

Making the Change: Leading a Successful Transition to an All-In Match Policy

Raymond C. Harris, MD, FASN
President-Elect
American Society of Nephrology



WHY CHANGE?

	2000	2013
Number of nephrology fellows in first or second year training	626	930
Number of nephrology fellowship programs	127	147
	2010 Match	2015 Match
Number of nephrology fellowship applicants	576	254

ASN Nephrology Match Task Force

Chairs:

Raymond C. Harris, MD, FASN
Ann and Roscoe Robinson Professor of Medicine
Chief, Division of Nephrology and Hypertension
Vanderbilt University School of Medicine

Members:

Nancy Day Adams, MD
Professor of Medicine
Chief, Division of Nephrology
Nephrology Training Program Director
University of Connecticut School of Medicine

Sharon G. Adler, MD, FASN
Professor of Medicine
Associate Chief, Division of Nephrology
David Geffen School of Medicine
University of California at Los Angeles
Nephrology Training Program Director
Harbor UCLA Medical Center

Gregory L. Braden, MD
Professor of Medicine
Tufts University School of Medicine
Chief, Division of Nephrology
Nephrology Training Program Director
Baystate Medical Center

Gary V. Desir, MD
Professor of Medicine
Interim Chair, Department of Medicine
Yale University School of Medicine

Chi-yuan Hsu, MD
Professor of Medicine
Chief of Nephrology
University of California, San Francisco
School of Medicine

Mark D. Okusa, MD
John C. Buchanan Distinguished Professor
of Medicine
Chief, Division of Nephrology
University of Virginia School of Medicine

Mark G. Parker, MD
Clinical Associate Professor
Tufts University School of Medicine
Director, Nephrology Division
Nephrology Training Program Director
Mairre Medical Center

Mark E. Rosenberg, MD
Professor of Medicine and Vice Dean
for Education
University of Minnesota School of Medicine

Michael J. Ross, MD, FASN
Associate Professor of Medicine
Nephrology Training Program Director
Icahn School of Medicine at Mt. Sinai
Chief of Nephrology, James J. Peters VA
Medical Center

Rebecca Schmidt, DO, FASN
Professor of Medicine
Chief, Nephrology Section
West Virginia University School of Medicine

Paul G. Schmitz, MD
Professor of Internal Medicine
St. Louis University School of Medicine

Matthew A. Sparks, MD, FASN
Medical Instructor in the Department
of Medicine
Duke University School of Medicine

Karen M. Warburton, MD
Associate Professor of Clinical Medicine
Perelman School of Medicine, University
of Pennsylvania

Charge to ASN Nephrology Match Task Force

1. Provide a recommendation to ASN Council regarding whether nephrology should continue its relationship with the National Resident Matching Program's (NRMP's) Specialties Match Service (SMS).
2. If nephrology continues its relationship with SMS, provide recommendation to the council regarding whether ASN should advocate to the NRMP Board of Directors for "all-in" participation in SMS.
3. Provide recommendations to the council regarding the use of tracks within the nephrology match process.
4. Identify resources that will help institutions better assess the appropriate number of slots for their nephrology training programs.

Timeline

Task force convened January 20, 2015 and met weekly through March 16, 2015. During that time, task force members:

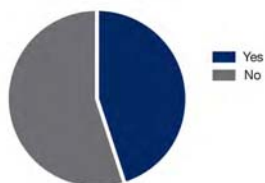
- Met with Deborah Proctor, MD, who presented the GI experience with the Match
- Surveyed nephrology training program directors and fellows
- Received letter from NRMP President and CEO Mona Signer indicating support
- Submitted initial recommendations to Council for a new “all-in” policy (supported unanimously by task force and approved unanimously by council)
- Wrote the ASN Resolution Regarding the Nephrology Fellowship Match
- Recommended that “clinical” and “basic” research tracks merge into one “research track” designation
- Posted the resolution and new policy on the ASN website, and released a podcast
- Developed a self-assessment tool for evaluating training program size
- Created a writing group that {has written and submitted} a white paper to JASN

Survey Results

Training Program Directors: 79 responses

Overall, many programs felt it was important to stay in the match, but that an all-in policy would help level the playing field for smaller programs.

Were all of your positions filled in the most recent Match?



Fellows: 57 responses

23% of fellows accepted an offer outside of the match. These fellows stated they were offered a position before the match and it was their top choice program.

Do you feel the Match was helpful with your program choice?



