



Policy Corner – November 2025

Utilization of Artificial Intelligence

NRMP policy launched for the 2026 Main Residency Match included a statement regarding utilization of artificial intelligence (AI). We share that language below and also some FAQs to help Match participants understand why it has been codified in Match policy.

Section 1.0 Introduction to the Main Residency Match and SOAP

No part of the data provided by NRMP may be used as an input to or otherwise in connection with any machine learning or artificial intelligence models, algorithms or other tools without the express written consent of the NRMP.

FAQs:

Doesn't the NRMP rely on AI through the use of its mathematical algorithm?

No, the NRMP's algorithm does not rely on or interact with AI. The NRMP matching algorithm is a proprietary, set of instructions for Match processing that scales to more than 60,000 applicant rank order lists in the Main Residency Match and SMS, but also accommodates the unique needs of the community (e.g., couples matching for applicants; reversions for programs). The matching algorithm never "learns" or applies patterns to the data and in no way generates predictive outputs from the data, nor does it recommend different ranking models. The algorithm solely works to place applicants into the most preferred programs that also prefer them.

Why did NRMP add a restriction of using AI on Match data to its policies?

NRMP data is proprietary, and while we disseminate it widely in reports and presentations that are free to users, effective protection and stewardship of that data remains a top priority of NRMP. We work at all times to ensure our technology maintains the highest standards of integrity and security. Allowing any data to be processed through AI is a substantial security risk. Exposure could lead to fraud, identity theft, use of data by malicious actors, or be misinterpreted by AI.

Are there concerns that using AI on Match data would lead to negative outcomes?

NRMP does have concern that processing its data through an AI model could have unintended consequences including misinterpretation of Match outcomes and potentially marginalizing Match participants. When AI is trained with biased, subjective, un-diverse information, the results can include the same biases and possibly return stereotypical or unfair results.

Does NRMP have any rules or policies regarding participant use of AI as part of the residency application and interview process?

NRMP does not have a role in the application or interview processes, so we do not have specific policies with respect to how or whether Match participants or the application service providers utilize AI platforms as part of application and interview. We encourage all participants to read the consent forms or terms of use notification provided by the application and interview platform providers to understand whether and how your data could be incorporated into AI and subsequently used - for example, for research, marketing, or building new technology. We also encourage all participants to read NRMP's [Codes of Conduct](#), which establish the expectation that applicants, program leadership, and other relevant parties approach recruitment with the intent of maintaining transparency and wellness, to interview and rank with integrity, and to minimize harmful bias. We want to ensure all participants in the Match engage ethically with each other and foster an environment of openness and opportunity.

We hope you find these responses helpful. Please reach out to policy@nrmp.org with questions or for any assistance.