

## APDEM All In Match Policy for Endocrinology

**Introduction:** APDEM Council unanimously adopted the All In Match Policy starting July 1, 2018 after extensive deliberation (conducted between winter 2015 to spring 2017) and a national survey of endocrinology Program Directors. The policy represents the best way to (a) support applicant autonomy; (b) improve Match outcomes; (c) protect the integrity of the fellowship selection process, and (d) promote fairness across programs competing for the same applicant pool.

Each year, Endocrine Fellowship Programs sign the Memorandum of Understanding (MOU) affirming commitment to the APDEM All In Match Policy. Only those Programs that sign the MOU will (a) be listed in ERAS, (b) be available in ERAS for candidates to select and (c) be able to receive candidates' ERAS applications using the Program Director Work Station.

The core policy remains unchanged, with only minor updates made for clarity.

### APDEM All In Match Policy:

All endocrinology positions **must be allocated through the NRMP Match** unless an official exception is granted by APDEM and the NRMP.

The All In Match agreement includes:

- (1) Programs registered for the Match must attempt to fill all positions through the Match.
- (2) Programs cannot offer positions outside the Match prior to program director registration and program activation in NRMP.
- (3) If a program offers any position outside the Match, the program no longer is eligible to enroll in the Match -- unless an exception has been granted by APDEM and the NRMP.

### APDEM All In Match Exception Process:

- **All exceptions requests should be formally submitted to APDEM (apdem@endocrine.org) with NRMP carbon copied (policy@nrmp.org) at least 3 weeks before a decision is required.**
- All exception requests will be assessed by APDEM's All In Match Committee, but final decisions will rest with APDEM Council.
- Exception request letters must include **details about the position to be offered, the applicant to whom the position will be offered, and any additional circumstances relevant to the request.** The letter must be signed and submitted by the Program Director

### APDEM All In Match Standard Exceptions:

APDEM intends to grant the following exceptions to its All In Match Policy:

1. **Military appointees** to civilian programs.
2. **ABIM Research Pathway candidates**, when entry into the main residency match included *a priori* plans to pursue endocrinology fellowship at the same institution upon completion of 2 years of clinical training in the Internal Medicine residency program.
3. **Formally-combined training programs** designed to provide board eligibility for two different specialties with different NRMP codes (e.g., adult and pediatric endocrinology).  
Exception requests must:
  - a) be submitted by all program directors overseeing the combined training program.
  - b) include evidence that the combined program is a formal and established one (e.g., a website link).
  - c) confirm that the fellow will be dually board-eligible upon successful graduation from the combined program.

**Replacement of a fellow** that resigns or is dismissed or replacement of a matched fellow that does not start training. Exception requests must be co-submitted by the Program Director and the program's Designated Institutional Official (DIO). APDEM primarily intends to grant this exception for the replacement of fellows who did not achieve 75% of required clinical training. Replacement of a trainee and initiation of training prior to October 1 does not require APDEM approval.

4. **New accreditation** from ACGME or **approval for a permanent complement increase** from ACGME if the program intends to recruit fellowship applicants at any point from Match Day until and including June 30 of the same academic year. Exception requests must:
  - a) be co-submitted by the Program Director and the program's Designated Institutional Official (DIO).
  - b) include documentation from ACGME confirming either 1. the program's accreditation date or 2. the date on which a permanent complement increase was approved.

**Other Exceptions:** APDEM will permit programs to request exceptions for situations not listed above (items 1-5); these will be considered on a case-by-case basis. However, only highly compelling exception requests will be eligible for approval through this mechanism, and such exception requests would need to be co-submitted by the program and the program's DIO. APDEM does not intend to grant exceptions that can be reasonably addressed via the NRMP Match (or by other means).

- This All In Match policy does not prohibit out-of-Match arrangements when a program fails to match to its full NRMP quota (i.e., "does not fill"). In such cases, the program may fill the unfilled position outside of the NRMP Match (e.g., via a "scramble"). As long as candidates are available to begin training by October 1 of the corresponding academic year and as long as the arrangement is made between Match Day and September 30, neither NRMP nor APDEM will penalize such out-of-Match arrangements, and programs do not need to obtain APDEM's or NRMP's approval for such arrangements. However, it is expected that programs will make every effort to recruit such candidates and have them begin training by July 1 of the corresponding academic year (i.e., before the next recruitment season begins). If such arrangements are made on or after October 1, or if the candidate is not available to begin training by October 1, a formal exception request must be submitted to APDEM.

#### **Policy Adherence Assessments:**

- a. Early each academic year, APDEM's All In Match Committee will conduct an NRMP-mandated survey of all endocrinology fellowship programs regarding the number of first-year fellows beginning the training program that appointment year. (Since the NRMP requires APDEM to perform this survey, failure to respond to this survey will represent a violation of APDEM's All In Match Policy.) APDEM's All In Match Committee and the NRMP will then compare (a) the number of positions with fellows in training for that appointment year (self-reported by the program) with (b) the program's relevant NRMP quota.
- b. APDEM's All In Match Committee will subsequently assess policy adherence by comparing (a) the combined Match quotas for the previous two Matches with (b) the number of ACGME-approved positions that are filled in the current academic year. In order to facilitate this process, programs are required to notify APDEM's All In Match Committee if a temporary complement increase that is anticipated to be longer than three months is approved by the ACGME.
- c. When a possible All In Match Policy violation is identified, the NRMP and/or the All In Match Committee (as appropriate) will engage the Program in an adjudication process. Programs found to be in violation of APDEM's All In Match Policy will be subject to (a) possible NRMP sanctions (as appropriate) and (b) withdrawal of ERAS access for up to two subsequent application cycles.
- d. APDEM's All In Match Policy pertains specifically to initial position allocation. Although APDEM's policy does not pertain to current endocrinology fellows who have complied with their NRMP Match Participation Agreements and are now seeking to transfer from one program to another, APDEM requests notification of such transfers to prevent confounding during surveillance procedures via formal email.

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