

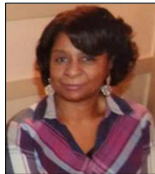
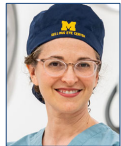
# What you need to know about *Ranking and Matching*



**Erin McKean, M.D., MBA**  
**Student Services Dean**  
Office of Medical Student Education  
University of Michigan Medical School

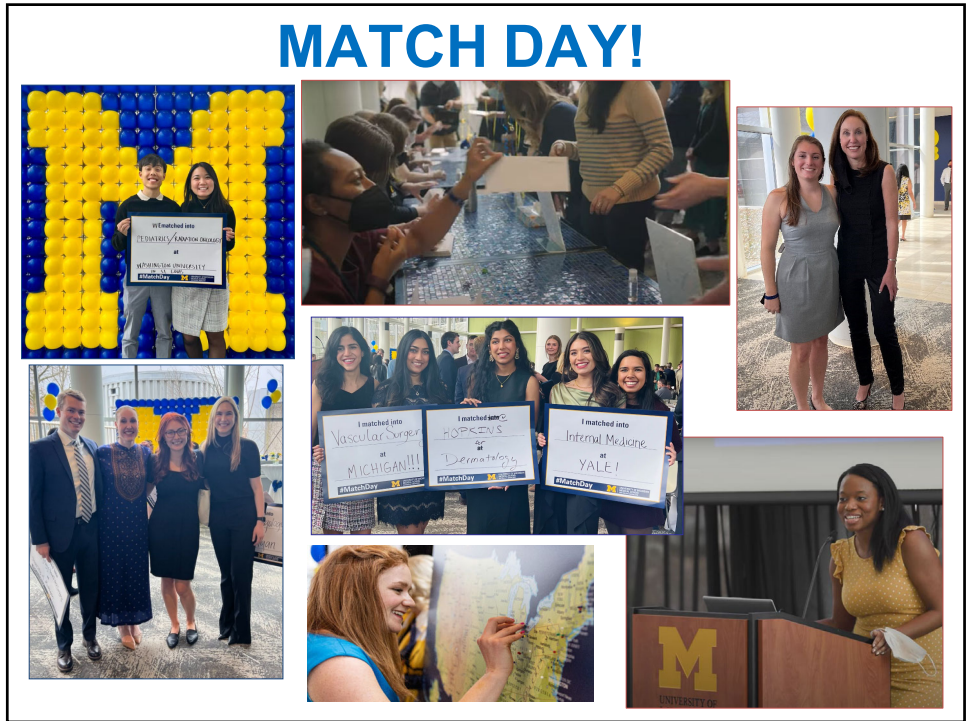
I am a Stryker Neurosurgical consultant and President-Elect of the North American Skull Base Society Board of Directors. This has no relevance to today's talk.

## Thanks to our great team...working for and with you!





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## Today's Talk:

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- Match stats...
- Tips on preparing the rank order list:
  - Strategies
  - Critical factors
  - ROL Score sheet / PRISM <https://www.nrmp.org/the-match-prism-app/>
- Supplemental Offer and Acceptance Program (SOAP)
- Heads up: NRMP registration deadline (to avoid *additional* \$50 fee) is **January 31!** (standard fee \$70)

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## KEY POINTS

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- Rank all programs you would like to be a part of
- Rank in order of your preference
- Read and follow the NRMP step-by-step guidelines for creating a Rank Order List at URL: <http://www.nrmp.org/ranking-residency-programs/>
- Meet all deadlines

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## KEY POINTS

- Rank Order Lists can include up to 20 unique program codes on the primary ROL and up to 20 unique program codes on all supplemental ROLs prn combined before extra fees apply
  - For each NRMP program code ranked over 20, NRMP charges an extra rank fee of \$30 per program code up to the maximum of 300 ranks.
- No more than 300 ranks can be placed on any ROL
- If a ROL is *certified* with more than 20 ranks, extra fees will be due at the time of certification
- Extra rank fees are NOT REFUNDABLE if a shorter list is certified at a later time
- ROLs must be saved after each change
- Only the most recent version of a ROL is saved
- ROLs cannot be imported on a mobile device

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## Recent Match Results

	<u>2023</u>	<u>2022</u>
<u>Matched Applicants:</u>		
UMMS Students	96.2%	98.2%
NRMP U.S. M4 Students	93.3%	94.0%
NRMP: Available PGY1 Positions Filled	93.0%	93.9%

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## Why Students Don't Match

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- Didn't apply or interview at enough programs – can't really change now (??)
- Strong regional limitation (i.e. NY, California)
- Very late application, missed some application deadlines
- Communication skills/interview style
- Rank list too short
- Not enough “safe” or lower tier programs on their list
- Took the comment “We'll rank you near the top of our list” or “We'd love to have someone like you in our program” too seriously

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## Why Students Don't Match

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It is possible for an applicant to “Do everything right” and still fall victim to the numbers in a competitive field or location. Don't judge (others or self).

