# Introduction to the Fellowship Match

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Thursday, July 24, 2025

THE MATCH®
NATIONAL RESIDENT MATCHING PROGRAM®

# Agenda

1. Introduction and Myth-busting
2. Match Schedules
3. Getting Started
4. Activating Institutions & Programs, Set-up and Quota Changes
5. Match Policy
6. Creating and Certifying a Rank Order List (ROL)
7. The Matching Algorithm
8. Match Day!
9. Q & A

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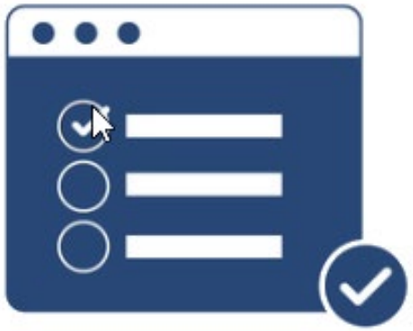
# NRMP Matching Programs

## 2025 Main Residency Match®

- 47,208 active applicants/6,626 programs
- 43,237 PGY-1 and PGY-2 positions
- 94.3% overall position fill rate, 99.4% with SOAP®



## Specialties Matching Service® (SMS) - 22 Fellowship Matches

- 6,334 programs in 77 subspecialties for the 2025 appointment year
- 14,620 fellowship positions
- 12,390 positions (84.7%) were filled
- 4,785 programs (75.5%) filled all positions
- 14,833 active applicants participated in at least one Fellowship Match and 83.5% obtained a position

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# Correcting Myths and Misconceptions

NRMP is a matching program that allows participants to register for Matches, create rank order lists (ROLs), and receive Match results.

- NRMP and ERAS® or other application services are separate organizations and systems
- NRMP does not know who has applied to your program or who you have interviewed
- NRMP does not set eligibility requirements or qualifications for fellowship applicants
- NRMP does not know when program information changes on ACGME®

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# Match Roles and Responsibilities

- **Institutional Official (IO):** provides oversight for all programs in the Match, activates the Institution and/or programs, and approves changes (usually the ACGME DIO)
- **Institutional Administrator (IA):** assists the IO with administering programs in the Match
- **Program Director (PD):** manages the program's participation in the Match including activating programs, adding program tracks, entering reversions, changing the quota, certifying the rank order list (ROL), and editing a certified ROL
- **Program Coordinator (PC):** assists the PD with administering the program including viewing program details, entering the ROL, and updating program information

Only one program coordinator can be designated per program in R3.

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# Match Schedule

| | |
|---|---|
| **Match Opens at noon, ET** | All Program and Institution users receive an email with a token code link or their username |
| **Ranking Opens at noon, ET** | Ranking function in the R3 system opens for both applicants and programs |
| **Quota Change Deadline at 11:59 p.m. ET** | Deadline for changes to the quota (the number of positions you intend to fill in the Match)<br>Program Withdrawal Deadline |
| **Rank Order List Certification Deadline at 9:00 p.m. ET** | Deadline for both applicants and programs to enter and certify the ROL |
| **Match Day at noon, ET** | Results are released in the R3 system for both applicants and programs. Unfilled/Unmatched Lists released |

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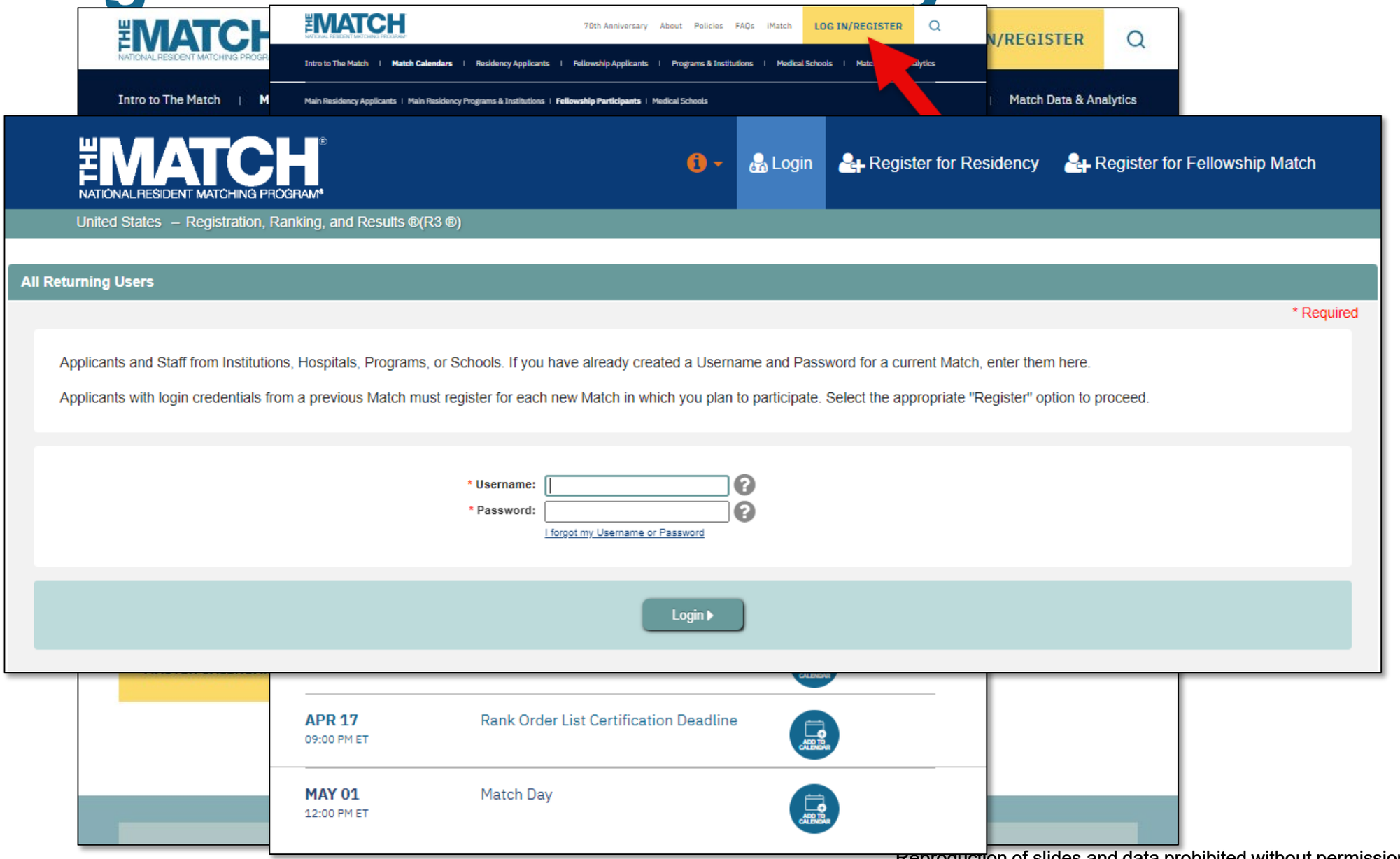
# Getting Started – the R3® System

