The Jaws are Closing on Unmatched Students:

Engaging National and Local Perspective

Saturday, November 2, 2013
Today’s focus

• Framing the issue
  • Geoffrey H. Young, Ph.D.

• Promising Practices
  • Chris Woleben, M.D.
  • Georgette Dent, M.D.

• Current and future CiM/Student Affairs strategies
  • Jeanette Calli, M.S.

• Next steps
  • Tom Koenig, M.D.
2013 Match

Applicants
34,355 active applicants
- 17,487 U.S. MD Seniors (up 960 from 2012)
- 2,677 Osteopathic (up 317 from 2012)
- 5,095 US IMGs (up 816 from 2012)
- 7,568 IMGs (up 740 from 2012)

Positions
29,171 total positions
- 26,392 PGY1
- 2,799 PGY2

Match Rates
25,463 (74.1%) applicants matched
- 16,390 (93.7%) of U.S. MD Seniors (95% in 2012)
- 2,019 (75.4%) of Osteopaths (74.7% in 2012)
- 2,706 (53.1%) of US IMGs (49.1% in 2012)
- 3,601 (47.6%) of IMGs (40.6% in 2012)

NRMP, Advanced Data Tables: 2013 Main Residency Match
All in Policy

2,358 more positions into the Match than 2012 Match

- 1,000 in Internal Medicine
- 297 in Family Medicine
- 141 in Pediatrics
- 54 in Ob/Gyn
- 242 in Psychiatry
2013 Match

U.S. M.D. senior positions

• 194 more Internal Medicine
• 105 more Pediatrics
• 65 more Psychiatry
• 33 more Family Medicine and
• 31 more Ob/Gyn positions
Unmatched Seniors, Unfilled PGY-1 Positions in SOAP
Not Enough Unfilled Positions for Unmatched Seniors

![Graph showing the trend of unmatched seniors and unfilled PGY-1 positions from 2004 to 2013.](image)

- U.S. Seniors Unmatched to PGY-1 Positions: 1,037 (2004) to 850 (2013)

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The Match Is Becoming More Competitive

2013 Main Residency Match

- Non-U.S. Citizen IMGs
- U.S. Citizen IMGs
- U.S. M.D. Seniors
- Previous U.S. M.D. Graduates
- Osteopathic Applicants
- Other (23)

Unmatched PGY1 Applicants:
- Non-U.S. Citizen IMGs: 3,967
- U.S. Citizen IMGs: 2,389
- U.S. M.D. Seniors: 1,097
- Previous U.S. M.D. Graduates: 758
- Osteopathic Applicants: 658
- Other (23): 929

Unfilled PGY1 Positions:
- Non-U.S. Citizen IMGs: 929
- U.S. Citizen IMGs: 0
- U.S. M.D. Seniors: 0
- Previous U.S. M.D. Graduates: 0
- Osteopathic Applicants: 0
- Other (23): 0

NRMP, Advanced Data Tables: 2013 Main Residency Match
1,041 Unfilled Positions
More Than Half Preliminary

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U.S. M.D. seniors Match fill percentage

44.6% of the Fam. Med. slots (total Match rate = 95.9%)
49.9% of the Int. Med. slots (total Match rate = 99.4%)
70.2% of the Pediatrics slots (total Match rate = 99.6%)
50.1% of the Psychiatry slots (total Match rate = 97.8%)
75.0% of the Ob/Gyn slots (total Match rate = 99.1%)

NRMP, Advanced Data Tables: 2013 Main Residency Match
U.S. Seniors in SOAP
2012 and 2013

<table>
<thead>
<tr>
<th>Category</th>
<th>SOAP 2012</th>
<th>SOAP 2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>SOAP Eligible</td>
<td>1816</td>
<td>2076</td>
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<tr>
<td>Accepted Positions</td>
<td>605</td>
<td>595</td>
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<tr>
<td>Unique Applicants</td>
<td>567</td>
<td>571</td>
</tr>
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<td>No Position Post-SOAP</td>
<td>262</td>
<td>528</td>
</tr>
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</table>