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## Final Communications with Residency Programs

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- Thank you note(s) – often sent after interview
- Email to your top choice telling them you are ranking them #1
- Phone calls - discouraged
- DO NOT:
  - grovel, beg, or otherwise debase yourself
  - send gifts
  - make a promise that you can't keep
- DO: respect program guidelines

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## NRMP Rules

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- Programs in the Match cannot make alternative offers outside of the Match (NRMP or other)
- **You can express strong interest in a program, but you cannot ask how you will be ranked**
- A program cannot demand to know how it will be ranked by the applicant
- **Applicants and programs are bound by the results of the Match**

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## You can let them know that they are your #1 choice:

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- “After completing my interviews, I remain very enthusiastic about training in your pediatrics residency program. Your emphasis on continuity of care and focus on public health are ideally suited to my interests. I had a great visit last December and I believe I would fit in very well with your residents. Therefore, I plan to rank your program at the University of Michigan number one on my list and sincerely hope that I have the pleasure of joining you this summer.”

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## You can let them know that they are your #1 choice:

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- “I enjoyed my interview in the fall at the University of Wisconsin Otolaryngology program. I especially liked your opportunities for mentoring, teaching, and emphasis on case diversity. I would love to return to my Wisconsin roots, and will be ranking the University of Wisconsin #1.”

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## Consider, in select cases, a note to #2 and #3

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- “I enjoyed my interview in the fall at the University of Wisconsin Otolaryngology program. I especially liked your opportunities for mentoring, teaching, and emphasis on case diversity. As you know, I have Wisconsin roots, and I would enjoy be trained in such a supportive environment. Thank you for your consideration.”

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## How to Respond to Inappropriate Pressure

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...should be a rare event...

- “Your program is very impressive. I would love an opportunity to train in your program and that will certainly be reflected on my rank list. I appreciate your follow-up contact.”
- If concerned about how to respond, please contact Dr. McKean

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## Other Match No-No's

- Making agreements before or outside the match
- Not honoring the results of the match

➤ The above two rules also apply for SOAP

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## Ranking Programs

- By now, you should:
  - Recognize quality programs
  - Recognize what 'fits' you and what meets your needs – it may not be the program considered most prestigious by others
  - Realize that you may not be able to have everything you want in one program
  - Understand that **more than one** program can meet most of your needs and desires

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## Strategies for Developing the Rank Order List

- A combination of systematic and intuitive strategies
  - Systematic evaluation provides objectivity for general rank and careful consideration of important factors
  - Intuitive strategy is valuable when systematic review does not separate programs and in determining the top programs on the list

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## Quantitative Methods for Ranking Programs

- Using a Score Sheet
  - Allows some quantification that can be useful for grouping programs into tiers
  - Considers factors by weight of importance to applicant and program score
  - Weighs the same factors for each program
  - Sample: [UMMS Career Development Program Residency Evaluation Form](#)

Download - [Residency Evaluation Form-Blank](#)

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# Residency Program Evaluation Form



- Important factors for residency choice plus additional factors chosen by student
- Each factor is given a weight by student
- Each program is scored on a scale of 0 to 10 for that factor
- The weight and score are multiplied to give a total score for that factor
- All factors are summed to give a grand total program score.

