

## **PROGRAM-SPECIFIC FAQs**

- What is the Nephrology Match application cycle for 2018?
- What is the All-In Nephrology Match Memorandum of Understanding (MOU) and how will programs participating in All-In access ERAS?
- What are the Benefits of Participation in the All-In Nephrology Match?
- What is NRMP?
- What is ERAS?
- What is the relationship between NRMP and ERAS?
- What is ASN's relationship with NRMP?
- What is the ASN Nephrology Match Resolution?
- What does the All-In policy mean for nephrology training programs?
- Why does ASN support the All-In policy?
- How does the All-In policy affect internal candidates?
- How do NRMP and ASN monitor All-In participation?
- How will ASN and NRMP monitor compliance with NRMP's Match Participation Agreement?
- If a fellow is enrolled in a non-Match research fellowship, does he/she need to enter the Match before beginning clinical training in a nephrology fellowship?
- What are the policies regarding offering fellowship tracks?
- What other concrete steps has ASN taken to increase the number of applicants to nephrology?
- Our program has positions that are ACGME approved but that we do not plan to fill this year pre- or post-Match. How will the ASN and NRMP know that we are not filling positions outside of the Match?
- How will nephrology fellowship directors, division chiefs, designated institutional officials, and other leaders be informed of NRMP Sanctions and Exclusion from Benefits of Participation?
- How will the All-In policy apply to an individual who is accepted into a five-year internal medicine residency/nephrology-research fellowship short-track program out of medical school (two years of internal medicine residency and three years of nephrology-research fellowship)?
- How has NRMP revised the Match Participation Agreement regarding communication?
- Where can I obtain additional information?

## **CANDIDATE-SPECIFIC FAQs**

Click any question to access the response

- What is the Nephrology Match application cycle for 2018?
- What is NRMP?
- What is ERAS?
- What is the relationship between NRMP and ERAS?
- Who is eligible to apply for a nephrology fellowship?
- How do international medical graduates (IMGs) register for the Match?
- How do couples enroll in the Match?
- What is ASN's relationship with NRMP?
- What is the ASN Nephrology Match Resolution?
- What does All-In mean?
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- What other concrete steps has ASN taken to increase the number of applicants to nephrology?
- Where can I obtain additional information?
- What do I do if a program makes a pre-Match offer?

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### • What is the Nephrology Match application cycle for 2018?

May 31, 2018	Deadline to return signed All-In Nephrology Match MOU
June 8, 2018	ERAS Access opens for Candidates and Programs
July 15, 2018	Candidates begin submitting applications to ERAS
August 29, 2018	Match Opens
October 3, 2018	Rank Order List Entry Opens
October 31, 2018	Quota Change Deadline
November 14, 2018	Rank Order List Certification Deadline
November 28, 2018	Match Day

### • What is the All-In Nephrology Match Memorandum of Understanding (MOU) and how will programs participating in All-In access ERAS?

Nephrology training programs participating in the All-In Nephrology Match will be listed in, and have access to, the Electronic Residency Application Service (ERAS). ASN is again using a [memorandum of understanding \(MOU\)](#) to provide ERAS the information it needs to verify programs/tracks participating in the AY 2019 All-In Nephrology Match. To be listed in ERAS, programs must agree to 1) execute and abide with the NRMP Match Participation Agreement (MPA) for AY 2019; and 2) place all tracks and all training positions in the Medical Specialties Matching Program (MSMP).

Programs that enter into and return the signed MOU to ASN by **Thursday, May 31, 2018, at 5:00 p.m. EDT** will be listed in ERAS and able to receive applications using the ERAS Program Director Work Station. Those entering after May 31 will be listed, but ERAS will NOT inform candidates of any additions after the June 8 opening. Nonparticipating programs will not be listed in, nor have access to, ERAS and will be excluded from the benefits of participation.

