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Examination of Potential Residency Placement Concerns due to Integrated Medical School

Rutgers Biomedical and Health Sciences

February 8, 2023

Introduction

- A significant concern expressed by some faculty members, students, and other stakeholders related to an integrated medical school model at Rutgers is any potential impact on residency placements for graduating medical students.
- Specifically, feedback from multiple discussions indicated a concern that GME programs might limit the number of first-year residents that they bring in from a given medical school
- If true, combining New Jersey Medical School (NJMS) and Robert Wood Johnson Medical School (RWJMS) under a single accreditation might adversely affect their graduates seeking placements in programs that take students from both NJMS and RWJMS.

Hypothetical Example

- Residency program X accepted three graduating medical students from NJMS and two graduating medical students from RWJMS.
- Is the implicit “limit” on the number of graduates that program X will take from a newly combined Rutgers medical school set at three?
- If so, would a combined medical school result in the number of Rutgers medical school graduates placed in program X potentially decreasing from five to three?

To gain further context and assess this concern, RBHS leadership requested ECG to conduct the following:



1 First-Year Resident Data Review

- Review internally provided residency match data for the past five years.
- Identify GME programs matriculating first-year residents from both NJMS and RWJMS.
- Assess the potential impact if a hypothetical “limit” was placed on first-year residents from a given medical school.



2 Survey of GME Leadership

- Solicit feedback from GME leaders at other healthcare organizations regarding any limits on residents from a given school.
- Anonymize and summarize their responses.

Approach and Key Results – First-Year Resident Data Review

Approach

- Collected and reviewed detailed residency match data for NJMS and RWJMS graduates for 2018 through 2022
- Identified specific healthcare organizations and GME programs (exclusive of Rutgers GME programs) which accepted first-year residents from both NJMS and RWJMS
- Estimated the potential impact of a hypothetical “limit” on residents from a given school
 - Assumed that the higher number of NJMS graduates and RWJMS graduates who are first-year residents in a given GME program represents a hypothetical "limit" from an integrated Rutgers medical school
 - If the number of first-year residents from NJMS and RWJMS is equivalent, it is assumed that number is the "limit"
 - Compared combined total of first-year residents from NJMS and RWJMS to the hypothetical “limit,” with the difference representing the potential impact.

Key Results

- A hypothetical “limit” imposed by each GME program with first-year residents from both NJMS and RWJMS would have impacted a maximum of only 12 to 21 students from the combined annual graduating classes of approximately 3501, depending on the year reviewed.
- A summary and detailed analyses by year are provided in Exhibits I through VI.

¹ Based on data reported by AAMC in its FACTS database Table B-2.2: Total Graduates by U.S. MD-Granting Medical School and Gender, 2017-2018 through 2021-2022.

Approach and Key Results – Survey of GME Leadership

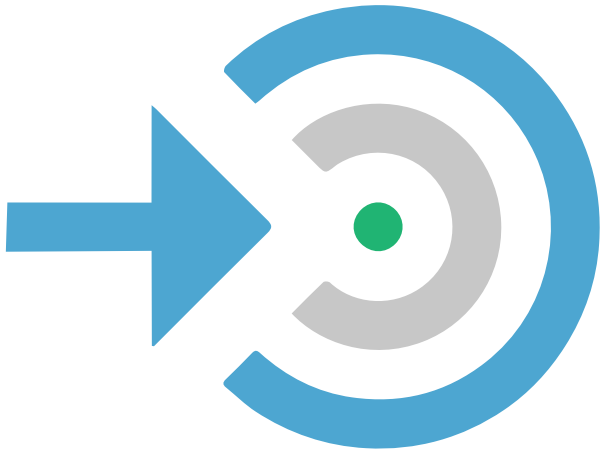
Approach

- Feedback was solicited from GME leaders at other organizations, including department chairs, program directors (past and present), designated institutional officers, and assistant/associate deans for GME.
- Respondents represented a range of organization types (e.g., AMCs with a wide array of residency programs, large multi-state health systems with multiple residency programs, midsize to smaller health systems focused on core residency programs).
- They were asked to provide perspectives on the following: “A university with two medical schools is looking at integrating them into a single LCME accreditation. There are some concerns that this may impact their students upon graduation in seeking residency slots. Do your programs only take a certain number of students from a given school, i.e., would bringing these schools together potentially limit opportunities in your programs than if the candidates were from separate schools?”

