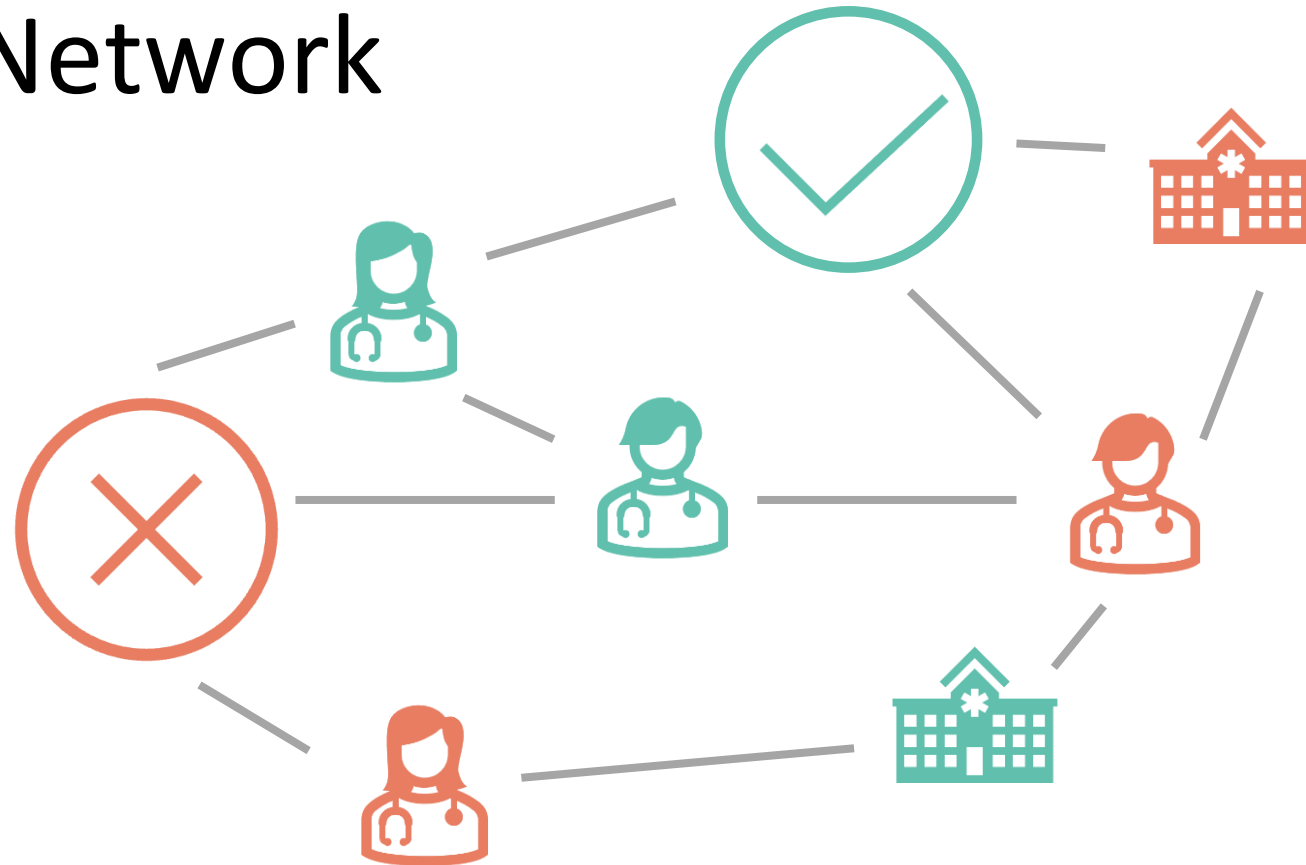




Interview and Match Outcomes Over Time: Learnings from A Large, Regional Network

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Objectives



Describe what average application and interview numbers look like across a collective of programs