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2013 Match/SOAP Survey

• 94 out of 127 schools completed survey (86% response rate)
• 949 of 12,909 (7.35%) U.S. M.D. seniors were unmatched to PGY-1 by noon on 3/11 (2012 survey: 5.06%)
• 328 remained without PGY-1 position 2 weeks after Match week (2012 survey: 132)
• 296 of those without a PGY-1 position will have met all requirements for graduation/ready to start post-graduate training on July 1
Failure To Obtain PGY-1 Position

- USMLE score issues
- Not competitive for first choice specialty
- Did not rank enough programs
- Poor interviewing/interpersonal skills
- Overly aggressive rank order list (list limited to more competitive specialties or more competitive programs)
- Results correlate with the informal COD Match survey
Strategies For Unmatched Students

- Continue to seek a residency position
- Research year (to be more competitive for future match)
- Pursuit of an additional credential (e.g., MPH)
- Delay graduation
Informal COD Match Survey

Brief survey sent April 2013
Response rate: 60 / 129 participating schools (47%)

Asked:

• How school’s did in the Match/SOAP compared to last year?
• # of students without a position and why?
• What actions should be taken to improve process?
Summary of Dean comments

Recruit students interested in primary care, community programs and rural settings

Student guidance is key

Earlier and more direct actions at the first evidence of faltering

Unrealistic choice of specialty/unrealistic ambitions despite counseling

- Counsel weaker students to apply to more programs as well as less competitive programs
- Encourage use of data and reports like Charting Outcomes

Difference between SOAP and Scramble (no advocacy role)

NRMP get people to play by the rules

End SOAP on Thursday (either at 5pm or noon)

Federal policy

- Need more GME funded slots
- Limit initial portion of the Match to graduates of LCME-accredited allopathic schools
Next Steps

- Need to continue to advocate for additional GME slots
- Student Affairs deans and big “D” deans are communicating regarding unmatched students
  - Institutional strategies to enhance student ability to match
  - Options for those students who do not match
  - How to better advise and counsel students as they prepare for an increasingly competitive match
- Re-examine promotions standards
Promising Practices:

Use of Periodic Match Surveys to Identify Students at Risk for Going Unmatched

Chris Woleben, MD
Associate Dean of Student Affairs
Assistant Professor Emergency Medicine and Pediatrics
Virginia Commonwealth University School of Medicine
VCU SOM instituted a Match Survey in 2009:

- Sent to all students participating in the Match every 2-3 weeks after ERAS applications are submitted
- Separate email account established for all residency application based communications (somthematch@vcu.edu)
- Helps identify students who may be at risk for going unmatched
- Track data in an Excel database including:
  - Name of student
  - USMLE scores
  - Class rank
  - Answers to the survey questions
Survey #1: Mid-September

1. What type of residency program(s) are you applying to?

2. How many programs did you apply to? Please be specific to include each type of program for which you submitted an application.

3. Do you have any specific concerns about your ability to successfully match this year? If so, please indicate why you are concerned.
## Survey #2: October 1 and/or October 15

1. How many interviews have you been offered? Please be specific to include each type of program for which you submitted an application.

2. How many interview offers have you accepted? Please be specific to include each type of program for which you submitted an application.

3. Are there any specific programs that did not offer you an interview that surprised you? If so, list the programs.
Survey #3: Early November

1. How many interviews have you been offered? Please be specific to include each type of program for which you submitted an application.

2. How many interview offers have you accepted? Please be specific to include each type of program for which you submitted an application.

3. Are there any specific programs that did not offer you an interview that surprised you? If so, list the programs.

4. How many programs do you think you will place on your eventual Rank Order List?

5. What are some ways you think the Student Affairs office could have better prepared you for the application / interview process?
Match Survey

Utilize national and local statistics to help determine likelihood of students matching:
• NRMP Charting Outcomes in the Match
• AAMC Careers in Medicine Specialty Pages
• Local Match Statistics:
  ▪ Class divided into quartiles
  ▪ Average / range of USMLE Step 1 scores
  ▪ Average / range of USMLE Step 2CK scores
  ▪ Number of programs students have applied to in previous years
  ▪ List of programs students have matched into from each quartile
VCUHS Medical Student Placement in Residency 2010-2012 (Pediatrics)

