

UNIVERSITY OF ARKANSAS FOR MEDICAL SCIENCES



COLLEGE OF MEDICINE

Academic Affairs

RESIDENCY SELECTION HANDBOOK

2022-2023

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INTRODUCTION

The residency selection process is the most exciting and often daunting phase of your time in medical school. This document doesn't have all the answers, but attempts to summarize the major steps in obtaining a residency position. This handout will deal mostly with the National Resident Matching Program (NRMP), since that is the system most of you will use. However, a couple of residency programs run their own matches. The dates and schedules of these other matches may vary from what we describe here. It is important that you seek information about the particular programs you are interested in. Your advisor will be an excellent resource, but don't ignore others. The **military match** is so different from the NRMP that you will need to talk to individuals who have gone through it, or seniors who are going through it now. We will discuss these things in more detail later.

Matching	Which fields?	Application deadline
ERAS	All but ophthalmology and urology	Sept 28, 2022 **
Military	Most fields included	??
San Francisco Match	Ophthalmology only	Sept 1, 2022
AUA	Urology only	??

** residency programs begin reviewing applications

If you have specific questions after looking over this handout, don't be shy. We are happy to discuss these issues with you. There are also several other excellent resources:

- The American College of Surgeons has some very nice publications for students thinking about a surgical career: an almost “must visit” web site for anyone interested in Surgery is www.facs.org/residencysearch. This link will take you to the web version of a little red book called “So, You Want to be a Surgeon”.
- For those of you possibly interested in Internal Medicine, the American College of Physicians/American Society of Internal Medicine website has nice resources about various training programs. Go to www.acponline.org/membership/medical-students.
- One excellent resource from the Association of American Medical Colleges is called, Roadmap to Residency: From Application to the Match and Beyond. It is available for free download in a PDF format from www.aamc.org/publications . Just type in “Roadmap to Residency” in the search box. It covers a lot of subjects in detail, and would be worth having around just to use as a resource if nothing else.

TIMETABLE

Most students start seriously thinking about their career choice the middle of their junior year. For students matching into programs using the NRMP, the following time-line is reasonable. Individuals in other matches can use the information in a relative way. We will discuss each step in detail later:

January - June: Decide on areas of interest

February: Schedule Senior year

June - August: Obtain an ERAS token from the Dean's office and register for ERAS on the web

August-September: Register for the NRMP

July - September:

- Complete applications and apply through ERAS (If you are applying to Ophthalmology, Urology and some Military match positions, you may need to apply on paper. Check with those matches separately).
- During this time you also will need to take care of some details like: 1) Meet with your career advisor 2) writing a personal statement, 3) asking faculty members and others to write letters of recommendation for you and 4) submitting a PROFESSIONAL photo of yourself in ERAS.
- You should aim to get your application into **ERAS by September 27th**. This is not a hard and fast deadline, BUT we highly advise that you aim for this date. **Some programs will start contacting you for interviews within a week of this deadline.**

October - January: Make appointments and interview at the programs to which you have applied;

February - Enter your NRMP Rank Order List

March – Find out where you matched!!

The NRMP schedule of dates is available on their website (www.nrmp.org). Please watch the short videos they have included. They are very helpful, especially Charting Outcomes in the Match

Let's look at each step in the process in some detail.

Decide on areas of interest

For most of you, this will be the most difficult part. A rare student will know from the first day of medical school the area in which they want to train. An individual like this can be quite upsetting to students who have not decided by the middle of the junior year. However, indecision at this point is more the rule than the exception.

What are some considerations in choosing a residency?

1. What do **YOU** want to be? This decision must be yours.
2. Questions to consider:
 - What do you want out of your career?
 - How much direct patient care do you want?
 - How much continuity of care is important to you?
 - Do you have preferences about the types of patients you want to treat (old, young, healthy, acutely ill, etc.)?
 - How much do you enjoy manual activities and the use of machines?
 - Do you prefer a great deal of autonomy or would it be OK to work for someone? Do you like the idea of a very focused area of expertise or would you like more general expertise?
 - Do you like routine tasks or would you prefer to work in an environment where you are never quite sure what is going to happen next?
 - What sort of schedule do you want?
 - Would you prefer regular, predictable hours?
 - Would you accept irregular and unpredictable hours if another aspect of the job was important to you?
 - How do you feel about length of training and income?
 - Where do you want to live?

You can work through most of these issues using the Careers in Medicine web site developed by the Association of American Medical Colleges at <https://www.aamc.org/students/medstudents/cim/>

At this website you can work through a self-analysis section and explore various types of specialties. To get onto this site, you will need your user name and password that you set up the first time you visited. If you have never visited the site before, or don't remember user name and password, you will be able to take care of that on the site.

How to gather info on programs

Once you have begun to narrow down the choices, you will need to gather information on the specific programs. One of the best sources is called the **AMA-FREIDA SYSTEM** and is available on internet. To get to the AMA-FREIDA program, just point your Web browser to www.ama-assn.org and do a search for the word "Freida", or just follow the medical student links. This site provides basic information in terms of affiliations and location. More specific information is provided when you go to the individual program websites.

Another great source of information about a particular training program in a particular location is to contact some of our former students who have matched there. You will find listings of where our students matched in the 2020 -2022 in Appendix A.