### • What are the Benefits of Participation in the All-In Nephrology Match?

The Task Force recommended, and ASN Council has approved, extending eligibility to participating programs for the benefits of participation below. ASN reserves the right, as official sponsor of the Nephrology Match, to exclude potentially nonparticipating programs in AY 2019 from receiving these benefits if these programs demonstrate they choose not to participate.

Programs determined to be nonparticipating with ASN's All-In Policy will be excluded from the following benefits of participation.

- ASN All-In Nephrology Match—Benefits of Participation
- Training Program Directors (TPDs), faculty, and staff from participating programs will have access to the TPD toolkit information on the ASN site.
- Participating programs will be included in the ASN website program listing with search function for candidates.
- TPDs and Division Chiefs from participating programs are eligible to serve as speakers at ASN Kidney Week.
- TPDs and faculty from participating programs are eligible to serve on ASN committees.
- TPDs and faculty from participating programs are eligible to apply for ASN and ASN Foundation for Kidney Research grant funding.

**• What is NRMP?**

The [National Resident Matching Program® \(NRMP®\)](#) is a non-profit organization that supports a standardized residency and fellowship selection process. The NRMP manages the [Main Residency Match®](#) and the [Specialties Matching Service®](#), which includes matches for more than 40 subspecialty fellowships, including Nephrology.

**• What is ERAS?**

The [Electronic Residency Application Service \(ERAS®\)](#) transmits applications, letters of recommendations, performance evaluations, transcripts, and other supporting material from applicants to program directors. ERAS is supported by the [Association of American Medical Colleges \(AAMC\)](#).

**• What is the relationship between NRMP and ERAS?**

NRMP and ERAS are separate organizations that work together to support the Match process. [NRMP](#) is the organization through which you register to participate in a Fellowship Match. Candidates and Nephrology training program directors will submit rank order lists through NRMP. Candidates must use [ERAS](#) to fill out applications and all supporting material in order for applications to be considered complete and for fellowship training program directors to see applications and supporting material. Starting June 8, 2018, ERAS will only list, and grant access to, nephrology training programs participating in the All-In Nephrology Match.

**• What is ASN's relationship with NRMP?**

The [American Society of Nephrology \(ASN\)](#) is the sponsor of the Nephrology Match. This commitment means ASN has a direct relationship with NRMP, sets policies for the Nephrology Match, and enters into an agreement with the NRMP to monitor compliance with the match policies.

## • What is the ASN Nephrology Match Resolution?

The [ASN Nephrology Match Resolution](#) provides guiding principles for nephrology training programs and for candidates participating in the Match process, including the All-In policy, in which all ACGME-accredited nephrology training programs will participate in the NRMP Match and offer all positions through the Match.

## • What does the All-In policy mean for nephrology training programs?

For the Nephrology Match, the All-In policy means that all accredited training programs must participate in and offer all positions through the NRMP Match. NRMP will support ASN's policy and help monitor compliance for all Nephrology programs. Nephrology training programs participating in the All-In Nephrology Match will be listed in, and have access to, the Electronic Residency Application Service (ERAS).

The ASN Match Oversight Task Force will review participation data for all Nephrology training programs and monitor outcomes of the All-In Match. Programs that do not participate in the All-In Nephrology Match will be excluded from the benefits of participation. Programs that violate the NRMP Match Participation Agreement (MPA) are subject to NRMP sanctions. The full NRMP Policies and Procedures for Reporting, Investigation, and Disposition of Violations of NRMP Agreements is available [here](#).

### **ASN All-In Nephrology Match—Benefits of Participation**

- Training Program Directors (TPDs), faculty, and staff from participating programs will have access to the TPD toolkit information on the ASN site.
- Participating programs will be included in the ASN website program listing with search function for candidates.
- TPDs and Division Chiefs from participating programs are eligible to serve as speakers at ASN Kidney Week.
- TPDs and faculty from participating programs are eligible to be nominated for ASN committees.
- TPDs and faculty from participating programs are eligible to apply for ASN and ASN Foundation for Kidney Research grant funding.