**FACTOR Weight x Program Score = Total (0-10)**

*Adapted from Iserson, Kenneth V. (2019). Iserson's Getting Into A Residency: A guide for medical students. 9th ed. (pp.303-308). Galen Press, Tuscon, AZ.*

## Example of Completed Residency Program Evaluation Form

*Instructions: Assign each factor a weight based on importance to you  
Then assign program a 1 to 10 score for each factor*

PROGRAM: _____	DATE INTERVIEWED: _____		
	WEIGHT	SCORE	= Total
<b>CLINICAL EXPERIENCE</b>			
On-Call Schedule	5	6	30
Patient Population	2	5	10
Responsibility	14	8	112
Setting	7	8	56
Volume	10	8	80
<b>GEOGRAPHIC LOCATION</b>			
Part of Country	1	2	2
Specific City	1	1	1
<b>REPUTATION</b>			
Program Age and Stability	2	5	10
<b>FACULTY</b>			
Availability	5	4	20
Interest	7	7	49
Stability	3	3	9
<b>CURRICULUM</b>			
Number of Conferences	1	7	7
Special Training	6	9	54
Types of Conferences	2	5	10
<b>ESPRIT DE CORPS</b>			
8	7	56	
<b>RESEARCH OPPORTUNITIES/ TRAINING</b>			
Knowledge	5	3	15
Materials	2	8	16
Time	7	8	56
<b>FACILITIES</b>			
Clinical Laboratory Support	1	2	2
Library/On-Line Journal Access	2	6	12
Safety/Security	3	5	15
No Restrictive Covenant	MUST	YES	OK
<b>HEALTH BENEFITS</b>			
Health Insurance	MUST	YES	OK
Hospitalization	MUST	YES	OK
<b>NON-HEALTH BENEFITS</b>			
Childcare	MUST	YES	OK
Disability	MUST	YES	OK
Educational Leave:			
Funding Available	1	8	8
Time Off	2	9	18
Liability Insurance	MUST	YES	OK
Vacation	1	7	7
<b>MOONLIGHTING</b>			
2	2	4	

\* TOTAL OF ALL WEIGHTS = 100

PROGRAM EVALUATION SCORE 629

*Adapted from Iserson, Kenneth V. (2019). Iserson's Getting Into A Residency: A guide for medical students. 9th ed. (pp.303-308). Galen Press, Tuscon, AZ.*

\* Total of All weights must equal 100



## What Are **Your** Critical Factors?

- Make sure that your rank list reflects the factors that are most important to you
  - e.g. if you are **not** considering a subspecialty or academic career, don't rank an "upper tier" academic program with undesirable "personal" features over a good training program with excellent "personal" features

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## Tips for Preparing the Rank Order List

- Begin preparing your ROL early - make it a process, not a hasty decision
  - *Eliminate programs not suitable to rank (if any)*
  - *Group programs first in general tiers - upper, middle, lower*
  - *Put different programs in your top 3, wait a day, and see how it feels when you re-examine the list*

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## Tips for Preparing the Rank Order List

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- ***Don't construct or limit your list based on how you think programs might rank you!***
  - You are **not** penalized for aiming high
  - I know the controversy and chatter here... we have faculty and teams always looking at ways to make the Match better... but for now, the best way to strategize is to be true to yourself in your ROL!

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## Not advised

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- Andre applied to radiology. He loved UCSF and UW-Seattle. However, several classmates also interviewed at these places and Andre considers them all stronger candidates than himself.
- To be safe, he decides to rank Rutgers first where he thinks he has the best shot, followed by various Midwest programs.

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## Not advised

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- Selena is one of the top students in her class. Her Step scores were off the charts and she had mostly Honors in her CT and Branches rotations. She is applying to Ortho. She is from Ohio and has remained a loyal Ohio State fan while at UM. The Ortho program director at OSU told her that she'd be perfect for their program and that they would love to have her. Selena's FCA said OSU would be lucky to get her and tried to convince her to stay at UM.
- Thus, although she interviewed at ten programs, she is confident that she will get into OSU and only ranks their program and UM as a back-up.

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## Yes!

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- Kayla is in the "middle tier" of UMMS students going into general surgery. She was invited to several interviews in the Midwest but did not get interviews at some of the top tier programs. She did land two late interviews in the Boston area. She loved the programs and would love to live there.
- She knows it's a long shot, but she ranked the Boston programs first and second on her list, followed by the other programs where she interviewed.

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## Preparing the Final List

- Feel good about and visualize positive aspects in every program on your list
- Be mentally prepared to match into any program on your list
- Get other stakeholders' input, and factor that into your choices, but...
- **MAKE THE FINAL LIST YOURSELF**, using factors most important to you

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## Career Satisfaction and the Residency Rank List

- Many programs can adequately prepare you for your eventual career
- Effort and attitude are greater determinants of resident success than the “strength” of the program – “You get out what you put in”
- Eventual career (and life) satisfaction will depend more on how you select and structure your future job(s), than on whether you went to the “best” residency program

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## Tips for Preparing the Rank Order List

- How many programs should I rank?
  - Rank ALL ACCEPTABLE training programs, incorporating your parallel programs
  - IT IS ALWAYS BETTER TO MATCH!

