to explore the merits and utility of voluntary functionality that would allow programs to “lock” their rank order lists in the NRMP’s Registration, Ranking, and Results (R3) system.
- Programs voluntarily locking their ROL prior to the deadline allows a program to establish a window when applicants could visit—or not—the program without concern that programs might alter their ranking preferences afterward.

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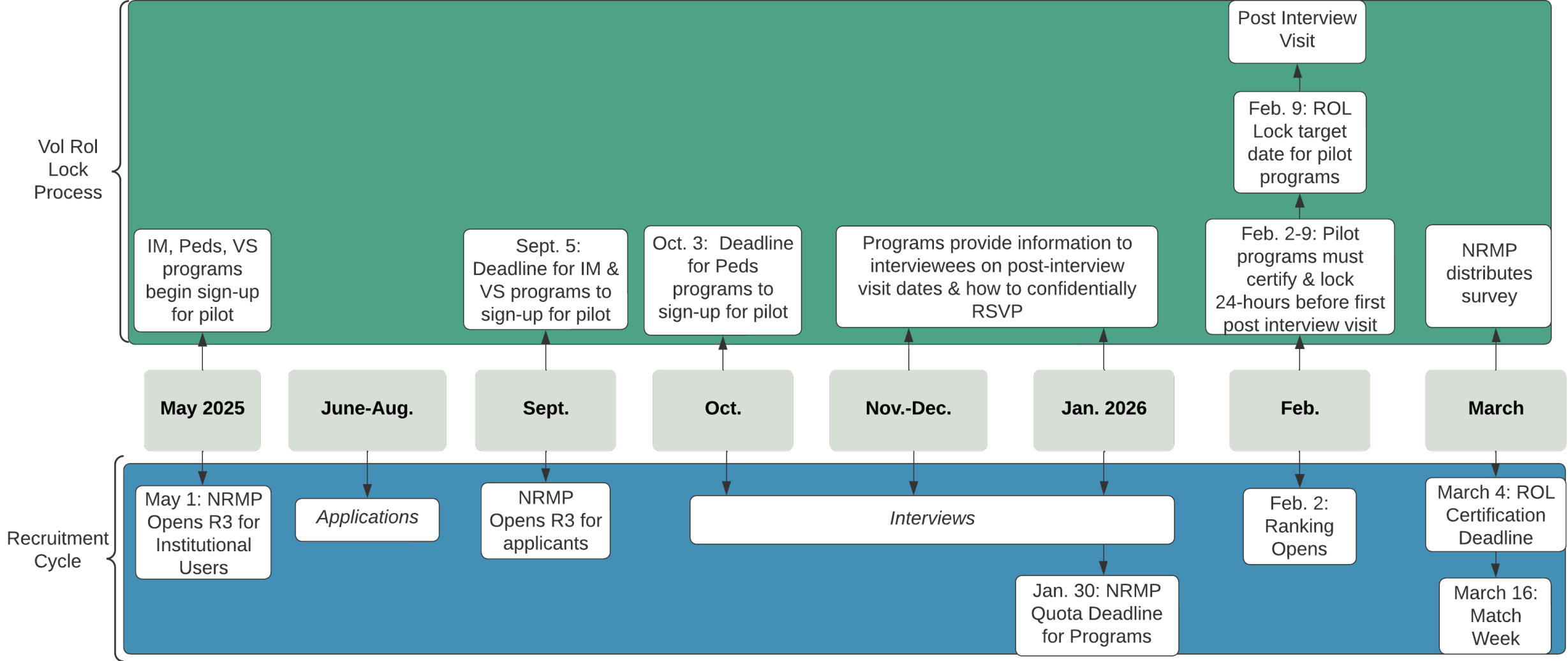
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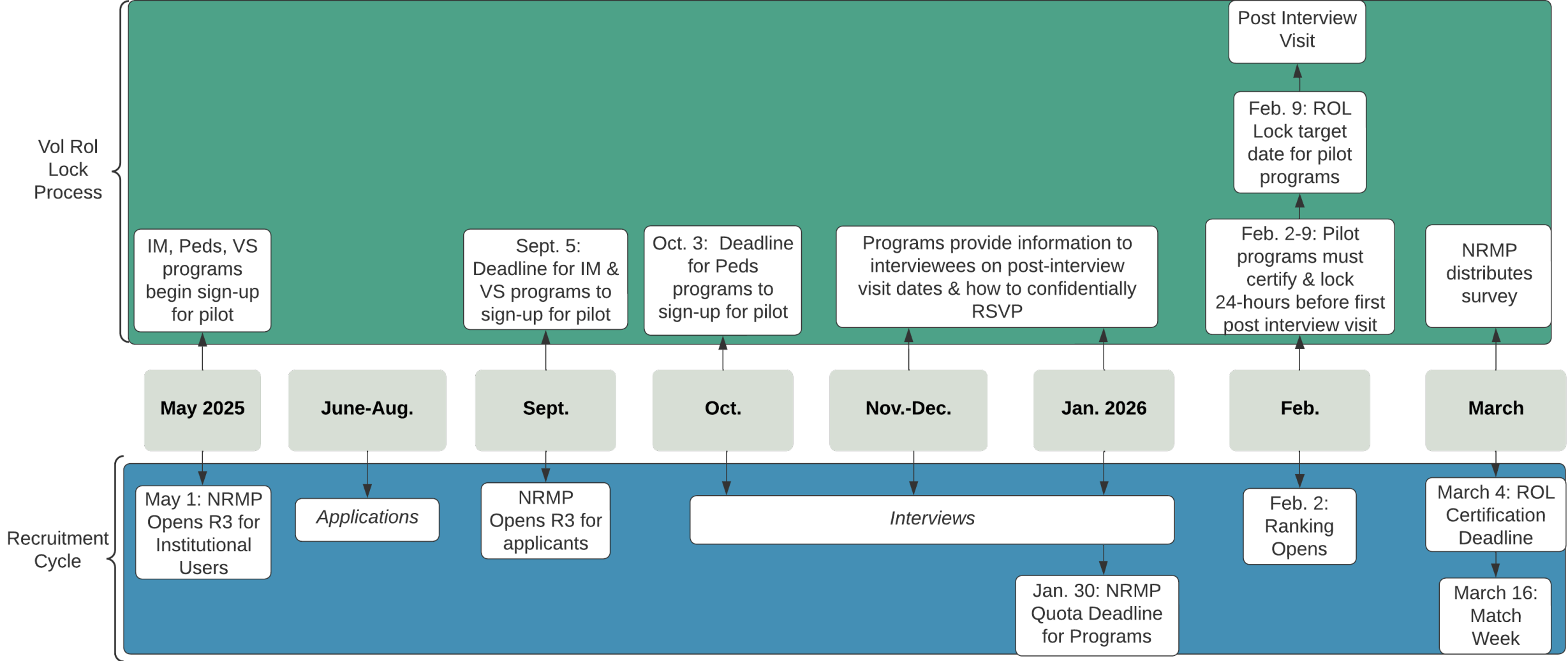
Timeline of the Vol ROL Lock Process