Key Results

- Of the ten respondents, nine indicated that that they did not view a merged school as being a disadvantage to students seeking placement in their GME programs due to any "limit" on how many graduates they take from a given medical school.
- Excerpts from their responses are provided in Exhibit VII.

Conclusion: Given this initial review, integrating NJMS and RWJMS in and of itself would not limit GME opportunities for graduating medical students.



- Based on the feedback of various GME leaders outside the organization, competition for students graduating from US-based allopathic schools is fierce and focused on individual qualifications, with no explicit or implicit limits on the number of residents selected from a given school.
- While recognizing the importance of residency placement to each and every graduating medical student, even if the concerns of GME programs limiting candidates from a single school are truly realized, the percentage of students impacted would be very small.
- Communication to GME programs, especially those who historically have taken both NJMS and RWJMS graduates, regarding the circumstances and implications of a merger of the two schools will still be critical, as will assessing any changes in resident placement patterns.

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Overview of First-Year Resident Overlap for NJMS and RWJMS Graduates (2018 - 2022) ¹

(Excludes Rutgers GME Programs)

	2018	2019	2020	2021	2022
Number of Organizations with Overlap ²	10	13	12	13	13
Number of GME Programs with Overlap ³	11	18	16	17	17
Estimated First-Year Residents Potentially Impacted by Overlap ⁴	12	21	18	17	19

¹ Based on residency match data provided by RBHS and medical school leadership for the given year. Refer to exhibits II through VI for detailed information by year.

² Includes organizations with both NJMS and RWJMS graduates as first-year residents.

³ Includes distinct GME programs with both NJMS and RWJMS graduates as first-year residents.

⁴ Estimated number of combined first-year residents from NJMS and RWJMS who may be impacted by a hypothetical "limit" on the number of residents from a single medical school.

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Reported Overlap of 2018 NJMS and RWJMS Graduates as First-Year Residents in GME Programs

(Excludes Rutgers GME Programs)

Organization	GME Program	Rutgers Graduates Placed in GME Programs ¹		Potential Impact of Resident Limit ²
		NJMS	RWJMS	
Montefiore Medical Center–Albert Einstein COM	Pediatrics	2	1	1
Icahn SOM at Mount Sinai	Internal Medicine	1	1	1
	Pediatrics	1	1	1
NYP/Weill Cornell Medical Center	Internal Medicine	2	2	2
Hospital of the University of Pennsylvania	Internal Medicine	1	2	1
Temple University Hospital	Internal Medicine	3	1	1
Tufts Medical Center	Internal Medicine	1	1	1
University of Southern California	Internal Medicine	1	1	1
Jackson Memorial Hospital	Orthopedic Surgery	1	1	1
St. Christopher's Hospital for Children	Pediatrics	1	1	1
Zucker SOM at Hofstra/Northwell–Cohen Children’s Medical Center	Pediatrics	1	1	1
			Total	<u>12</u>

¹ Based on residency match data provided by RBHS and medical school leadership for the given year.

² Reports the lower number of the NJMS and RWJMS graduates who are first-year residents in a given GME program (assuming that higher number represents hypothetical "limit" from an integrated Rutgers medical school). If number of graduates from NJMS and RWJMS is equivalent, it is assumed that number is the "limit."

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Reported Overlap of 2019 NJMS and RWJMS Graduates as First-Year Residents in GME Programs*(Excludes Rutgers GME Programs)*

Organization	GME Program	Rutgers Graduates Placed in GME Programs ¹		Potential Impact of Resident Limit ²
		NJMS	RWJMS	
Montefiore Medical Center–Albert Einstein COM	Anesthesiology	2	1	1
	Neurology	1	1	1
	Pediatrics	2	1	1
NYP Columbia University Irving Medical Center	Internal Medicine	1	1	1
Icahn SOM at Mount Sinai	Anesthesiology	1	1	1
	Internal Medicine	2	4	2
NYP/Weill Cornell Medical Center	Anesthesiology	1	1	1
	Internal Medicine	2	2	2
Icahn SOM St. Luke's-Roosevelt	Emergency Medicine	1	1	1
Maimonides Medical Center	Emergency Medicine	1	1	1
Thomas Jefferson University	Family Medicine	1	1	1
	Internal Medicine	1	5	1
Hunterdon Medical Center	Family Medicine	1	1	1
Boston University Medical Campus	Internal Medicine	1	2	1
Stanford University	Internal Medicine	1	1	1
Temple University Hospital	Internal Medicine	1	1	1
University of Maryland Medical Center	Internal Medicine	2	1	1
Zucker SOM at Hofstra/Northwell–Cohen Children's Medical Center	Pediatrics	2	2	2
			Total	<u>21</u>

¹ Based on residency match data provided by RBHS and medical school leadership for the given year.

