

# Resident Match Program



All accredited programs to participate in the Resident Matching Program in 2007

## **Why was the decision made to include all accredited, application-submitted, and provisionally accredited programs in the Resident Matching Program?**

There have been numerous reports of pressure being placed on applicants, premature decisions being made, and commitments broken in the residency programs that were not previously included in the Resident Matching Program. It is time to implement a program that will make the process fairer and to help ensure the best fit between programs and applicants. Additionally, for program directors who have not participated in the matching process in the past there are many less obvious benefits of the Resident Matching program. With the release of the new ASHP Accreditation Standards for PGY1 & PGY2 Pharmacy Residency Programs all accredited programs are required to participate in the Resident Matching Program. The new standards go into effect in 2007.

## **When will the proposal go into effect?**

The 2007 match process is the date for all accredited programs, provisionally accredited programs and programs that have applied for accreditation participate in the match. This would affect candidates and programs that begin in July 2007. The matching process occurs in March 2007, with programs identifying their types of programs and number of positions in late summer or early fall of 2006.

## **What are the benefits to me as a program director?**

### *Optimizes Resident Selection*

The match ensures that you will receive the best choices of interested applicants. It was designed to optimize the best placement for both the program and applicants. You will only match with an individual who is interested in your program. If you do not list applicants, they will not match to your site. ASHP has used a matching program for 26 years and medicine has used the process for nearly all its specialty areas for over 50 years.

### *Reduces Pressure*

You don't need to worry that applicants will be taken early by other programs. The matching program does not allow programs to pressure applicants for quick or early decisions. All programs have the same defined amount of time to interview candidates.

### *Compete with Certainty - Not Guesswork*

Some applicants may exaggerate the level of their interest during an interview. With the matching program you do not need to second-guess applicant intentions. Ranking applicants who are not interested in your program won't affect your program's match results in any way, regardless of how you rank them. Your program will still match only with those applicants who truly want to be in your program.

### *Ensures the Best Fit*

Without a matching program, offer and acceptance strategies are critical factors for whether a program fills its positions. Early offers sometimes place undue pressures on candidates. Both candidates and programs may make premature decisions, not always leading to the best fit. With the matching program your reputation and program will determine the best fit. Only informed candidates who are truly interested in your site will rank you, thus ensuring your program's success in securing the best candidate.

### *Maintain Your Edge*

Your program wants to fill with the best candidates available. By listing the accredited programs by specialty type in the matching list, as well on other professional directories, candidates will have more opportunities to learn about your program and contact you if they are interested in interviewing. This helps attract more candidates to look at your program. You will be able to interview candidates up to the date the ranking lists are due, allowing you to find the best fit with your program.

### *Experts Help Ensure the Process*

The National Matching Services, Inc. (NMS) specializes in matching programs to ensure the process is fair, effective, and confidential. ASHP has used NMS since 1994 to run the pharmacy resident matching program. NMS runs matching programs for the U.S. and Canadian medical residencies, dental residencies in most specialties, psychology residencies, and osteopathic residencies.

### *Enhances Professionalism*

Program directors pressuring applicants to make quick and early decisions in a non-match process do not present a professional image to new practitioners or allow either party enough time to evaluate all choices. Applicants in a non-match environment often panic and accept the first offer or renege on earlier offers once they receive an offer from the site they really want, leaving the first program unfilled. This may result in a less than optimal fit for either the applicant or the program.

### *Efficiency*

The matching process provides an efficient, fair and easy way to match candidates by providing:

- A defined period to conduct all interviews
- Ability to allow for couples to match in the same metropolitan area (Both in Pharmacy Residencies or combination of Pharmacy/Medicine Residencies)
- Ability for a program with multiple sites or tracks to have individual match numbers
- An easy on-line ranking system
- A process by which unfilled positions can revert to another program at the site, if specified by the site
- Information to applicants of their match
- Information to all candidates and programs at the same time
- Post match assistance if your position is not filled

### **What can I as a program director do to make sure the matching process works for me?**

- Take advantage of interviewing all eligible, potential candidates to ensure the best fit for your program and organization, since you know the amount of time you have to interview.
- Rank your candidates in order of your preference, without consideration for how the applicant would rank your program.
- Only rank candidates you truly want at your site. Do not list candidates you feel do not fit with your program and you do not want at your site.
- If your site offers multiple residency programs, discuss with the other program directors if any open positions will be “reverted” to another program so that can be registered with the NMS and occur during the matching process.
- Make sure you adhere to the deadline dates. The match date is firm and all rank order lists must be in by that time if you are to participate.

### **What if I run a 2-year residency program?**

If your program is run over two years and it is advertised as a two-year program, the candidates match once, in the first year and are committed to your place for the two-year period. Examples of these programs include the 2-year pharmacotherapy residency programs and the 2-year combined masters and management/leadership residency programs.

### **What if I offer both PGY1 and PGY2 programs at my site, does the resident need to match for the PGY2 year?**

An early commitment process is available where the site can sign an early commitment with their resident to stay at their site for the PGY2 year. Both the resident and PGY2 program director will sign the form and submit to NMS by a date in November. This will remove that position from the formal matching process that occurs in March. If the early commitment form is not submitted to NMS by the early commitment date, both parties will need to go into the match.

### **What programs will be included in the matching program for the 2007 residency year?**

All accredited, application submitted, and provisionally accredited residencies (PGY1 and PGY2)

- PGY1 (previously called Pharmacy practice)
- All Pharmacy practice (with emphasis in community care)
- All Managed care pharmacy practice & managed care pharmacy systems
- All PY2 programs (formerly called specialized programs)
- ASHP is working with NMS to develop a new category for a program that intends to be accredited, but are looking for their first residents – they may have the option to be in the match.

The only exceptions will be for public health and the military programs that require individuals to be commissioned officers. These programs have their own deadlines and have more stringent criteria for placement.

### **I have heard that ASHP makes money off of the matching program. Is that true?**

ASHP does NOT make money off of the matching program. On the contrary, ASHP pays the National Matching Service to run the match.

**Additional questions can be directed to [asd@ashp.org](mailto:asd@ashp.org)**