

Where Do They Go?

The Importance of Post-Match Analysis

Katie Whitley

Residency & Fellowship Coordinator

Department of Family Medicine

Boston Medical Center

kathryn.whitley@bmc.org



Department of Family Medicine



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No really,
where did
they go?

The screenshot shows the 'THE MATCH' website interface. The main content area is titled '2017 Match Residency Match' and contains a 'My Reports' section. The reports listed are:

- Characterization of Matched Residents (Available on Mar 16, 2017 02:00:00 PM)
- Confidential Roster of Program's Matched Applicants (Available on Mar 16, 2017 02:00:00 PM)
- Did my Program's FRT (Available on Mar 13, 2017 11:00:00 AM)
- Download - Advance Data Tables (Available on Mar 16, 2017 09:30:00 AM)
- Estimated Match Results by Country and Post-Residency
- Invoice Detail Report (Available on Mar 20, 2017 12:00:00 PM)
- Match Outcome of All Programs by State (Available on Mar 17, 2017 02:00:00 PM)
- Match Results by Ranked Applicant (Available on Mar 17, 2017 02:00:00 PM)** (circled in red)
- Regional Match Statistics by Specialty (Available on Mar 13, 2017 11:00:00 AM)
- SOAF Programs Fulfilled 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

What do you want feedback on?

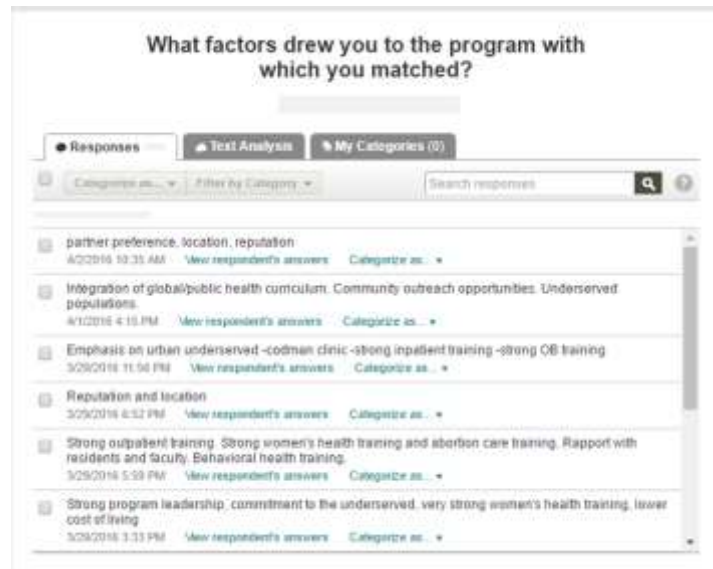
- What did we do well? 
- What could we improve?
- Is there something your program is doing differently than other programs?
- Are you getting your program's mission and values across to the applicants?

Things to consider...

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



A lot of information can be gained from open ended questions



Yes/No Question with comments



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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."

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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

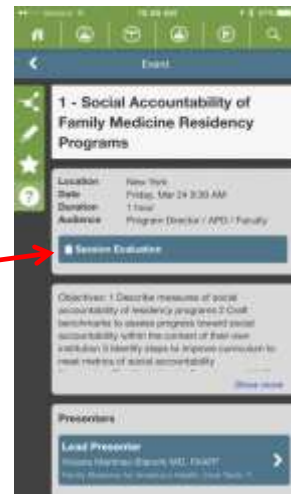
- Connect with your applicants for post match surveys
- Examine your NRMP “Match Results by Ranked Applicant” Report
- Learned different assessment methods from other programs

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Please...
Complete the
session evaluation.

Thank you.



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