3. **How competitive am I?** How difficult is it to get a residency in a given field? Graduates of the University of Arkansas for Medical Sciences College of Medicine have obtained top residencies in some of the most prestigious residency programs in the country. Remember that most program directors are looking for an honest, hardworking person who is enthusiastic about their choice, can get along well with others, and is willing to accept responsibility. They are also looking for a person who has a caring, helpful attitude toward others.

However, having said that, it is necessary to be realistic. If you are 150th in the class, you are not going to get an Ophthalmology residency. The following chart from the National Residency Matching Program, showing national data, should give you some general idea of how difficult it is to get into various specialty areas. The table shows only the results of the 2022 NRMP match. ***Be careful with this data because it only applies to the NRMP match.*** The table shows the various residency areas and the match rates of students applying in this areas. The lower the match rate, the more difficult it was to get into that specialty.

Specialty	Positions	Match Rate
Vascular Surgery	66	100%
Pediatrics	2,937	99.1%
Medicine-Pediatrics	464	99.1%
Radiation Oncology	211	99%
Child Neurology	190	98.8%
Internal Medicine (Categorical)	8,512	98.2%
Neurology	918	97.5%
Family Medicine	4,107	97.2%
Pathology	601	96.5%
Radiology	1117	96.3%
Emergency Medicine	2,488	95.1%
Anesthesiology	1,862	94.9%
Physical Medicine and Rehabilitation	138	93.4%
Plastic Surgery	172	91.7%
General Surgery	1,432	90.4%
Psychiatry	1,740	89.5%
Orthopaedic Surgery	755	87.4%
Obstetrics-Gynecology	1,395	86.1%
Surgery Preliminary	1,158	86.5%
Neurological Surgery	232	85.1%
Dermatology	504	81.4%
Otolaryngology	328	80.2%

As a general rule, it is usually easier to match into primary care areas and harder to match into the surgical specialty areas, but as you can see above, it can vary.

Students frequently ask about the importance of Step scores, or of doing research. The Association of American Medical Colleges, in collaboration with the National Resident Matching Program, publishes a very interesting document called, “Charting Outcomes in the Match”. It looks at success at matching into a bunch of specialties in the NRMP, and relates that success to things like AOA membership, USMLE Step 1 scores, etc. The document is far too lengthy to include it here, but you can find it at www.nrmp.org and do a search on the word “Charting”. You are encouraged to give it a

look because it will answer most of those questions for many of you. The most important factor in matching may now be the USMLE Step 2 score. **Don't discount the M3 GPA/class rank as a major factor.** Another very important place to look to see what the residency programs consider important is the NRMP Program Directors Survey. This survey was distributed in 2021, so Step 1 score was still the most important factor- this will change, I am sure. The second most important is your MSPE and third is the Step 2 CK.

Once you are interviewed, the most important characteristic they determine in deciding whom to rank is interpersonal skills, interaction with faculty during interview and feedback from current residents. The (latest) 2021 version of this document can be found at the NRMP website- Just type in "residency director survey" at the www.nrmp.org

June - August: Find information on specific programs.

Most programs now ask that you apply through the **Electronic Residency Application Service** (more on this in a second). However, you can't apply to an infinite number of programs in ERAS (too expensive), so you first need to gather information and refine your choices. Almost all programs now have web sites with pretty much all of the information you could want about the program. You can generally find the programs in the first place with a Google search, or from **AMA-Freida** (see the discussion on page 5 concerning Freida). The great thing about Freida is that you can search for blocks of programs by criteria, such as "all Internal Medicine programs in Ohio". If you find ones that you like but can't get sufficient information about on the web, just send them an email and ask for information, or call the number usually listed in Freida. Ask for information from all the programs you are even slightly interested in. You can always discard the ones you don't want.

To how many places should you apply? Fifteen or twenty applications for an average student applying to very selective residency program would be woefully inadequate. On the other hand, that number might be about right for a student who was elected into AOA as a junior and who is applying to a less competitive residency. Just remember that it never hurts (except for the expense) to apply to more programs than you actually expect to invite you for an interview (obviously avoiding the extreme). Some programs may not invite you for an interview, while others will simply be impossible to schedule in your interview period. Be sure and look at the document mentioned above called "Charting Outcomes in the Match" from the National Residency Matching Program to get an idea of how many programs to which you should apply.

You want to apply for, and get interviews with, as many programs as you can comfortably fit in because the chances of matching are directly related to the number of programs you put down on your final NRMP match list. **Most "average" students trying to match to "average" residency programs should try to list at least 12 programs on their NRMP Rank Order List, so that means that you have to apply to more so you will get that many interviews and can potentially rank them.** In some statistics presented recently by the NRMP, a reasonably competitive student applying to a moderately selective specialty, needed to rank about 16 programs to reach 100% match rate, and even that didn't guarantee a match. **In my humble opinion, 12-15 is adequate.** Please don't be the interview-hoarder – be reasonable.

July – September: Sign up for the NRMP

1. **NRMP** - Most residency positions in the United States are available through the National Resident Matching Program (NRMP). You will register with the NRMP via the web whenever it opens, usually in August or September. It is very important for everyone to sign up for the NRMP, even if you are going to match through the military match or the Ophthalmology match. If you don't get a position in the early match, you can then fall back on the NRMP. Also, many programs in the early match are actually matching you for a year from the date of your graduation, that is, your second postgraduate year. **Under those circumstances you must obtain your PGY-1 year through the NRMP.** It is very important, however, to remember that when you sign up for the NRMP, you are signing a **binding contract** that guarantees you will go where the NRMP matches you. Therefore, if you match to a military match, or an "early match" that does NOT require you to obtain a first year position through the NRMP, you will need to withdraw from the NRMP. We will help you with that. This procedure is explained in detail on their web site.

