

Memorandum of Understanding

**RE: APDEM “All In” Policy for the Endocrinology Match
2018 Recruitment Season (for appointment in the 2019-2020 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 is implementing 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 2018 recruitment season (appointment for AY 2019-2020). 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 2018 Recruitment Season (appointment for AY 2019-2020).
- 4. MOU execution and ERAS Access and Listing:**
 - Programs that sign and deliver this MOU to APDEM by Monday, May 14, 2018, at 5:00 p.m. EDT will be: a) listed in ERAS and available for candidates to view on June 6, 2018; and b) able to receive candidates’ ERAS applications using the ERAS Program Director Work Station beginning on July 15, 2018.
 - Programs that sign and deliver this MOU to APDEM after Monday, May 14, 2018, will be listed in ERAS and have access to candidates, but may not be added until after the June 6 opening date. ERAS will NOT inform candidates of the addition of any programs after the June 6 opening date.
 - Programs that do not sign and deliver this MOU to APDEM will not be listed in, nor have access to, ERAS for the 2018 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, 2019. Any additions or amendments to this MOU must be in writing and signed by both parties.



Geetha Gopalakrishnan, MD
APDEM President



Christopher R. McCartney, MD
APDEM President-Elect
(President after 3/18/2018)

Program Director Signature:

Program Director Name:

Endocrinology Program:

Date:

**Email this completed form to
apdem@endocrine.org or fax to 202-736-9705**

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.