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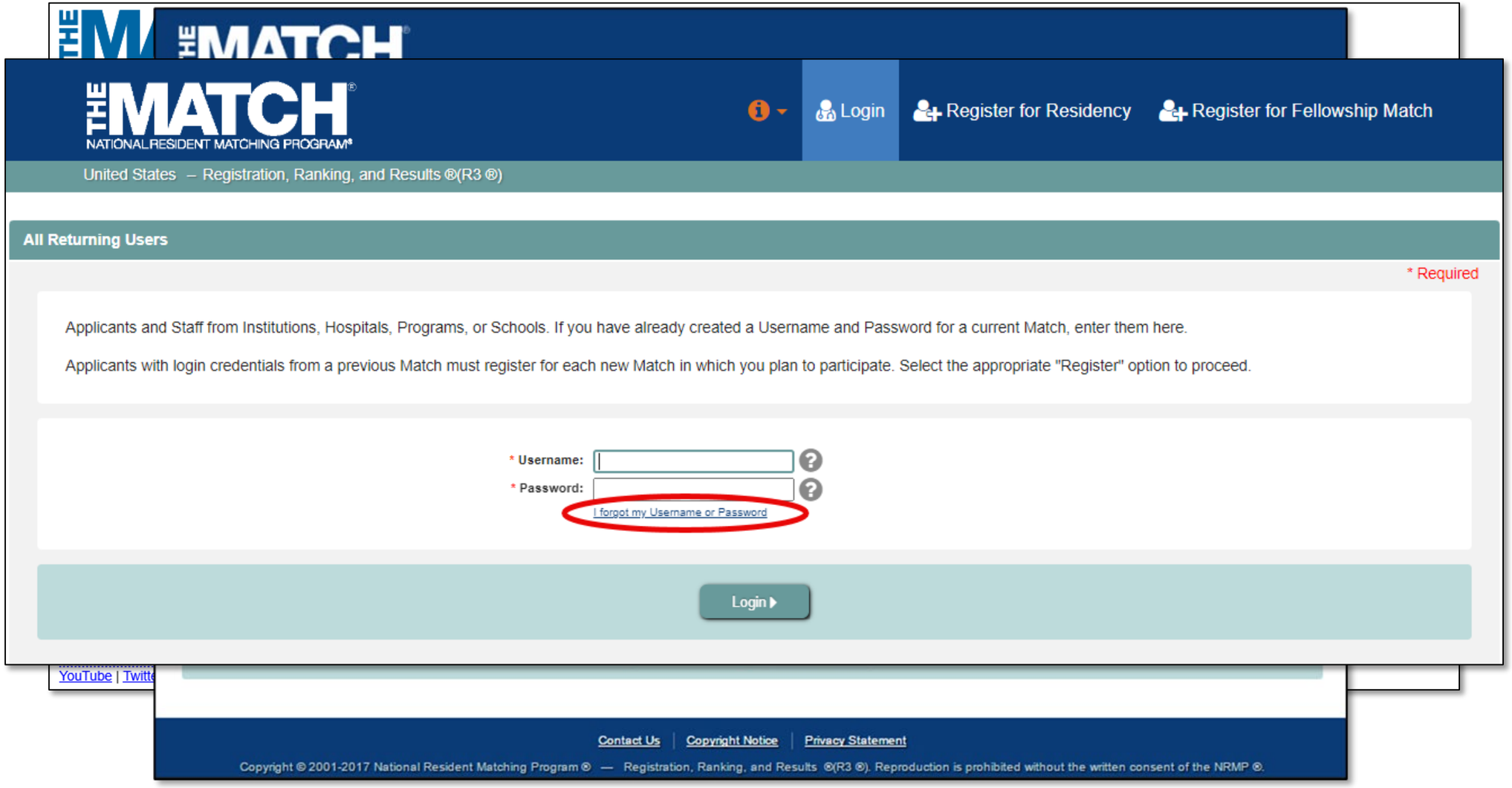
# Token Link & Registration

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# Match Participation Agreement

- Updated for the 2025 SMS
- Provides the rules governing the matching process
- Different versions for different users
- Important Notices provide highlights of the Match Participation Agreement (MPA)
- All Match participants must electronically sign the MPA as part of the registration process

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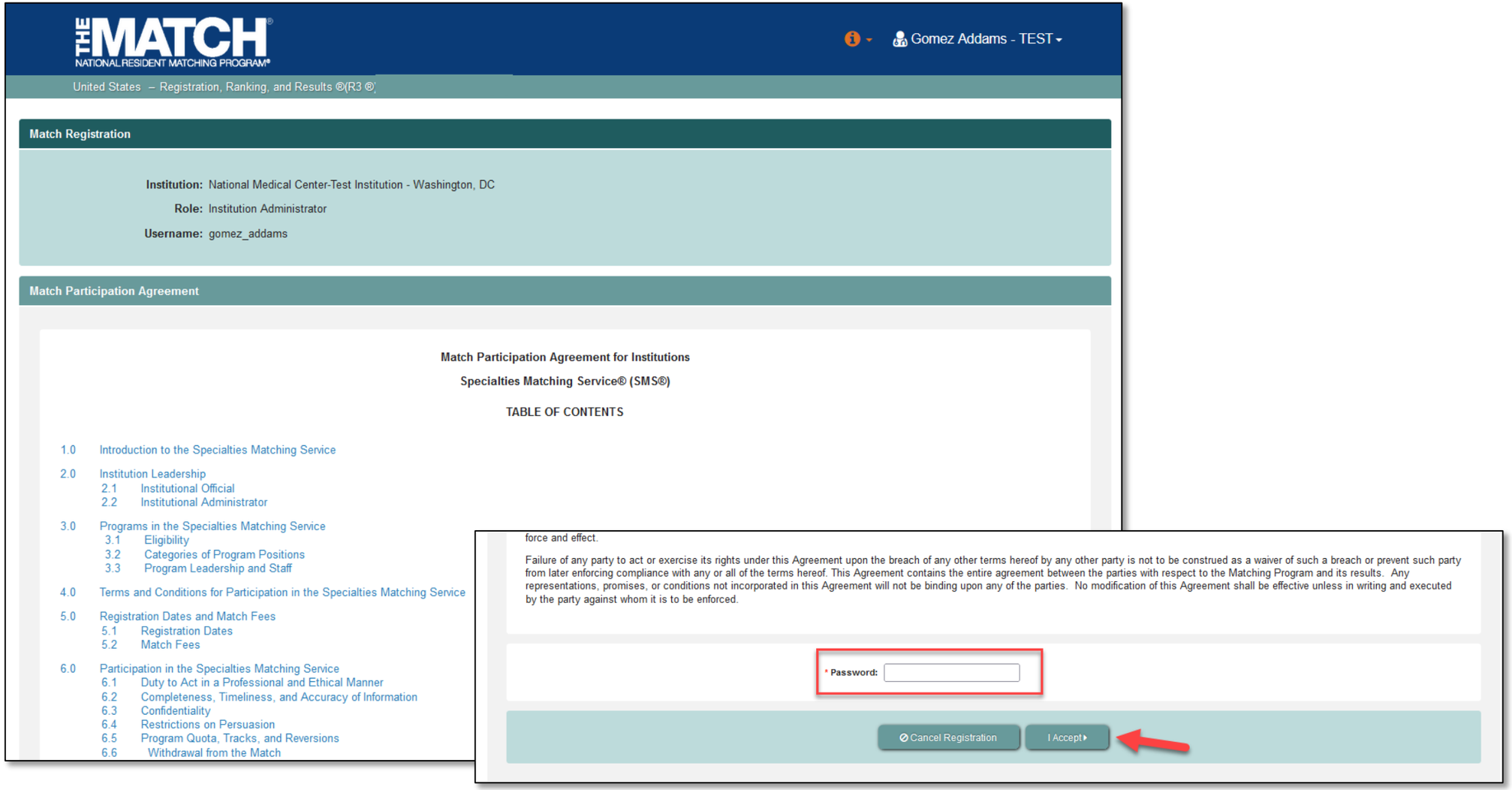
# Match Participation Agreement

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# Program Codes

## Every program has a unique 9-11-character code:

- Characters 1-4: the institution code
- Characters 5-7: the ACGME specialty code
- Character 8: program type letter
- Character 9-11: track number

**Ex: 1000445F0**

Provide the NRMP program code to applicants to assist them in ranking your program(s).