The NRMP matches into several types of programs. These are described in the NRMP Applicant Users Guide (www.nrmp.org), but they are also explained briefly here:

- **Categorical (C) positions** are in programs that expect applicants who enter in their first post-graduate year to continue until they complete the training required for specialty certification, provided their performance is satisfactory. This is the most common program type in the NRMP match, and is what most of you will do. An example would be a categorical Internal Medicine program where you are planning on entering the program, completing three years of the program, and then being "board eligible" in Internal Medicine.
- **Preliminary (P) positions** provide one (or rarely two) year(s) of prerequisite training for entry into advanced positions in specialty programs that require one or more years of broad clinical training. Internal medicine, surgery, and transitional programs commonly offer preliminary positions.
- **Physician (R) positions** are advanced positions in specialty programs and are reserved for physicians who have had prior graduate medical education. Physician positions are not available to U.S. senior medical students.
- **Advanced (A) positions** are in specialty programs that begin after completion of one or more years of preliminary training. Applicants without prior graduate medical education can apply for these positions while also applying for preliminary positions that are compatible with their plans. PLEASE make sure you understand that if you are applying to advanced positions, clarify with that residency if you need to apply for a preliminary spot SEPARATELY or they will offer you a preliminary spot automatically if you match with them.

The biggest source of confusion comes with Advanced (A) programs. This can work a couple of different ways. Let's say that you are trying to match into a Diagnostic Radiology (A) program. (keep in mind that not all DR programs are Advanced- some are Categorical, like UAMS) That means that if you match into it, you are going to have to find something to do the first year after you graduate because the (A) program doesn't start for you until a year after you graduate. When you enter your list into the NRMP computer, you would enter your (A) program on your main (primary) list. It would then ask you to make a list of Preliminary (P) type programs in a supplemental list so that if you matched into that (A) program, it would then try to match you into a (P) program from the list of (P) programs you assigned to that (A) program. This sounds complicated, but it is really pretty simple (see the Applicant Users Guide on their web site). The caveat: **Some (A) programs will have already arranged for your (P) year and some won't.**

In almost all cases, you will have to match into your first year position through the NRMP, but the program may have arranged for it, so, in that situation, you would just put that one program on your supplemental list for that (A) program. The important thing here is that if you are planning to put an (A) program on your primary NRMP list, you need to speak with that program in depth about exactly what you have to do to get a preliminary program if you match into their (A) program. Have they arranged a (P) year for you if you match with them? You can't ask too many questions about this type of arrangement. Those of us in the Dean's office will be happy to walk you through this if you find it confusing. In addition, please talk to your career advisor- they can help you.

We won't go into detail here about the way the NRMP actually works. It will be explained on their web site. If you have specific questions, please don't hesitate to ask.

2. **Military programs** - The truth is that no one understands the military match except the military and the students who have just gone through it. It has been our experience that those of you who are in the military already know far more than we do about the military match. If you have questions, we will try to help you find answers. Dean Williams has more knowledge about the military match than anyone in the dean's office. We do have a UAMS military listerv at UAMS that includes residents and faculty who have been through the military match and/or are still in the military who can also help answer any questions. Let Dr. Graham or Dr. Tariq know and we can include you in this listserv.
3. **Early Matches** – A couple of fields select residents via an early match (plus or minus some of their positions in the NRMP, also). These fields are Ophthalmology (through the San Francisco Match), and Urology (through the Urology Match). **In general, things have to be completed about two months or more ahead of the NRMP schedule.** However, these matches are a little loose, so it is very important that you check with the particular programs to see what match they are in and exactly what timetable to use. One of the best ways to learn about these matches is to talk to a resident who just matched through one of them (a current PGY-1 resident in the specialty area of your choice). The individual will have just gone through the process and can give you tips on the programs available and the timetable to use. The San Francisco Match has an excellent web site with lots of information (<http://www.sfmach.org>). Information on the Urology match can be found at <http://www.urologymatch.com/>

Complete applications (July-September)

During this time you also will need to take care of some important details:

1. Requesting your transcripts to be mailed to the programs in which you are interested, or scanned into ERAS, depending on the program
2. Writing a personal statement
3. **Releasing** your USMLE Step Scores to the programs to which you are applying
4. Taking a professional picture for ERAS **
5. Asking faculty members and other to write you letters of recommendation.
6. Completing your ERAS application to be submitted by **9/27**
7. Writing and approving your MSPE Noteworthy Characteristics

Rule of Thumb - In general, it is best to apply as early as possible after ERAS opens. Most residency programs only have a limited number of interview spots, and they frequently give them away first come, first served. You can usually start putting your application into ERAS in July, and the programs can start getting your information from ERAS about September 28. You should aim to have your ERAS application "out there" no later than September 27th. That doesn't mean that you have to have all of your letters of recommendation in that quickly, but the basic application should get out their earlier rather than later.