² Reports the lower number of the NJMS and RWJMS graduates who are first-year residents in a given GME program (assuming that higher number represents hypothetical "limit" from an integrated Rutgers medical school). If number of graduates from NJMS and RWJMS is equivalent, it is assumed that number is the "limit."

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Reported Overlap of 2020 NJMS and RWJMS Graduates as First-Year Residents in GME Programs*(Excludes Rutgers GME Programs)*

Organization	GME Program	Rutgers Graduates Placed in GME Programs ¹		Potential Impact of Resident Limit ²
		NJMS	RWJMS	
Montefiore Medical Center–Albert Einstein COM	Internal Medicine	2	1	1
Icahn SOM at Mount Sinai	Internal Medicine	4	2	2
	Neurology	1	2	1
	Radiology	1	1	1
NYP/Weill Cornell Medical Center	Internal Medicine	2	1	1
NYU Grossman SOM	Anesthesiology	1	1	1
	Orthopedic Surgery	1	1	1
	Pediatrics	1	2	1
Morristown Medical Center	Emergency Medicine	1	2	1
University of Chicago Medical Center	Emergency Medicine	1	1	1
Thomas Jefferson University	Radiology	2	2	2
Ocean University Medical Center	Family Medicine	1	1	1
Emory University SOM	Internal Medicine	1	1	1
Tufts Medical Center	Internal Medicine	1	1	1
Zucker SOM at Hofstra/Northwell–Cohen Children’s Medical Center	Pediatrics	1	1	1
Rhode Island Hospital–Brown University	Urology	1	1	1
			Total	<u>18</u>

¹ Based on residency match data provided by RBHS and medical school leadership for the given year.

² Reports the lower number of the NJMS and RWJMS graduates who are first-year residents in a given GME program (assuming that higher number represents hypothetical "limit" from an integrated Rutgers medical school). If number of graduates from NJMS and RWJMS is equivalent, it is assumed that number is the "limit."

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Reported Overlap of 2021 NJMS and RWJMS Graduates as First-Year Residents in GME Programs*(Excludes Rutgers GME Programs)*

Organization	GME Program	Rutgers Graduates Placed in GME Programs ¹		Potential Impact of Resident Limit ²
		NJMS	RWJMS	
Montefiore Medical Center–Albert Einstein COM	Anesthesiology	1	2	1
	Emergency Medicine	1	1	1
NYP Columbia University Irving Medical Center	Pediatrics	1	1	1
Icahn SOM at Mount Sinai	Internal Medicine	4	1	1
	OB/GYN	1	1	1
NYP/Weill Cornell Medical Center	Internal Medicine	1	1	1
Icahn SOM at Mount Sinai Morningside-West	Anesthesiology	1	1	1
Maimonides Medical Center	Emergency Medicine	1	1	1
NYP Brooklyn Methodist Hospital	Emergency Medicine	1	1	1
Thomas Jefferson University	Internal Medicine	2	1	1
Temple University Hospital	Internal Medicine	2	1	1
	OB/GYN	1	1	1
Westchester Medical Center	Internal Medicine	2	1	1
	Orthopedic Surgery	1	1	1
Zucker SOM at Hofstra/Northwell–Cohen Children’s Medical Center	Pediatrics	1	2	1
Burke Rehabilitation Hospital	PMR	1	1	1
Icahn SOM at Mount Sinai Beth Israel	Psychiatry	1	1	1
			Total	<u>17</u>

¹ Based on residency match data provided by RBHS and medical school leadership for the given year.

² Reports the lower number of the NJMS and RWJMS graduates who are first-year residents in a given GME program (assuming that higher number represents hypothetical "limit" from an integrated Rutgers medical school). If number of graduates from NJMS and RWJMS is equivalent, it is assumed that number is the "limit."

