



## 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.

- ✓ **NEW** Programs must attest that they have read, understand, and agree to the terms of the Match Participation Agreement, including an understanding that a Match made between a program and an applicant creates a binding commitment for the program to offer a training position to the applicant and for the applicant to accept such position absent a waiver from the NRMP. (Section 1.0)
- ✓ 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)
- ✓ **NEW** The institutional official has the authority to modify and certify program rank order lists; however, such modifications and certifications should be done in concert with and approved by program directors. (Section 3.4.1)
- ✓ 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 3.4.3.4)
- ✓ **UPDATED** The NRMP's decision to grant or deny the waiver is at the sole discretion of the NRMP, is final, and is not subject to challenge in arbitration, by judicial review, or by review of any kind by any third party. (Section 3.6)
- ✓ 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)
- ✓ 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)
- ✓ **UPDATED** 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 institutional policies regarding eligibility for appointment including visa or employment requirements, although program information, contract element, and eligibility requirements may be subject to change as determined by the program. (Section 4.6)
- ✓ **UPDATED** The information submitted to the NRMP on both applicant and program rank order lists is confidential. It is the policy of the NRMP not to disclose such information in any manner that permits individual identification of either applicants or programs. The NRMP may, however, anonymize rank order list information and use or contribute such anonymized information for research purposes. (Section 4.7)
- ✓ 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 any ranking preferences or the names, specialties, geographic locations, or other identifying information about programs to which they have or may apply. (Section 6.2)
- ✓ **NEW** Program staff are prohibited from requesting applicants reveal any information pertaining to interviews, including the number of applications sent, and/or the number of interviews offered, accepted or attended. (Section 6.2.b)
- ✓ 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.