While we have indicated a broad time frame for the application process, in most fields, interview slots are limited and given on a "first-come-first-served" basis. Therefore, if you want to have some flexibility in choosing your interview dates, you cannot afford to drag your feet on the applications. Many programs are beginning to set up interviews before your entire file is complete.

The MSPE

The MSPE, AKA Deans Letter is written by Drs. Graham, Worley, Clemmons or Tariq, and is a simple summary of your academic activities here as a student. In addition, you have the opportunity to add pertinent information in a new "Noteworthy characteristics" category. We will upload your MSPE letters into ERAS by September 20th. We will not send them early for the early matches and we will not send them early for the military matches. More and more programs are starting to set up interviews before the MSPE comes out.

Electronic Residency Application Service (ERAS)

With a few exceptions, most of you will apply to residency programs using ERAS. If you apply to Ophthalmology you will use a different kind of common application form through the San Francisco Match (see the San Francisco Match web site noted above). Urology matches separately, but applies through ERAS. The military matches separately, but most of the applications are through ERAS.

Here are the basic steps:

1. You fill out your ERAS application form directly on the Web using a "token" number that you will get from the Dean's office in June-July..
2. You will fill out the universal application form and indicate to which programs you want your application sent.

3. You will also enter your personal statement. You will indicate whether or not you wish a USMLE transcript sent, note the individuals from whom you will request letters of recommendation, etc.
4. When you put your list of letter writers into ERAS, you will be able to print out individualized cover sheets to give to them that tell them how to upload your letters into your application. This office will not upload the letters for them.

*** If you are applying to a program that isn't participating in ERAS, you will just have to make your application to that program on paper and let us know where to send your MSPE and transcript, but that is very rare.

As soon as the ERAS system is ready to begin accepting application materials we will notify the class so anyone wishing to apply to any of the participating programs can start the process. We will also supply a great deal of specific information on exactly how to use the system, our internal deadlines, etc.

One Person's Opinion – A program director from a very prestigious residency program presented at the Association of American Medical Colleges program on the transition to residency. He said that the “negatives” in the ERAS application that really made him wonder about a student were: Time gaps in their education, a course failure, USMLE failures, a negative letter of reference, professionalism issues, an unexplained leave of absence, NO USMLE SCORES, an unprofessional picture, a student who is at risk of not graduating on time for some reason, AN UNPROFESSIONAL E-MAIL ADDRESS.

What about other details?

1. **Reviewing your MSPE.** For ERAS programs, we take care of your MSPEs. We release them and upload them into ERAS. For non-ERAS programs (rare), you will also have to supply the Academic Affairs office with a list of addresses. We have a form you can use for this purpose. **DO NOT** give us the addresses of programs to which you are applying through ERAS, only the addresses of programs that **don't use ERAS** so we can send them a paper copy.
2. **Writing a personal statement** - This may be the most important part of your application and, for some, the most difficult. It is a short statement about you and your career goals. It may take a long time to write a good one.

It is usually no more than the front of one typewritten page in length, about 3 to 5 paragraphs. It should be written in a concise style with short, neat sentences. Rightly or wrongly, you will be judged on the way you express your thoughts as much as on the thoughts you express. If you are not too good at that sort of thing, get someone to help you. The content should say something about you, how you have arrived at the decision to go into the specialty area you are applying for, and why you think you would be good at it. You might want to mention factors that you think would especially qualify you for that specialty area. It is also a good idea to include a brief statement on what you intend to do during your career in the specialty area. This is not the time to hide your light under a basket.

Some feel that committees are more likely to use the personal statement to eliminate rather than choose applicants. Programs will eliminate those students with personal statements suggesting that they are poorly educated or weird. Many people recommend that you steer away from politics and religion. We will go over the nuts and bolts of the personal statement in July during the Residency Prep Program sessions. Drs. Wheeler, Graham, and Tariq will be happy to look at your statements and go over them with you. Most people go through three or four drafts, so start early.

You may be disappointed that we have not included a sample of a personal statement. The omission was intentional. The personal statement is the most personal part of your application. We would rather you start working on one in your own words and then let us help you mold it, than to have you copy the style of someone else.

You may be disappointed that ERAS doesn't allow fancy fonts and page formatting. Just remember that everybody's looks the same. Also, be aware that in ERAS, it is possible to have many different personal statements. You can send one PS to all programs, or a different one to each program. There is a lot of flexibility built into this system.

One final thought about the personal statement. Almost everyone is now using "plagiarism checkers" to make sure the personal statements they receive are genuine. **DO NOT, UNDER ANY CIRCUMSTANCES, COPY A PERSONAL STATEMENT FROM THE WEB, OR IN ANY WAY SEND A PERSONAL STATEMENT THAT ISN'T REALLY YOURS.** The program will almost certainly find out and then you're toast.