## • Why does ASN support the All-In policy?

In recent years, the number of Nephrology fellowship applicants has declined and the number of Nephrology positions filled outside the Match has increased. The unfilled fellowship positions, the mid-interview season drop-out of candidates, and the pressure by programs on candidates to select outside the Match have engendered frustration and concerns among training programs and applicants.

An All-In policy will best serve the fellowship applicants, Nephrology training programs, the specialty of Nephrology, and the millions of people with kidney diseases. To learn more, visit the [Nephrology Match section of ASN website](#).

**• How does the All-In policy affect internal candidates?**

Internal candidates will participate in the All-In Nephrology Match the same as external candidates, and programs may choose to place those candidates at the top of their rank order lists if they want to ensure those candidates a position in their fellowship program.

**• How do NRMP and ASN monitor All-In participation?**

The ASN Match Oversight Task Force, launched in December 2015, is charged with monitoring outcomes of the All-In Nephrology Match. Shortly after the beginning of each appointment year, ASN will provide NRMP with program-specific information on the numbers of fellows in training. NRMP will compare that information to the number of positions placed in the Match to preliminarily identify variations, and then contact each program where the number of fellows in training exceeds the number of positions in the Match to determine why the variation exists. In the event there is a Policy violation, NRMP sanctions will be applied in accordance with the Match Participation Agreement.

Nephrology training programs participating in the All-In Nephrology Match will be listed in, and have access to, the Electronic Residency Application Service (ERAS). Programs that do not participate in the All-In Nephrology Match will be excluded from the benefits of participation below. (Please note that ASN reserves the right, as official sponsor of the Nephrology Match, to exclude potentially nonparticipating programs in AY 2019 from receiving these benefits if these programs demonstrate they choose not to participate.)

**ASN All-In Nephrology Match—Benefits of Participation**

- Training Program Directors (TPDs), faculty, and staff from participating programs will have access to the TPD toolkit information on the ASN site.
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- TPDs and Division Chiefs from participating programs are eligible to serve as speakers at ASN Kidney Week.
- TPDs and faculty from participating programs are eligible to serve on ASN committees.
- TPDs and faculty from participating programs are eligible to apply for ASN and ASN Foundation for Kidney Research grant funding.

**• How will ASN and NRMP monitor compliance with NRMP's Match Participation Agreement?**

In accordance with the agreement between ASN and NRMP, NRMP will implement ASN's All-In policy, help monitor compliance with NRMP's Match Participation Agreement (MPA), and in the event of a violation apply NRMP sanctions. The full NRMP Policies and Procedures for Reporting, Investigation, and Disposition of Violations of NRMP Agreements is available [here](#). The ASN Match Oversight Task Force will monitor Match outcomes and determine if programs are participating in the All-In Nephrology Match.

- **If a fellow is enrolled in a non-Match research fellowship, does he/she need to enter the Match before beginning clinical training in a nephrology fellowship?**

Yes. All candidates must submit their applications for fellowship through [ERAS](#) and register with [NRMP](#).

- **What are the policies regarding offering fellowship tracks?**

Programs have flexible options and can use the following tracks to differentiate training options within individual programs: Clinical, Research, and Other. These can be configured through ERAS. Training programs can also use the NRMP system to “revert” unfilled positions from one track to be filled from their rank list for another track (for example, an unfilled research position can be filled from rank list for clinical track). Programs should ensure that each eligible candidate understands the different tracks.

- **What other concrete steps has ASN taken to increase the number of applicants to nephrology?**

Click the links below to learn more about the array of ASN programs focused building the pipeline, and promoting the careers of those already in nephrology.

#### **Building the Profession:**

[Nephrology Workforce Research](#)

[Kidney STARS](#)

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[CME](#)

[Online curricula](#)

[KSAP](#)

[NephSAP](#)

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[BRCU](#)

- **Our program has positions that are ACGME approved but that we do not plan to fill this year pre- or post-Match. How will the ASN and NRMP know that we are not filling positions outside of the Match?**

If your program is not planning on filling any of your ACGME-approved positions, please inform ASN at [nephrologymatch@asn-online.org](mailto:nephrologymatch@asn-online.org). Every year, ASN will also survey all nephrology training program directors to obtain this information, which will be shared with NRMP.

