

# NRMP Update

## 2021 OPDA Fall Meeting

Donna L. Lamb, DHSc, MBA, BSN  
President and CEO  
Friday, October 22, 2021

**THE MATCH**<sup>®</sup>  
NATIONAL RESIDENT MATCHING PROGRAM<sup>®</sup>

# Disclosure

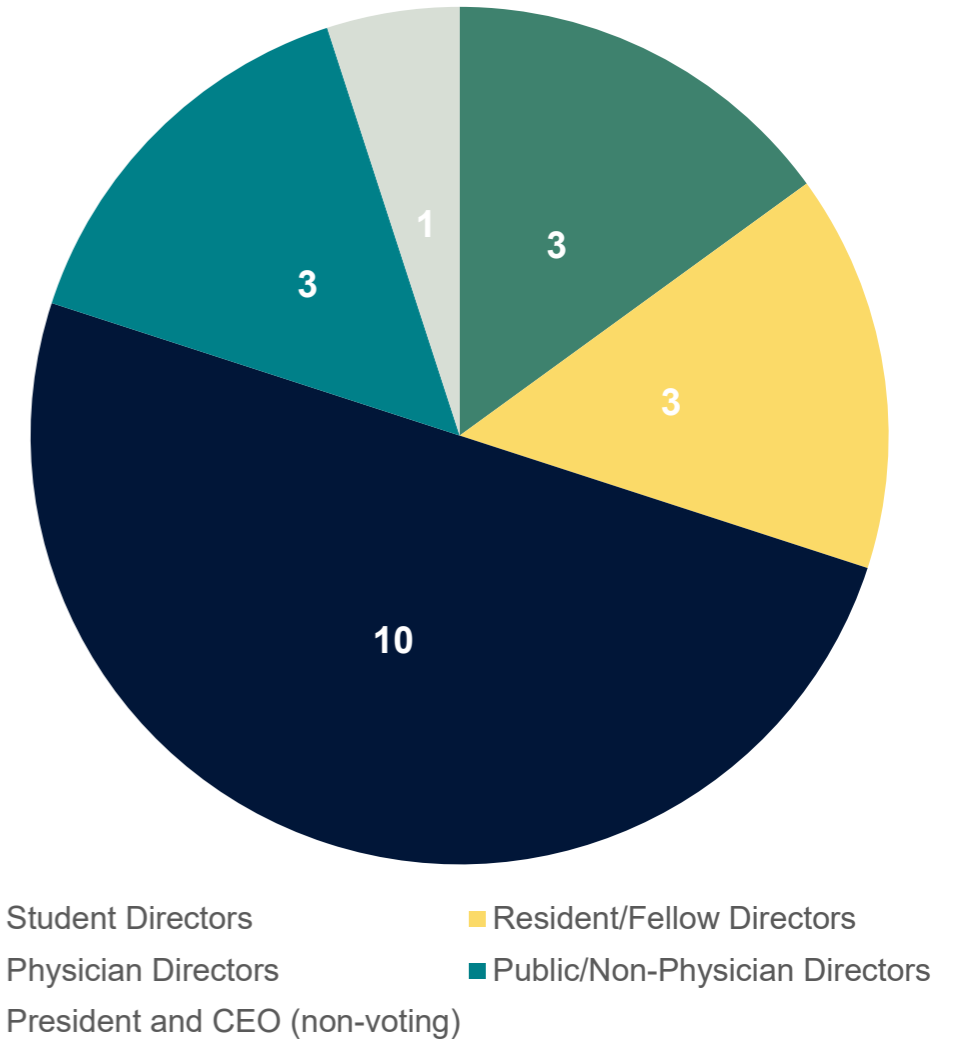
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**No relevant financial relationships or commercial interests that pertain to the content of this presentation**

# Board Of Directors

## 2021-2022 Composition

Chair:	Donna D. Elliott, M.D.
Incoming Chair:	Deborah S. Clements, M.D.
Past Chair:	Steven J. Scheinman, M.D.
President and CEO:	Donna L. Lamb, D.H.Sc.
Medical Students:	*Sydney Miller, MSU, Osteopathic Representative Tiffany Morton, OSU Morgan Swanson, UIOWA
Residents/Fellows:	Ricardo Bello, M.D., International Medical Graduate Rep Katherine Scribner, D.O., Osteopathic Representative *Christopher Traner, M.D.
Physicians:	Keith Armitage, M.D., Program Director Representative *Carol Berkowitz, M.D. Natasha Bray, D.O., Osteopathic Representative E. Sander Connolly, M.D. Nikhil Goyal, M.B.B.S., Designated Institution Official Rep Holly Humphrey, M.D. Cathy Lazarus, M.D.
Non-Physician/Public:	Michael Kavan, Ph.D., Medical School Advisor Alvin Roth, Ph.D., Economist, Nobel Prize Recipient Edward Salsberg, M.P.A., Physician Workforce Research



