

**Q1: How is this initiative different from previous attempts at moving to the match?**

- Larger programs who previously did not support this initiative now show enthusiasm for the match at the 2023 USCAP PD meeting
- The goal is to have at least 75% of the existing programs agree to the match
- The biggest competitor is getting a job

**Q2: Will this negatively impact our recruitment?**

- The major goal is to shift the dynamics of recruitment process so the applicant has the ability to make an informed decision regarding where they train
- Programs will not have to move their interview schedules around to accommodate deadlines for offers from other programs

**Q3: How do trainees feel about the current application process?**

- Majority of applicants are frustrated by the process
- Some trainees had a negative experience with the residency match

**Q4: How will this affect recruitment of internal candidates?**

- Program and applicant can just rank one other to match

The idea is that internal candidates should still need to go through the match. If both the program and the applicant are confident they are ranking each other first, then neither really needs to interview other applicants/programs and will still match. This allows the applicant the chance to look at other programs if they want, but doesn't make them feel confined to their own program. Taking internal applicants out of the match sort of defeats the purpose of the match, which is to allow them to have the chance to look at other programs and not obligate them into staying at their home institution because it's a guaranteed spot. The match works in the internal setting too.

**Q5: What is the proposed timeline for implementing the match?**

- Survey is for implementing the match for July 2025 or July 2026 start date
- Match timeline is at most 14 months prior to the start date. Current status is closer to 24 months so this is at least a 10 month improvement.
- Match date can be set to avoid the residency match day
  - E.g. forensics is set to go through the match May 2023

**Q6: What is the financial burden on the applicant?**

- Registration cost is \$70+ \$30/program for the applicants

- Programs can do more interviews via Zoom, which reduces travel time/cost for the applicant

**Q7: Will this cause applicants to seek out other subspecialty fellowships that do not go through the match?**

- Applicants who do this are likely those who are unsure of the fellowship in the first place
- Job postings shows that hemepath is the #1 requested subspecialty in 2021/2022
  - HP graduate/job posting comparison show a marked supply/demand discrepancy which suggests that the demand may not be met in the immediate future.

**Q8: What other fellowships are looking at the match or common timeline?**

- Forensics will start their first match day in May 2023.
- Dermpath has been using the common timeline. At least some surg path and cytology programs are also doing this for 25-26 academic year.
- Surg path fellowships will likely not reach an agreement regarding the match until all programs are ACGME accredited first.
- Large number of fellowships programs in other specialties successfully use the match
  - 71 subspecialty matches in 2022.

**Q9: How will we enforce that programs/applicants are held accountable?**

- The usual rules of the residency match recruitment will apply for the fellowship match
  - E.g. you can let the applicant know whether they are ranked to match. You just can't ask how they will rank you
- Forensics Pathology used a Memorandum of Understanding to help cement commitments (95% support)
- NRMP can bar programs from participating in the match if contract is not honored.
- This does not help with applicants dropping last minute
  - The goal will be to move application cycle closer to the start date

**Q10: What if the applicant applies for/accepts a program outside of the match?**

- This is why having commitment from the more competitive programs to participate in the match is important.