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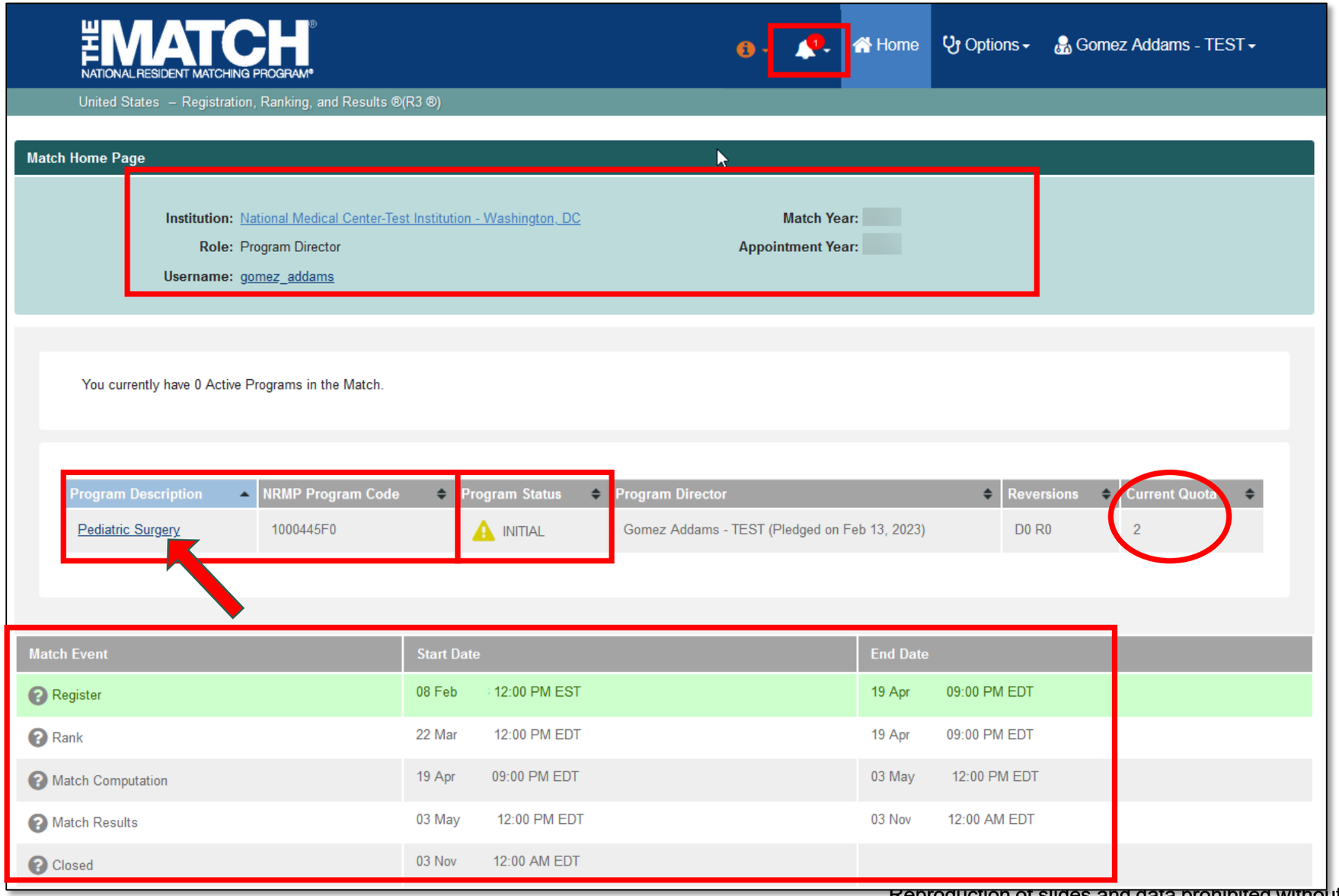
# Match Home Page

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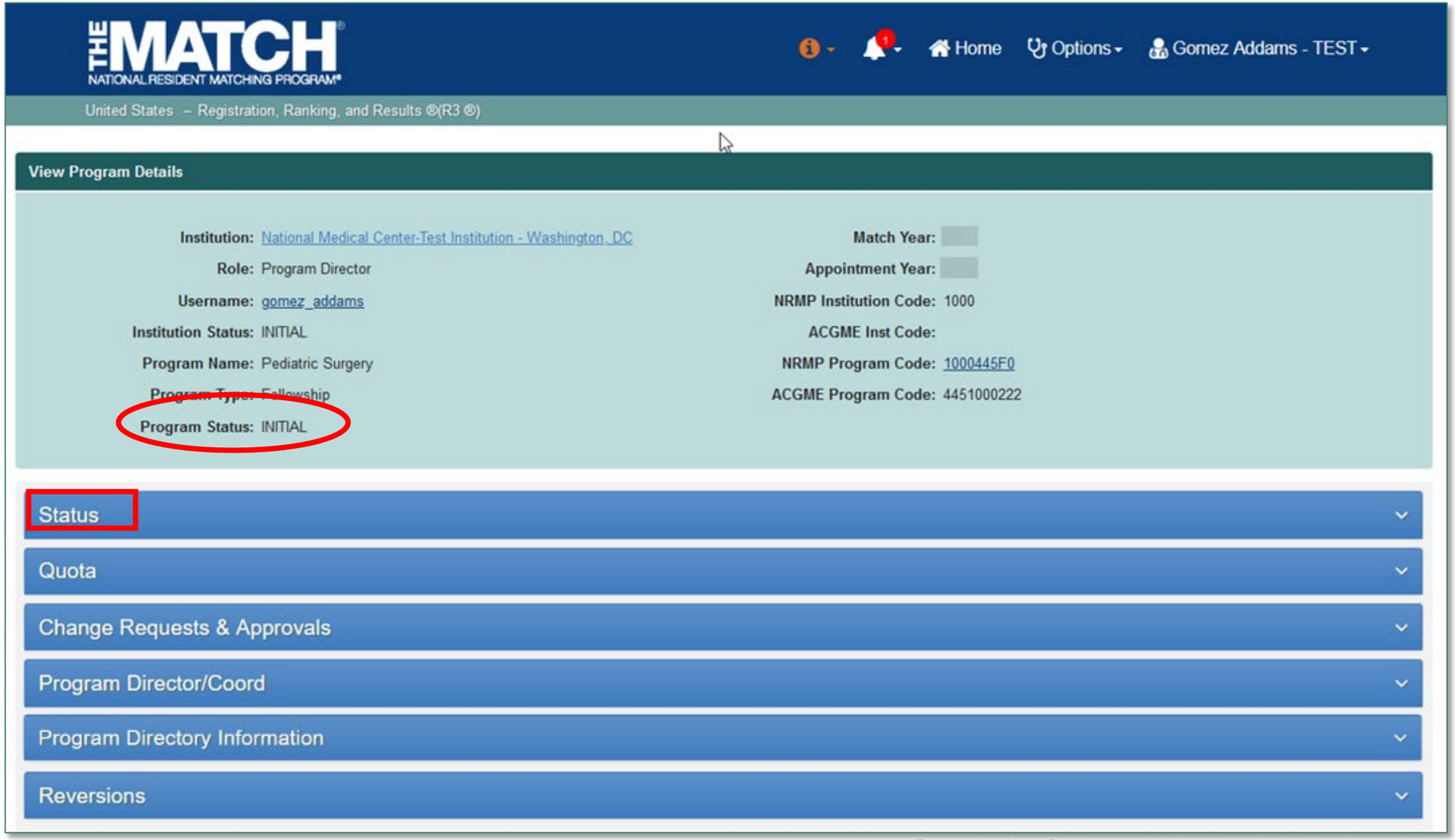
# View Program Details

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# Program Activation

The institution and programs must both be active in the Match before ranking can occur. Activation should be completed promptly after the Match opens for registration.

- All program information rolls over from the previous Match
- The Institution must be activated by the IO before programs can be activated
- New! PDs and IAs can now activate program tracks for participation in the Match or set as not participating
- IOs must activate non-ACGME-Accredited Fellowship programs
- Programs cannot make any updates until the program has been activated
- IOs will receive and must approve program status change requests made by PDs and IAs

