

NRMP Updates

**Association of Residency
Coordinators in Surgery**

**Annual Spring Meeting
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Today's Topics

- **NRMP Policy Highlights**
- **The “All-In” Policy for the 2013 Match**

NRMP Policy: Match Commitment

Section 5.1 of the Match Participation Agreement reads:

“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 start training in good faith (i.e., with the intent to complete the program) on the date specified in the appointment contract.

- *The same binding commitment is established during the Match Week Supplemental Offer and Acceptance Program (SOAP) if a program offers a position by listing an applicant on its preference list and the applicant accepts that offer.*
- *An applicant who terminates or resigns a position within 45 days of the start date specified in the appointment contract shall be presumed to have breached this Agreement unless evidence is submitted to the NRMP sufficient to show that the applicant entered into the program in good faith and the applicant has a reasonable basis to be released from his commitment to the program.*

NRMP Policy: Waivers

In limited circumstances, the NRMP may grant a waiver of the binding commitment.

Programs:

- Hardship
- Loss of funding
- Loss of accreditation

Applicants:

- Hardship
- Change of specialty: must be requested by January 15

NRMP Policy: Waivers

Section 3.4 of the Match Participation Agreement reads:

*“... Applicants and programs are not authorized to release each other from their binding Match commitment. **Once a party has matched or a position has been offered during the Match Week Supplemental Offer and Acceptance Program (SOAP), a waiver of the binding commitment may be obtained only from the NRMP.** The NRMP’s decision to grant or deny the waiver is at the sole discretion of the NRMP and is not subject to arbitration. The NRMP recommends that each applicant and program read carefully the Policies and Procedures for Waiver Requests (“Waiver Policy”) that shall govern the NRMP’s handling of waivers and which are incorporated by reference in and are an integral part of this Agreement...”*

Once training has begun, continuation in the program is subject to the terms of the appointment contract, unless the NRMP believes a match was honored to avoid a violation investigation.

NRMP Policy: Waivers

Section 3.4 of the Match Participation Agreement also reads:

“...Programs that have matched or offered a position to an applicant shall not discuss, interview for, or offer the position to another candidate prior to the NRMP issuing its decision as to whether to grant the requested waiver. If the NRMP receives information that a Match-participating program has discussed, interviewed, or offered the position to another applicant prior to receiving a waiver from the NRMP, the NRMP will initiate an investigation to determine whether the program or applicant has violated the terms of this Agreement...”

Do not recruit for a position before the NRMP has issued its decision.

NRMP Policy: Waivers

If a waiver is approved:

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

If a waiver is not approved:

- Both the program and applicant are expected to honor the binding commitment.
 - ✓ ***Applicants who decline to honor their binding commitments may be barred from accepting a position in ANY program sponsored by a Match-participating institution that has a start date within one year from the date of the NRMP's final decision to deny the waiver.***
- Failure of either party to honor the Match commitment is grounds for a violation investigation and the levying of sanctions.

NRMP Policy: Waiver Example

After the 2012 Main Residency Match, the General Surgery program at American Hospital wrote to the NRMP requesting a waiver of its Match commitment to Dr. Ashley Wilkes. After Match Day, the program director learned that Dr. Wilkes had not passed the USMLE Step 2 CK exam, and passage was a requirement to begin training in the program.

The NRMP initiated a waiver review and learned that the program had included the Step 2 CK requirement in the information given to Dr. Wilkes at the time of his interview. The NRMP also learned that the program director already had filled Dr. Wilkes' position with another candidate. Because Dr. Wilkes could not satisfy the terms of his PGY-1 contract with the program, the director had considered the contract null and void.

What would the NRMP do?

NRMP Policy: Waiver Example

- A. Grant a waiver to the program
- B. Grant a waiver to Dr. Wilkes
- C. Initiate a violation investigation of the program
- D. A and B
- E. A, B, and C**

NRMP Policy: Waiver Example

After the 2012 Main Residency Match, the Plastic Surgery program at the Peoria Hospital Center wrote to the NRMP requesting a waiver of its match commitment to Dr. Anna Karenina. Dr. Karenina was a resident of Russia and had been unable to obtain a visa to enter the United States.

The NRMP initiated a waiver review and learned Dr. Karenina believed she would be issued a visa by November 1. The program director did not want to hold the position for Dr. Karenina because of the negative impact on other residents in the program.

What would the NRMP do?

NRMP Policy: Waiver Example

- A. Grant a waiver to the program
- B. Grant a waiver to Dr. Karenina
- C. Initiate a violation investigation of the program
- D. Initiate a violation investigation of Dr. Karenina
- E. A and B**
- F. A and D

NRMP Policy: Investigations

Programs commonly are investigated for:

- Discussing or offering a position to an applicant prior to receiving a waiver from NRMP
- Offering a position to an applicant with a concurrent year position in another program
- Asking applicants about ranking intentions or preferences
- Failing to provide complete, timely, and accurate information to applicants about program/institution policies
- Offering a position to a U.S. allopathic medical school senior outside The Match

NRMP Policy: Investigations

The **Applicant Match History** was designed so program directors and institutional officials can:

- determine an applicant's PGY-1 and/or PGY-2 status
- know whether an applicant is eligible for appointment or has a binding commitment to another program
- learn whether an applicant has a prior waiver or violation history

This link is accessible throughout the year, regardless of whether the Match for which the program director and institutional official are registered is open or closed.