# Board of Directors

Call for Nominations for Term of Service Beginning July 1, 2022

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One Physician Director  
One Resident Physician Director  
One Osteopathic Student Director



Submission deadline: December 1, 2021

Curricula vitae or resume

Letter of support/recommendation

Completed application

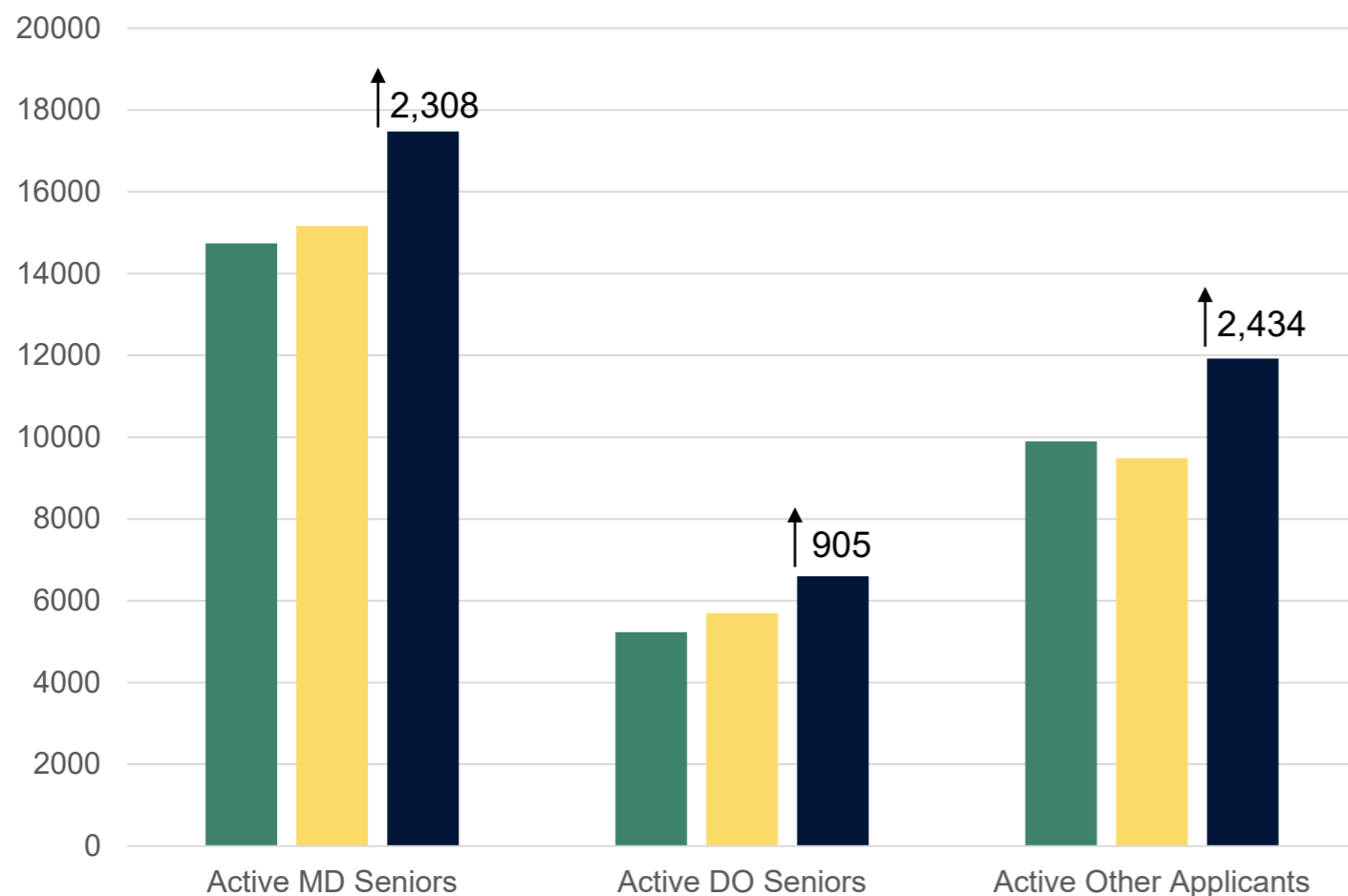
[\(https://www.nrmp.org/call-for-nominations-2021/\)](https://www.nrmp.org/call-for-nominations-2021/)