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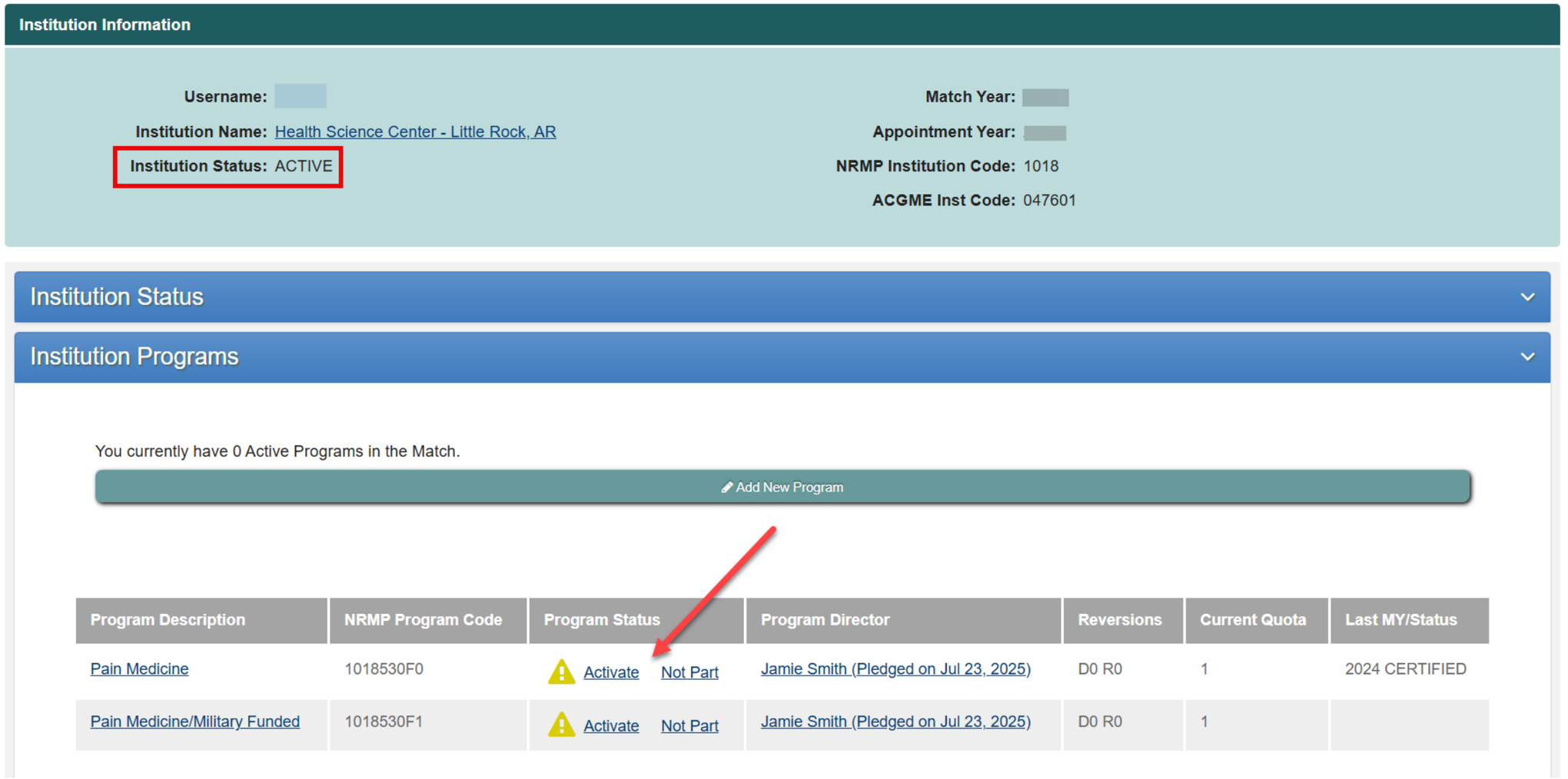
# Program Activation

The institution and programs must both be active in the Match before ranking can occur. Activation should be completed promptly after the Match opens for registration.

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# Quota Changes

**Quota = Number of positions to be filled in the Match**

- Quota information rolls over from the previous Match
- PD is responsible for confirming quota and making any changes
- PD must be registered before the Quota Change Deadline to review or change quota
- IO is responsible for approving all quota changes

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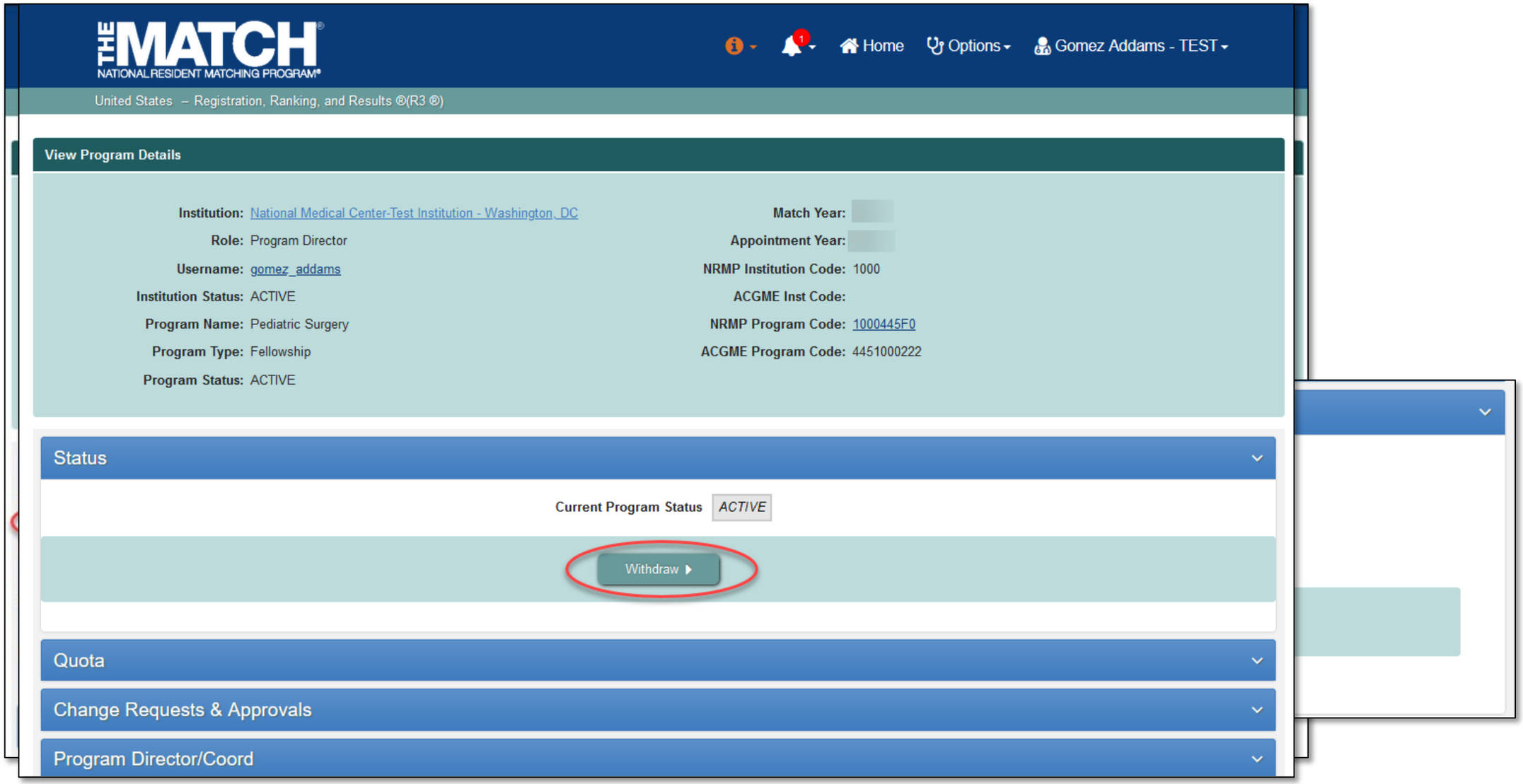
# Quota Changes & Withdrawals

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# Program Information

- Review program director/coordinator and update, if necessary
  - Updates can be made by your GME office or
  - By email to support@nrmp.org if the information is correct on ACGME. Email to NRMP must contain program information, new contact's name, email address, and date of birth
- Ensure Program Directory Information is updated: address, email, website
- Program Directory Information also will be in the *List of Unfilled Programs* if your program does not fill when the Match is run

