Armando D. Meza M.D.
Associate Professor of IM
Associate Dean GME
Designated Institutional Official
Texas Tech University HSC El Paso
Paul L Foster School of Medicine.
Program Director’s Training
Course: Focused Topics
The National Residency Matching Program
Candidate Selection Process

- ERAS
  - No communication with NRMP
- NRMP
- Candidate Selection Committee
- Selection criteria
- Interviewing
- Hiring

- Pre match
- Match
  - “All In” Policy
  - SOAP
- Post Match
NRMP (National Residency Matching Program)

- Since 1952
- Private
- Not-for-profit
- Board of Directors
- Main Residency Match
  - Yearly
  - SOAP
- Specialties Matching Service
  - Throughout the year
- Provides a mechanism for matching applicants to programs according to preferences expressed by both parties on their individualized rank order lists.
- Single or couples match

Three steps

- Registration
  - Personal/professional information
  - Agree to Match Participation Agreement
  - Registration fees
- Ranking
  - Matching occurs via an algorithm
  - NO ranking promises are allowed
- Results
  - March, at 1:00 pm ET
    - Where candidate matched
    - Who matched to the program
Supplemental Offer and Acceptance Program (SOAP)

- Recently implemented
- Supplemental to the MRM
- Occurs during Match week
- Same binding agreement as MRM
- Optional for programs
- Not a second match
- Multiple simultaneous offers can occur
- Applicants should be enrolled in ERAS
“All-In” Policy

- 2013 MRM
- Attempt to fill all of its positions through the Match
- PGY-1 and PGY-2 only
- Does not apply to fellowships

Exceptions
- Rural scholar programs
- FM accelerated programs
- Post-SOAP
- Off-cycle
  - Training to begin prior to Feb 1

No exceptions allowed for:
- J-1 visa holders
- If starting training after Feb 1st
NRMP: Positions

- Positions offered:
  - Categorical (C)
    - PGY-1 to end of training
  - Primary Care (M)
    - PC or generalist
      - Medicine
      - Pediatrics
  - Preliminary (P)
    - 1 or 2 years
      - TY
      - Medicine
      - Surgery
  - Advanced (A)
    - After PGY-1 or PGY-2
      - Neurology
      - Radiology
      - Ophthalmology
  - Physician (R)
    - Advanced
    - Prior GME
    - Not for US grads
Participant Groups

- US Seniors
  - 4th year Medical Student
  - LCME Accredited School
    - Sponsor is the school
- Independent applicants
  - Previous US Grads
  - Student/Grad of a DO School
  - S/G of a Canadian MS
  - S/G of a 5th Pathway
  - US citizen S/G of a IMS
  - Non USC S/G of a IMS

- Institutions and Programs
  - Can participate in multiple matches
  - US grads selected only thru the Match
  - ACGME or ABMS recognized training
Match

- **Pre match**
  - Institutional policy
  - Not available for US medical students
  - IMG’s: of help with their visa arrangements

- **Match**
  - Rank order list
    - Can rank as many as you want regardless of the quota
    - Do NOT rank candidates you had any reservations about.

- **Post match (SOAP)**
  - ERAS enrolled
NRMP Policies

- Policies
  - Match agreements
    - Among applicants, the NMRP and the Programs
    - Between institution and the NMRP
    - Between medical school and the NRMP
  - Violations policy
    - Reporting
    - Investigation
    - Penalties
    - Appeal
  - Waiver policy
    - Request procedure
    - Evaluation
    - Consequences
NMRP Policies: Highlights

- **Eligibility:**
  - US Grad
  - IMG
  - Fee

- **Contractual obligation for the applicant and institution:**
  - Legal implications

- **Restrictions on the communications among applicants and programs:**
  - Non committal:
    - Certified ROL

- **Waiver:**
  - Only if hardship
  - Need to wait for NMRP response before any action taken.

- **Match violations**
  - On matched or enrolled applicants
    - Offers from other programs
    - Ranking order promises

- **Investigation**

- **Penalties**
  - Barred from NRMP
Match Process: NRMP Recommendations

- “Applicants are advised to include on their rank order lists only those programs that represent their true preferences.”

- “Programs should be ranked in sequence, according to the applicant's true preferences.”

- “Factors to consider in determining the number of programs to rank include the competitiveness of the specialty, the competition for the specific programs being ranked, and the applicant's qualifications. In most instances, the issue is not the actual number of programs on the rank order list, but whether to add one or more additional programs to the list in order to reduce the likelihood of being unmatched.”

- “Applicants are advised to rank all of the programs deemed acceptable, i.e., programs where they would be happy to undertake residency training. Conversely, if an applicant finds certain programs unacceptable and is not interested in accepting offers from those programs, the program(s) should not be included on the applicant's rank order list.”
Match: Tips From a Former PD

- Maintain a “live” list of candidates and modify as often as needed.
  - May use the ROL at NRMP
- Do NOT make any promises to any candidates about anything!
  - Specially ranking order!
- Do not wait until the last (day) to submit your rank order list.
  - The day before the deadline would be acceptable.
- Do NOT rank people you DO NOT want to match with you (bottom of ROL) because they WILL match with you!
  - Follow your instincts
- If you are accepting anyone out of the match make sure you review the NRMP profile for violations before you even talk about making an offer.
  - We have had applicants that have matched elsewhere and accepted our of match offers
  - This is a violation of NRMP agreement!
NRMP is an organized, process oriented system to allow programs and applicants enroll in the best training program possible.

Strict rules and regulations are required for fairness purposes.

Significant penalties may be implemented for violators.
End of Presentation
Summary

- Most critical element in running a program
- Sometimes neglected
- Sometimes selection of residents based on non-academic factors
- Systematic approach essential
- NEVER FORGET:
  “Happy Residents = Good accreditation cycles”
End of Presentation