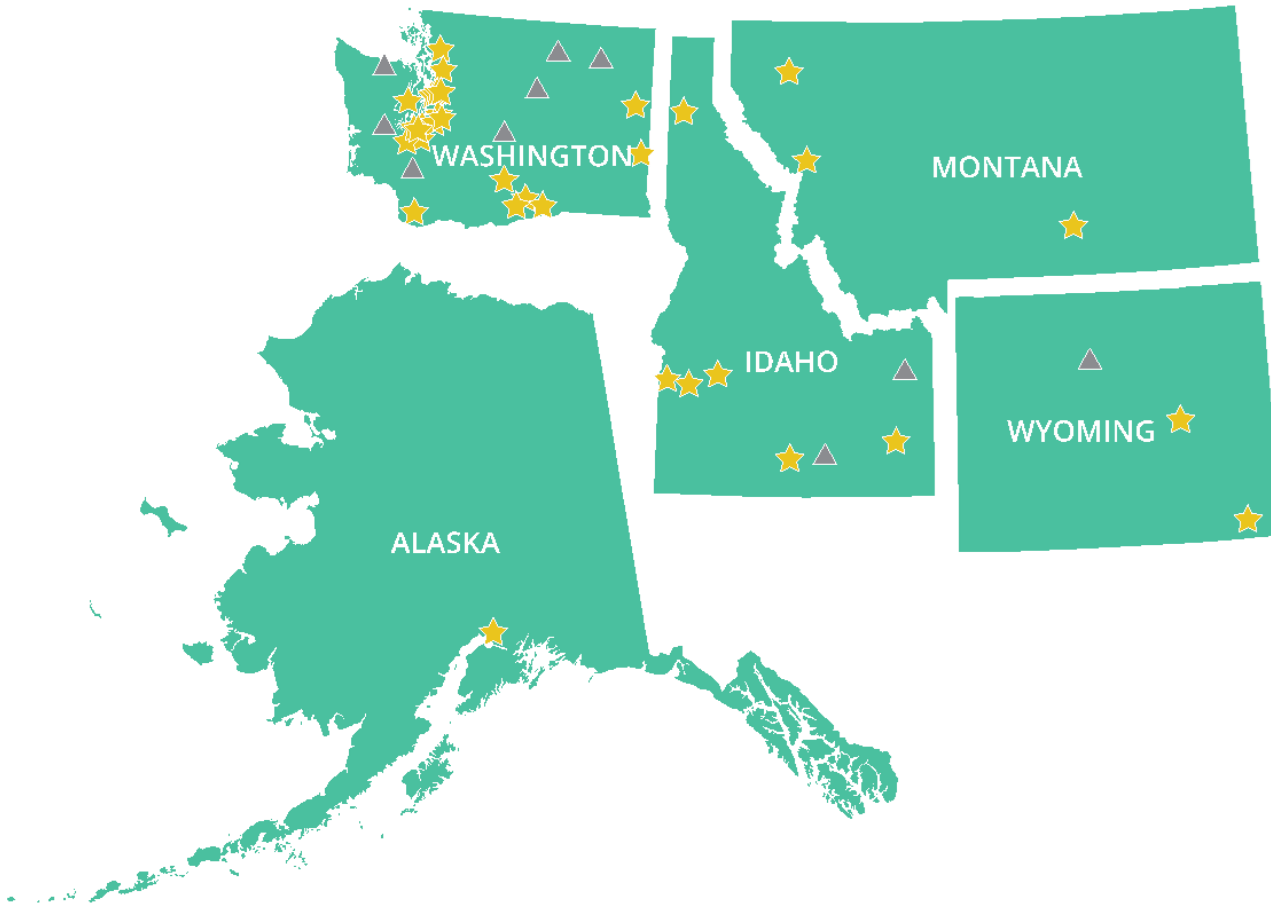


Highlight outcomes of the residents who match in SOAP



Review results from programs conducting hybrid interviews

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33

Core Programs

10

Rural Training
Tracks/Programs

769

Residents

37

Fellowships

Our Mission

The WWAMI Region Family Medicine Residency Network empowers our member programs by collaborating, leading, and excelling in achievement of their missions of training high quality family medicine physicians.