3. Asking faculty members and others to write you letters of recommendation –

How many letters of recommendation do you need? In ERAS, you can put in as many letters of recommendation as you like into the system, but you can only send a maximum of four letters to any given program (this does not include the MSPE, which will be attached automatically to each program to which you apply. You can attach four letters of recommendation **IN ADDITION TO** the MSPE.). You don't have to attach four letters to each program, and in fact, three is probably the most commonly used number. Many times the programs will tell you exactly how many they expect, and you should stick with that number. Who should you ask to write your letters? A survey was done asking residency program directors to rank the importance of four letters of recommendation. The rank order from the most important at the top to the least important at the bottom was:

1. Clinical Faculty member in their hospital in their specialty.
2. Chair of Department in their specialty. (some departments already require chair's letter)
3. Clinical Faculty in their specialty
4. Clinical Faculty in another specialty

You can immediately see one advantage of doing an off-campus elective at a school of interest. It is usually better to get a letter from a senior faculty member than from a junior faculty member. Also, it is better to get a letter from a faculty member than from a private physician. However, the most important thing is to get a letter from someone who has worked with you, really knows you, and is willing to write you a good letter. An exception to this is the "Chair's letter." Say you are applying to Internal Medicine programs. They will frequently ask for a letter from your Chair of Medicine. This request may throw you if you have never even met the Chair of Medicine. Don't worry. The Chairs do this all the time. It would help them, of course, if you would send copies of your evaluations, personal statement, etc. It is not a bad idea to make an appointment and drop by for a very brief visit if you have never worked with them. You can obtain an unofficial copy of your transcript from the registrar's office to give each of these individuals as well. Not all residencies require a Chair letter, but several do.

When you ask someone to write a letter, it is useful to ask if they would feel comfortable writing a letter of recommendation for you, and if they feel they could write a supportive letter. Occasionally, someone may not feel they can write you a really good letter. Obviously, you would be better off without that letter.

For those programs to which you are applying through ERAS, that system will print out neat little request forms that act as cover sheets which you can give to the faculty members you are asking to

write letters of recommendation. It will tell them to whom they should address the letter (Dear Program Director) and how to upload a PDF version of the letter. For those of you applying to programs not participating in ERAS, be sure you provide your reference letter writers with a READABLE and accurate list of names and addresses to whom you want the letter sent. After the letters are written, a personal note of thanks is appropriate. Remember, the letter writer (and his or her secretary) is doing you a favor. **Let me emphasize a point that causes a great deal of confusion. If you are asking someone to write a letter of recommendation that is to go into the ERAS system, it is addressed to “Dear Program Director” and it must now be uploaded directly by the letter writer. If you are asking someone to write a letter of recommendation to a program that is not participating in ERAS, the letter writer should send that letter directly to the program and NOT TO US HERE IN THE DEAN’S OFFICE.**

Should you waive access to the letter? In general YES! It is best if you tell your letter writers that you wish to waive access to their letter (on the form printed out by ERAS, there is even a space where you can indicate this and sign it). Program directors tend to trust letters more if it states that you have waived your right to access it.

4. Sending a USMLE transcript -Most programs will want your National Board (USMLE) scores. If you are applying using ERAS, **you can simply check a little box on the application and your USMLE transcript will automatically be sent electronically to the programs you designate.** If you are applying to programs on paper, you will have to arrange for the NBME to send the NBME transcript on paper. To arrange for a NBME transcript to be sent to a third party, you must contact the National Board directly (see the Frequently asked questions section of the NBME web site at www.nbme.org for instructions on how to have your scores sent to a third party. **JUST AS WE WILL NOT ALLOW ANOTHER INSTITUTION TO SECONDARILY RELEASE ONE OF OUR TRANSCRIPTS TO A THIRD PARTY, THE NATIONAL BOARD HAS ASKED THAT WE NOT SECONDARILY RELEASE THEIRS. THEREFORE, WE WILL NOT INCLUDE YOUR NATIONAL BOARD SCORES IN YOUR MSPE, AND WE WILL NOT NOTARIZE A PIECE OF PAPER WITH YOUR NBME SCORES ON IT.** You are in charge of releasing this information!

5. Taking USMLE Step 2 – The majority of programs want to look at your Step 1 **AND** Step 2 scores, before deciding whether or not to invite you to interview. Therefore, we strongly urge you to take Step 2 as early as you think you are ready to.

October - January: Make appointments and interview at the programs to which you have applied

Actually, this timetable may start as early as September for some programs.

Many individuals sitting on residency selection committees say that the personal interview is the most important single element in getting (or losing) a residency position. Currently all interviews will be held on zoom. Although this process saves students a lot of money, it also limits you from getting a sense of the culture of a program. Most programs are offering second looks- so you can actually visit those programs you are seriously interested in.

- A. How and when to set up interviews - Some programs interview everyone and some only interview by invitation. Programs are starting to interview people earlier and earlier. It used to be unusual for programs in the NRMP to interview anyone before October 15th, but that isn't true anymore. **This is a great reason to get your application in early**, so the interview positions don't fill up. You will usually get information in the application packet about when to expect to hear about an interview. If you do not receive information, ask.

This brings up a critical point: **THE RULE OF THE SECRETARY!!!**

The secretary of the residency program director, or of the chairman of the residency selection committee, can many times make or break you. Be nice. Don't fawn, just treat them with respect. Don't lose your sense of humor. We know of a student who probably lost a residency position when the program director's secretary remarked to the program director that the student was rude to her over the telephone.

You should have heard from the residency program six weeks or so before the expected interview date. If this time is approaching and notification has not come, contact the secretary. Where appropriate, it is most helpful to let the program know of preferred dates and if a spouse or companion will also visit. Most programs are pretty good about fitting interviews into your schedule, but you may have some programs that only interview on Fridays, for example, which can destroy your plans.

There is no consensus, but research does suggest you should probably not interview first in the place you really want to go. A little warm-up in places you are interested in, but are not your top choices, may be wise. Some studies have also shown that you have a greater chance of being selected somewhere if you interview there late in the interview period. They remember you better when it comes time to make their list.

