

# NRMP Policy Update

## APPD Forum for Fellowship Directors Baltimore, MD

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- **Match Policy Trouble Spots**
- **Waivers, Violations of the Match Commitment**
- **What's New**

# Trouble Spot: Program-Applicant Communication

## SECTION 6.0 –

*At all times, it is a breach of the Agreement for:*

- *(a) a program to request applicants to reveal the names, specialties, geographic locations, or other identifying information about programs to which they have or may apply; or*
- *(b) a program to request applicants to reveal ranking preferences; or*
- *(c) an applicant to suggest or inform a program that placement on a rank order list is contingent upon submission of a verbal or written statement indicating the program's preference; or*
- *(d) a program to suggest or inform an applicant that placement on a rank order list is contingent upon submission of a verbal or written statement indicating the applicant's preference; or*
- *(e) a program and an applicant in the SMS 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.*

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# Trouble Spot: Disclosure of Information

## SECTION 4.6 –

*Programs are at all times responsible for the completeness, timeliness, and accuracy of information they provide. Programs shall*

- provide a copy of the contract the applicant will be expected to sign if matched to the program if such contract is available, or a copy of the contract currently in use.*
- provide all institutional policies regarding eligibility for appointment to a residency or fellowship position.*
- provide NRMP with complete timely and accurate information from the time the Match Agreement is signed until the 45<sup>th</sup> day following the start date of program positions processed by the matching algorithm or the conclusion of any NRMP-related waiver review, violation investigation, or appeal process, whichever is later.*

# Trouble Spot: Binding Commitment

## SECTION 5.0 –

*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 .*

- *Training must begin in good faith (with the intent to complete the program)*
- *Training must be executed through the first 45 days from the date specified in the appointment contract*
  - *Applicant cannot give notice of resignation, resign, or vacate the matched position*
  - *Program cannot terminate the position*
- *Waiver must be requested for a binding commitment that cannot or will not be honored.*

# Waivers, Violations of Match Commitment

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# Waivers of the Match Commitment

## Applicants

- Unanticipated serious and extreme hardship
- Change of specialty: request by December 15
- Delayed graduation / ineligibility

## Programs

- Loss of funding
- Loss of accreditation
- Unanticipated serious and extreme hardship

***Waivers must requested from, and can be granted only by, the NRMP.***

# Waivers of the Match Commitment

## *During a Waiver Review:*

- Applicants may not negotiate with other programs
- Programs may not negotiate with other applicants
- Programs may not recommend the matched applicant to another program

## *If a waiver is approved:*

The applicant may accept another position and the program may fill the vacancy.

## *If a waiver is not approved:*

Parties are expected to honor the match commitment.

*Reconsideration can be requested by either party if a waiver is denied.*

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# Violation of the Match Commitment

## Process

- 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

**Violation Policy is included on the Match Agreements and Policies page in the Policy section of [www.nrmp.org](http://www.nrmp.org)**

# Common Violations

## Application and Interview Process

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

## Matching Process

- Program fails to honor the binding commitment
- Program offers position to an applicant matched to a concurrent year position in another program or barred from a position as a result of a denied waiver or confirmed violation
- Program offers a position to an applicant prior to receiving a waiver

## What's New

# 2019 SMS Match Agreement

## Section 4.0 Communications

- Paper copies of Final Reports will be issued by regular mail if email not available.
- Voluntarily unsubscribing to NRMP emails relieves NRMP from responsibility of sending Match-related information or providing for its receipt.
- Programs have the right to keep their rank order lists confidential and not to share them with any other individual or entity.

# Voluntary Implementation of All In Policy

## Section 1.0

***Specialties Matching Service*** Match sponsors may voluntarily elect to implement a policy whereby all participating programs are required to register and attempt to fill all positions in the Match. The NRMP shall monitor the compliance of programs in those specialties in registering and attempting to fill all of their positions through the Match provided the Match sponsor provides the NRMP with information about the number of positions with fellows in training for that appointment year.

## To Date

Adv Heart Failure

Breast Imaging

Endocrinology

Infectious Disease

Interventional Rad

Medical Genetics

Musculoskeletal Rad

Nephrology

Sleep Medicine

# NRMP Stakeholder Conference



***New This Year!*** NRMP is hosting a pre-conference workshop for graduate medical education office staff, program directors, and program coordinators who are new to the Match. Those who attend will take a deep dive with NRMP staff into the processes and policies that govern the Main Residency Match. Attendees will:

- learn about the matching algorithm and run a Match
- explore the Registration, Ranking, and Results (R3) system and discover how to do everything from registering and finalizing quotas to entering and certifying rank order lists and accessing Match reports
- review Match policies and learn about common policy breaches by programs
- discuss the Supplemental Offer and Acceptance Program (SOAP) and how best to prepare for Match Week

***Space is limited and will be filled on a first come, first served basis. Visit the registration page to learn more!***

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# Questions?

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