Our Values

Mutual Benefit | Collegiality | Innovation | Inclusiveness



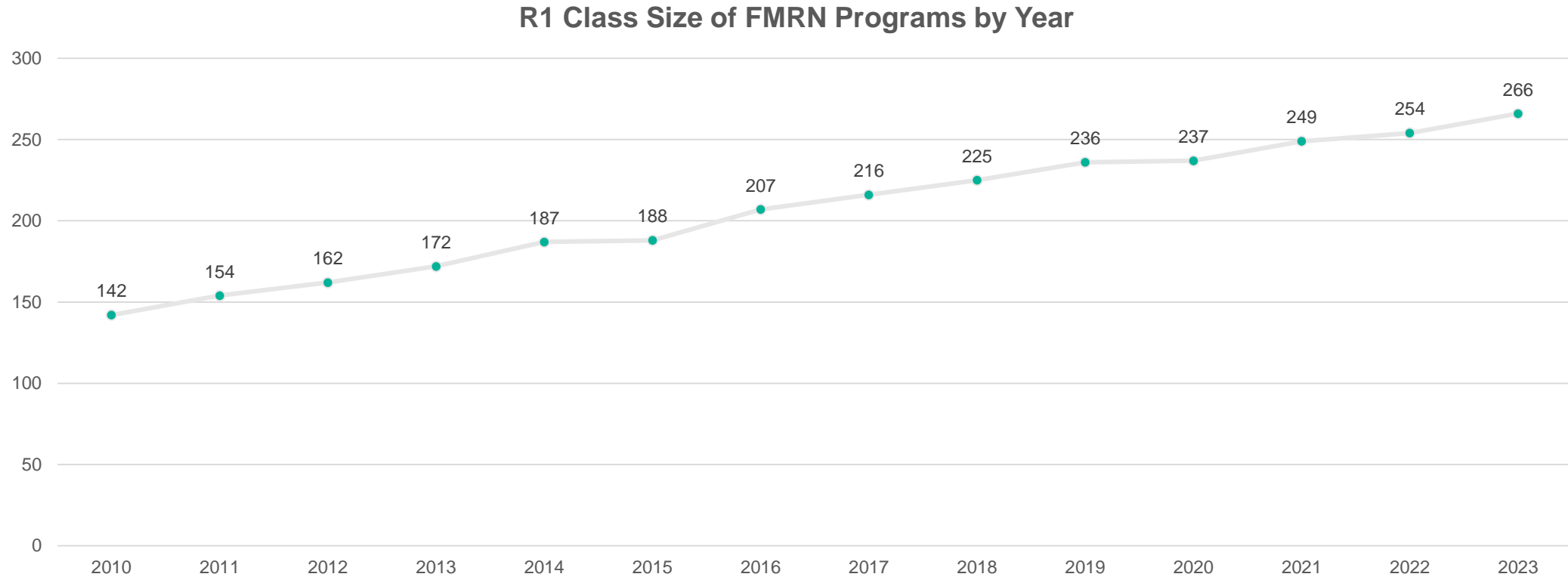
Longitudinal Applicant and Match Data

20 years of
tracking
applicant and
Match data

Compare
regional data
with National
NRMP (& NMS
until 2019) data

Expanded data
collection in
2021

Intern Class Size of by Year

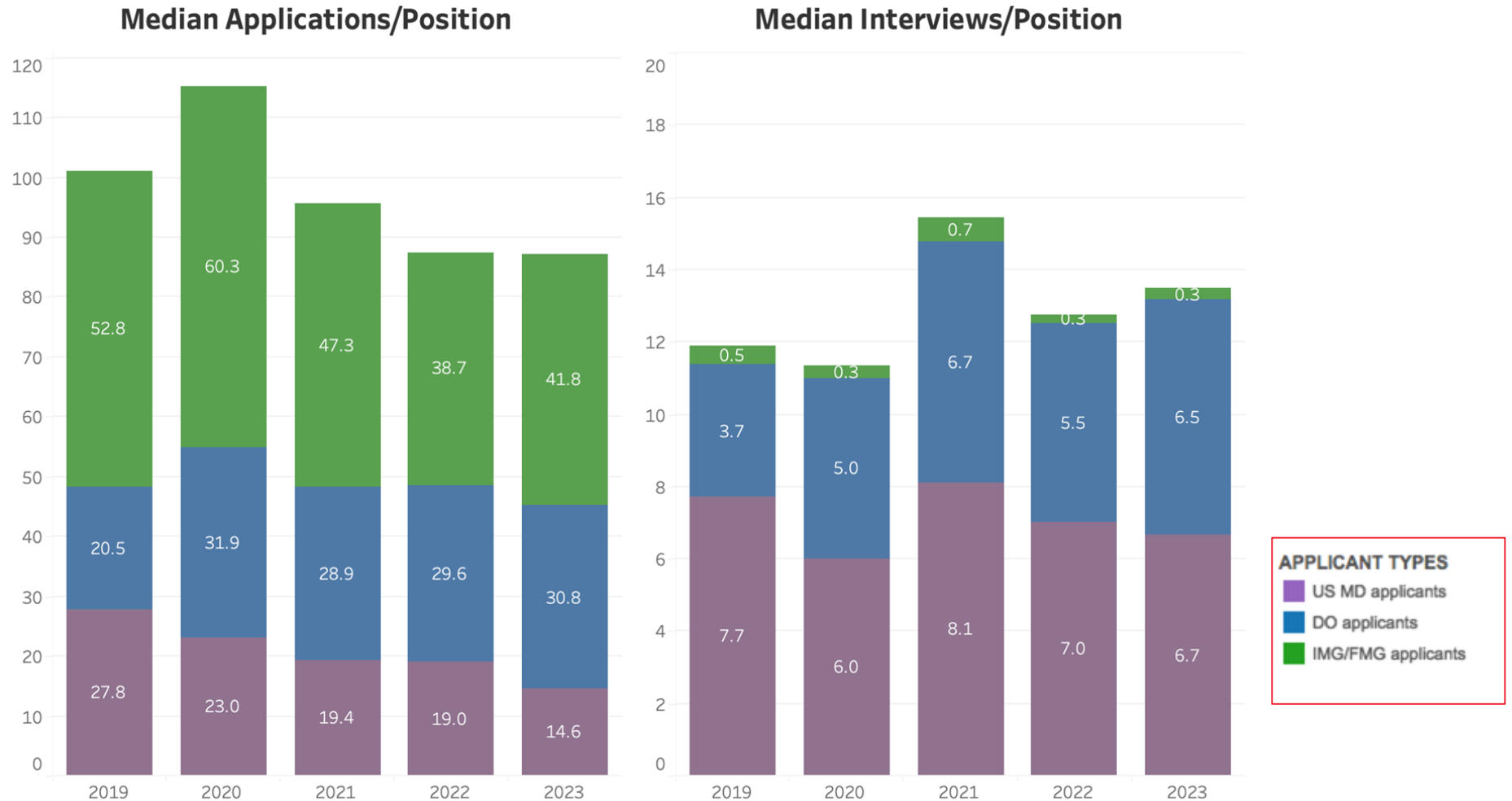


The FMRN has added more than 124 R1 positions in the last 13 years, representing a growth of 87%

Median applications, eligible applications, interviews offered, and interviews by intern position across FMRN programs (2021 Match season)

	Overall	Per intern position
Applications (min, max)	602 (94-1162)	100 (24, 387)
Eligible applications (min, max)	314 (53, 848)	57 (13, 293)
Interviews offered (min, max)	103 (16, 186)	17 (10, 46)
Interviews (min, max)	87 (15, 160)	15 (9, 24)

Median Applications & Interviews per Position Among Civilian Programs By Applicant Type