<table>
<thead>
<tr>
<th>Quartile</th>
<th>USMLE I</th>
<th></th>
<th>USMLE II</th>
<th></th>
<th># of schools applied to</th>
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</thead>
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<tr>
<td></td>
<td>Average</td>
<td>Range</td>
<td>Average</td>
<td>Range</td>
<td>Average</td>
</tr>
<tr>
<td>1st Quartile</td>
<td>234</td>
<td>204-256</td>
<td>252</td>
<td>223-271</td>
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<tr>
<td>2nd Quartile</td>
<td>226</td>
<td>214-252</td>
<td>237</td>
<td>215-254</td>
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<tr>
<td>3rd Quartile</td>
<td>213</td>
<td>184-240</td>
<td>231</td>
<td>190-249</td>
<td>27</td>
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<tr>
<td>4th Quartile</td>
<td>206</td>
<td>193-233</td>
<td>224</td>
<td>190-247</td>
<td>29</td>
</tr>
</tbody>
</table>

**Schools**

**1st Quartile**
- U Texas Southwestern Med Sch-Dallas-TX
- Childrens’ Hosp-Oakland-CA
- Northwestern McGaw/CMH-IL
- UC Irvine Med Ctr-CA
- U Washington Affil Hosps-WA
- Eastern VA Med School-VA
- Med Univ of South Carolina-SC

**2nd Quartile**
- VA Commonwealth Univ Hlth Sys-VA
- Johns Hopkins Hosp-MD
- Jefferson Med Coll/duPont Children’s-PA
- Duke Univ Med Ctr-NC
- University at Buffalo SOM-NY
- UVM/Fletcher Allen-VT
- Medical University of SC-SC
- Yale-New Haven Hosp-CT
- UC Irvine Med Ctr-CA
- Emory Univ SOM-GA
- U Wisconsin Hosps & Clinics-WI
- Cincinnati Children’s-OH
- Carolinas Med Ctr-NC

**3rd Quartile**
- VA Commonwealth U Hlth Sys-VA
- Rhode Island Hosp/Brown-RI
- Eastern VA Med School-VA
- Childrens’ Hosp-Oakland-CA
- U Connecticut Hlth Ctr-CT
- Emory Univ SOM-GA
- University of Virginia-VA
- U Michigan Hosps-Ann Arbor
- San Antonio Military Med Ctr-TX

**4th Quartile**
- North Shore-LIJ Hlth Sys-NY
- Georgetown Univ-DC
- VA Commonwealth Univ Hlth Sys-VA
- Tulane Univ SOM-LA
- Georgia Hlth Science Univ-GA
- Naval Med Ctr-Portsmouth-VA
Match Survey

Students are placed into one of three zones regarding their likelihood of matching based on number of interview offers they receive / overall academic profile:

- **Green Zone** = should safely match
- **Yellow Zone** = cautiously optimistic about matching
- **Red Zone** = in danger of going unmatched
VCU SOM Response Rates

% Students Submitting Match Survey Data


Bar Chart: % Students Submitting Match Survey Data

- 2010: 40
- 2011: 80
- 2012: 100
- 2013: 90

Legend: % Students Submitting Match Survey Data
VCU SOM Match Survey Final Results

2012 (97% Match Rate) - 162
- Students in Green Zone: 9
- Students in Yellow Zone: 4
- Students in Red Zone: 0

2013 (94% Match Rate) - 171
- Students in Green Zone: 10
- Students in Yellow Zone: 5
- Students in Red Zone: 5
VCU SOM 2012 Match Results

Green Zone: 99.4% Matched, 0.6% Unmatched
Yellow Zone: 89% Matched, 11% Unmatched
Red Zone: 100% Matched, 0% Unmatched
VCU SOM 2013 Match Results

![Bar chart showing matched and unmatched percentages in Green, Yellow, and Red Zones.]