# 2022 Main Match

Applicant Registration as of October 18, 2021

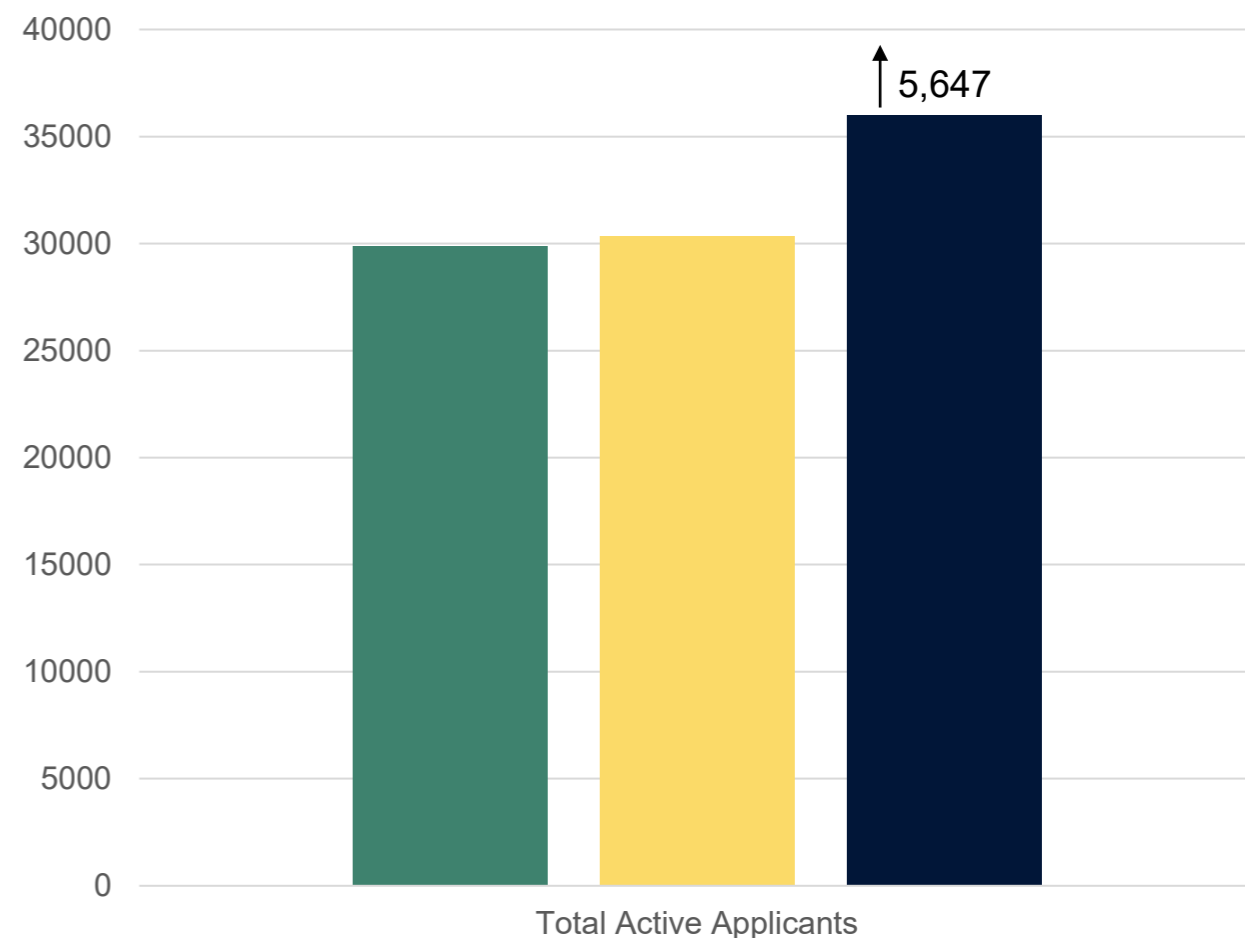
Active Applicants  
\*ERAS Opened Earlier This Year