Training Program Directors Survey Results

- **71.8%** did not feel the timing of the Match negatively affected their program
- **77.8%** program training directors filled positions outside of the Match
- **75%** of programs experienced a canceled interview due to a candidate choosing another position
- **67.6%** of training program directors felt the obligation to move interviews and job offers earlier than anticipated to reach the best candidates.
- **80%** of TPDs are aware of programs that were enrolled in ERAS and still took applicant outside of the Match

Fellows Survey Results

- **67.9%** felt the Match was helpful for their program choice
- **12.7%** felt they did not have enough time to consider all programs and offers before making a final decision
- **72.7%** only applied to programs enrolled in the Match
- **92.3%** passed their initial internal medicine board exam
- **23.2%** accepted a position outside of the Match
- **76.8%** only applied to one track within programs
- **32.8%** felt strongly positive about Nephrology programs that offered separate program tracks

Recommendations submitted to ASN Task Force

The recommendations below reference the first two items from the charge given the task force; they were presented to the ASN Council with unanimous support of task force members, and received the unanimous approval of the council.

ASN should continue its relationship with the National Resident Matching Program's (NRMP's) Specialties Match Service (SMS).

ASN should advocate to the NRMP Board of Directors that all ACGME-accredited nephrology training programs will participate in the NRMP Match and offer all positions through the Match.

ASN Resolution Regarding the Nephrology Fellowship Match

Full resolution at <http://asn.kdny.info/L53OF>

Resolution Regarding the Nephrology Fellowship Match

This resolution concerns:

- the conditions surrounding nephrology fellowship offers to applicants
- acceptance by applicants of such offers, and
- participation by applicants and programs in the Nephrology Fellowship Match.

BACKGROUND

Our recent experience with the Nephrology Match has demonstrated that recruitment of subspecialty fellows outside the Match results in unfavorable experiences for applicants and program directors that may ultimately discourage applicants from applying to our specialty.

Position offers to applicants outside the Match have the potential to exert pressure upon applicants and degrade the confidence of other program directors in the integrity of the Match process. The Match is designed to ensure uniformity of the policy governing offers to applicants, fair participation, and protection of the ability of applicants to choose the program(s) that best suit their career goals and protection of the ability of program directors to choose the best applicants for their programs.

Many other specialties in addition to nephrology have successfully used the Match to fill subspecialty positions in specialized research tracks. If programs wish to appoint a limited number of research fellows, the match algorithm allows them to offer a pre-specified number of positions in a research track and revert (donate) unfilled research positions to be filled in clinical tracks. Thus, there is no need for programs to fill research fellowship positions outside of the Match.

Item #3 from Charge to Task Force: Provide recommendations to the council regarding the use of tracks within the nephrology match process.

The task force recommended reducing the number of tracks to Clinical, Research and Other. This provides programs the flexibility to maintain separate lists for research applicants and also for other specialized programs.

- Multiple tracks help programs limit the number of applicants who can match to specialized research or clinical programs, an important consideration since these specialized programs are often supported by limited resources.
- Task Force members also received feedback from fellows indicating multiple tracks were a positive factor when assessing programs, because they demonstrate the commitment of a program to provide a differentiated training experience.
- Programs have the flexibility to use the NRMP system to “revert” unfilled positions to be filled from their rank list for their clinical program.

CRAFTING NEW MATCH POLICIES

GOVERNING BOARD

TASK FORCE/WORK GROUP

KEY STAKEHOLDERS

TPDs

STAFF



ANNOUNCING THE CHANGE

Latest ASN Initiatives to Support Nephrology: Match, All-In Policy

ASN has defined significantly more opportunities for research and training programs, including the Match and All-In Policy, to support nephrology training and research.

Resolution Regarding the Nephrology Fellowship Match

This resolution concerns the conditions surrounding nephrology fellowship offers to applicants, including acceptance by applicants and programs, and participation by applicants and programs in the Nephrology Fellowship Match.

PROGRAM SPECIFIC FAQs

- What is the Nephrology Match application cycle for 2016?
- What is NEMMP?
- What is ERAS?
- What is the relationship between NEMMP and ERAS?
- What is ASN's relationship with NEMMP?
- What is the ASN Nephrology Match Resolution?
- What does the "all-in" policy mean for nephrology training programs?
- Why does ASN support the all-in policy?
- How does the all-in policy affect internal candidates?
- How do NEMMP and ASN monitor all-in participation?
- How will ASN and NEMMP enforce compliance with the all-in policy?
- If a fellow is enrolled in a non-match research fellowship, does he/she need to enter the match before beginning clinical training in a nephrology fellowship?
- What are the policies regarding offering fellowship tracks?
- What other concrete steps has the ASN taken to increase the number of applicants to nephrology?

Match Update

ASN has announced a new Match Update, providing more information about the Match process and the All-In Policy.

ASPN Podcast: The Nephrology Match

Listen to the podcast discussing the Match process and the All-In Policy.

Improving the Nephrology Match: The Path Forward

As the sponsor of the Nephrology Match, ASN is committed to supporting current and future generations of nephrologists. Read the special article in JASN highlighting the all-in match policy, and share with your candidates advice for assessing training programs.

ENFORCING THE CHANGE

Communicate clearly re sanctions – those imposed by the sponsors and those imposed by other groups.

