



Jamila K. Williams, MD
University of Louisville SOM



Janeiro Okafor, MD
University of Texas Southwestern SOM



Ankur Patel, MD
Tufts University SOM

CARDIOLOGY AND THE MATCH

Maria C. Savoia, M.D.
Chair, Board of Directors
March 16, 2017

TODAY'S TOPICS

- **About the NRMP**
- **Cardiology in the Match**
- **Matching Algorithm and Rank Order Lists**
- **Match Policies**
- **NRMP Resources**

ABOUT THE NRMP

- **Non-Profit Organization (501(c)(3))**
- **Founded in 1952**
- **19 member Board of Directors**
 - **Medical School Deans**
 - **GME Program Directors (1 from OPDA)**
 - **Teaching Hospital CEOs**
 - **3 Resident Physicians (1 IMG)**
 - **3 Medical Students (AMSA, AMA-MSS)**
 - **1 Public Member**

ABOUT THE NRMP

NRMP VISION

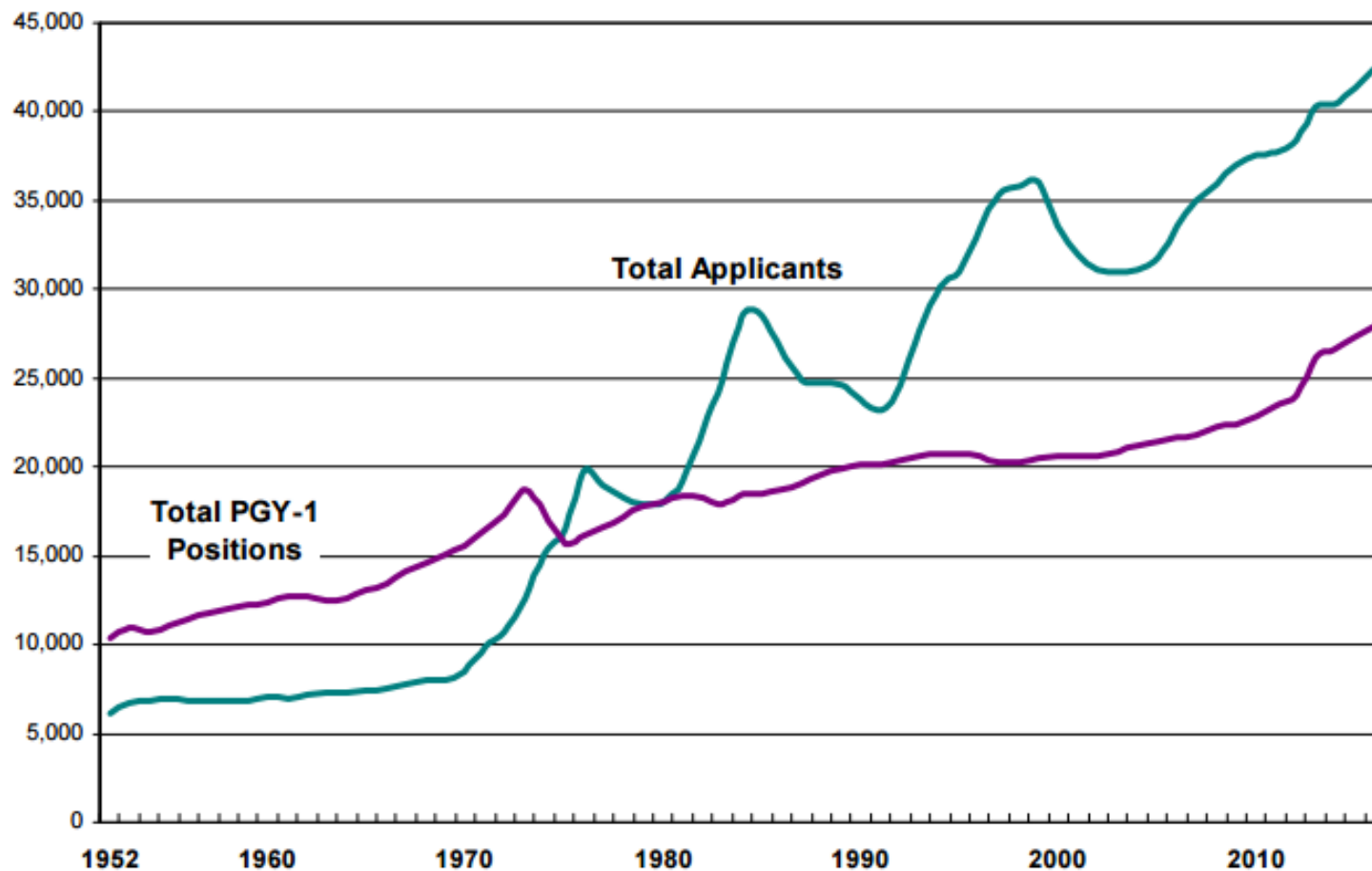
The NRMP is a trusted global provider of matching services for healthcare professionals and the premier Match data resource.

NRMP MISSION

To match healthcare professionals to graduate medical education and advanced training programs through a process that is fair, efficient, transparent, and reliable. To provide meaningful and accessible Match data and analysis to stakeholders.