■ 2020 ■ 2021 ■ 2022



Total Active Applicants

■ 2020 ■ 2021 ■ 2022

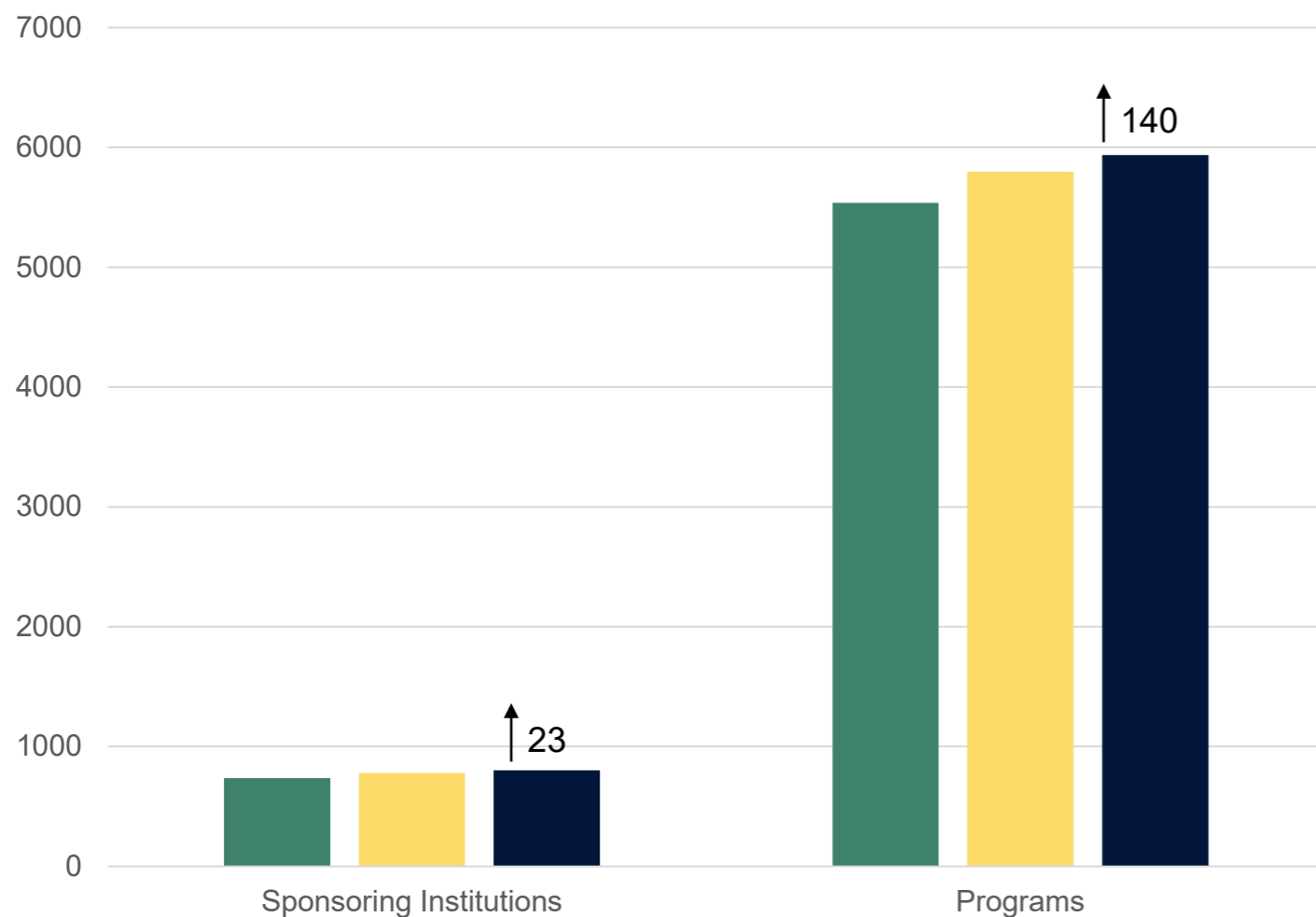


# 2022 Main Match

## Sponsoring Institution and Program Registration and Total Quota

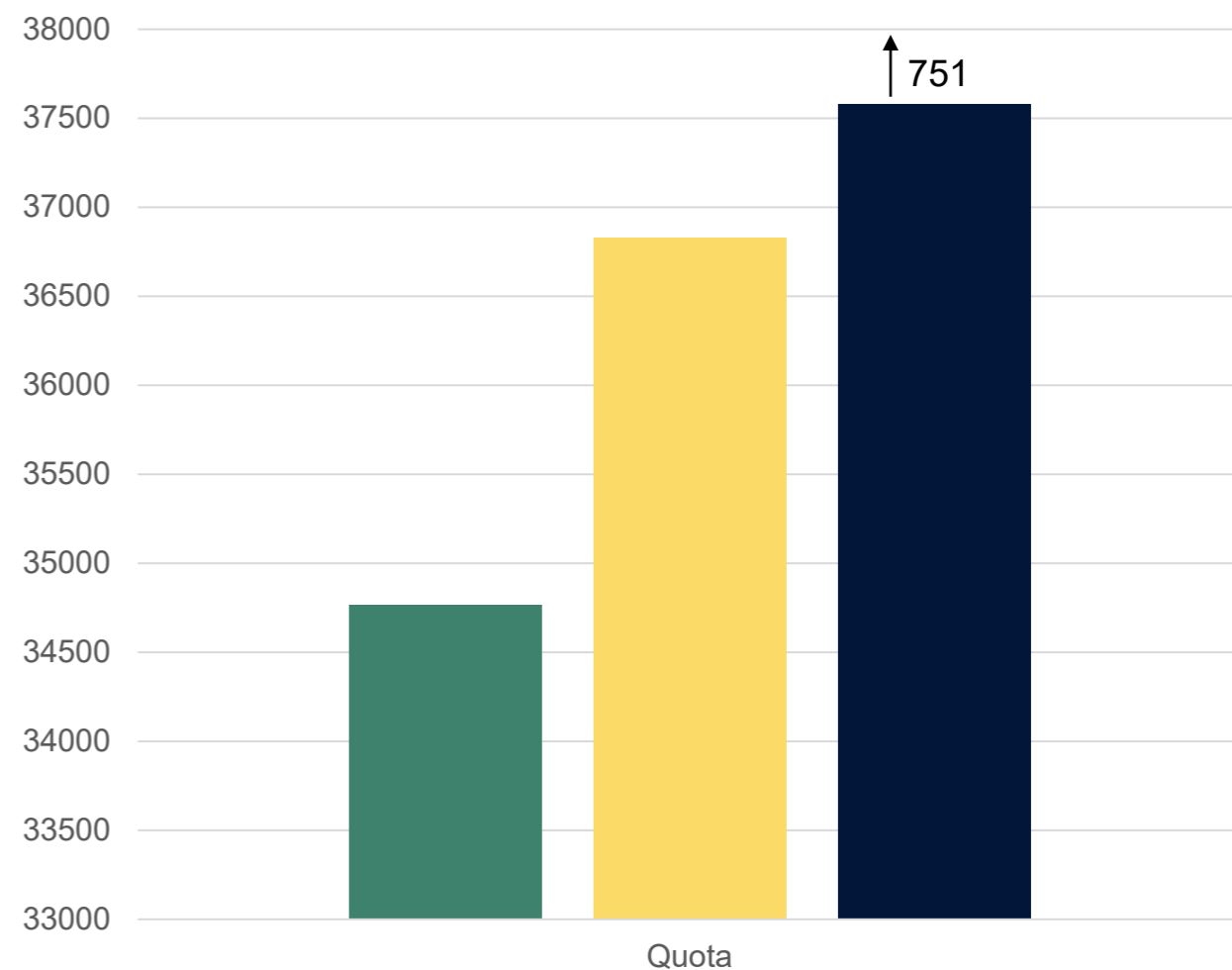
As of October 18, 2021

■ 2020 ■ 2021 ■ 2022



Total Quota

■ 2020 ■ 2021 ■ 2022



# Match Participation Agreement

## Overview of Changes/Important Items

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- Rewritten for the 2022 Main Residency Match
- Plain language
- Follows the process of the match cycle
- Articulates rights and responsibilities
- Sponsoring Institution and Fellowship MPAs will be rewritten for January 2022

This is not an all-inclusive review – Please read the agreement

# Match Participation Agreement

## Highlights: Section 1.0 - Introduction

...educate all program faculty and staff on the requirements and policies...implement monitoring throughout the recruitment cycle...

### 1.0 INTRODUCTION TO THE MAIN RESIDENCY MATCH AND SOAP

The Main Residency Match ("the Match") is sponsored by the National Resident Matching Program® (NRMP®), an independent, non-profit organization founded in 1952 for the purpose of providing an orderly and fair mechanism for matching the training preferences of applicants to U.S. residency positions with the preferences of residency training program directors.