- B. The interview – It is hard to think of anything to say about the interview that you don't already know just by instinct. Don't stare at the floor. Act interested. Dress professionally. Shine your shoes. Cut your hair and take out your nose ring (sorry). Dr. Spond and Dr. Clemmons run a "Mock Interview" program in August-October and ALL of you are required to sign up for that opportunity.

Here is what one program director said were the negative things that would kill your chances in his program: Rudeness to staff, arrogance, disinterest, inappropriate questions, poor social skills, unsophisticated interview answers, poor attire or grooming, too much interest (seeming insincere).

February: Enter your NRMP Rank Order List

After the applications are done and the interviews are over, you have one last step to take. You must sit down and enter your Rank Order List (ROL). This is simply a list of the programs you are interested in, in rank order, with the most desirable at the top and the least desirable at the bottom. You will enter this list into the NRMP computer directly through the Web. You will receive complete instructions from the NRMP when the time comes. We will have a class meeting specifically on ROL.

March: Find out where you matched

Match Day, when the general results of the match are announced, will usually be on the third Friday in March. What do you do if you don't match? In the past, there has been a horrible thing called the "scramble" where everyone needing a position just started calling every program that had an open position all at once and it was terrible. Now, the NRMP is using a slightly less horrible system called SOAP (Supplemental Offer and Acceptance Program) that enables any unmatched applicants to apply through ERAS for open positions and then try to get them in a more civilized process. Here is the problem: The process may be more civilized, but the end result is going to be the same. There are far more individuals looking for programs in the "scramble" than there are positions in the scramble (**about 8 people looking for every one position**) – and it is going to get progressively worse as more medical schools open, more classes are expanded, and yet the number of programs available stays about the same.

The bottom line is that you want to put plenty of positions on your NRMP Rank Order List so you match. It is very important that you try to match. It has been our experience that the most common reason for students not matching is that the student is unrealistic about his/her chances. This may mean that they were low in class rank, or failed the USMLE Step 1, and tried to get into a selective specialty, or it may mean that they didn't put enough programs on their match list considering their credentials and the selectivity of the specialty area in which they were trying to match. Talk with your advisors or those of us in the Dean's office about your chances to try and avoid this pitfall. If you do find yourself without a position, SOAP should be available to help you. We will be giving you much more information about SOAP as the time draws near.

SUMMARY

Getting into a residency program is exciting, expensive, rewarding, exhausting, important and frustrating. Just hold on. We have attempted to summarize some of the information you need to get the best residency possible. However, to keep this publication reasonably short, we have left out a lot of information. Don't hesitate to come by the Dean's office for additional help.