Reported Filters or Prescreening Criteria in ERAS

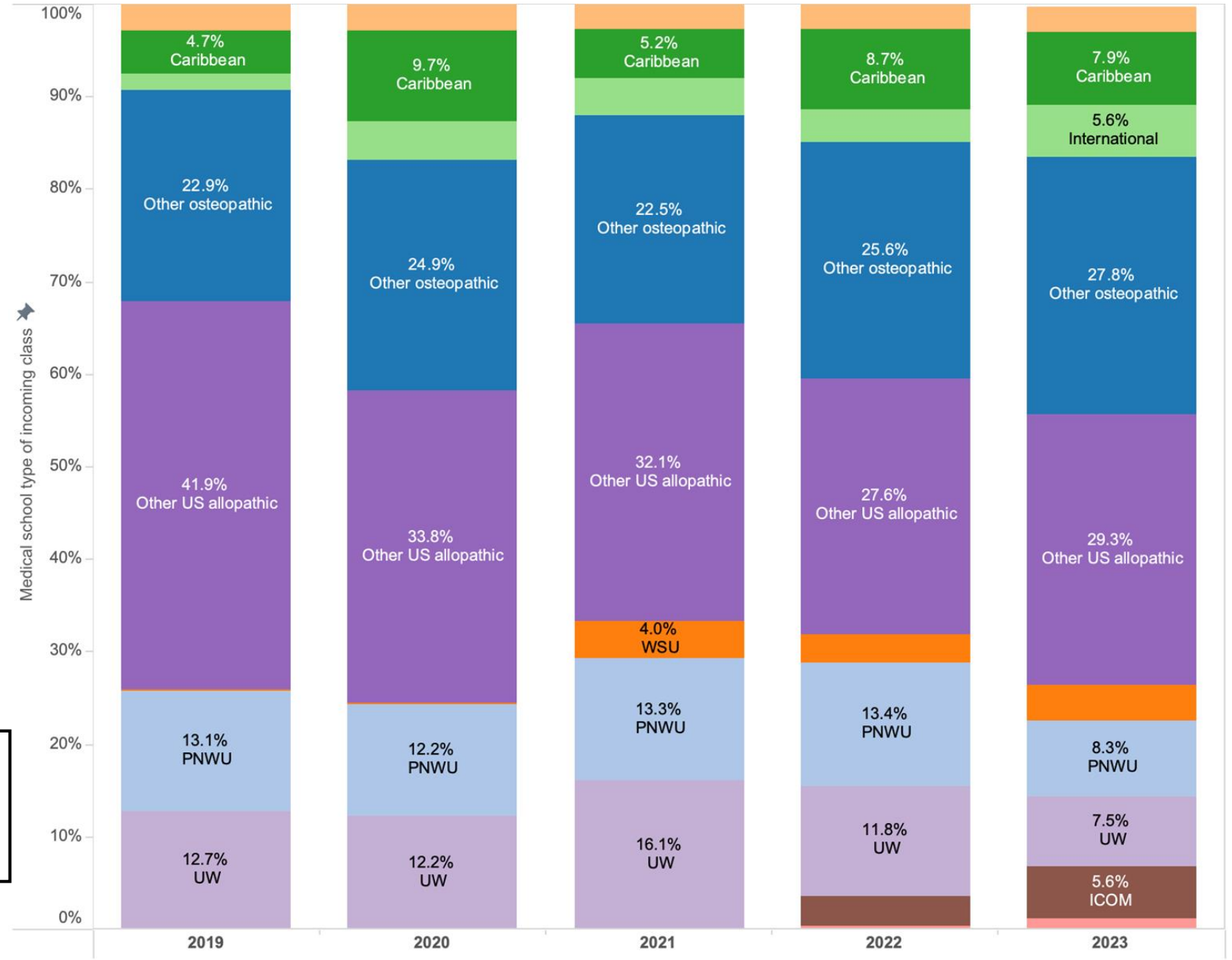
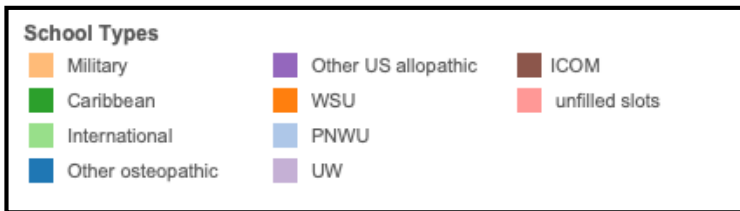
Filter out