#### The Match:

- Provides a system for the confidential selection of applicants to graduate medical education programs using an electronic, proprietary mathematic algorithm;
- Establishes an equitable and uniform time for applicants and programs to submit rank order lists that express their respective preferences;
- Enables programs to make informed decisions about applicants in an orderly manner and free of persuasion; and
- Establishes a binding commitment between the applicant and the program(s). Neither the applicant nor the program may release the other from the binding commitment without a waiver or deferral granted by the NRMP (Section 10.0).

The Match is managed through the NRMP's proprietary Registration, Ranking, and Results® (R3®) system which processes an applicant's and a program's certified rank order list using a mathematical algorithm to match the preferences of the applicant to the preferences of the program(s). Programs learn which applicant(s) matched according to published schedules provided by the NRMP.

Programs who are unfilled after the algorithm has been processed may seek to fill unfilled position(s) during the NRMP Match Week Supplemental Offer and Acceptance Program® (SOAP®). SOAP is a process occurring during Match Week wherein positions left unfilled in the Match (i.e., after the matching algorithm has been processed) are offered to SOAP-eligible applicants. During Match Week and until SOAP concludes, all positions offered by unfilled programs and accepted by SOAP-eligible applicants, shall be through only the R3 system. Not all unfilled programs are required to participate in SOAP.

Programs are advised to carefully read this Agreement and retain a copy for future reference.

Programs are further advised to educate all program faculty and staff on the requirements and policies of the Agreement and to implement monitoring throughout the recruitment cycle to ensure compliance.



# Match Participation Agreement

Highlights: Section 3.2 Program Leadership and Staff

## Institution Official

Has authority to modify and certify ROL; however, must be done in collaboration and with the approval of the Program Director

## Program Director

May not share their username or password

Execute the MPA prior to the Quota Change Deadline

## Program Coordinator

Must access the R3 system using only their username and password

Is prohibited from certifying ROLs or SOAP preference lists in the R3 system

# Match Participation Agreement

Highlights: Section 6.1 Duty to Act in an Ethical and Professional Manner

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All Match participants are required to conduct their affairs in an ethical and professionally responsible manner. The duty under this Agreement:

1. Extends throughout the application, interview, matching processes, and SOAP; and
2. Through the 45th day following the start date of training as listed in the appointment contract; or
3. Upon conclusion of any NRMP-related waiver review, violation investigation, or appeal process.

Section is new to highlight its importance – Language is not new

# Match Participation Agreement

Highlights: Section 6.2 Completeness, Timeliness, and Accuracy of Information

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The omission of information pertinent to an applicant's decision to rank a program may be deemed a violation of this Agreement

Before the ROL certification deadline, or offering a position through SOAP, the program shall:

- Provide a copy of the appointment agreement...
  - Once provided, applicants must be notified of any material change to the agreement
  
- Provide all institutional and program policies regarding eligibility...including...
  - Expected or required academic, educational, or prior training credentials
  - Pre-employment drug testing and background check
  - Information relevant to licensure status or visa status (confirm this before ROL – Section 7.3)

