



## Match Policy: What Fellowship Programs Need to Know

Before participating in the **Specialties Matching Service**®, each program director must agree to the terms and conditions of the [Specialties Matching Service Match Participation Agreement \(MPA\)](#). Every program director should read the MPA thoroughly because **the entire Agreement is binding**; however, this document is intended to promote compliance with policy by highlighting sections of the Agreement that are new and/or may require a program director's specific attention.

- ✓ If a position becomes vacant after the Rank Order List Certification Deadline and the program is participating in a **Specialties Matching Service** Match that has implemented the All In Policy, the position may be filled outside the Match at any time after 12:00 p.m. eastern time on Match Day, provided training begins prior to the day registration opens for the next Match in which the program participates. (Section 3.3.3)
- ✓ Program directors are required to ensure that representatives of the program do not discuss, interview for, or offer a position to a Match applicant between the Rank Order List Certification Deadline and Match Day. Representatives of the program include any faculty, staff, or other individual who has the authority to offer a position to an applicant, who is involved in the interviewing and/or decision-making process that may result in an offer of a position to an applicant, or who by virtue of their rank, role, responsibility, or tenure can speak for the program or otherwise influence the decision to offer a position to an applicant. (Section 3.4.3)
- ✓ Programs are prohibited from discussing, interviewing for, or offering a matched position to another applicant absent a waiver from NRMP. Programs also are prohibited from encouraging or supporting an applicant with a match commitment in seeking a concurrent year position in another program absent a waiver. (Section 3.6)
- ✓ **NEW** If a Match participant unsubscribes from NRMP emails or notices, the NRMP shall have no responsibility for sending NRMP information or providing for its receipt. (Section 4.1)
- ✓ Between the Rank Order List Certification Deadline and Match Day, applicants and programs cannot apply for, discuss, interview for, or accept or offer any position that would run concurrent with positions offered in the **Specialties Matching Service**. (Section 4.2)
- ✓ Program directors must provide, in writing prior to the Rank Order List Certification Deadline, complete, timely, and accurate information to applicants, including a copy of the contract the applicant would be expected to sign and all institutional policies regarding eligibility for appointment to a position. (Section 4.6)
- ✓ **NEW** Applicants and programs have the right to keep their rank order lists confidential and not to share them with any other individual or entity. (Section 4.7)
- ✓ A program that terminates a resident within 45 days of the start date specified in the appointment contract shall be presumed to have breached this Agreement unless evidence is submitted through the NRMP waiver process sufficient to show that the program entered into the contract in good faith and the NRMP determines the program has a reasonable basis to be released from the binding commitment to the applicant. (Section 5.1)
- ✓ Program staff cannot discuss, interview for, or offer a position to any applicant who has a binding commitment to a concurrent year position in another program. Programs must use the Applicant Match History in the **R3** system to determine the applicant's eligibility for appointment prior to offering the applicant an interview. (Section 5.2)
- ✓ NRMP will certify an existing program rank order list in the **R3** system after the Rank Order List Certification Deadline provided a written request and consent is received by NRMP within 48 hours after the deadline. Only the rank order list displayed in the **R3** system at the time of the deadline will be certified, and NRMP will not create or modify a rank order list at any time for any reason. (Section 5.3)
- ✓ Program staff are prohibited from requesting applicants reveal ranking preferences or the names, specialties, geographic locations, or other identifying information about programs to which they have or may apply. (Section 6.2)

- ✓ Programs are prohibited from offering a position, regardless of start date, to any applicant who is ineligible as the result of a confirmed violation or a denied waiver. (Section 7.2.2)

**Failure to comply with all the terms and conditions of the MPA, whether intentionally or not, may result in an investigation and the imposition of penalties**, including but not limited to being identified as a Match violator in the **R3** system and notification of the violation being issued to the appropriate program director association.