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## Tips for Preparing the Rank Order List - Prelims

- Be thoughtful about Transitional or Preliminary Programs - make sure you rank all or almost all programs where you interviewed
- Other than Surgical Preliminary programs, these are *very difficult to obtain in the Supplemental Offer and Acceptance Program (SOAP)*
- **Do not** plan to use the Supplemental Offer and Acceptance Program (SOAP) as a back-up for your preliminary year list

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## The more you rank the better your MATCH chances

- Rank most if not all of your interviewed programs
- MATCH chances decrease if < 12-13 programs are ranked (2023 NRMP data):
  - U.S. Seniors who matched: Mean Number of programs ranked = 14.18
  - Varies based on student and specialty
  - This year is different... even still...

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## May not want to rank...

- *Potentially Fatal Flaws:*
  - Program on probation
  - A program director with track record of “issues”
  - Concerning patient volume
  - Unsafe or hostile work environment

*Be careful: If you don't rank these programs you may have to use the SOAP and be in an even worse program ... or unmatched*

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## Mechanics of Submission of Your ROL

- Complete applications and interviews
- Review ROL section of NRMP –  
<http://www.nrmp.org/ranking-residency-programs/>
- Use your NRMP ID and password to log-in to the NRMP's Registration, Ranking, and Results (R3) System
- Couples must register both partners' NRMP IDs in their ROL profile

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## Definitions

Match Status:	ACTIVE RANKING CERTIFIED ROL	Registered ROL started ROL finished
Fee Status:	PAID	No fees due
Credentials:	VERIFIED	By school
	(US and Canadian applicants)	

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## Couples Information

- Any two applicants can couple. There is an additional \$45.00 per partner 'couples fee'.
- 20 programs can be ranked by each partner before extra rank fees apply (\$30 fee charged for > 20 programs)
- Each partner enters their own list. Lists MUST have same number of ranks.
- Applicants participating as a couple can rank the same program more than once.

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## Couples Information

- Up to applicants what constitutes an acceptable pair of programs. NRMP does not check this.
- Use special code (999999999) to indicate when one partner is willing to go unmatched if the other partner matches. Code should be used at bottom of lists when other acceptable program pairs exhausted.
- Couples matching done on PRIMARY list only – supplemental rank order lists are NOT linked.

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## How the Match Algorithm Works

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- **Starts with an attempt to place an applicant in the program they ranked #1**
- “Tentative Match”:
  - If the program also ranked the applicant and the program has unfilled positions
  - If the program is filled but the applicant is ranked higher than another applicant tentatively matched

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## The Match Algorithm (continued)

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- “No Match”:
  - Program did not rank applicant
  - Program ranked applicant but filled with other more preferred applicants
- **Couples:**
  - The algorithm places a couple in their highest ranked pair of programs on the PRIMARY list where BOTH matched
- “Final Matches”:
  - When algorithm completes its cycles, all tentative matches become final

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## For Detailed NRMP Match Procedure Information

<http://www.nrmp.org/matching-algorithm/>

A great site that gives some specific match scenarios and will give you a detailed look at how it works.

**\* Please review the Rank Order List process located on the NRMP website \***

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### MATCH COMMITMENT (excerpts)

*Matched applicants are in a binding commitment with the program and must accept an appointment as matched or offered.*

*Applicants with a match commitment who seek a concurrent year position, absent a waiver or deferral from the NRMP, shall be presumed to have violated this Agreement.*

*Applicants must begin training on the start date specified in the appointment contract with the intent to complete the program:*

- *The binding commitment will be deemed to have been honored by the applicant so long as the applicant enters and remains in the training program through the first 45 calendar days after the start date of the relevant appointment contract.*
- *The binding commitment exists through the first 45 calendar days of the start date of the relevant appointment contract.*


*Complete Match Participation Agreement for Applicants can be found at [2023-MPA-Main-Match-Applicant-FINAL.pdf \(nrmp.org\)](#)*



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## The Match Commitment (cont.)

