

Memorandum of Understanding regarding APDEM's "All In" Policy for the Endocrinology Match (2019 Recruitment Season [for appointment in the 2020-2021 academic year])

This Memorandum of Understanding (MOU) is between the Association of Program Directors in Endocrinology, Diabetes, and Metabolism (APDEM; 2055 L Street, Suite 600, Washington, DC 20036)—sponsor for the National Resident Matching Program (NRMP) Endocrinology Match—and the following Accreditation Council for Graduate Medical Education (ACGME)-accredited fellowship training program in Endocrinology, Diabetes, and Metabolism (Internal Medicine):

Name of Program:

Program Address:

- 1. Background:** APDEM implemented an All In Match Policy (attachment) for the Endocrinology Match starting in the 2018 Recruitment Season (for appointment in the 2019-2020 Academic Year [AY]). The goal of the Policy is to encourage all ACGME-accredited endocrinology training programs to participate in the NRMP Medical Specialties Matching Program (MSMP) and to offer all training positions through the MSMP—unless an exception is granted by APDEM. Effective July 1, 2018, endocrinology training programs adhering to the All In Match Policy will receive uninterrupted access to fellowship candidate applications via the Electronic Residency Application Service (ERAS). Effective July 1, 2018, demonstrable failure to adhere to the All In Match Policy will result in a revocation of ERAS access for two years, and it could lead to NRMP sanctions.
- 2. Purpose of the MOU:** The sole purpose of this MOU is to establish and document that each Program understands APDEM's All In Match Policy (attached) for the 2019 recruitment season (appointment for AY 2020-2021). This MOU does not represent an agreement to adhere to the All In Match Policy, and it does not represent an agreement to execute and abide with the NRMP Match Participation Agreement.
- 3. Training Program Responsibilities:** Programs that enter into this MOU acknowledge that they understand the attached APDEM policy regarding the All In Match for the for 2019 Recruitment Season (appointment for AY 2020-2021).
- 4. MOU execution and ERAS Access and Listing:**
 - Programs that sign and deliver this MOU to APDEM by Friday, May 10, 2019, at 5:00 p.m. EDT: a) will be listed in ERAS as a participating program in early June 2019; and b) will be able to receive candidates' ERAS applications using the ERAS Program Director Work Station beginning on July 15, 2019.¹
 - Programs that sign and deliver this MOU to APDEM after Friday, May 10, 2019, will have access to candidates' applications, and they will be listed in ERAS as a participating program, but they may not *initially* be visible to candidates (as a participating program) in early June. ERAS will NOT inform candidates of the late addition of participating programs.
 - Programs that do not sign and deliver this MOU to APDEM will not be listed in, nor have access to, ERAS for the 2019 recruitment season.
- 5. Understanding:** Only the Program Director has authority to sign this MOU on the Program's behalf. This MOU shall commence on the date the Program delivers this signed MOU to APDEM, and will remain in full force and effect until June 30, 2020. Any additions or amendments to this MOU must be in writing and signed by both parties.



Christopher R. McCartney, MD
On behalf of APDEM Council

Program Director Signature:

Program Director Name:

Endocrinology Program:

Date:

*** Email this completed form to apdem@endocrine.org**

¹ NOTE: To obtain access to ERAS, programs must do two things: (1) programs must register in ERAS (in early April, ERAS will send to each program login and password information to register in ERAS Account Maintenance); and (2) programs must execute (i.e., sign and deliver to APDEM) this MOU. If a program completes ERAS registration but has not executed this MOU, ERAS will change the program's participation status from "Participating" to "Not Participating."

APDEM All In Match Policy for Endocrinology

Introduction: After extensive deliberation (winter 2015 to spring 2017), and guided by a formal survey of endocrinology Program Directors (spring 2017), APDEM Council unanimously voted to adopt an All In Match Policy (start date July 1, 2018). APDEM Council judged that an All In Match Policy represents the best way to (a) maximize applicant autonomy and maximize each applicant's ability to evaluate programs without undue pressure; (b) maximize the overall success of the Match (with more applicants achieving better Match outcomes vis-à-vis their individual preferences); (c) safeguard the integrity of the overall system of endocrinology fellowship position allocation; and (d) maximize procedural fairness among Programs competing for a common pool of applicants. Although the essence of the original policy (version date February 28, 2018) remains unchanged, this 2019 policy description has been revised to enhance clarity.¹

APDEM All In Match Policy: All endocrinology positions must be allocated through the NRMP Match (unless an exception is granted by APDEM and the NRMP). This policy applies to all endocrinology programs and all endocrinology positions.