Voluntary Rank Order List (ROL) Lock Status:

-  Program ROL is Locked and cannot be changed
-  Program is participating in the [ROL Lock](#)

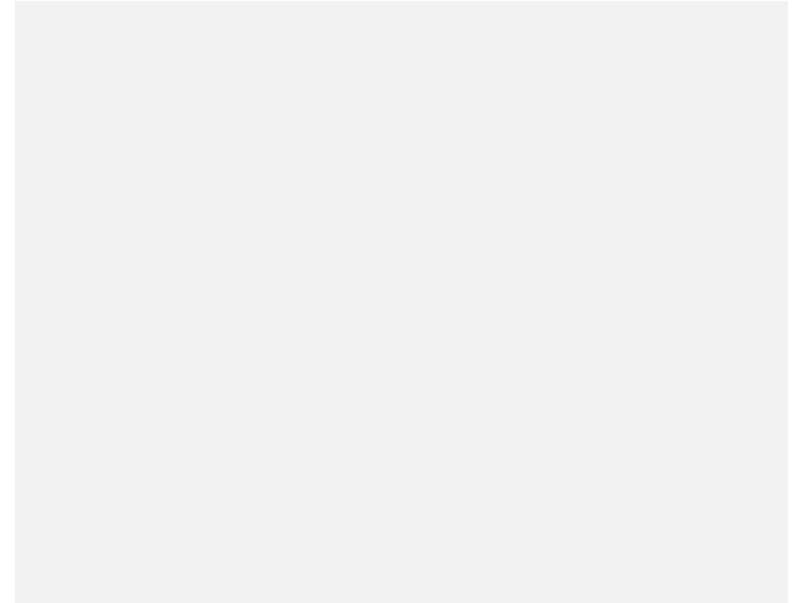
Timeline of the Vol ROL Lock Process



Ideas on RSVP Process

Pediatrics

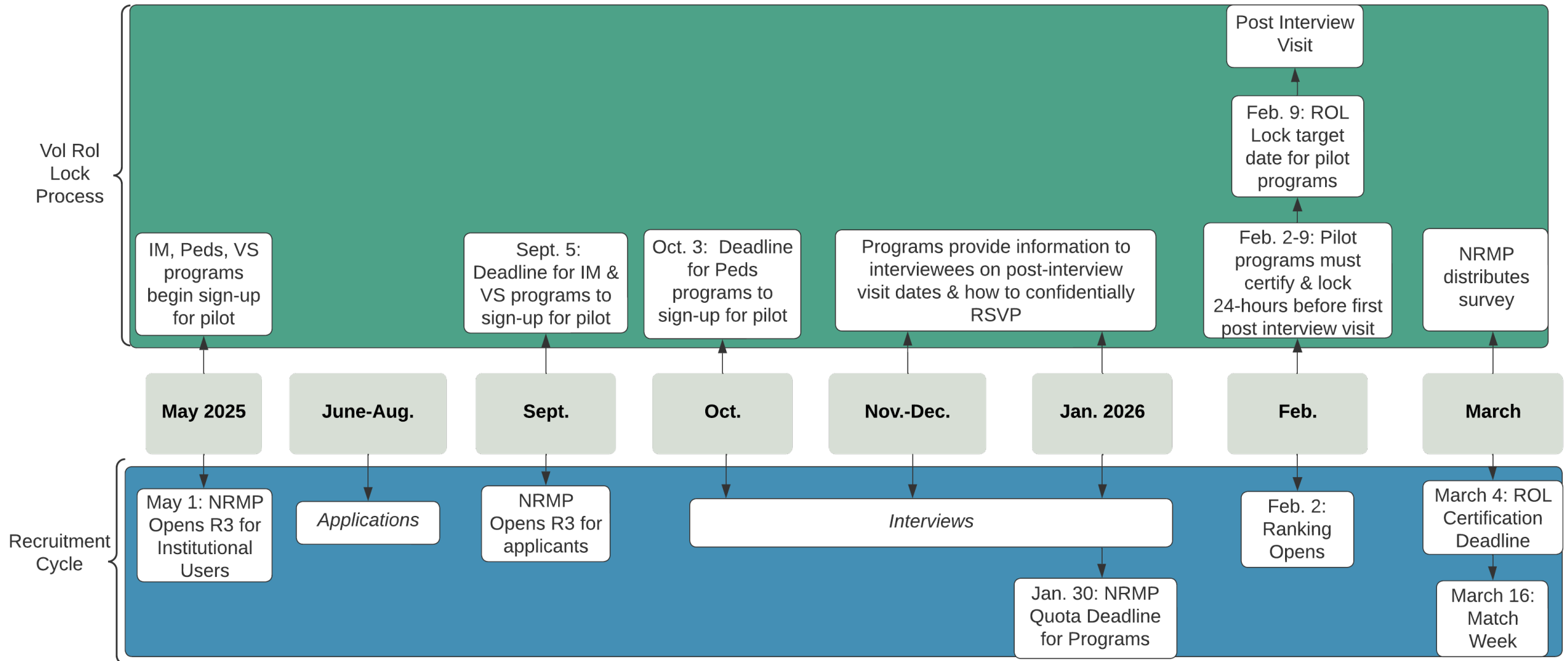
- Continue to focus on equity as a guiding principle
- Discuss in-person visits at each interview day, reinforcing these are NOT essential for applicants to attend
 - Should not mean international travel for IMGs
 - Applicants should ideally be attending 0-3
- May consider only asking for RSVPs in January, so applicants can truly know if they need a visit to help with decision-making
- RSVPs can be taken by GME office or other separate system
- Encourage applicants to NOT judge a program based on their ability to offer an in-person visit