- NRMP has emailed each participant about both Match procedures and demonstrating professional behavior.
- Know that NRMP takes potential Match violations very seriously.
  - They investigate
  - They levy sanctions
- If someone (i.e. a Program Director) reaches out to you, after you have matched, with a “better option” - **DO NOT ENGAGE IN DISCUSSION**. NRMP considers such discussion a Match Violation.

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## Remember to...

- Prepare a rank order list worksheet with program codes in order of preference before entering them on the “My Rank Order List” screen
- Be sure to **certify** your rank order list
- Complete your list at least a week before the deadline of **February 28<sup>th</sup> (9:00 PM ET)**
- Be Optimistic and Flexible!

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## Pre-Match Meeting

If you are concerned that you may not match, please contact my assistant, Denise Miller, to set up a SOAP discussion meeting with me.

Email: [denisecm@med.umich.edu](mailto:denisecm@med.umich.edu)

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## NRMP Notification and SOAP

- Our office strongly recommends students plan to be in Ann Arbor from March 11 – 15
- If you are participating in an away rotation/or on vacation, please contact our office by March 5<sup>th</sup>, with your updated contact information (OMSE-Student Services at 734-763-3772)

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## NRMP Notification and SOAP


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March 11, 2024 @ 10:00 am (ET)

- Applicant matched/unmatched information posted to the NRMP website
- Locations of all unfilled positions are released – only SOAP (Supplemental Offer and Acceptance Program) eligible participants are granted access

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## NRMP Notification and SOAP

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March 11 – OMSE/SOAP Eligible Participants

- All UMMS unmatched students are to email Dean McKean and their house counselor by 10:15 am ([elmk@med.umich.edu](mailto:elmk@med.umich.edu) and copy [denisecm@med.umich.edu](mailto:denisecm@med.umich.edu) and your counselor)
- SOAP participants/OMSE/FCAs meet at 10:30 am in the THSL, Room 5100 – room may change
  - We are planning both in-person and virtual options
  - Wear your mask, and we will distance, sanitize, etc. to keep everyone safe!
- 10:00 am SOAP participants can begin applying to programs

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## NRMP Notification and SOAP


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March 11 – 14

- OMSE will work with any unmatched student through the SOAP process
- SOAP offers the unmatched applicant up to Four Rounds to secure a residency training position
- Note: Applicants and programs communicate by **program-initiated communication**

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## NRMP Match Notification

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March 15 – Noon

- The Medical School will hold its annual Match Day Program.
- Details for Match Day has been provided by Diane Tochman.

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# Match Day Celebration



**March 15, 2024**



## **Match Day Program will be in- person**

**North Campus Research Complex (NCRC) Building 18  
2800 Plymouth Road, Ann Arbor**

- 11:00 am – Students and Guests Arrive
- 11:30 am – Class Announcements and Video
- 12:00 pm – Students Receive Match Results
- 12:30 pm – Toast by the Dean and Match Results Read (voluntary)

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## QUESTIONS ABOUT YOUR LIST



- All students who want a quick, unbiased review of their rank list, email your house counselor *or* email [denisecm@med.umich.edu](mailto:denisecm@med.umich.edu) to set up a Zoom with Dean McKean.
- I'll stay on for 30 minutes after this to answer general questions you have.

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## Final Considerations

- Don't wait until the last day to enter your ROL
  - Servers will be overloaded and very slow
- Don't make last minute changes to your ROL
  - Such changes often aren't well thought out and you may regret the changes
- **!! NO changes to ROLs after 8:59 pm (ET) on Wednesday, February 28 th!**
- Only certified lists will be used in the Match
- The NRMP will **not** enter a list, add, delete or move programs or in any way modify a rank order list

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## For more information visit:

[www.nrmp.org](http://www.nrmp.org)  
Residency Match

Questions?  
202-400-2233 or  
1-866-653-6767 (toll-free)

E-mail: [support@nrmp.org](mailto:support@nrmp.org)

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## GOOD LUCK – We're here to help -

We are Behind YOU 100%! Believe and be prepared.

- Your counselor or advisor
- Denise Miller ([denisecm@med.umich.edu](mailto:denisecm@med.umich.edu))
- Pamela Beatty Cupitt ([pcupitt@umich.edu](mailto:pcupitt@umich.edu))
- Barbara Sharp ([bajeshar@umich.edu](mailto:bajeshar@umich.edu))
  
- LET US KNOW IF YOU NEED HELP!

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