- Graduated medical school within a certain amount of time (30 programs)
- Visa sponsorship needed (27 programs)
- International Medical Graduates (12 programs)
- Step failures (23 programs)
- Also: Applying after the deadline, lack of US clinical experience

Prioritize

- Local/regional connection (11 programs prioritize)
- Also: Signaling (new), language fluency

Medical Schools of Incoming Interns



Supplemental Offer and Acceptance Program (SOAP)

Year	Total FMRN positions in Match	Total FMRN positions in SOAP	% FMRN positions in SOAP	% FM positions in SOAP nationally
2012	162	1	0.6%	5.4%
2013	172	6	3.5%	4.1%
2014	187	5	2.7%	4.2%
2015	188	3	1.6%	4.9%
2016	207	6	2.9%	4.8%
2017	216	6	2.8%	4.2%
2018	225	5	2.2%	3.3%
2019	236	13	5.5%	6.8%
2020	237	11	4.6%	7.5%
2021	249	9	3.6%	7.2%
2022	254	41	16.1%	9.4%
2023	266	29	10.9%	11.3%
2024	260	25	9.6%	12.2%

**2012 was the first year of the SOAP*

2020 SOAP Study Outcomes

Don't be afraid of SOAP – great residents are in the process!

Program directors reported 77% of residents Matched in the SOAP were equally or less likely to need remediation compared to their peers.

Residents matched via the SOAP were compared favorably to other residents in specific Milestones of communication, professionalism and medical knowledge at the beginning and end of their training.

More than three quarters were also more or equally likely than an “average” resident to be in a residency leadership position

Graduates

- 87% (N=52) of the SOAP residents have graduated or are on track to graduate
 - 13% did not graduate
 - 4 of these 5 residents transferred to a different specialty,
 - 1 was dismissed
- 66% (N=23) of graduates' known practice locations/settings meets program's workforce mission

SOAP Study Takeaways

Rural training tracks/programs may be more likely to SOAP

Register for the SOAP

Be prepared!

Interview Strategies and Match Outcomes

2022-2023
32 Responses

- 26 - Virtual
- 1 – In-person
- 5 - Hybrid

2023-2024
34 Responses

- 25 - Virtual
- 3 – In-person
- 6 - Hybrid

Hybrid Interview Outcomes from 2022-2023 Application Year

Hybrid cohort: 5 core programs, 1 RTT

- Collective class size: $12+10+8+7+6+3 = 46$

Programs anticipated 50-60% of applicants wanting in-person interviews. The reality was 43% in-person and 57% virtual.

Match rate: 43 of 46 (93%) positions filled in the main match, 3 filled in the SOAP (7%). The SOAP rate in the overall network was 10.9%.

Opportunity to match analysis showed the competitive portion of the rank list mirrored the entire rank list on ratio of in-person:virtual.

Sub Internship Influence

A sub-internship has a powerful effect on rank position

- Subl average position: 31
- Non Subl average position: 48

A sub-intership had a powerful effect on matching

- Chance of a subl matching: 26%
- Chance of non subl matching: 7%

All sub-internship matches interviewed in-person

- 7 of the 43 matches were sub-interns

2024 data – hot off the press

How did hybrid programs do?

- 46 of 46 (100%) of spots filled in the match.
- In the FMRN network at large, 90.4% of spots fill in the match

Analysis in process for whether opportunity to match data was similar to 2022-2023

How do applicants get to know us?

Data from one hybrid program:

24 total matches (22-23 + 23-24): 13 in-person, 11 virtual

Of the 13 in-person matches

2 did sub-internship rotation

Of the 11 virtual matches

5 visited in-person for 2nd look after rank process done

5 visited with program at Natl Conf in KC

4 only saw program during virtual interview

0 did a sub-internship rotation

Summary

An increasing # of programs are using the SOAP to complete their match class:
4.2% (2014) 12.2% (2024)

FMRN programs are reviewing 57 files and interviewing 15 applications per matched intern

SOAP Residents perform well compared to peers

Hybrid interviews may broaden your match possibilities by meeting an applicants needs around getting to know a particular program



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Questions