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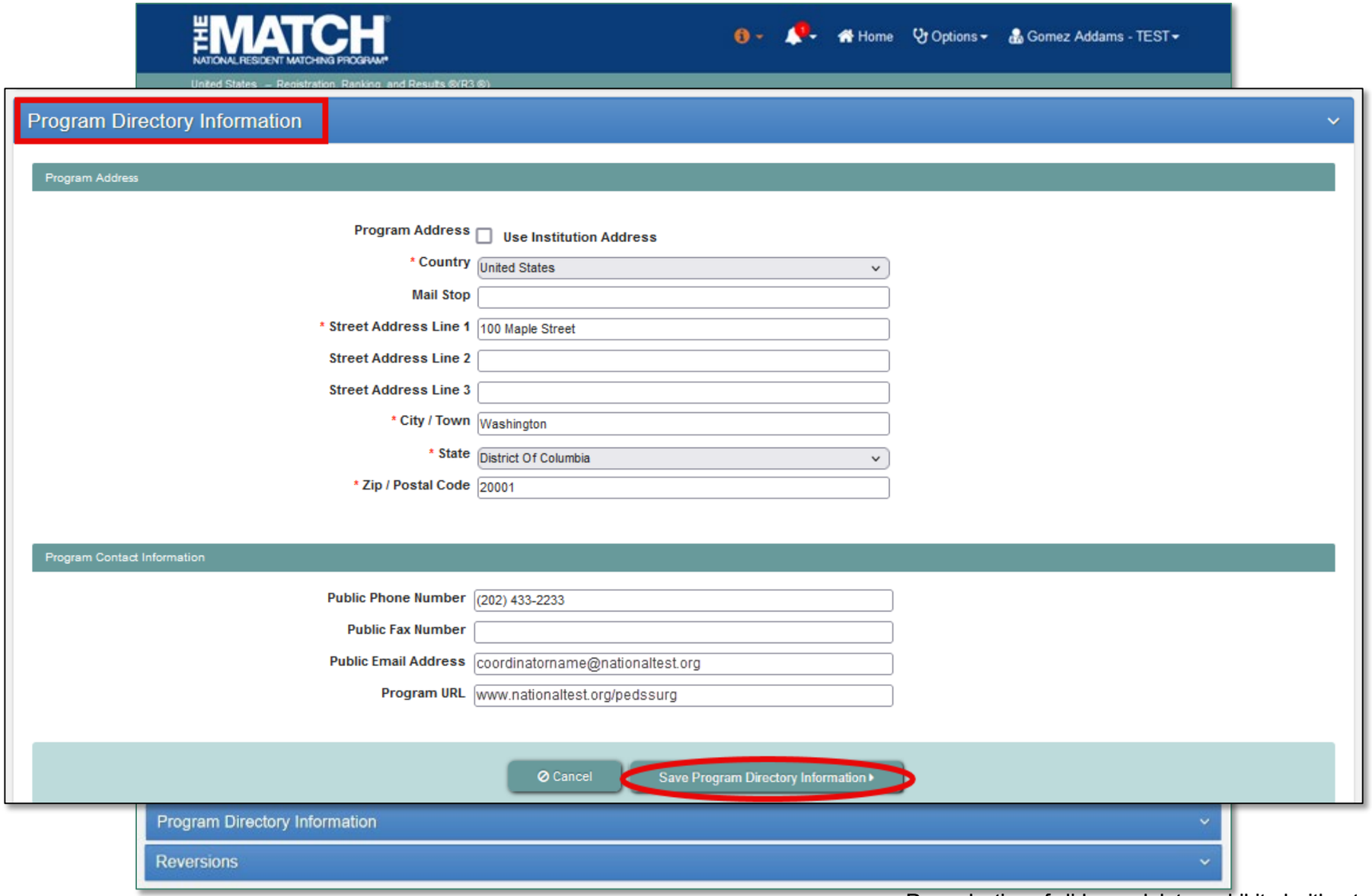
# Program Information

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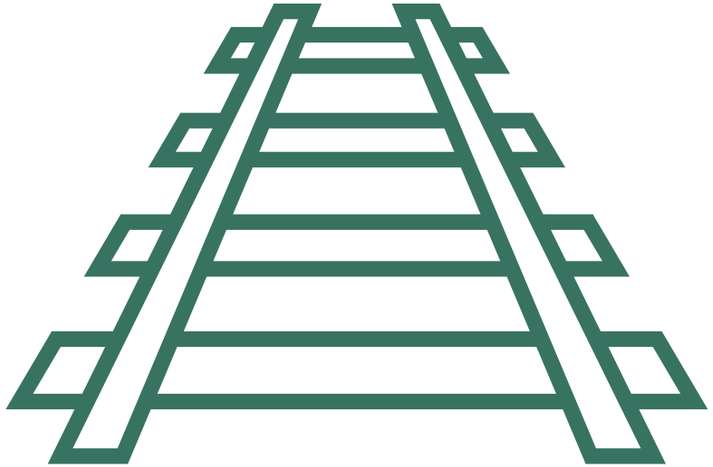
# Program Set-up Options

## Tracks

- Based on needs of programs
- Can be created by the PD, IA, or IO. Must be activated by the PD, IO, or IA for participation
- Examples: combined training, program length, location, research, rural, external funding, etc.
- Reversions can be created to guard against being unfilled



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# Program Set-up Options

## Reversions

- Donate unfilled positions in one program or track to another during the matching process
- Reversions must be created each year
- Donor program creates the reversion
- If used, the rank order list of the recipient program is used to fill the positions donated
- Cannot revert more than the current program quota
- Both programs must certify a rank order list
- Reversions must be approved by IO

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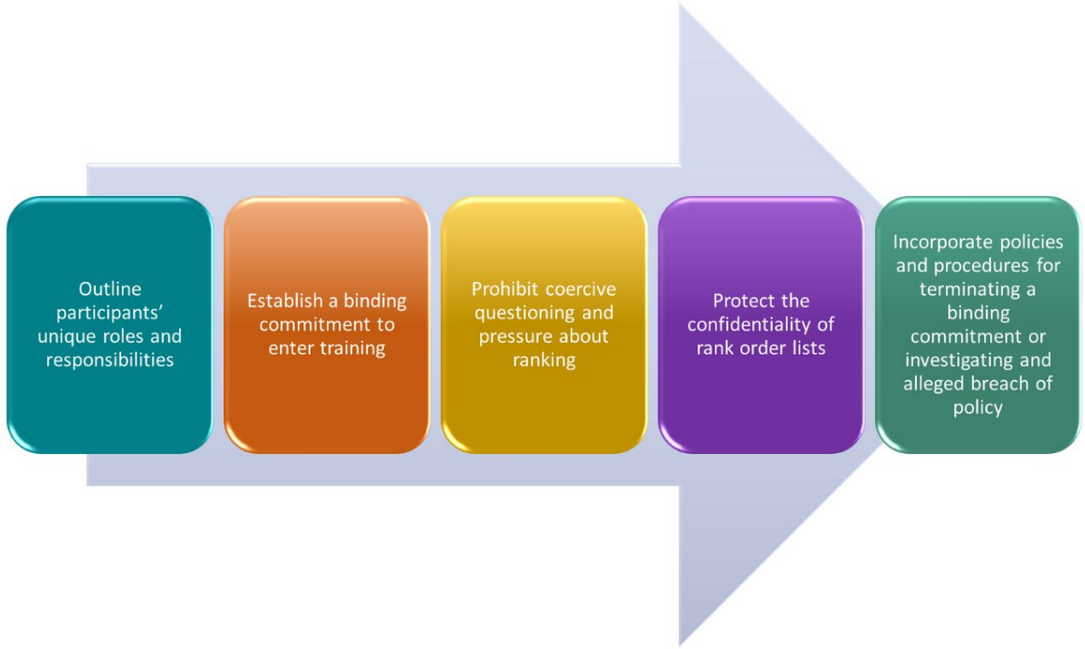
# Why Policy Matters

- 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

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# Match Participant Agreement

## IMPORTANT NOTICE

Before you accept the terms of the following Match Participation Agreement ("Agreement") urges you to read it thoroughly. Once you execute the Agreement and the NRMP accepts registration, the Agreement becomes a binding contract. **Failure to comply with all the te conditions of the Agreement, whether intentionally or not, may result in a violation ir and the imposition of penalties. (Section 12.0)**

**You are responsible for reading the entire Match Participation Agreement.** As a court areas are highlighted in this Important Notice for your specific attention. Included among th

- Programs participating in the Main Residency Match must register and attempt to fill all positions in the Match or another national matching plan. Programs also must select U.S senior students ("sponsored applicants") only through the Match or another national mat (Section 3.2)
- The NRMP is not an employment service and do applicants and training programs. In addition, trai establishing and communicating all program and position. (Section 4.0)
- All programs who participate in the Match are exp Certification Deadline complete, timely, and accu applicant's decision to rank a program. Informatic the applicant would sign and institutional policies requirements, drug screening protocols, and bac

**18.0 General**

If any provision of this Agreement is found in any arbitration proce jurisdiction to be invalid, illegal, or unenforceable, that provision sh necessary to achieve the purpose originally intended, if possible, of the remaining provisions will not be affected or impaired and ar permitted by applicable law. If any remedy set forth in this Agreeme essential purpose, then all other provisions of this Agreement will

Failure of any party to act or exercise its rights under this Agreeme hereof by any other party, is not to be construed as a waiver of suc later enforcing compliance with any or all of the terms hereof. This agreement between the parties with respect to the Matching Progr promises, or conditions not incorporated in this Agreement will no modification of this Agreement shall be effective unless in writing 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

THE MATCH®
NATIONAL RESIDENT MATCHING PROGRAM®

**Match Participation Agreement for Programs**

**Specialties Matching Service® (SMS®)**
**For All Matches Opening After January 1, 2025**

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- 3.2 Program Leadership and Staff

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# Match Policy

## NEW! DIO Attestation and Oversight

**Section 2.0 INSTITUTION LEADERSHIP (MPA for Institutions)**

Section 2.1 Institutional Official

*...9. Agree to provide oversight of unaccredited fellowship programs in the R3 system* ***by monitoring their participation in and compliance with the rules of the Match****. Unaccredited programs for which the institutional official does not or cannot assume Match participation oversight will not be permitted to participate in the Match.*

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# Match Policy

## NEW! Unaccredited Program Eligibility

**Section 2.0 Eligibility (MPA for Programs)**

*1. Be accredited by the ACGME or another accrediting or certifying body acceptable to NRMP;*

*a. If not ACGME-accredited,* ***be affiliated (e.g., shared resources, shared faculty for fellow training/supervision, program letter of agreement)*** *with an ACGME-accredited program in the primary discipline or ACGME-accredited institution;*

*Note: Programs not affiliated with an ACGME-accredited program in the primary discipline or an ACGME-accredited institution are eligible for the Match with NRMP Institutional Official attested oversight of program participation in and compliance with the rules of the Match.*

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# Match Policy

## NEW! Report of Violations

**Section 11.0 VIOLATIONS (MPA for Programs)**

*Section 11.2 Eligibility*

*Programs should report to NRMP any known or suspected violation(s) of this Agreement within one year of learning about the suspected violation(s). If the known or suspected violation(s) pertains to a matched applicant, the violation must have occurred no later than the 45$^{th}$ day after the start date of the relevant appointment contract.*

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# Match Policy

## Binding Commitment (Section 8.0)

Upon conclusion of the applicable Fellowship Match:

Programs are in binding commitment with applicants 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.