APPENDIX A

Class of 2020 Match Data

Last Name	First Name	Institution Name	Program Name	City	State
Acklin	Scarlett-Marie	Duke Univ Med Ctr-NC	Radiation Oncology	DURHAM	NC
Arcement	Cash	U Arkansas COM-Little Rock	Anesthesiology	LITTLE ROCK	AR
Armistead	Charles	U Tennessee COM-Chattanooga	Surgery-Preliminary	CHATTANOOGA	TN
Baltz	John	John Peter Smith Hosp-TX	Family Medicine	FORT WORTH	TX
Baltz	Matthew	U Tennessee Health Sci Ctr-Memphis	Medicine-Preliminary	MEMPHIS	TN
Bane	Hunter	U Arkansas COM-Little Rock	Obstetrics-Gynecology	LITTLE ROCK	AR
Barber	Kaley	UT St Thomas Hospitals-TN	Family Med/Rutherford	MURFREESBORO	TN
Bauer-Erickson	Jonathan	U Arkansas COM-Little Rock	Anesthesiology	LITTLE ROCK	AR
Beeman	Felicia	Emanate Health-CA	Family Medicine	WEST COVINA	CA
Bennett	Taylor	U North Carolina Hospitals	Family Medicine	CHAPEL HILL	NC
Bettis	Jessica	Baylor-Scott & White-TX	General Surgery	TEMPLE	TX
Bevill	Logan	UAMS Regional Centers-AR	Family Medicine/Jonesboro	JONESBORO	AR
Birch	Haley	U Arkansas COM-Little Rock	Pediatrics	LITTLE ROCK	AR
Blakely	Hannah	Maimonides Med Ctr-NY	Emergency Medicine	BROOKLYN	NY
Bradley	Matthew	U Arkansas COM-Little Rock	Pediatrics	LITTLE ROCK	AR
Bramwell	Austin	Milton Hershey Medical Center	Urology	HERSHEY	PA
Bruce	Ashley	Baptist Health-AR	Family Medicine	NORTH LITTLE ROCK	AR
Bryant	Alissa	Naval Medical Center	Transitional	PORTSMOUTH	VA
Bryson	Andrew	UAMS Regional Centers-AR	Family Medicine/Jonesboro	JONESBORO	AR
Burroff	Hannah	U Colorado SOM-Denver	Pediatrics	AURORA	CO
Burroughs	Adam	U Arkansas COM-Little Rock	Psychiatry	LITTLE ROCK	AR
Burt	Jordan	U Alabama Med Ctr-Birmingham	Anesthesiology	BIRMINGHAM	AL
Calaway	Mark	Prisma Hlth-Upstate/U of SC SOM Greenville	Obstetrics-Gynecology	GREENVILLE	SC
Calderon	Alexis	Emory Univ SOM-GA	Pathology	ATLANTA	GA
Cale	John	U Arkansas COM-Little Rock	Orthopaedic Surgery	LITTLE ROCK	AR
Casey	Christopher	Baptist Health-AR	Internal Medicine	NORTH LITTLE ROCK	AR
Catlin	David	U Arkansas COM-Little Rock	Psychiatry	LITTLE ROCK	AR
Cline	Joseph	Augusta University	Urology	AUGUSTA	GA
Cochran	Hunter	Barnes-Jewish Hosp-MO	Internal Medicine	ST LOUIS	MO
Cole	Scott	U Arkansas COM-Little Rock	Orthopaedic Surgery	LITTLE ROCK	AR
Conner	Kathleen	Presence Saint Francis Hospital-IL	Obstetrics-Gynecology	EVANSTON	IL
Cooper	Bobie	Baptist Health-AR	Family Medicine	NORTH LITTLE ROCK	AR
Corbin	Seana	U Arkansas COM-Little Rock	General Surgery	LITTLE ROCK	AR
Couture	Andrew	U Tennessee Health Sci Ctr-Memphis	Orthopaedic Surgery	MEMPHIS	TN
Cox	Gregory	Barnes-Jewish Hosp-MO	Phys Medicine & Rehab	ST LOUIS	MO
Cullum	Drake	U Tennessee Health Sci Ctr-Memphis	Internal Medicine	MEMPHIS	TN
Curley	Andrew	Unity Health-AR	Psychiatry	SEARCY	AR
Dailey	Raymond	U Oklahoma COM-Tulsa	Pediatrics	TULSA	OK
Daniel	Harrison	U Oklahoma COM-Tulsa	Emergency Medicine	TULSA	OK
Davis	Rebekah	U Arkansas COM-Little Rock	Internal Medicine	LITTLE ROCK	AR
Dehnel	John	University Hosps-Jackson-MS	Ophthalmology	JACKSON	MS
DeLoach	Abigail	U Arkansas COM-Little Rock	General Surgery	LITTLE ROCK	AR
DeLoach	Joseph	U Arkansas COM-Little Rock	General Surgery	LITTLE ROCK	AR
Dinh	Beatriz	U Iowa Hosps and Clinics	Neurology	IOWA CITY	IA
Duke	Brandon	Tuscaloosa Coll Comm Health Sciences-AL	Family Medicine	TUSCALOOSA	AL
Dunmire	Leslie	U Kansas SOM-Kansas City	Obstetrics-Gynecology	KANSAS CITY	KS
Elkin	Chase	Emory Univ SOM-GA	Anesthesiology	ATLANTA	GA
Elser	Ashley	U Arkansas COM-Little Rock	Anesthesiology	LITTLE ROCK	AR
Emery	Katherine	Mountain AHEC-NC	Family Medicine/Asheville	ASHEVILLE	NC
Fiedorek	Thomas	U Arkansas COM-Little Rock	Pediatrics	LITTLE ROCK	AR
Fielding	Jordan	Baystate Med Ctr-MA	Radiology-Diagnostic	SPRINGFIELD	MA
Fletcher	Jordan	Penn State Hershey Med Ctr-PA	Obstetrics-Gynecology	HERSHEY	PA
Fortson	Grant	U Alabama Med Ctr-Birmingham	Anesthesiology	BIRMINGHAM	AL
Franzetti	Michael	U Oklahoma COM-OK City	Dermatology	OKLAHOMA CITY	OK
Freeman	Taylor	Unity Health-AR	Emergency Medicine	SEARCY	AR
Gammill	Sarah	LSU SOM-New Orleans-LA	General Surgery	NEW ORLEANS	LA
Gershner	Grant	U Texas HSC-San Antonio	General Surgery	SAN ANTONIO	TX
Ghaleb	Nancy	Detroit Med Ctr/WSU-MI	Anesthesiology	DETROIT	MI
Gibson	Anna	U Arkansas COM-Little Rock	Otolaryngology	LITTLE ROCK	AR
Goldsholl	Sara	LSUHSC-Shreveport-LA	Obstetrics-Gynecology	SHREVEPORT	LA
Gonzalez	Basilia	Lifelong Medical Care-CA	Family Medicine	RICHMOND	CA
Gonzalez	Santiago	UC San Francisco-CA	Plastic Surgery (Integrated)	SAN FRANCISCO	CA
Gray	Jocelyn	U Oklahoma COM-Tulsa	Family Medicine	TULSA	OK
Green	Erin	U Texas Med Branch-Galveston	General Surgery	GALVESTON	TX
Ha	Duy	U Arkansas COM-Little Rock	Anesthesiology	LITTLE ROCK	AR
Hall	Mark	U Kansas SOM-Wichita	General Surgery	WICHITA	KS
Halsted	Decota	U Arkansas COM-Little Rock	Psychiatry	LITTLE ROCK	AR
Harter	James	Womack Army Medical Center	Family Medicine	FORT BRAGG	NC
Hayre	Ann-Marie	U Arkansas COM-Little Rock	Psychiatry	LITTLE ROCK	AR
Headley	Felicia	Prisma Hlth-Upstate/U of SC SOM Greenville	Obstetrics-Gynecology	GREENVILLE	SC