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Reported Overlap of 2022 NJMS and RWJMS Graduates as First-Year Residents in GME Programs*(Excludes Rutgers GME Programs)*

Organization	GME Program	Rutgers Graduates Placed in GME Programs ¹		Potential Impact of Resident Limit ²
		NJMS	RWJMS	
Montefiore Medical Center–Albert Einstein COM	Internal Medicine	6	1	1
	Pediatrics	4	1	1
NYP Columbia University Irving Medical Center	Anesthesiology	4	1	1
	Psychiatry	1	1	1
Icahn SOM at Mount Sinai	Anesthesiology	1	1	1
	Internal Medicine	2	2	2
	Pediatrics	2	1	1
Icahn SOM at Mount Sinai Morningside-West	Anesthesiology	1	1	1
Thomas Jefferson University	Internal Medicine	2	2	2
Hunterdon Medical Center	Family Medicine	1	2	1
CMSRU/Cooper University Hospital	Internal Medicine	2	1	1
Hospital of the University of Pennsylvania	Internal Medicine	1	2	1
University of Maryland Medical Center	Internal Medicine	1	1	1
University of Washington Affiliated Hospitals	Internal Medicine	1	1	1
St Luke’s University Hospital–Bethlehem Campus	OB/GYN	1	1	1
UT Southwestern Medical Center	Pediatrics	1	1	1
Icahn SOM at Mount Sinai Beth Israel	Psychiatry	2	1	1
			Total	<u>19</u>

¹ Based on residency match data provided by RBHS and medical school leadership for the given year.

² Reports the lower number of the NJMS and RWJMS graduates who are first-year residents in a given GME program (assuming that higher number represents hypothetical "limit" from an integrated Rutgers medical school). If number of graduates from NJMS and RWJMS is equivalent, it is assumed that number is the "limit."

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Excerpts from GME Leadership Responses

Excerpted Comments

“...programs would rank the students that would be the best fit for their programs so you would not expect the students to be harmed.”

“GME programs recruit for the best candidates...Also, programs can potentially violate NRMP policies if they have ‘fixed quotas’ for medical schools and interview a wide array of candidates. Finally, as a prior program director, the candidates and interest vary a lot year to year.”

“Each student nationally is an independent pod applying on his/her merits, regardless of school. Like NCAA football recruiting, you want to recruit the best and then train them up. Of course, some school names do ‘catch your attention’ but at the end, that student also must win the recruitment battle...”

“Programs normally taking students from the two schools will know for the intermediate future how they merged and would not struggle to still take the same number of students. I wouldn’t at least. Give me the best.”

“The other consideration that may come into play is if the ‘new’ school is actually viewed as a significant improvement in quality, as now you have introduced a new positive variable in how GME programs might look at their graduates. Residency competition is NUTS today so I love that the faculty are considering this. I personally would not base my decision of “yes/no” on this, and I know others won’t either...(the faculty) should use their concerns as a catalyst to elevate the training of medical students to mitigate some of these concerns.”

“ While I have heard of this sort of thing in the past (i.e., GME programs seeking to demonstrate that they recruit from a variety of schools), I don’t think this is a primary concern for most GME programs these days...the increased focus on holistic review has made medical school reputation less important than it once was.”

“ I don’t know of any programs that base their match lists on specific medical schools. It’s all about the student and his/her qualifications. I suspect that some programs stack the deck for their own students but all of this is pretty difficult to control through the NRMP. NRMP is tilted heavily in the students’ favor. I don’t see that the combined schools will limit student opportunity... programs will take the best students they can find.”

“I would doubt a GME program would not rank students because there are ‘too many’ from a certain school since the NRMP matching process dictates who ultimately would enter the program. Programs are most likely to rank them based on their capabilities not their school of origin.”

“Unless there is some type of contractual obligation, I have never heard of a procedure where you would be limited in residents who you choose. I would also think it would be a match violation. The NRMP has rules.”

Excerpted Comments

“I can’t imagine any residency that would limit their choices based on the school and an unwritten limit mentally imposed on their rank list...”

“I have been involved with the resident selection process over many years - and yes, the concerns mentioned were valid, albeit only to a limited extent, in the past. However, the parameters of the ranking process have changed significantly in recent years, primarily because of the infusion of a large number of DO applicants and the overall increase in medical student numbers...under the current supply/demand dynamics, this merger will not impact the overall chances of Rutgers students matching. The training programs would like to grab as many US seniors (MDs - over DOs and IMGs) as possible, and so would not mind taking more from the same school.”

“...it’s difficult to speak to what other residency programs may do, but I suspect many program directors would want to limit the number from any particular school on their rank lists. It may be dependent on the size of the program, e.g., a large program with 25 residents per class may have no problems taking the same amount from the same school, but a smaller program would likely be resistant to taking the same amount from the same school. Overall, I suspect unification of the 2 schools could create a potential strategic disadvantage for students to match into some residency programs.”