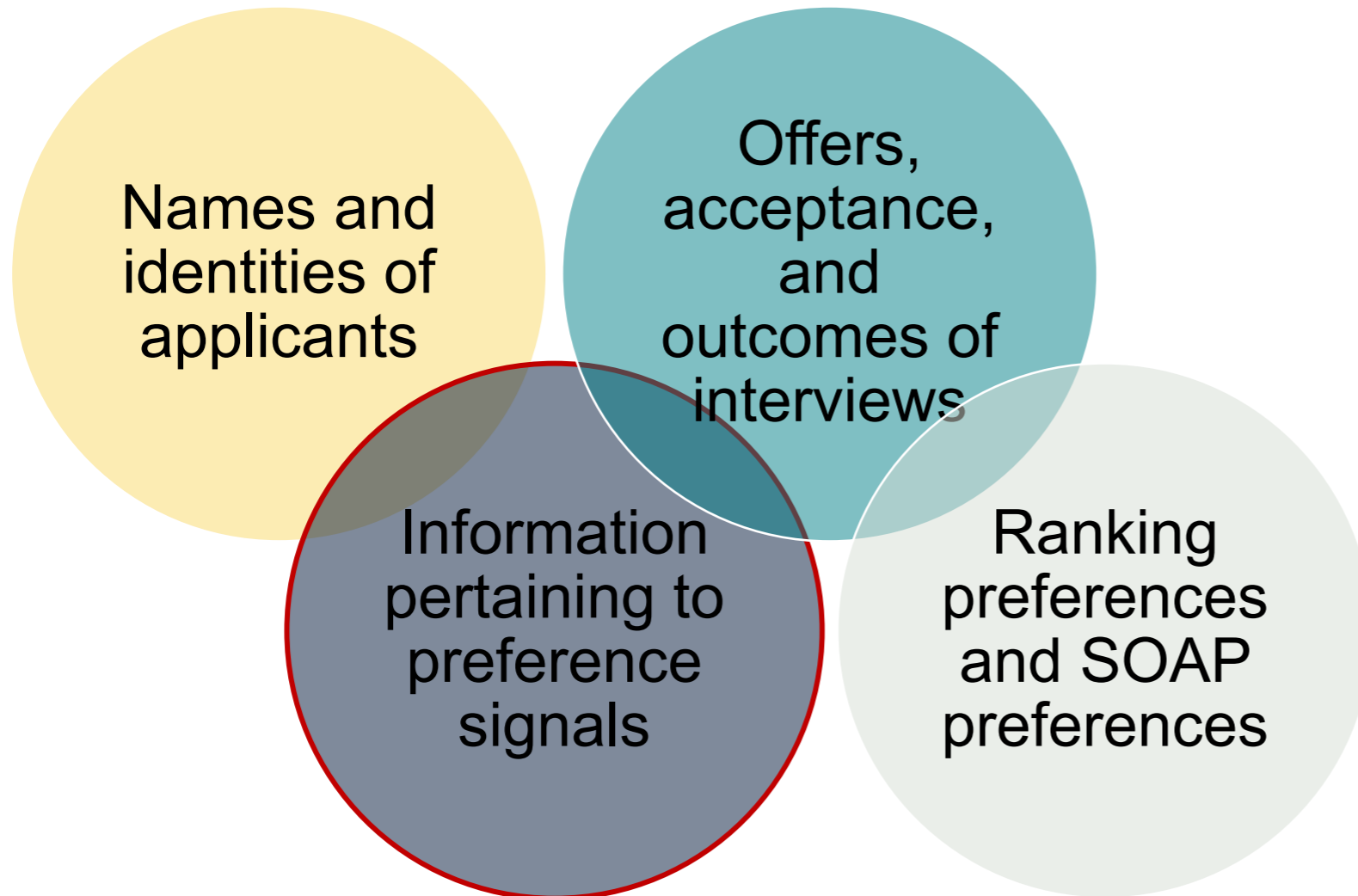
Obtain a signed acknowledgement that information was provided

Must notify matched applicants and the NRMP of any circumstance that may delay, adversely impact, or prevent an applicant from commencing training on the start date identified in the training agreement

# Match Participation Agreement

Highlights: Section 6.3 Confidentiality

At all times, programs have a right to keep confidential:



Before the ROL Deadline

Programs may voluntarily tell applicant that they are viewed favorably and will be ranked by the program

Programs may not solicit verbal or written statements implying a commitment by the applicant to rank the program

# Match Participation Agreement

Highlights: [Section 7.3 Submission of Rank Order Lists](#) and [Section 7.5 Notification of Match Results](#)

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Before certifying the ROL, programs shall:

- Determine each applicant's eligibility by verifying their match status in the R3 system or by contacting NRMP
- Confirm the institution's willingness/ability to sponsor visa if required by applicant