'Bulk upload' feature now available!

NRMP Policy: Investig. Example

During the 2012 Main Residency Match, Dr. Eleanor Rigby contacted the NRMP because she wished to register for The Match. She was told she could not register because she had an existing Match commitment for July 2012 as part of her participation in the 2011 Main Residency Match. Dr. Rigby explained that she was unable to honor her July 2012 Match commitment because she had not obtained a prerequisite PGY-1 position for the July 2011 appointment year, and the advanced program to which she had matched already had filled her position. Dr. Rigby also informed the NRMP that she already had interviewed with programs as part of the 2012 Match season and she believed those programs would want to rank her. When contacted, the programs with which Dr. Rigby had interviewed confirmed that Dr. Rigby's existing match commitment was not disclosed on her ERAS application.

What would the NRMP do?

NRMP Policy: Investig. Example

- A. Initiate an investigation of Dr. Rigby for discussing positions with NRMP Match-participating programs prior to receiving a waiver from the NRMP
- B. Initiate an investigation of Dr. Rigby's matched program
- C. Initiate investigations of the programs with which Dr. Rigby interviewed
- D. A, B, and C**
- E. A and C

NRMP Policy: Investigations

Section 6.0 of the Match Participation Agreement reads:

It is a breach of the Match Participation Agreement for:

- (a) a program to request applicants to reveal ranking preferences; or*
- (b) an applicant or program to suggest or inform the other that placement on a rank order list is contingent upon submission of a verbal or written statement indicating ranking preferences; or*
- (c) a program to require applicants to reveal the names or identities of programs to which they have or may apply; or*
- (d) a program and an applicant in the Matching Program 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.*

NRMP Policy: Investig. Examples

#1 - In the 2012 Main Residency Match, Hermione Granger interviewed with the Orthopaedic Surgery program at American Hospital Center. She was encouraged at the end of her interview to send the program director a note indicating her level of interest in the program so that the director would know how or whether to rank her.

#2 - In the 2012 Vascular Surgery Fellowship Match, Dr. John Doe interviewed with the program at New London Health System. It was Dr. Doe's top choice for training, so he was excited when the program director told him she planned to rank him first on the program's list.

NRMP Policy: Investigations

- Report potential violation to Executive Director
- Information gathered by NRMP
- Preliminary Report reviewed by all parties
- Case reviewed by Violations Committee
- Review Panel Report to violator
- Violator can arbitrate
- Final Report distributed

Violation policy is at www.nrmp.org

The “All-In” Policy



Positions Outside the Match Foundation for Study

- U.S. allopathic seniors must be offered positions through the Match and cannot withdraw themselves.
- Independent applicants can accept positions outside the Match and can withdraw themselves.
- The disparate treatment results in undue pressure on some applicants to accept out-of-Match offers.
- NRMP wants to “level the playing field”.

Positions Outside The Match

Methodology

- Combined data from NRMP DW and GMETrack for residents entering GME in 2008
- Cohort included 28,633 persons:
 - ✓ 24,474 in 1st residency in 2008 in an NRMP specialty
 - ✓ 4,159 in a new residency after 1 year in a different program
- “Outside the Match” defined as:
 - ✓ Not registered for The Match
 - ✓ No certified ROL
 - ✓ Withdrawn for “Non-NRMP Position”
 - ✓ Withdrawn for “Applicant’s Request”

Positions Outside The Match

Key Findings

- More than one-third of GME programs in NRMP specialties filled at least 1 position outside the Match.
- One of every 7 residents found positions outside the Match.
- States with the largest percentages of programs taking applicants outside the Match: AL, WY, RI, NY, NJ, PA, Puerto Rico.
- Specialties in which at least 40% of programs took applicants outside the Match: AN, FM, IM, NM, PTH, PD, PSY.

Positions Outside The Match

Out-of-Match Offers by Specialty

| Specialty | # Programs | % Programs | # Residents | % Residents |
|-------------------|------------|------------|--------------|-------------|
| Internal Medicine | 256 | 69.9 | 207(P) 1,317 | 17.7 |
| Family Medicine | 224 | 51.4 | 527 | 16.7 |
| Psychiatry | 88 | 50.6 | 217 | 17.1 |
| General Surgery | 88 | 36.4 | 75 (P) 116 | 7.6 |
| Pediatrics | 84 | 44.9 | 221 | 8.4 |
| Pathology | 68 | 47.6 | 114 | 19.0 |
| OB-GYN | 58 | 23.9 | 97 | 7.6 |
| Anesthesiology | 51 | 40.8 | 124 | 8.6 |
| Radiology | 36 | 20.1 | 4.6 | 4.5 |
| Neurology | 26 | 22.6 | 29 | 5.5 |

New NRMP Policy

“All-In Programs”

- Beginning with the 2013 Main Residency Match, any program that participates in The Match must register and attempt to fill all of its positions through The Match.
- Programs must place all positions in The Match or no positions in The Match.

Possible Exceptions to All-In

- “accelerated” programs, e.g. Family Medicine
- rural scholars programs
- combined clinical-research programs where the first year is not clinical
- IMGs with funding from their home countries
- programs in rural and geographically underserved areas
- resident transfers to a different program in same specialty
- mid-career specialty changes
- off-cycle residents, where training does not begin in July
- dually-accredited programs
- partially matched applicants at end of SOAP

National Resident Matching Program

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