***Note; If for any reason the binding commitment cannot be honored, a waiver or deferral must be requested from the NRMP.***

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# Match Policy

## Applicant Match History (in the R3 system)

Programs should determine whether an applicant is eligible for appointment prior to offering interviews or if an applicant has a waiver/violation history.

Information available in the R3 system year-round.

*Note: Applicants who have not participated in an NRMP Match will not appear in search results*

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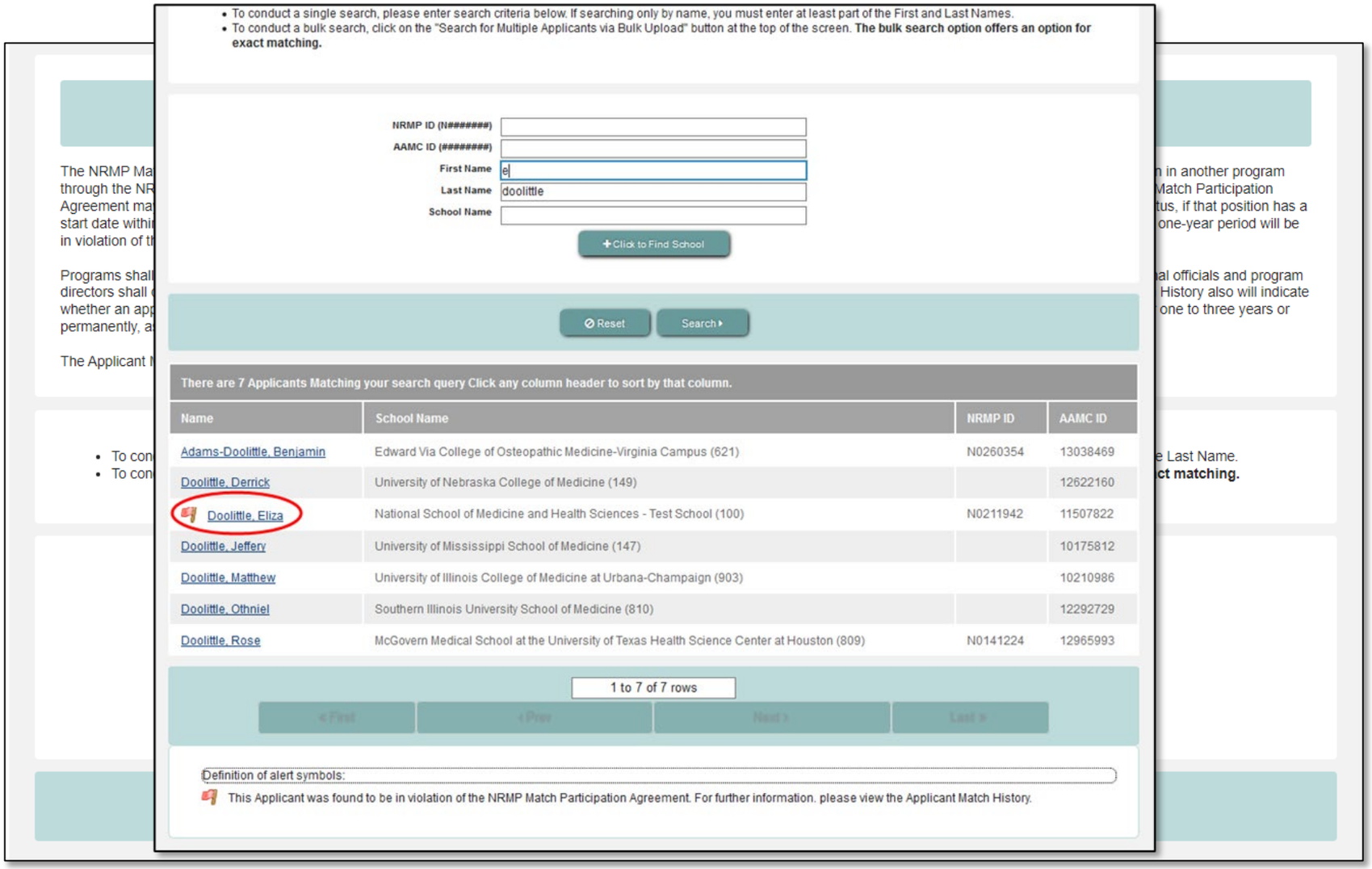
# View Applicant Match History

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# Match Policy

## Complete, Timely, and Accurate Information (Section 6.3)

- Programs must provide complete, timely, and accurate information to applicants interviewed, including a copy of the contract and all institutional policies and requirements to successfully onboard.
  - Pre-employment testing (e.g., illicit drug screening), background checks (e.g., criminal, financial, etc.), Visa sponsorship, and any other requirement(s)
  - This must be 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

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# Match Policy

## Restrictions on Persuasion (Section 6.5)

- Programs cannot request applicants reveal names, ranking preferences, 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 from an applicant implying a commitment to rank the program.
- Programs may voluntarily communicate to an applicant that they are viewed favorably and will be ranked.

**Ensure all recruitment team members are aware of policies.**

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# 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.

**Policy & Compliance: policy@nrmp.org**

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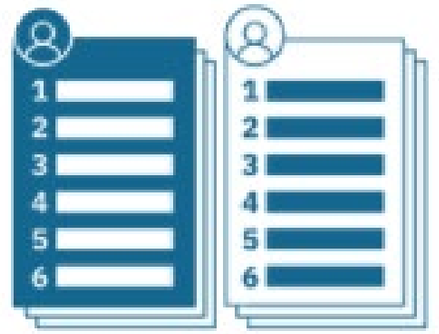
# Creating a Rank Order List (ROL)

- Ranking function opens in the NRMP R3 system at noon, ET on ranking open date for your Fellowship Match
- ROLs can be entered by either the PD or PC
- PD is responsible for certifying the list
- Applicants are ranked in order of preference, with the most preferred applicant ranked first
- Multiple methods are available in the R3 system to enter and edit a ROL