- **Green Zone**: 97.7% matched, 2.3% unmatched
- **Yellow Zone**: 60% matched, 40% unmatched
- **Red Zone**: 80% matched, 20% unmatched

Legend:
- Blue: % Matched
- Red: % Unmatched
Match Survey

- Can be used to identify students at risk for going unmatched earlier in the application process
  - Students can apply to additional residency programs / different specialties in order to increase their chances of matching
  - Faculty members can advocate for these students by contacting program directors in programs where they predict they will become successful residents
  - At-risk students are able to self-identify their concerns
  - Armed with data, students are more likely to value your advice

- Can identify students who need early preparation for SOAP, alternative plans such as graduate programs

- Receive excellent feedback from students about ways to improve career advising programs
Promising Practice:

Creating a Differential Diagnosis and Treatment Plan Using Case Studies of Unmatched Students

Georgette A. Dent, M.D.
Associate Dean for Student Affairs
Associate Professor
Department of Pathology and Laboratory Medicine
University of North Carolina School of Medicine
Objectives

To describe the process for conducting root cause analyses of why students are unmatched

To discuss factors that put students at risk for not matching

To describe interventions that may prevent future students from going unmatched
Two-tiered Advising System

Advisory College
- Track academic performance
- Choose appropriate activities early on in medical school
- Set goals based on Match timeline
- Overall requirements for MS4 year
- Educate about appropriate number of programs and interviews
- Intense faculty development

Career Goal Advisors
- Appropriate MS4 courses for specialty
- Particular programs
- Inside scoop
- Reach out to PD’s when necessary
- Interpret confusing Match communications
- Faculty development
Root Cause Analysis

Advisory College meets during Match Week

Detailed review and analysis of student’s de-identified record by advisory college

Input from student’s faculty advisor on personal and other non-academic factors (while preserving student’s identity)

Discuss reasons as to why student did not match with plans for how to better prepare students next year

Feedback to departmental career goal advisors on findings
Post Match root cause analyses show that almost all unmatched situations can be related to one or more of three issues:

1. Competitiveness issues
   - Academic: grades, USMLE
   - Competitive specialty/lack of research
   - Lapses of professionalism

2. Attitudinal/Interpersonal issues
   - Poor interviewer
   - Ambivalent about medicine or specialty
   - Lapses of professionalism

3. Geographical issues
   - Trying to match into a limited geographic region
   - Couples match
How can we help students reduce their risk of being unmatched?

**Strategy will depend on why student is at risk**

- Competitiveness issues
  - Apply to more programs
  - Have a parallel plan
  - Well crafted personal statement to add context to record
  - Try to enhance credentials (e.g. early Step 2, research, dual degree, do well 4th year, etc.)
- Away electives
How can we help students reduce their risk of being unmatched?

**Strategy will depend on why student is at risk**

- Attitudinal/interpersonal issues
  - Take electives or get involved in activities to help better define specialty choice
  - Do practice interviews
  - Do recorded interviews with analysis

- Geographical issues:
  - Apply to more than one specialty
  - Do elective and/or research in targeted location
  - Couples should target at least one large “cold” city with a high concentration of training programs
Preventive Care

Is specialty choice realistic?
- Use Outcomes of Match data to assess
- Assess early on to ensure realistic expectations
- Step 1 score is the first point of data which makes a difference

Does student need a backup plan?
- Some students are resistant but in September it may be hard to imagine how it feels NOT to Match
- Career exploration to find appropriate but satisfactory backup plan
- Structured interview summer prior to MS4 year with checklist of items to help answer this question

Track application progress
- Did student apply to enough programs? Again, use Outcomes of Match data
- Did student get enough interviews? Can someone help by reaching out to PD’s?
- Does student interview well? Practice with students.

Is student at risk for NO Match?
- Does your school have systems in place to help before the MATCH?
- Can they extend medical school experience and add to their credentials in that year?
- Review SOAP with students at risk in preparation for SOAP process
CiM/Student Affairs Strategies

Current
- School advising workshops and increased visibility of advising resources
- New checklist for advising at-risk students
- Match survey toolkit

Future
- Application strategies video for students
- Advisor e-learning modules
- “MSAR for Residency” tool
- Career development program consulting
Next Steps?