IM Invitation/RSVP Process Experience

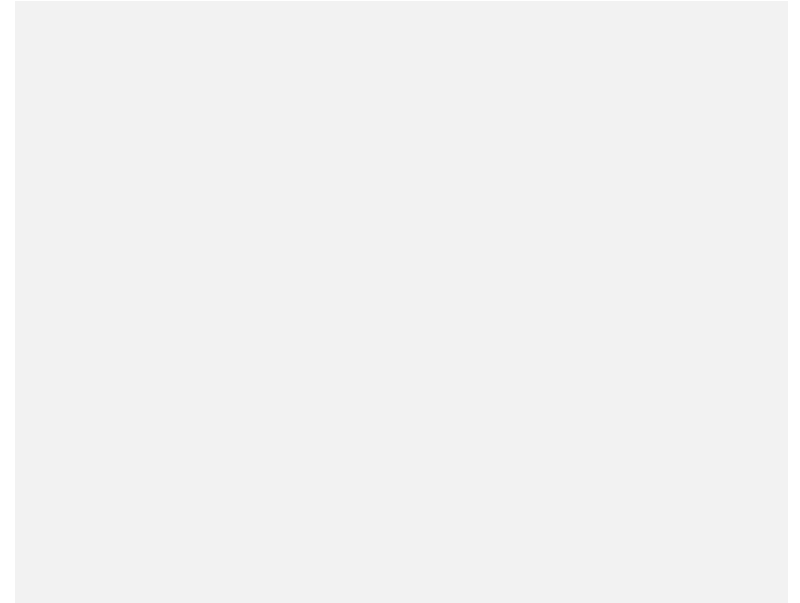
- Announce plan for Optional in-person visits, dates, purpose, and eligibility on website beginning of application season
- Emphasize that decision to visit has NO IMPACT on rank position
- Invitation link goes out in the “thank you for interviewing with us” email:
 - We use separate platform (Interview Broker) from our interview scheduling platform (Thalamus)
 - We use different administrative contact (outside of residency program)
 - Send invitation to all who interviewed. Consider:
 - Home institution applicants
 - Students who’d done away rotation with us
- Program leadership/admin should NOT see who’s signed up until after rank list finalized

Timeline of the Vol ROL Lock Process

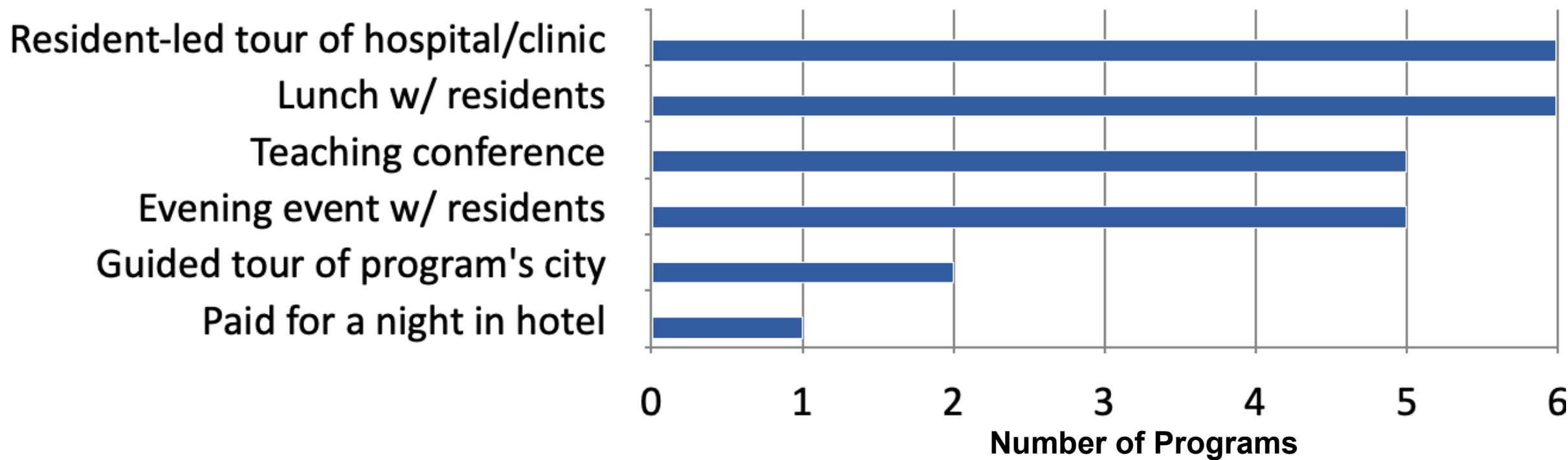


Ideas on Post-Interview Visit

- **Pediatrics**
 - **Provide a glimpse of life as a resident and in the city**
 - **Will likely only include a day-time activity, with tour, time to meet with residents and/or faculty**
 - **Discourage swag, bonuses for certain groups**