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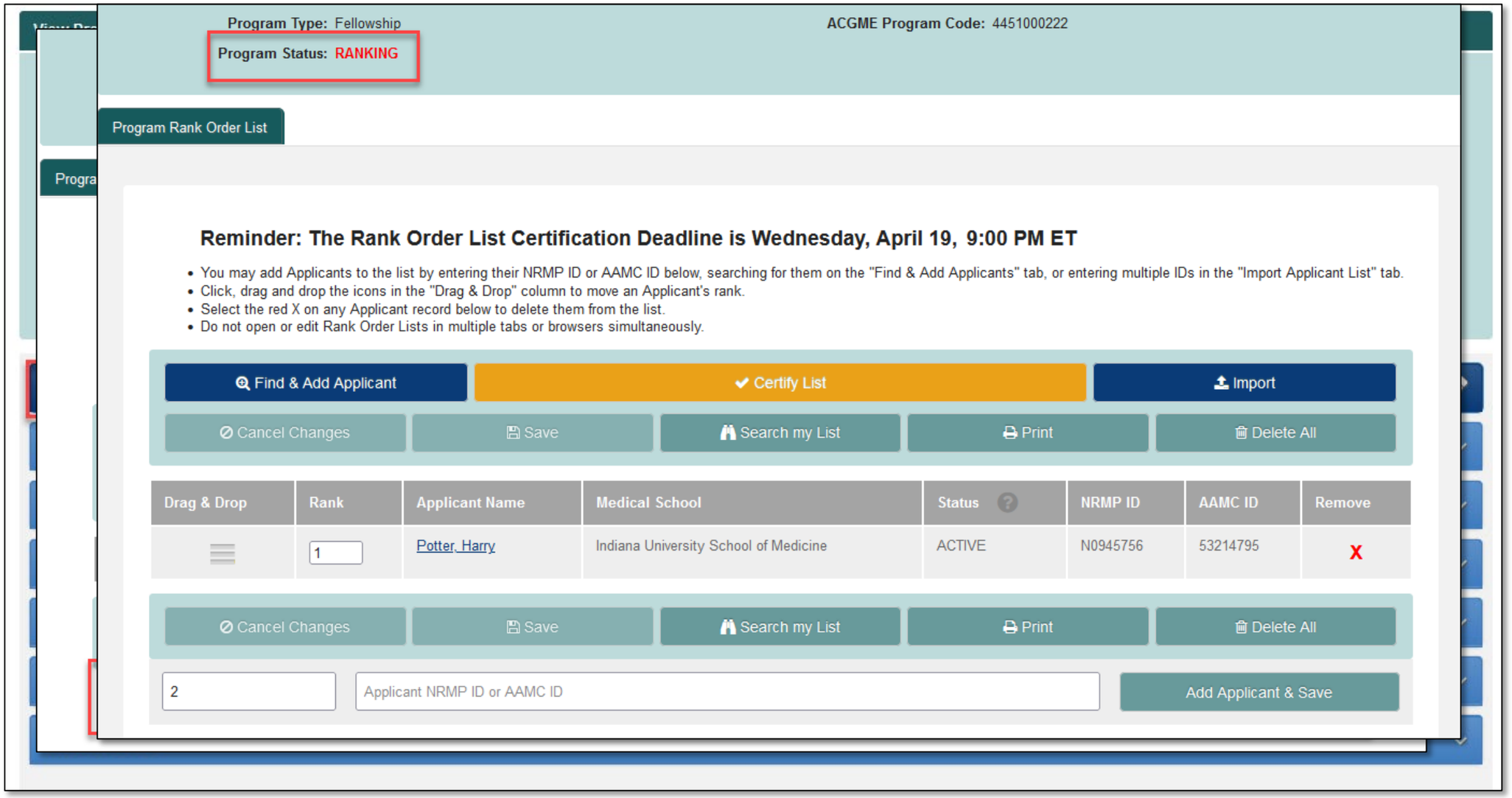
# Add by AAMC ID or NRMP ID

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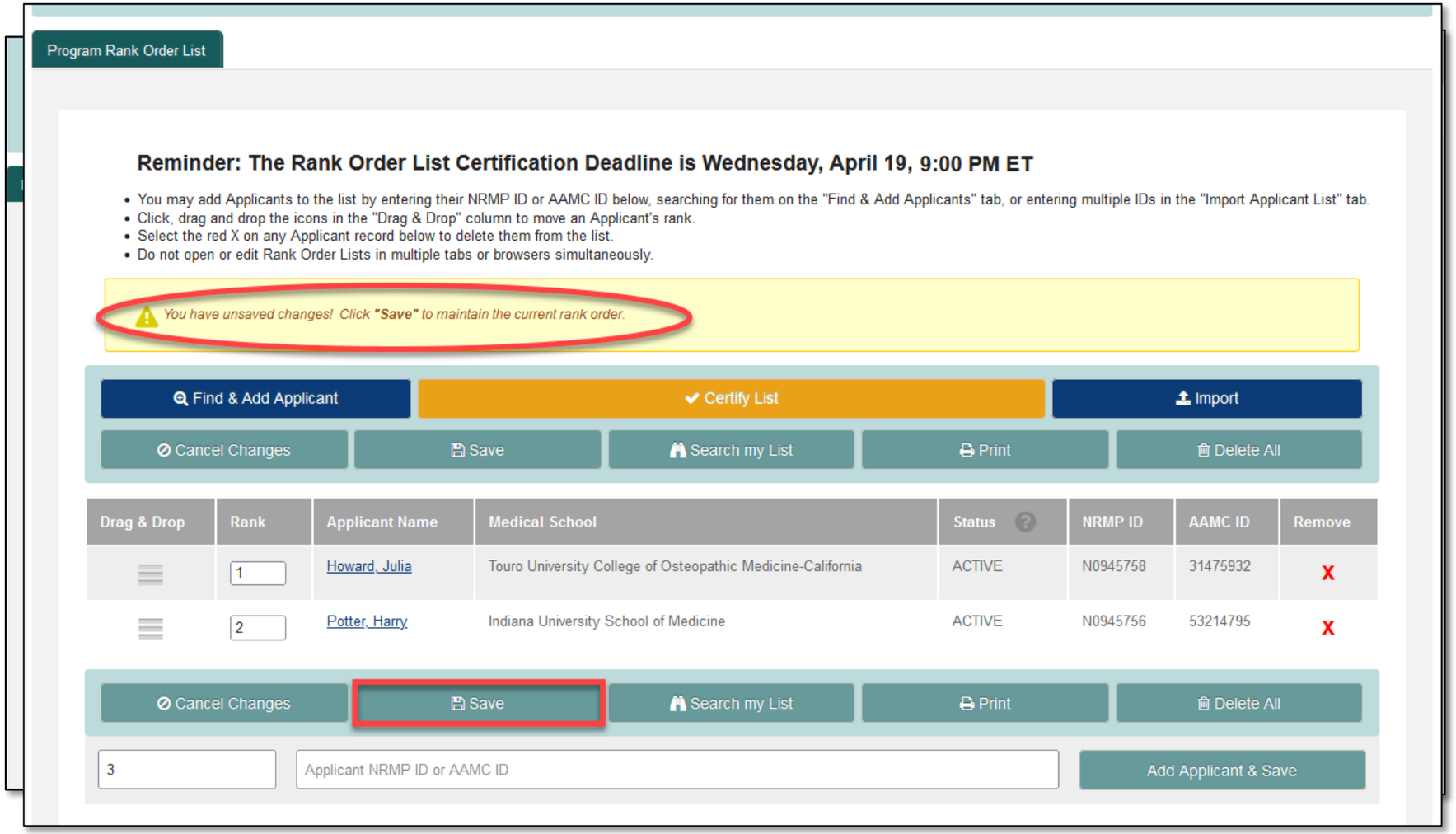
# Find & Add Applicants

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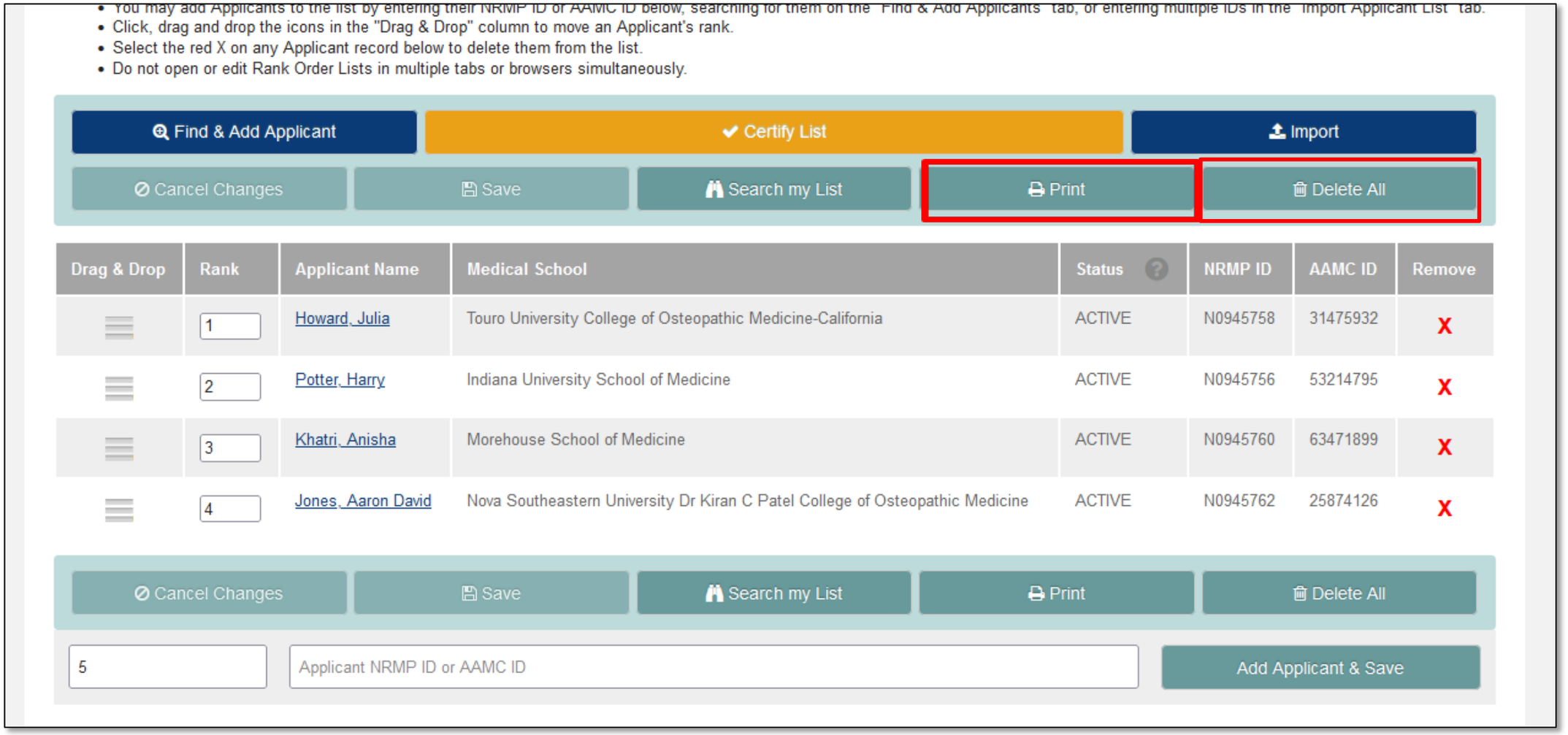
# Other Features