- Each year, APDEM will execute an All In Match agreement with the NRMP: (1) any program registering for the Match must attempt to fill all positions through the Match; (2) programs planning to participate in the Match cannot offer positions outside the Match prior to program director registration and program activation; and (3) once a position has been offered outside the Match, the program no longer is eligible to enroll in the Match unless an exception has been granted by APDEM and the NRMP.
- All exception requests should be submitted to APDEM (apdem@endocrine.org) with NRMP carbon copied (policy@nrmp.org) at least 3 weeks before a decision is required.
- All exception requests will be assessed by an APDEM All In Match Oversight Task Force, but final decisions will rest with APDEM Council.
- Exception request letters should include details about the position to be offered, the applicant to whom the position will be offered, and any additional circumstances relevant to the request. The letter must be signed and submitted by the Program Director.
- APDEM intends to grant the following exceptions to its All In Match Policy:
 1. Military appointees to civilian programs.
 2. Demonstrable candidate participation in the ABIM Research Pathway, when entry into the main residency match included *a priori* plans to pursue endocrinology fellowship at the same institution upon completion of 2 years of clinical training in the Internal Medicine residency program.²
 3. Candidates for formally-combined training programs designed to provide board eligibility for two different specialties with different NRMP codes (e.g., adult and pediatric endocrinology).³
 4. Replacement of a fellow that resigns or is dismissed or replacement of a matched fellow that does not start training.⁴

¹ All position offers occurring after July 1, 2018, were/are subject to this policy. However, given possible misunderstandings on the part of programs during the policy's inaugural year, APDEM does not intend to penalize programs who offered unapproved out-of-Match positions during the 2018 recruitment cycle *as long as these arrangements would likely have been approved by APDEM contemporaneously*. If this scenario may apply to your program, please contact APDEM.

² Such exception requests must include the Program Director's confirmation that the candidate's entry into the Internal Medicine (IM) residency program included *a priori* plans to pursue fellowship at the same institution upon completion of 2 years of IM training.

³ Such exception requests must: a) be submitted by all program directors overseeing the combined training program; b) include evidence that the combined program is a formal and established one (e.g., a website link); and c) confirm that the fellow will be dually board-eligible upon successful graduation from the combined program.

⁴ Such exception requests must be co-submitted by the program and the program's Designated Institutional Official (DIO). In addition, APDEM primarily intends to grant this exception for the replacement of fellows who did not achieve 75% of

- Although APDEM intends to grant the aforementioned exceptions, all Match exceptions (including the foregoing) must be formally requested by the program and specifically granted by APDEM.
- APDEM will permit programs to request exceptions for situations not listed above (items 1-4); these will be considered on a case-by-case basis. However, only highly compelling exception requests will be eligible for approval through this mechanism, and such exception requests would need to be co-submitted by the program and the program's DIO. APDEM does not intend to grant exceptions that can be reasonably addressed via the NRMP Match (or by other means).
- This All In Match policy does not prohibit out-of-Match arrangements when a program fails to match to its full NRMP quota (i.e., "does not fill"). In such cases, the program may fill the unfilled position outside of the NRMP Match (e.g., via a "scramble"). As long as candidates are available to begin training in July 2020, and as long as the arrangement is made between Match Day and June 30, 2020 (i.e., before the next recruitment season begins), neither NRMP nor APDEM will penalize such out-of-Match scrambles, and programs do not need to obtain APDEM's or NRMP's approval. However, if such arrangements are made on or after July 1, 2020, a formal exception request must be submitted to APDEM.⁵
- Each year, only those Programs that execute a Memorandum of Understanding regarding APDEM's All In Match Policy will (a) be listed in ERAS, (b) be available in ERAS for candidates to select, and (c) be able to receive candidates' ERAS applications using the Program Director Work Station.
- Each year, an APDEM All In Match Oversight Task Force and the NRMP will compare (a) the number of positions with fellows in training for that appointment year (self-reported by the program) with (b) the program's relevant NRMP quota. The Task Force will subsequently confirm adherence by comparing the combined Match quotas for the previous two Matches with the number of ACGME-approved positions that are filled in the current academic year. When a possible All In Match Policy violation is identified, the NRMP and/or the Task Force (as appropriate) will engage the Program in an adjudication process. Programs found to be in violation of APDEM's All In Match Policy will be subject to (a) possible NRMP sanctions (as appropriate) and (b) withdrawal of ERAS access for the subsequent two application cycles.⁶

Original policy date: February 28, 2018

Policy revision (clarification) date: March 4, 2019

required clinical training.

⁵ The unfilled position should not be offered to a candidate who is unavailable to begin training until July 2021.

⁶ Under this All In Match Policy, programs that elect to participate in the Match must attempt to fill all positions in the Match (unless an exception applies), and failure to do so would be a breach of NRMP policy. Accordingly, NRMP would investigate and potentially impose sanctions on a program that uses the NRMP Match but also takes fellows outside of the Match. (Note that NRMP would only levy sanctions outlined in Section 7.0 of the SMS Match Participation Agreement.) However, the NRMP will not investigate or impose sanctions on endocrine programs that do not use the NRMP Match at all (i.e., programs with 100% non-Match participation): although this would be a breach of APDEM policy (and could lead to revocation of ERAS access), it would not be a breach of NRMP policy.