

# Where Do They Go?

## The Importance of Post-Match Analysis

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No really,  
where did  
they go?

The Match Change Deadline and deadline for verifying AAMC participant status is Tuesday, January 23rd.

2017 Match Results

My Reports

Characteristics of Matched Residents

Confidential Roster of Program Matched Applicants (Available on Mar 16, 2017 02:00:00 PM)

Did my Program(s) PFR (Available on Mar 13, 2017 11:00:00 AM)

Download - Advance Code Tables (Available on Mar 16, 2017 09:00:00 AM)

Yellowjacket Match Results for Current and Past Residents

Inverse Code Report (Available on Mar 16, 2017 12:00:00 PM)

Match Outcome of All Programs & PFRs (Available on Mar 17, 2017 02:00:00 PM)

Match Results by Program (Available on Mar 17, 2017 02:00:00 PM)

Match Results by Program by Applicant (Available on Mar 17, 2017 02:00:00 PM)

Regional Match Statistics by Program (Available on Mar 13, 2017 11:00:00 AM)

SOAF Programs Preferred Applicants (Available on Mar 17, 2017 02:00:00 PM)

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# NRMP Match Results by Applicant

- Competition
- Are you attracting the right type of candidate
- Are you advertising your values/mission properly

## Post-Match Survey

### Feedback

- What did we do well?
- What could we improve?
- Is there something your program is doing differently than other programs that you want to assess?
- Are you getting your program's mission and values across to the applicants?

# Groups

Think about your interview process and come up with a few sample questions for a post-match survey



## Factors not in your control

- Location
- Cost of living
- Family or other area connections
- Size of program
- Mission of the program
- “opposed” or “unopposed”
- “fit” with the program

# Factors in your control

- Interaction with residents and faculty
- Advertised areas of expertise/focus of the program
- Resident morale
- Communication from the program to applicants

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# What do you want feedback on?

- What did we do well?
- What could we improve?
- Is there something your program is doing differently than other programs?
- Are you getting your program's mission and values across to the applicants?



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# Things to consider...

- Formatting
  - Open ended
  - Likert scale
  - Yes/No
  - Comments



A lot of information can be gained from open ended questions

What factors drew you to the program with which you matched?

Responses Test Analysis My Categories (0)

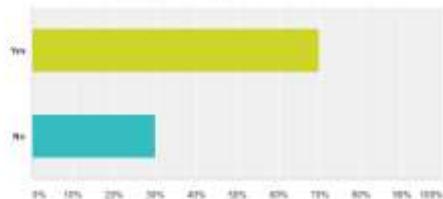
Categories: Filter by Category Search responses

- partner preference, location, reputation 3/29/2016 10:35 AM View respondent's answers Categorize as...
- Integration of global/public health curriculum. Community outreach opportunities. Underserved populations. 3/29/2016 4:19 PM View respondent's answers Categorize as...
- Emphasis on urban underserved -codman clinic-strong inpatient training -strong OB training 3/29/2016 11:50 PM View respondent's answers Categorize as...
- Reputation and location 3/29/2016 4:52 PM View respondent's answers Categorize as...
- Strong outpatient training. Strong women's health training and abortion care training. Rapport with residents and faculty. Behavioral health training. 3/29/2016 5:58 PM View respondent's answers Categorize as...
- Strong program leadership, commitment to the underserved, very strong women's health training, lower cost of living 3/29/2016 3:33 PM View respondent's answers Categorize as...

## Yes/No Question with comments

Do you feel that you received enough personal attention from faculty and residents on your interview day?

Assessment: 13 · Report: 1



Answer Choices	Responses
Yes	10
No	3
Not Sure	0

Comments (1)

Responses (1)	My Analytics	My Categories (0)
Too many interviews on the day		

Showing 1 responses

Too many interviews on the day  
10/20/18 12:15 PM · New respondent's answer · Compose a reply

## What happened on this interview day?

Q : Do you have two or three suggestions for how we might improve our recruitment and interview process?

A: "1) Program director or Chief of FM present for at least a small part of the interview day 2) Provide an overview of the program at the beginning of the day 3) Host the dinner in a place that it is easy to mingle and talk to multiple residents"

Q: We welcome any other comments regarding your application/interview experience with our Program

A: "I had a very positive impression of the program before interviewing, so I was maybe more critical of the interview day because I had high expectations. What I missed most of all was an overview of the program and a chance to hear from the Department/Residency leadership about their vision for the program."

# Who do you want to capture?

- Include questions directed to those specific candidates
- Send a separate survey



# Feedback on Interactions?

- Administrative Staff
- Faculty
- Residents



# Get specific!

- Was the Introduction too long?
- How was Lunch?
- Comments or thoughts on Wrap Up session?



## Non Interview Day Events

- Applicant Dinners
- 2nd Look Opportunities
- Social Events

# Who to send your survey to?

- Identify what you need feedback on



# When to send the survey?

- This answer goes back to:
  - Who you are sending the survey to?
  - What are you looking for feedback about?

# What to do with the results?

- Analyze the results
- Decide on any changes/updates
- Implement change!

## Information Sharing

In what ways does your program evaluate the interview process?

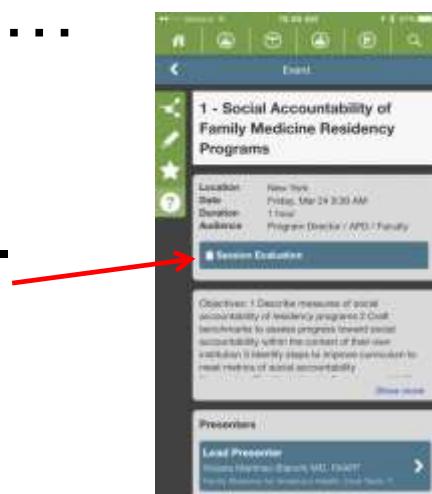
- What works well?
- What doesn't work so well?



# Take Aways

- Connect with your applicants for post match surveys
- Examine your NRMP “Match Results by Ranked Applicant” Report
- Learned different assessment methods from other programs

Please...  
Complete the  
session evaluation.



Thank you.



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