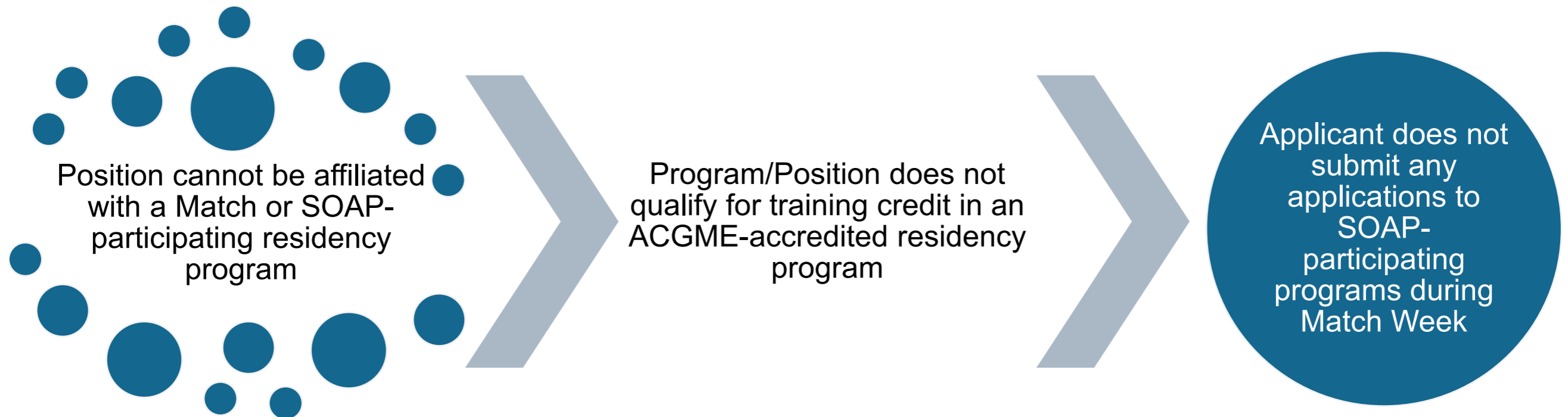
Notification of Match Results:

Once Match results are made available to applicants on Match Day, programs and matched applicants may freely communicate and programs may initiate the institution's onboarding processes

# Match Participation Agreement

Highlights: Section 8.3.1 Exception – Unmatched SOAP-Eligible Applicants

Fully unmatched SOAP-eligible applicants who wish to refrain from participating in SOAP to pursue interests other than clinical residency training (e.g., research, Masters academic program, etc.) may do so in lieu of participating in SOAP provided:



# Codes of Conduct

Program Document is New and Underpins the Professionalism Requirements in the MPA

- Accept responsibility for the conduct of all recruitment team members
- Maintain ethical behavior during recruitment
- Refrain from asking illegal questions
- Fully disclose pertinent information to applicants
- Respect the applicant's right to privacy and confidentiality
- Decline to require second visits
- Limit post-interview communication
- Rank with integrity

<https://www.nrmp.org/match-participation-agreements/>



## Match Code of Conduct for Programs

### Purpose

The National Resident Matching Program (NRMP) ensures high professional standards in the conduct of its Matching Program and expects all Match participants to conduct their affairs in an ethical and professionally responsible manner. To that end, this Code of Conduct should serve as a guide for residency and fellowship program directors and all members of the recruitment team participating in a Match.

### Code

To promote the highest ethical and professional standards, program directors and members of the recruitment team participating in a Match must:

- **Accept responsibility for the actions of all recruitment team members**  
Program directors and other members of the recruitment team must comply with Match policies and ensure that all interactions with applicants are in an atmosphere that is safe, respectful, and free of harmful bias. Program directors accept responsibility for the actions of the entire recruitment team.
- **Maintain ethical behavior during recruitment**  
Program directors and members of the recruitment team must provide clear expectations for the recruitment process to all applicants, whether conducted in-person or virtually. Programs may not require an interview be recorded. If the program intends to record applicant interviews, the program must make that information available to applicants before extending interviews, must allow the applicant to opt out of recording, and must obtain written consent from the applicant prior to the interview.
- **Refrain from asking illegal questions**  
Program directors should work with their human resources and legal departments to understand and comply with state and federal regulations that govern recruitment and employment activities. Program directors also must ensure all recruitment team members are knowledgeable in the "do's" and "don'ts" of recruitment questions and activities, including but not limited to race, national origin, and sexual orientation. All members of the recruitment team should focus their communication with applicants on the applicant's interest in and alignment with the program's mission, aims, and eligibility.
- **Fully Disclose Pertinent Information to Applicants**  
Program directors and recruitment team members must respect the importance of honest and transparent communication. Programs must ensure applicants have complete, timely, and accurate information at all times regarding eligibility for appointment, onboarding procedures, and any other institutional requirements that could affect an applicant's ability to enter training (e.g. drug screening, visa sponsorship, etc). In addition, programs should fully disclose the criteria used for vetting applications (e.g., test scores, research experiences, educational performance metrics) so that applicants and their medical school advisors can effectively direct applications. Open communication is essential whether through written or verbal exchanges as part of the interview or during ranking, or at any time during the onboarding after Match results are released.

# Mission

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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.



Thank you!!! Questions???

[support@nrmp.org](mailto:support@nrmp.org)/866.653.NRMP