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2020-2021**

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Dear IM- Critical Care Medicine and Pulmonary Critical Care Program Directors,

This past January, the Association of Pulmonary and Critical Care Medicine Program Directors (APCCMPD) Multi-society Uniform Match Policy Task Force convened a summit to discuss the advantages, barriers, concerns and possible ways forward toward developing a match for Internal Medicine Critical Care Medicine (IM/CCM) fellowships. It seems like an eternity since then. None of us could have imagined the changes that have occurred in just four short months – affecting most facets of our lives and the lives of our trainees. Despite these changes, the task force continues to hope and believe that a match for IM/CCM programs can be developed by the 2021 recruitment season (next year!). We will be sending out a short survey about Match participation as a follow-up to the original survey sent late last year. Please respond when you receive it – your answers are vital to this ongoing discussion.

In the meantime, we hope that the collaborative spirit experienced by those at the summit will continue into recruitment season. Recently the Association of American Medical Colleges (AAMC) announced that the opening of the Electronic Residency Application Service (ERAS) for July cycle programs (including all Internal Medicine subspecialties) would be delayed from its usual date of July 15th, to August 12th. This delay was based on a recommendation from the Alliance of Academic Internal Medicine/Association of Program Directors in Internal Medicine and was supported by the APCCMPD. Its purpose is to allow extra time for programs and applicants to adapt to changing recruitment practices – particularly those from areas greatly affected by the pandemic. **Whether your program uses ERAS or not, the task force strongly urges your program to conduct its recruitment season on a timeline commensurate with this delay. As such, the APCCMPD suggests that CCM interviews not take place until August 15. Applicant fairness should be our guiding principle when it comes to trainee selection, and fellowship offers with a deadline that ignores the ERAS timeline creates confusion among applicants and does not allow them a fair process of program selection.**

The discussion at the summit revealed a common desire to reduce candidate stress that might undermine the popularity of IM/CCM programs, and to encourage a recruitment system that finds a good fit between program and candidate. As we continue in our efforts to move towards a uniform match, the task force hopes that recruitment this year will be implemented in a way that allows candidates more time to “see” (virtually) all the programs in which they are interested and to come to a thoughtful decision about where they fit best.

Best wishes and good health to all of you, your families, and your programs.

Sincerely,



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Chair, Uniform Match Policy Taskforce



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