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# Certifying the ROL

**Program Rank Order List**

**Institution:** National Medical Center-Test Institution - Washington, DC
**Role:** Program Director
**Username:** gomez_addams
**Institution Status:** ACTIVE
**Program Name:** Pediatric Surgery
**Program Type:** Fellowship
**Program Status:** CERTIFIED

**Match Year:** 2023
**Appointment Year:** 2024
**NRMP Institution Code:** 1000
**ACGME Inst Code:**
**NRMP Program Code:** 1000445F0
**ACGME Program Code:** 4451000222

Program Rank Order List

Print List | Edit List

| Rank | Applicant Name | Medical School | Status | NRMP ID | AAMC ID |
|---|---|---|---|---|---|
| 1 | Howard, Julia | Touro University College of Osteopathic Medicine-California | ACTIVE | N0945758 | 31475932 |
| 2 | Potter, Harry | Indiana University School of Medicine | ACTIVE | N0945756 | 53214795 |
| 3 | Khatri, Anisha | Morehouse School of Medicine | ACTIVE | N0945760 | 63471899 |
| 4 | Jones, Aaron David | Nova Southeastern University Dr Kiran C Patel College of Osteopathic Medicine | ACTIVE | N0945762 | 25874126 |

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# The Matching Algorithm

## The algorithm is applicant proposing

A tentative Match occurs if the program also ranked the applicant:

- and the program has unfilled positions

  OR

- the program is filled but the applicant is ranked higher than another applicant already matched tentatively to the program

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# The Matching Algorithm

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# The Matching Algorithm

## There is NO match if:

- the applicant did not rank the program, OR
- the program did not rank the applicant, OR
- the program and applicant ranked each other but the program filled with other applicants more preferred by the program

## Matches are FINAL when:

- the algorithm completes its cycle through all applicant rank order lists and tentative matches are confirmed

## Couples match when:

- the algorithm can place BOTH partners in their highest ranked pair of programs on the list

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# Ranking Guidance

- Provide applicants your NRMP Program Code(s)
- Rank applicants in the order of your true preference
- Rank only applicants who meet institution and program appointment requirements
- Placing an applicant on your ROL creates a binding commitment if a match occurs
- The program director is responsible for certifying the ROL or editing a certified ROL
- NRMP will not enter or modify rank order lists

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# Match Day!

## Results released at noon, ET on the Match Day for your fellowship Match

- Available via R3 system and courtesy email
- *Confidential Roster of Program's Matched Applicants* and *Match Results by Ranked Applicant* reports available in R3 under Options ➞ Reports
- *List of Unmatched Applicants* available to the programs that did not fill
- *List of Unfilled Programs* available to applicants who did not Match
- After results are released, unfilled programs may fill their remaining positions however they choose

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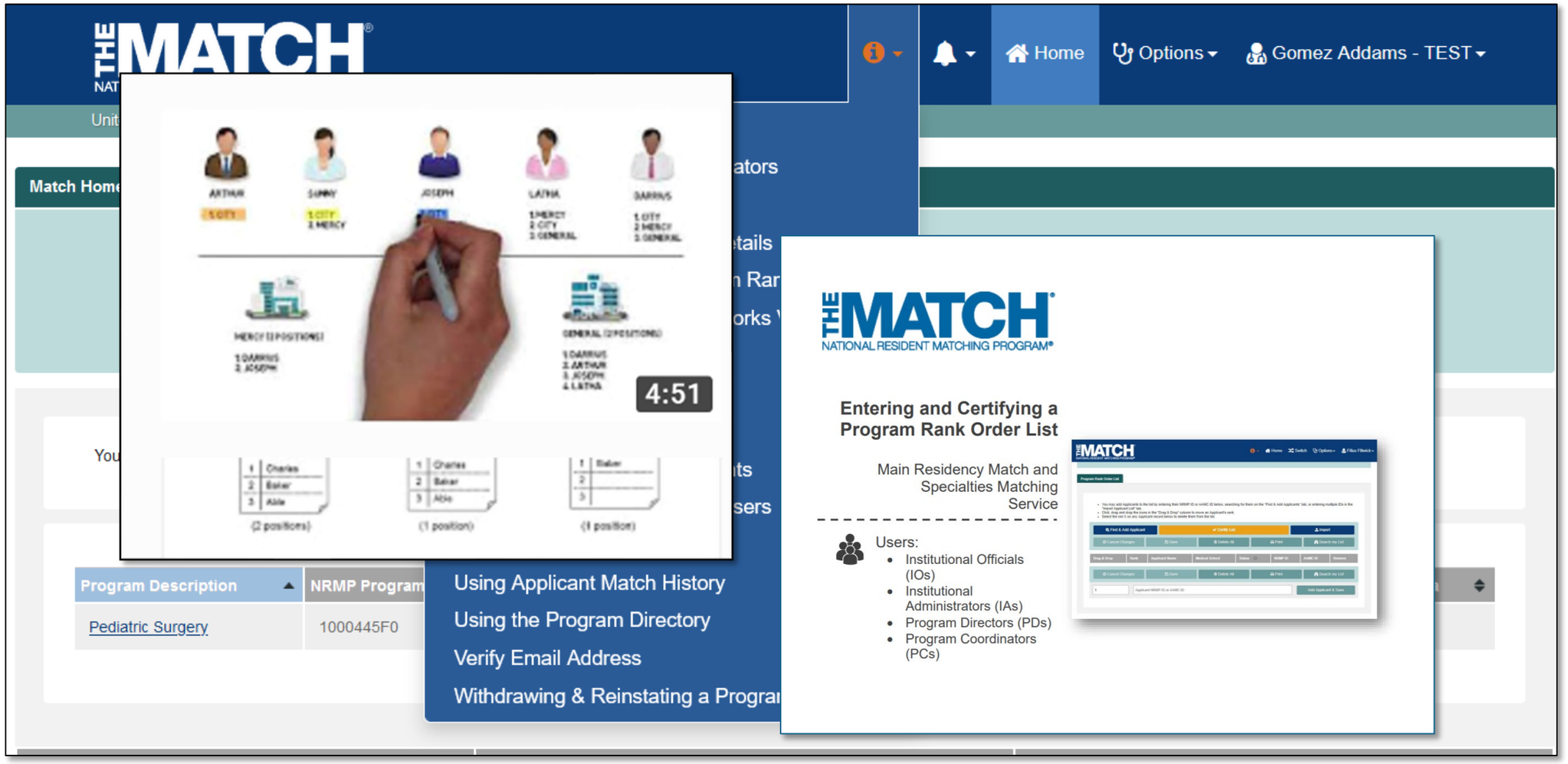
# Video Resources & Support Guides

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# Questions?

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# THANK YOU and Good Luck in the Match!

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866-653-NRMP

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