ABOUT THE NRMP

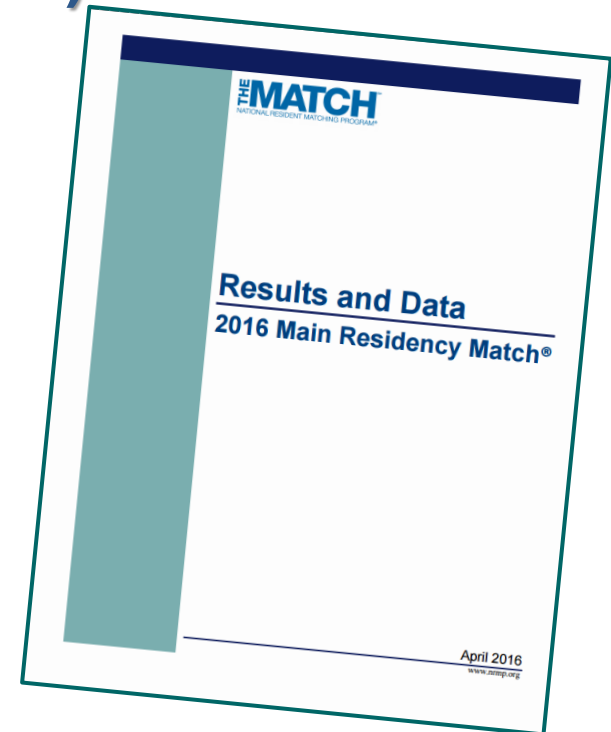
MAIN RESIDENCY MATCH



ABOUT THE NRMP

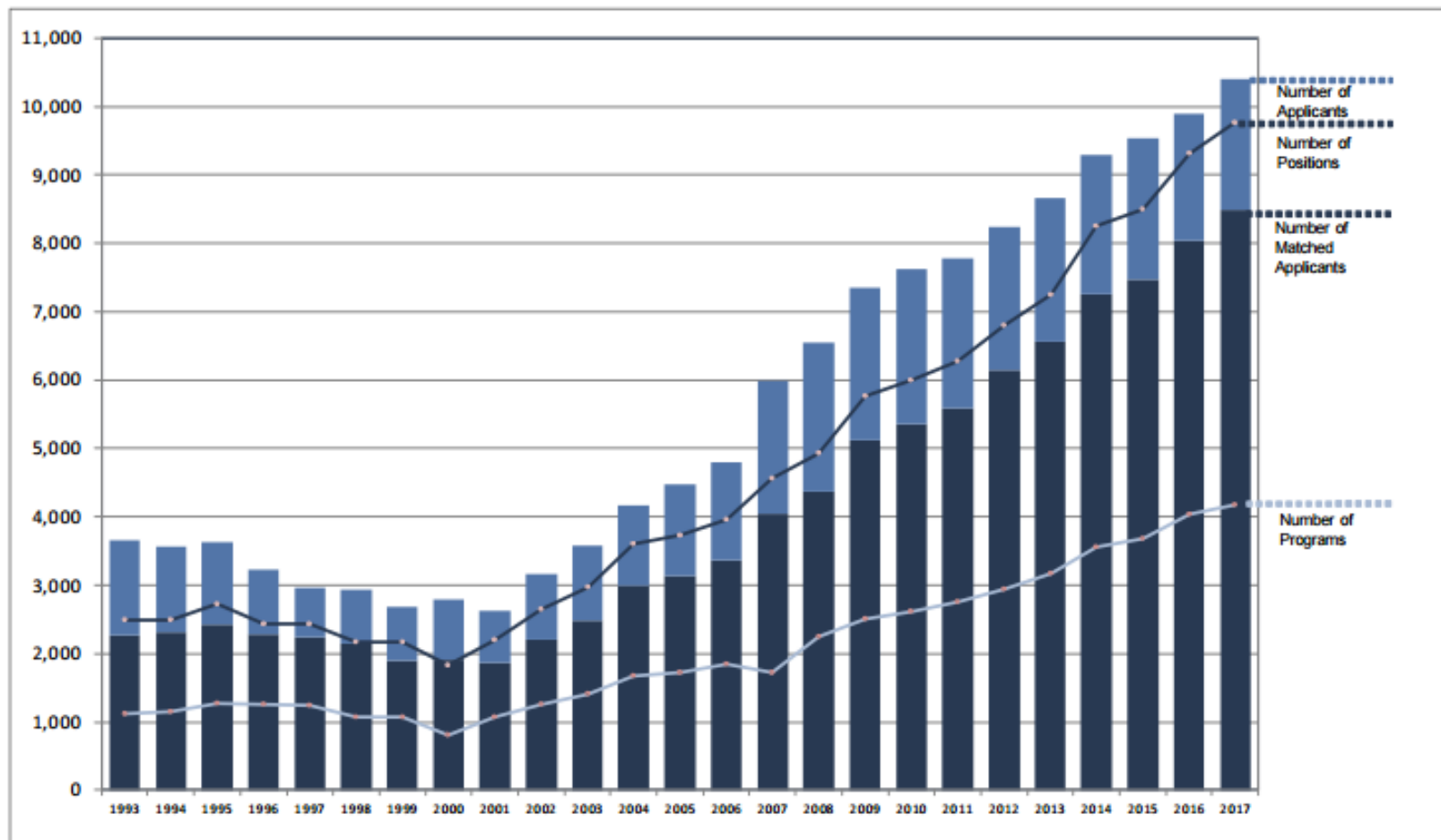
2016 MAIN RESIDENCY MATCH

- 42,000 registrants
- 35,000 active applicants
- 30,000 positions (PGY-1, PGY-2)
- +/- 650 couples



