



TEXAS A&M UNIVERSITY
College of Medicine

Match Rate Improvement Using Root Cause Analysis

Group on Institutional Planning Meeting
September 2021

Background

- Pre-SOAP match rates had steadily declined since 2014
- 2019 match rate was lowest since 2010
- Task Force created
- Root Cause Analysis (RCA) used to identify contributing factors.



Process

- 20 Task Force participants
- GME Assistant Dean - facilitator
- 4 meetings between April and July 2019 to analyze and discuss:
 - Survey results from faculty and staff across the 5 campuses
 - Analyses from Office of Evaluation and Assessment
 - student academic performance,
 - interview/application strategy,
 - match outcomes
- Aggregated the subjective and the objective results and parsed out several broad categories of root causes



Identified Root Causes

- Broad Categories
 - Timing, accessibility, and intensity of career advising and Match preparation
 - Availability of comprehensive academic support services
 - Curricular and instruction improvements to improve standardized testing outcomes



Drill Down – The 5 Why's

Original Statement

Why 1

Why 2

Why 3

Why 4

Why 5

Drill Down – The 5 Why's

Students are underprepared for the residency interview process

Why?

Students don't understand the interview process or key interview strategies

Why?

Students have limited experience in a professional interview

Why?

Students haven't participated in mock professional interviews

Why?

Too few opportunities exist for students to practice professional interviewing skills

Conclusion

Create Mock Residency Interviews to provide students with opportunities to improve professional interview skills.



Final Set of Statements

- Students are under-prepared for the residency interview process
- Students are under-prepared for the residency application process (personal statements, CVs, etc.)
- Faculty are under-prepared for their role as mentors and undergraduate advisors
- Students with known academic, personal, and/or professional difficulty may not be properly identified and thus receive correct support from the College
- Compression of the preclinical curriculum and addition of the career exploration time has limited student opportunities for conducting research and/or service



Action Plan Development

Date	July 2019		
Location(s)	All campus locations		
Concern(s)	Declining NRMP Match Rate of Graduating Seniors		
Objective(s)	Actions steps below seek to address identified issues...		
LCME Standard(s)	1.1, 8.2-4, 9.9, 10.3, 11.1-4, 12.3		
Strategic Plan Goal/Initiative (if applicable)	Education Goal 1; Education Strategic Initiative 1		
Responsible Party	Senior Associate Dean for Academic Affairs		
Action Steps	Involved Persons & Units/Departments	Target Deadline	Step Complete?
Additional Resources Needed	Financial, Technical or Personnel		
How will Objectives be measured?	Match Rate, GQ, successful LCME site visit		
Expected Outcome(s)	Improved USMLE Step 1 and Step 2CK scores; higher student satisfaction with the full cadre of available academic support and tutoring services; greater number of available PGY-1 positions		
Actual Outcome(s)	Met expectations		
Use of Results	PDSA cycle for improvement; continue monitoring		



Results

- Surpassed the National Match average for 2020 and 2021
- Improved USMLE Scores (100% pass rate)
- Added academic “navigators” to assist students in elective choices supporting career goals
- Restructured academic calendar to allow opportunity for research/service between 1st and 2nd years.
- Created an Office of Student Research
- Enhanced Student Career Services



Lessons Learned

- Doesn't have to be a perfect process to achieve results
- Pick your group wisely
- Honest discussions
- No silver bullet
- Correlation/Causality
- Follow-up and closing the loop



Thank You!

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