- **How will nephrology fellowship directors, division chiefs, designated institutional officials, and other leaders be informed of NRMP Sanctions and Exclusion from Benefits of Participation?**

The NRMP policy is available [here](#). If a program is determined to be nonparticipating in the All-In Nephrology Match, the training program director, division chief, dean, and designated institutional official will be notified that the program is excluded from the benefits of participation.

- **How will the All-In policy apply to an individual who is accepted into a five-year internal medicine residency/nephrology-research fellowship short-track program out of medical school (two years of internal medicine residency and three years of nephrology-research fellowship)?**

In order to assure uniformity, the individual will still enter the Match prior to beginning Nephrology fellowship training and the fellowship program will rank the individual highly in order to ensure successful matching.

- **How has NRMP revised the Match Participation Agreement regarding communication?**

NRMP revised the Match Participation Agreement (MPA) governing communication between programs and applicants. Effective this application year, the revision addresses incidents reported by applicants and medical schools, as well as recently-published articles examining illegal, unethical, and/or misleading communication during and after the interview.

Currently, applicants and programs are prohibited from requesting information about ranking preferences, and programs are prohibited from requiring applicants to reveal the names, specialties, geographic locations, or other identifying information of programs to which they have or may apply.

- **Where can I obtain additional information?**

ASN: <https://www.asn-online.org/match>

By email: [nephrologymatch@asn-online.org](mailto:nephrologymatch@asn-online.org)

NRMP: [www.nrmp.org](http://www.nrmp.org)

ERAS: [www.amc.org/services/eras](http://www.amc.org/services/eras)

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### • What is NRMP?

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### • What is the relationship between NRMP and ERAS?

NRMP and ERAS are separate organizations that work together to support the Match process. [NRMP](#) is the organization through which you register to participate in a Fellowship Match. Both you and Nephrology program training directors will submit rank order lists through NRMP. You must use [ERAS](#) to fill out your application and all supporting material in order for your application to be considered complete and for fellowship training program directors to see your application and supporting material. Nephrology training programs must participate in the All-In Nephrology Match in order to be listed in, and access applications through, ERAS.

- **Who is eligible to apply for a nephrology fellowship?**

Applicants for fellowships in adult nephrology must have completed a residency in internal medicine. General information is available on the [NRMP site](#) and on the [ERAS site](#), but you should check the specific requirements of the programs in which you are interested.

- **How do international medical graduates (IMGs) register for the Match?**

NRMP provides information and support for IMGs applying for fellowship [here](#). ERAS provides additional information [here](#). The Educational Commission for Foreign Medical Graduates (ECFMG) has information and resources [here](#).

- **How do couples enroll in the Match?**

Each partner of a couple must enroll individually in the Match and indicate in the NRMP [Registration, Ranking and Results \(R3®\)](#) system that they wish to participate as a couple. The couple will match to the most preferred pair of programs on the rank order lists where each partner has been offered a position.

- **What is ASN's relationship with NRMP?**

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- **What is the ASN Nephrology Match Resolution?**

The [ASN Nephrology Match Resolution](#) provides guiding principles for nephrology training programs and for candidates participating in the Match process, including an All-In policy, in which all ACGME-accredited nephrology training programs will participate in the NRMP Match and offer all positions through the Match.

- **What does All-In mean?**

The goal of the All-In policy is to have all nephrology training programs accredited by the Accreditation Council for Graduate Medical Education (ACGME) participate in the National Resident Matching Program (NRMP) Medical Specialties Matching Program (MSMP) and offer all nephrology training positions through the MSMP. ASN believes All-In is the best approach for the specialty in the long term and helps ensure all candidates: 1) have fair and equal access to programs and 2) can examine the full range of training opportunities before applying.