ABOUT THE NRMP

SPECIALTIES MATCHING SERVICE



ABOUT THE NRMP

SPECIALTIES MATCHING SERVICE

- 25 Fellowship Matches
- 61 subspecialties
- 10,900 active applicants
- 9,800 positions
- +/- 60 couples



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CARDIOLOGY IN THE MATCH

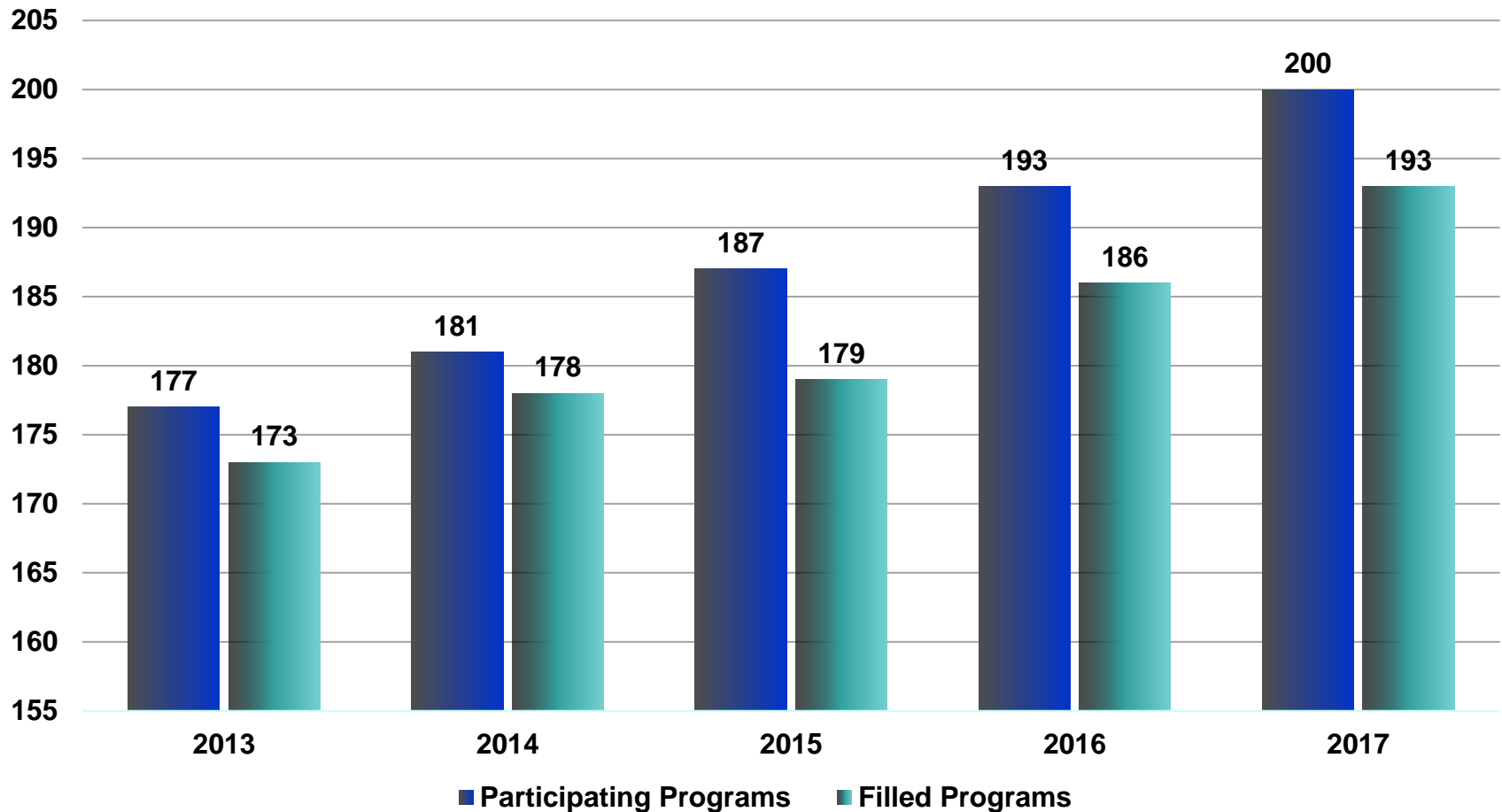
MEDICAL SPECIALTIES MATCHING PROGRAM

Allergy/Immunology
Cardiovascular Disease
Endocrinology
Gastroenterology
Geriatric Medicine
Hematology
Hematology/Medical Oncology

Hospice/Palliative Medicine
Infectious Diseases
Interventional Pulmonology
Medical Oncology
Nephrology
Pulmonary Disease/Critical Care
Rheumatology