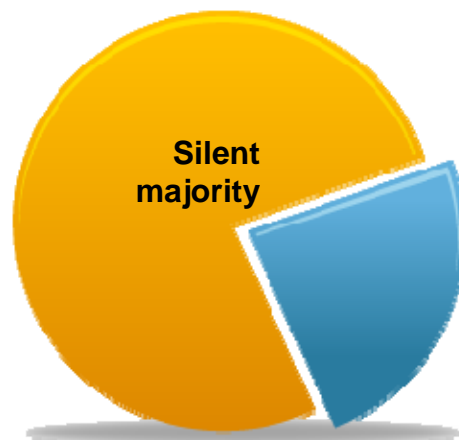
Use the bully pulpit.

Offer carrots as well as sticks.

Investigate non-compliant programs but be ready to listen and learn from them.



WHAT TO EXPECT



WHAT TO COLLECT

Complaints

Make it easy for all stakeholders to voice complaints, provide feedback.
nephrologymatch@asn-online.org

Make sure someone responds to concerns, complaints, and suggestions.

Data

Understand:

The data you need
The data you have
The data you don't have

WHAT TO PROJECT

The sponsor's understanding of:

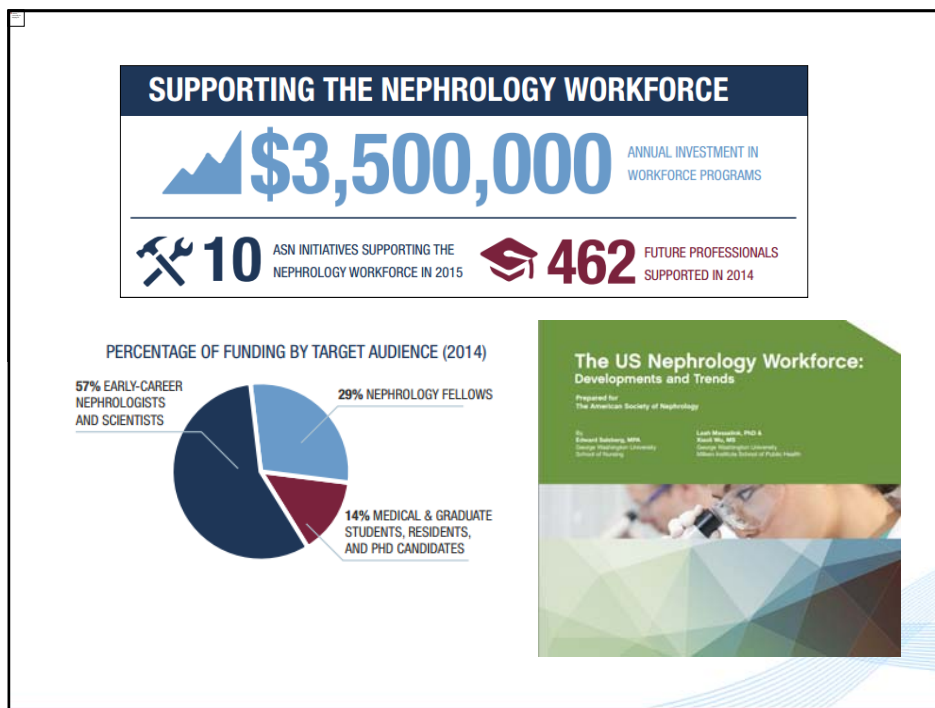
Challenges for individual programs
(especially smaller programs).

Improvements the sponsor can make
in services and resources.

Context:

Make sure program directors
understand what the society is doing
to address career and workforce
issues that concern them.





LESSONS LEARNED

Sponsor's Role – Be prepared to draw the line.

Big Picture – Appeal to the greater good.

Communication – Use multiple venues and stagger communications.

Outreach – Connect with as many individual programs as possible.

Data – Collect as much as possible.

Beyond the Match: Questions for Nephrology Training Program Self-Assessment

1. Is the size of the fellowship program justified more by clinical service workload or by the educational opportunities provided by the program?
2. Does the fellowship support local, regional or national efforts to enhance nephrology workforce diversity and/or reduce health care disparities?
3. Does the fellowship serve local or regional needs for access to care, and/or participate in unique offerings such as Urban Service or Rural Service tracks with the parent specialty program or the school?
4. Are the physician investigator graduates of the program successful in obtaining independent research funding and do they sustain careers in investigation?
5. Are most graduating fellows from the program able to find jobs that are consistent with their career and personal objectives?
6. Does the program have adequate diversity and quantity of clinical experiences (including kidney transplantation, peritoneal and home hemodialysis, and opportunity for invasive and non-invasive procedures) to provide optimal training for all fellows?
7. Does the program have adequate institutional support and sufficient numbers of quality clinical and research faculty to provide optimal training for all fellows?
8. What percentage of the program matriculates in the last five years passed their internal medicine boards on the first attempt, and subsequently passed nephrology boards on the first attempt?
9. Has your program filled all of its positions that were allocated in the Match for each of the last three years?

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Questions?

