

APDEM All In Match Policy for Endocrinology (effective July 1, 2018)

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. 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.

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 must be submitted to APDEM (apdem@endocrine.org) with NRMP carbon copied (policy@nrmp.org) at least 3 weeks before a decision is required.
- 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 Pathway¹
 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)²
 4. Replacement of a fellow that resigns or is dismissed or replacement of a matched fellow that does not start training³
- APDEM will permit programs to request exceptions for situations not listed above (items 1-4); these will be considered on a case-by-case basis⁴. However, only *highly compelling* exception requests will be eligible for approval through this mechanism. APDEM does not intend to grant exceptions that can be reasonably addressed via the NRMP Match (or by other means).
- 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.⁵ 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

¹ This would pertain only to situations in which entry into the main residency match under the ABIM Research Pathway included *a priori* plans to pursue endocrinology fellowship at the same institution.

² Requests would need to be submitted by all program directors overseeing the combined training program.

³ Certain restrictions would apply: a program could replace a vacated position out-of-Match only if the departing fellow resigns or is dismissed before achieving 75% of her/his required clinical training; and such exception requests would need to be co-submitted by the program and the program's Designated Institutional Official (DIO).

⁴ Such exception requests would need to be co-submitted by the program and the program's DIO.

⁵ The 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 via a "scramble."

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, it would not be a breach of NRMP policy.