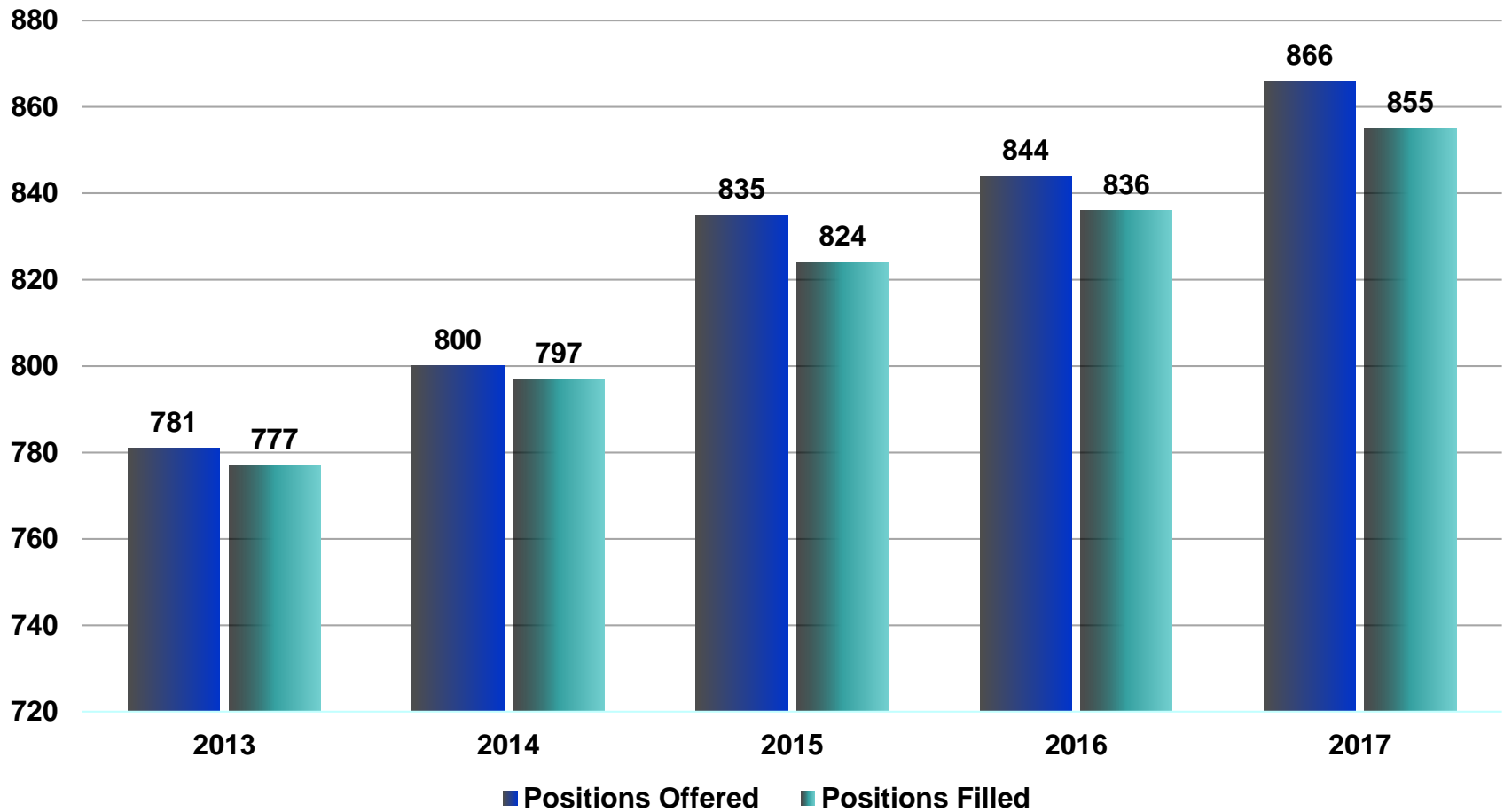
CARDIOLOGY IN THE MATCH

Programs



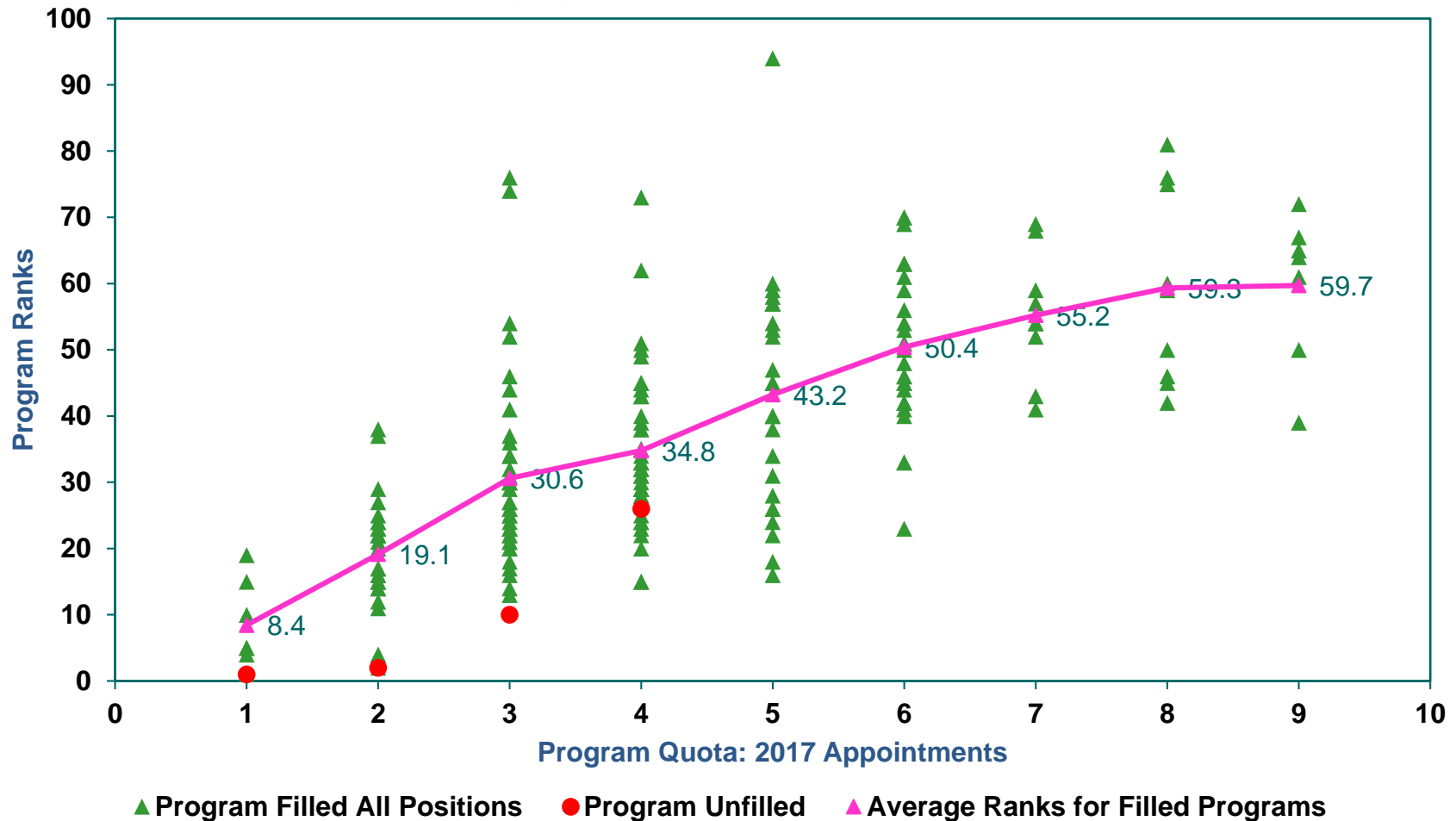
CARDIOLOGY IN THE MATCH

Positions



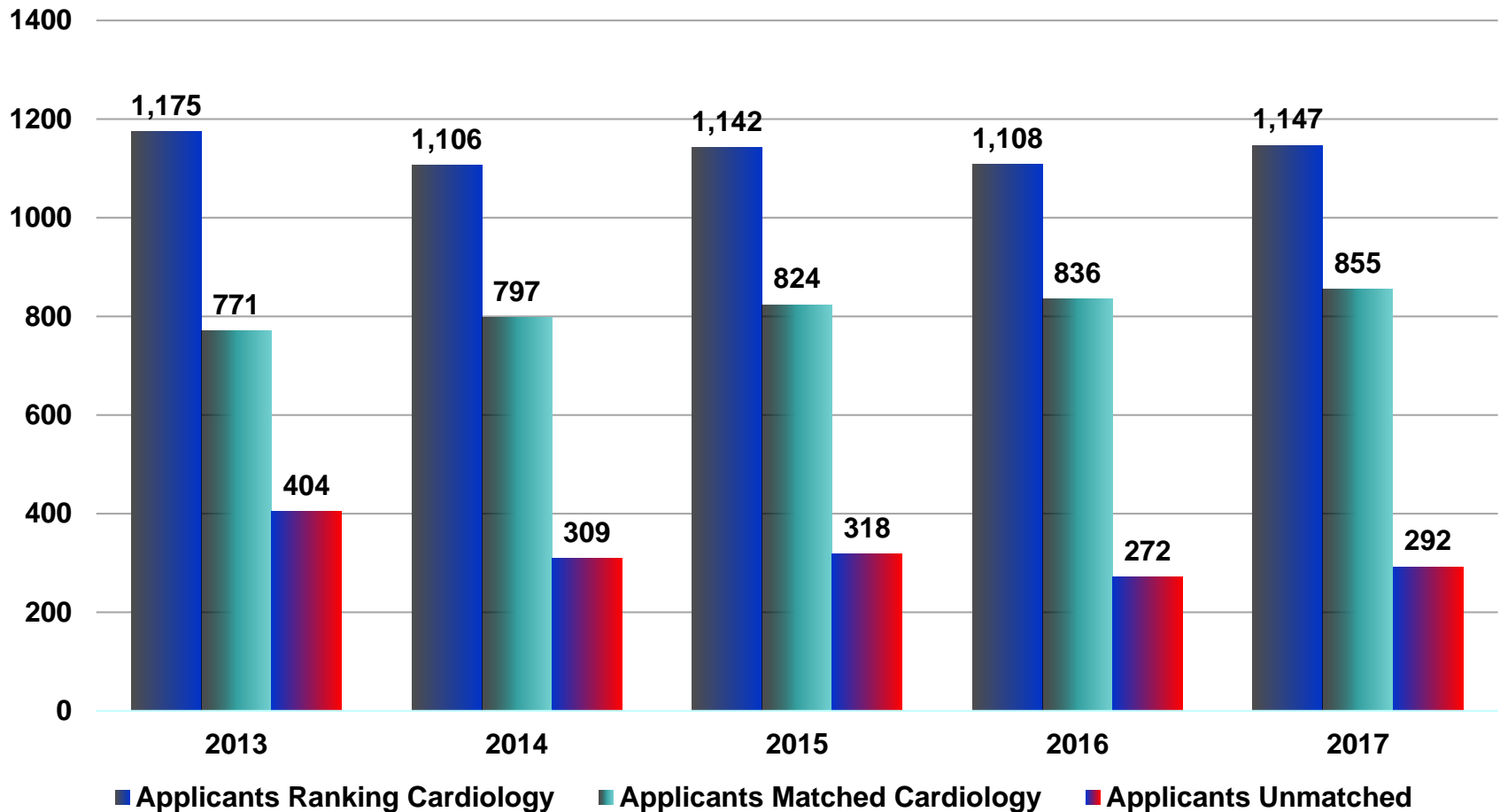
CARDIOLOGY IN THE MATCH

Number of Applicants Ranked to Fill



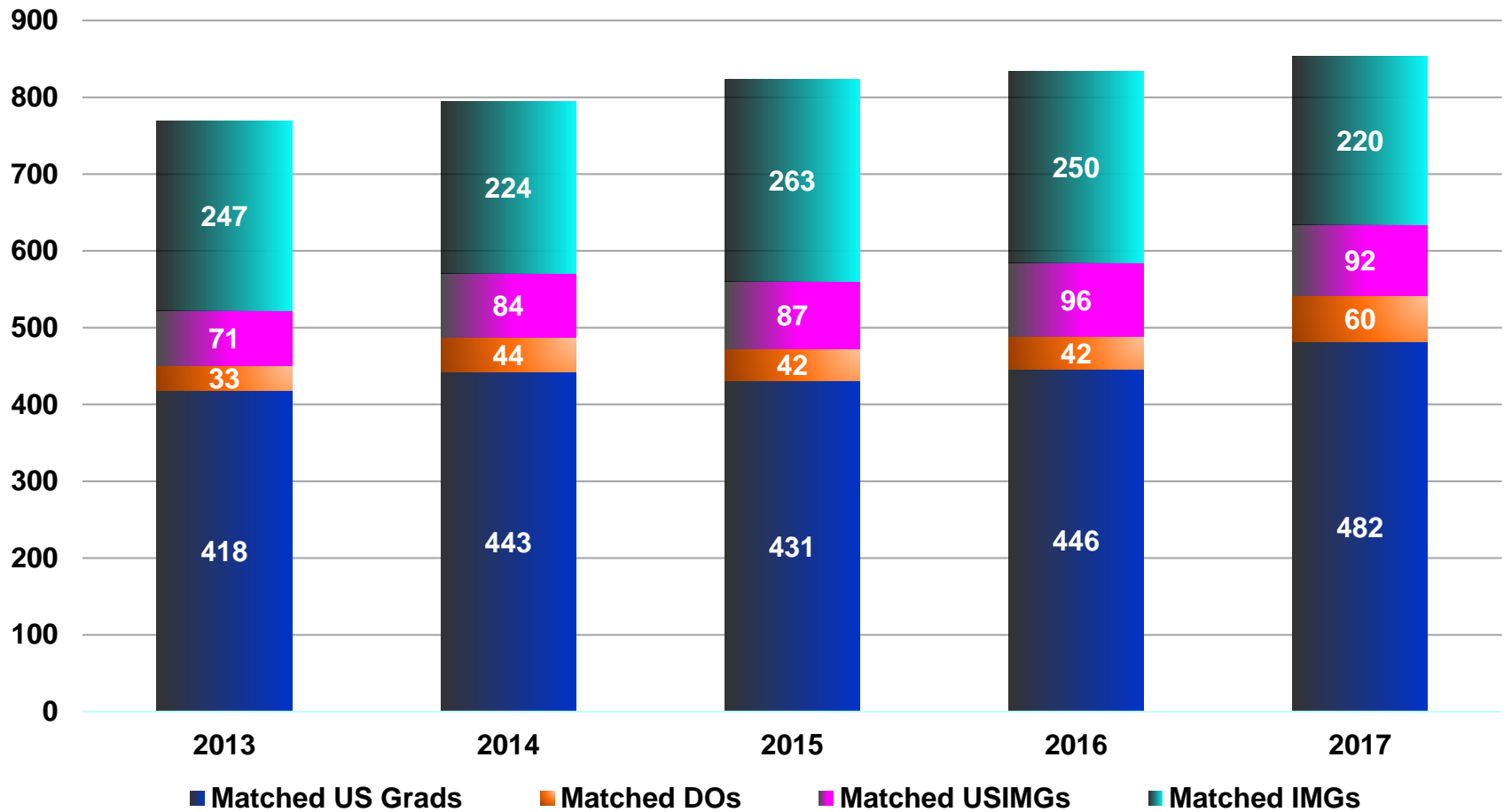
CARDIOLOGY IN THE MATCH

Applicants



CARDIOLOGY IN THE MATCH

Matched Applicants



CARDIOLOGY IN THE MATCH

MEDICAL SPECIALTIES MATCHING PROGRAM

2018 Appointments

August 30:	Match Opens
October 4:	Ranking Opens
November 1:	Quota Deadline
November 15:	Ranking Closes
December 6:	Match Day!

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- Match Policies
- NRMP Resources

MATCHING ALGORITHM

- **Applicant Proposing:** the process begins with an attempt to match an applicant to the program ranked #1 by that applicant.
- **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.

MATCHING ALGORITHM

- There is **NO** match if:
 - the program did not rank the applicant
 - OR
 - the program ranked the applicant 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 is able to place BOTH partners in their highest ranked PAIR of programs on the PRIMARY rank order list
 - OR
 - one partner matches to a program and the other partner uses the “no match” option.

CREATING A RANK ORDER LIST

- There is no way to “game” the matching process.
- Rank applicants in true order of preference.
- Rank enough applicants.
Use the program’s previous Match Results by Ranked Applicant to determine how many applicants to rank.
- Disregard applicant “love letters”.
- Do not send “love letters” to applicants.



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- **Match Policies**
- NRMP Resources

MATCH POLICIES

What do programs need to know?

- *Match Commitment*
- *Waiver Reviews*
- *Applicant and Program Communication*
- *Voluntary All In Policy*
- *Violation Investigations*

NRMP's overarching goal is to create a level playing field, recognizing the imbalance of power between applicants and programs.

