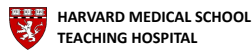
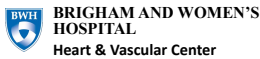


The SF Match Experience

Douglas C. Shook, MD, FASE
Director, Cardiothoracic Anesthesia Fellowship
Director, Cardiac Interventional Anesthesia
Department of Anesthesiology



Disclosures

Edwards Lifesciences - Speaker
St Jude Medical - Speaker

Prior to the ACGME (Before 2007)

- Each program had their own deadlines
- Applicants and program were pitted against each other
- Most programs accepted primarily internal candidates

ACGME Accreditation - 2007 (Significant Change Occurred)

- Program Directors Committee in the SCA
- Communication and collaboration
- Application process more organized

Initial Attempt at Improvement (Application Process)

- Set a decision date for applicants
- Prior to the date an applicant could not be forced to accept an offer from a program
- Empowered the resident applicants

Made Continued Modifications (Close to a Match)

- Set a date when applicants would be informed of program offers
- Applicants had to accept one of the offers within 7 days
- Subsequent scramble

Exceptions (Critical to the Process)

- Internal candidates
- Two-year fellowships
- Couples applicants
- Military applicants
- International applicants

Despite All Of Our Hard Work Problems Still Occurred

Actual Email

I have had three internal residents and three external applicants contact me in the past two days regarding fellowship offers that have a deadline of next week if they want to keep the position. I know in the past this can be both programs making offers that expire and also residents trying to force programs to make decisions early. I feel that the problem this year is much worse than in past years. I know there isn't much we can do about this but it only reinforces the need for a match. I don't like discussing with residents why this is happening despite the statement on the SCA website.

Obstacles to the Match

- Which company?
- Buy-in from the majority of the programs
- Who will financially back the process
- Checks and balances to assure accuracy

Which Company?

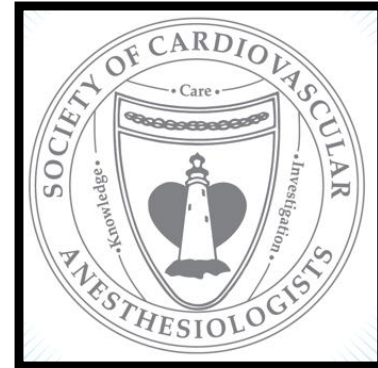
Which Company?

Program Buy-In (2012)

- **54/58 (93%) programs**
- **165/176 (94%) positions**

Key: Maintaining the Exceptions

Financial Backing



Accuracy

- **SF Match - rigorous and legitimate process**
- **Exceptions occur outside SF match**
- **Match results reviewed by the Executive Board of the Program Directors Committee prior to dissemination to the applicants and programs**

Timeline

- **November - Applications available**
- **Jan to May - Interviews**
- **Early June - Rank lists due**
- **Mid June - Match results sent out**

Three Years of Success

	2013	2014	2015
Programs	54	55	57
Positions Offered	168	174	183
Positions Filled	166	172	182
Positions Remaining	2	2	1

Three Years of Success

	2013	2014	2015
Applicants	230	213	211
Matched	166	172	182
Remaining	64	41	29
Exceptions	44	54	32

Program Buy-In Today (2015)

- **57/58 (98%) programs**
- **183/184 (99.5%) positions**

Strength of the Match Process

- **Acceptance - both programs and applicants**
- **Only 1 program not participating**
- **Exceptions are critical to success**
- **Fixed the program/applicant politics**
- **Easy to manage and reliable**
- **Data to track applicants and programs**
- **Available positions quickly filled**
- **Common application since 2015**

Areas for Improvement

- **Managing the exceptions**
- **Two-year combined applicants**
- **Date of the match in early June**
- **Programs interview more applicants**
- **Applicants apply to more programs**