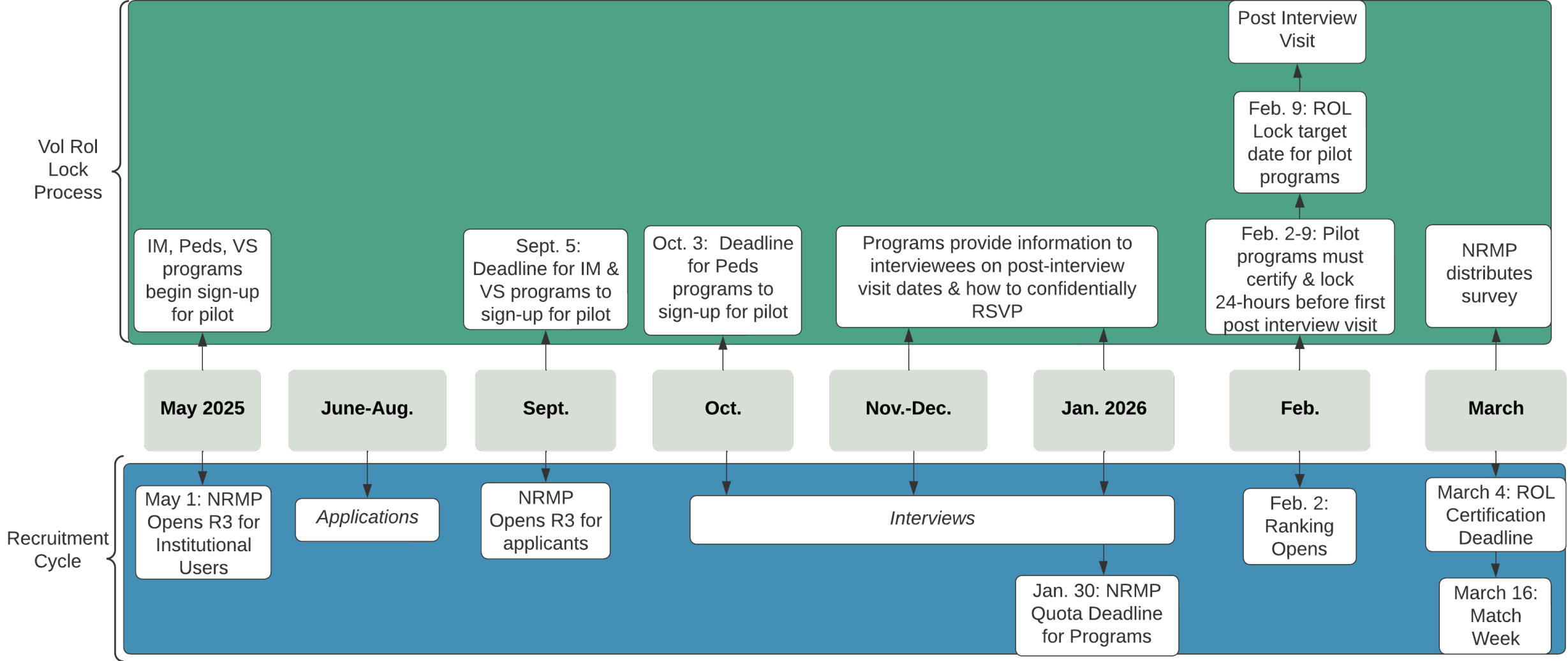


IM In-Person Visit Activities



Median cost to each program for hosting visits was \$5400
(\$139/visiting applicant)

Timeline of the Vol ROL Lock Process



[Home](#) › [Voluntary Program Rank Order List Lock Pilot](#)

Voluntary Program Rank Order List Lock Pilot



The National Resident Matching Program® (NRMP®) is pleased to announce the Voluntary Program Rank Order List (ROL) Lock Pilot initiative with the partnership of the Internal Medicine, Pediatrics, and Vascular Surgery specialties. Programs in those three specialties will have the opportunity to participate beginning with the 2026 Main Residency Match cycle. This pilot will make it possible for the NRMP, and participating programs, to explore the merits and utility of voluntary functionality that would allow programs to “lock” their rank order lists in the NRMP’s Registration, Ranking, and Results® (R3®) system.



<https://www.nrmp.org/voluntary-program-rank-order-list-lock-pilot/>

Thank you!
For additional questions, please
contact your specialty organization or email
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