MATCH POLICIES

▼ Match Options

Match Home Page

View Agreement

Program Directory

Current Match Applicants

► Account Maintenance

View Unfilled Programs

Update Unfilled Programs

Applicant Match History

My Institution

My Programs

Rank Order List

My Reports

Change Match or Role

2016 Medical Specialties Matching Program

View Agreement

My Institution:

[Mayo Clinic School of Grad Med Educ-MN - ROCHESTER, MN](#)

Match Year: 2016

Appointment Year: 2017

My Role: Institution Official

Date Agreement Signed:

Username: [11211518](#)

31 Aug 2016 at 12:26PM

Match Participation Agreement

Match Participation Agreement
For
Institutions

For All Matches Opening After June 30, 2016

Terms and Conditions of the Match Participation Agreement Between Participating Institutions and the NRMP

These are the terms and conditions of the Institutional Match Participation Agreement that each institution desiring to offer residency or fellowship positions in the **Main Residency Match**® or the **Specialties Matching Service**® (also referred to as the "Matching Program") of the National Resident Matching Program® ("NRMP®") enters into by indicating acceptance of these terms and conditions through clicking on the **"I Accept"** button on the Registration screen of the **Registration, Ranking and Results**® (R3®) system. Upon the NRMP's acceptance of such party's registration, these terms and conditions will be a binding agreement between such institution and the NRMP, as well as between such institution and any other party who executes a Match Participation Agreement for such Match(es).

If the NRMP accepts the registration of the institution in question, the NRMP will register the institution and allow any of such institution's eligible programs to register in the NRMP Matching Program, as described briefly in Section 1.0 below. In consideration of this registration, each institution agrees to comply with all of the terms and conditions of this Institutional Match Participation Agreement (also referred to in these terms and conditions as "this Agreement").

Table of Contents

[1.0 Introduction to the NRMP Matching Program](#)
[2.0 Institutional Official](#)
[2.1 Designation](#)
[2.2 Responsibilities](#)

MATCH COMMITMENT

“The listing of an applicant by a program on its certified rank order list or of a program by an applicant on the applicant's certified rank order list establishes a binding commitment to offer or to accept an appointment if a match results and to begin training on the date specified in the contract.”

“Failure to honor this commitment by either party participating in a Match will be a breach of this Agreement and may result in penalties to the breaching program or applicant.....”

“An applicant who gives notice of resignation, resigns, or vacates a position within 45 days of the start date specified in the appointment contract shall be presumed to have breached the Agreement.”

In limited circumstances, the NRMP will grant a waiver of the match commitment.

MATCH WAIVERS

Applicants:

- ✓ Hardship
- ✓ Change of specialty: must be requested by December 15
- ✓ Completion of residency postponed

Programs:

- ✓ Loss of funding
- ✓ Loss of accreditation
- ✓ Hardship

Waivers must be requested from, and can be granted only by, the NRMP. Applicants and programs cannot release each other.

NRMP POLICY: WAIVERS

If a waiver is approved:

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

If a waiver is not approved:

- *The applicant and program are expected to honor the binding commitment.*
- *Failure of either party to honor the binding commitment is grounds for a violation investigation and the levying of sanctions.*

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

MATCH COMMUNICATION

“One of the purposes of the Specialties Matching Service is to allow both applicants and programs to make selection decisions on a uniform schedule and without coercion or undue or unwarranted pressure. Both applicants and programs may express their interest in each other; however, they shall not solicit verbal or written statements implying a commitment. Applicants shall at all times be free to keep confidential the names or identities of programs to which they have or may apply.”

Simply put: applicants and programs can volunteer ranking information but they cannot request it.

MATCH COMMUNICATION

It is a violation for...

- *a program to request applicants to reveal the names, specialties, geographic locations, or other identifying information about programs where they apply*
- *an applicant or program to ask the other party to reveal ranking preferences*
- *an applicant to suggest or inform a program that placement on a rank order is contingent upon submission of a verbal or written statement indicating the program's preference*
- *a program to suggest or inform an applicant that placement on a rank order list or a SOAP preference list is contingent upon submission of a verbal or written statement indicating the applicant's preference*
- *a program and an applicant in the Match to make any verbal or written contract for appointment to a concurrent year residency or fellowship position prior to the release of the List of Unfilled Programs*

MATCH COMMUNICATION

Applicants must:

- ✓ *Provide complete, timely, and accurate information to programs.*
- ✓ *Not submit information during the application, interview, and/or matching process (including ERAS) that is false, misleading, incomplete, or plagiarized from another source.*

Programs must:

- ✓ *Act in good faith to provide complete, timely, and accurate information to interviewees.*
- ✓ *Provide a copy of the contract the applicant will be expected to sign if matched to the program or a copy of the contract currently in use.*
- ✓ *Provide all institutional policies regarding eligibility for appointment. The contract and all other information must be communicated to interviewees in writing prior to the Rank Order List Certification Deadline...”*

MATCH COMMUNICATION

Match Communication Code of Conduct:

- ✓ *Non-binding; created by NRMP and OPDA*
- ✓ *Respect applicants' right to privacy and confidentiality*
- ✓ *Accept responsibility for actions of recruitment team members*
- ✓ *Refrain from asking illegal questions*
- ✓ *Decline to require second visits*
- ✓ *Discourage post-interview communication ("love letters")*

ALL IN POLICY

Fellowship Match sponsors may voluntarily implement the All In Policy.