NRMP will support ASN's policy and help monitor participation in the All-In Nephrology Match. The ASN Match Oversight Task Force will review participation data for all Nephrology training programs and monitor outcomes of the All-In Match. Nephrology training programs participating in the All-In Nephrology Match will be listed in, and have access to, the Electronic Residency Application Service (ERAS). Programs that do not participate in the All-In Nephrology Match will be excluded from the benefits of participation below. (Please note that ASN reserves the right,

as official sponsor of the Nephrology Match, to exclude potentially nonparticipating programs in AY 2019 from receiving these benefits if these programs demonstrate they choose not to participate.)

### **ASN All-In Nephrology Match—Benefits of Participation**

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### **• How will ASN and NRMP monitor compliance with NRMP's Match Participation Agreement?**

In accordance with the agreement between ASN and NRMP, NRMP will implement ASN's All-In policy, help monitor compliance with NRMP's Match Participation Agreement (MPA), and in the event of a violation apply sanctions. The full NRMP Violations Policy is available [here](#). The ASN Match Oversight Task Force will monitor Match outcomes and determine if programs are participating in the All-In Nephrology Match.

### **• If a fellow is enrolled in a non-Match research fellowship, does he/she need to enter the Match before beginning clinical training in a nephrology fellowship?**

Yes. All candidates must submit their applications for nephrology fellowships through ERAS and register with NRMP for the Match.

### **• What are the policies regarding offering fellowship tracks?**

Programs have flexible options and can use the following tracks to differentiate training options within individual programs: Clinical, Research, and Other. You should review the material provided by the specific program(s) you are interested in to understand the options offered (if there are tracks offered), and how to apply to a specific training track. Training programs can also use the NRMP system to "revert" unfilled positions from one track to be filled from their rank list for another track.

• **What other concrete steps has ASN taken to increase the number of applicants to nephrology?**

Click the links below to learn more about the array of ASN programs focused building the pipeline, and promoting the careers of those already in nephrology.

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By email: [nephrologymatch@asn-online.org](mailto:nephrologymatch@asn-online.org)

NRMP: [www.nrmp.org](http://www.nrmp.org)

ERAS: [www.amc.org/services/eras](http://www.amc.org/services/eras)

• **What do I do if a program makes a pre-Match offer?**

The goal of the All-In policy is to have all nephrology training programs accredited by the Accreditation Council for Graduate Medical Education (ACGME) participate in the National Resident Matching Program (NRMP) Medical Specialties Matching Program (MSMP) and offer all nephrology training positions through the MSMP (NRMP FAQs: <http://www.nrmp.org/faq-sections/fellowship-applicant-faqs/>).

Participating in the Match process does not mean a program director cannot indicate strong interest in you joining his or her training program, or that you cannot indicate interest in becoming a part of that training program.

Sometimes an interviewer is simply very enthusiastic about the possibility that you might join their program. However, if a training program director (or program faculty member) makes you a pre-Match offer in a way that indicates you would conclude a final and binding agreement with the program outside of the Match, that offer is a Match violation by the training program. Accepting such an offer is a Match violation by the candidate.

We recognize this is a difficult and delicate situation for applicants. You should be pleased at the interest shown, and you don't want to burn any bridges. Some suggestions for how to respond:

- o Thank the program director/faculty member for his or her interest.
- o If you are interested in joining their program, indicate your interest in the program.
- o Explain you have several interviews to go and want to be fair in your assessments and not waste the time of those who are making time to interview you.
- o If this is your last interview, you might say you would like to review all the interviews in as objective a fashion as possible and want to guard against making any onsite or snap decisions.

While you can explain you are obligated to follow the rules of the Match, this can come across as a little heavy-handed if you are certain the program staff member is violating those same rules.

If you have questions, please contact ASN at [nephrologymatch@asn-online.org](mailto:nephrologymatch@asn-online.org). All inquiries will be kept confidential.