- ✓ Nephrology
- ✓ Infectious Diseases
- ✓ Sleep Medicine
- ✓ Medical Genetics
- ✓ Breast Imaging

Programs must register and attempt to fill all positions through the Match. Policy does not apply to programs that do not register for the Match.

Exceptions for off-cycle appointments, combined programs, others as approved by NRMP Board of Directors.

Match sponsors must assist NRMP in monitoring compliance.

COMMON POLICY PITFALLS

Application and Interview Process

- Applicant fails to provide complete, timely, and accurate information to programs
- Program fails to provide complete, timely, and accurate information to applicants
- Program asks applicants about programs where they apply and/or their ranking intentions

Matching Process

- Applicant fails to honor the match commitment
- Applicant accepts concurrent year position in another program prior to receiving a waiver
- Program offers a position to an applicant matched to a concurrent year position in another program
- Program offers a position to an applicant prior to receiving a waiver

VIOLATION INVESTIGATIONS

- ✓ **Potential violation reported to CEO**
- ✓ **Information requested by NRMP from all parties**
- ✓ **Preliminary Report prepared for and reviewed by parties**
- ✓ **Case reviewed by Violations Committee**
- ✓ **Review Panel Report issued to subject of investigation**
- ✓ **Arbitration considered by violator**
- ✓ **Final Report distributed**

APPLICANT VIOLATIONS

Final Report sent to:

- ✓ Applicant's medical school
 - ✓ Directors of residency programs
 - ✓ American Board of Medical Specialties
 - ✓ American Osteopathic Association
 - ✓ ECFMG* (if applicant is an international medical graduate)
 - ✓ FSMB* (if applicant is to be permanently barred)
-
- *Applicant may be identified as a Match violator in R3 system or barred from future Matches for 1-3 years or permanently.*
 - *Applicant may be barred from accepting or starting a position in any program sponsored by a Match-participating institution.*
 - *Recorded in Applicant Match History in R3 system.*

PROGRAM VIOLATIONS

Final Report sent to:

- ✓ Sponsoring institution DIO
 - ✓ ACGME Review Committee
 - ✓ Match Sponsor/Specialty Society
-
- *Program may be identified as a Match violator in R3 system or barred from future Matches for 1-3 years or permanently.*
 - *Recorded in Institution/Program Violations Report in R3 system.*

VIOLATION TRACKING IN R3

System Administrator Options

Main Residency Match

Match Options

Institution & Program Violations

Applicant Details

Applicant Name: Doe, Jane
NRMP ID: N0123456
AAMC ID: 98765432
School: Hogwarts School of Medicine

Main Residency Match 2014 - Doe, Jane			
Status	Matched Program	Matched Institution	Appt Year
Obtained Position	Internal Medicine (0123456C0)	Hogwarts Student Medical Center	2014

Violation Official Statement: On March 17, 2014, Jane Doe , M.D., a participant in the 2014 Main Residency Match, posted the Regional Match Statistics by Specialty Report from the NRMP's secure Registration, Ranking, and Results (R3) system to www.reddit.com. Section 4.3 of the Match Participation Agreement for Applicants and Programs prohibits applicants from distributing or posting any Match information from the R3 system, including the Regional Match Statistics, to any web site non- NRMP-related matching plan.

Close

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NRMP RESOURCES

Data Release and Research Committee

- Created in 2007 as standing committee of the Board of Directors
- Establishes policies and procedures for dissemination of Match data
- Research Advisory Committee includes experts in the field to help the DRRC guide the NRMP research agenda

NRMP RESOURCES

Main Residency Match

- *Results and Data, Main Residency Match*
- *Program Results*
- *Match Results by State, Specialty, and Applicant Type*
- *First-Year GME Positions in the United States*
- *Results of the Applicant Survey*
- *Results of the Program Director Survey*
- *Charting Outcomes in the Match*
 - ✓ *U.S. Seniors*
 - ✓ *DOs*
 - ✓ *IMGs*
- *Impact of Length of Rank Order List*

NRMP RESOURCES

Specialties Matching Service

- *Results and Data, Specialties Matching Service*
- *Specialty Match Program Results*
- *Results of the Program Director Survey*
- *Charting Outcomes in the Match*

NRMP RESOURCES

FELLOWSHIP INSTITUTION/PROGRAM TOOLKIT

Welcome to the National Resident Matching Program (NRMP®) Specialties Matching Service® (SMS®). The SMS encompasses multiple Fellowship Matches representing more than 60 subspecialties. Each Fellowship Match maintains its own schedule of dates. This toolkit provides the information needed to successfully navigate the Match season and achieve the best Match experience possible.

Primary components of the Match include registration, creating and certifying a rank order list, and accessing Match results and reports. Participants complete tasks using our secure and confidential Registration, Ranking, and Results® (R3®) system.

Institution/Program Toolkit



Learn More

[Fellowship Matching through the SMS](#)

[Participating Fellowships](#)

[Fellowship Match Calendar](#)

[Checklists](#)

[Applicants: How a Match Works](#)

[Institutions/Programs: How a Match Works](#)

[Orientation Kit for New ACGME-Accredited Osteopathic Programs](#)

ESSENTIAL TOOLS

What's New

- [Policy Changes on Couples' Rank Order Lists, Applicant-Program Communications, and Fees](#)

[Calendars](#)

[Checklists](#)

[Participating Fellowships](#)

Programs New to the NRMP

[New Program Form](#)

CONNECT WITH US

www.nrmp.org

support@nrmp.org

866-653-NRMP

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