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Henry	Tessa	Memorial Healthcare System-FL	General Surgery	PEMBROKE PINES	FL
Holloway	Kayln	U Arkansas COM-Little Rock	Internal Medicine	LITTLE ROCK	AR
Holt	Ryan	Baylor-Scott & White-TX	Obstetrics-Gynecology	TEMPLE	TX
Hoose	Dalton	U Arkansas-Fayetteville Comm Progs	Internal Medicine	FAYETTEVILLE	AR
Hughes	Heidi	U Arkansas COM-Little Rock	Emergency Medicine	LITTLE ROCK	AR
Hutson	Elizabeth	Self Regional Healthcare-SC	Family Medicine	GREENWOOD	SC
Im	Jay	U Rochester/Strong Memorial-NY	Radiology-Diagnostic	ROCHESTER	NY
James	Amy	Mayo Clinic School of Grad Med Educ-MN	Internal Medicine	ROCHESTER	MN
Jasso	Erika	U Arkansas-Fayetteville Comm Progs	Internal Medicine	FAYETTEVILLE	AR
Johnson	Sarah	Baylor Univ Med Ctr-Dallas-TX	Obstetrics-Gynecology	DALLAS	TX
Jones-Carr	Maggie	University Hosps-Jackson-MS	General Surgery	JACKSON	MS
Kaur	Jagdeep	U Arkansas COM-Little Rock	Internal Medicine	LITTLE ROCK	AR
Khimani	Shameela	Advocate Health Care-IL	Pediatrics/ALGH	PARK RIDGE	IL
Kilgore	David	U Arkansas COM-Little Rock	Ophthalmology	LITTLE ROCK	AR
Kim	Alexandrea	Emory Univ SOM-GA	Otolaryngology	ATLANTA	GA
Klemann	Kylie	Indiana University SOM	Emergency Medicine	INDIANAPOLIS	IN
Kockara	Neriman	U Texas Med Sch-Houston	Psychiatry/Child Psych	HOUSTON	TX
Kowalczyk	Nicholas	Univ of Chicago Med Ctr-IL	Internal Medicine	CHICAGO	IL
Lau	Chrystal	U Arkansas COM-Little Rock	Otolaryngology	LITTLE ROCK	AR
Levy	Joseph	Detroit Med Ctr/WSU-MI	Obstetrics-Gynecology	DETROIT	MI
Lewis	Hannah	U Arkansas COM-Little Rock	Child Neurology	LITTLE ROCK	AR
Light	Jeremy	Barnes-Jewish Hosp-MO	Dermatology	ST LOUIS	MO
Lindsey	Joshua	UAMS Regional Centers-AR	Family Medicine/Jonesboro	JONESBORO	AR
Mahoney	Brendan	Palm Beach Consortium for GME-FL	Emergency Medicine	PORT ST. LUCIE	FL
Martindale	Johnathan	Rhode Island Hosp/Brown Univ	Emergency Medicine	PROVIDENCE	RI
Martins	Bradford	Yale-New Haven Hosp-CT	Psychiatry/Research	NEW HAVEN	CT
McCarthy	Hannah	CoxHealth-MO	Family Medicine	SPRINGFIELD	MO
McHan	Lara	U Rochester/Strong Memorial-NY	Medicine-Pediatrics	ROCHESTER	NY
Meece	Trevor	U Arkansas COM-Little Rock	Medicine-Pediatrics	LITTLE ROCK	AR
Meeker	Daniel	U Iowa Hosps and Clinics	Orthopaedic Surgery	IOWA CITY	IA
Miller	Emily	U Alabama Med Ctr-Birmingham	Otolaryngology	BIRMINGHAM	AL
Minner	Rebecca	U Arkansas COM-Little Rock	Psychiatry	LITTLE ROCK	AR
Moore	Elizabeth	CoxHealth-MO	Family Medicine	SPRINGFIELD	MO
Moran	Gisele	Methodist Hospital-Houston-TX	Obstetrics-Gynecology	HOUSTON	TX
Moulton	Aaron	U Arkansas COM-Little Rock	Emergency Medicine	LITTLE ROCK	AR
Murphy	Chesley	UAMS Regional Centers-AR	Family Medicine/Jonesboro	JONESBORO	AR
Neisler	Kristen	Triple Army Medical Center	Translational	HONOLULU	HI
Odom	Lettie	U Arkansas COM-Little Rock	Obstetrics-Gynecology	LITTLE ROCK	AR
Oliver	Ryan	Ohio State University Med Ctr	Ophthalmology	COLUMBUS	OH
Patterson	John	Methodist Hospital-Houston-TX	Neurological Surgery	HOUSTON	TX
Pennington	John	U Tennessee Health Sci Ctr-Memphis	Medicine-Pediatrics	MEMPHIS	TN
Pickhardt	Margaret	U Arkansas COM-Little Rock	Psychiatry	LITTLE ROCK	AR
Porter	Ashton	U Arkansas COM-Little Rock	Obstetrics-Gynecology	LITTLE ROCK	AR
Post	Corey	U Michigan Hosps-Ann Arbor	Pathology	ANN ARBOR	MI
Power	Margaret	Mountain AHEC-NC	Obstetrics-Gynecology	ASHEVILLE	NC
Quilao	Raymond	Unity Health-AR	Emergency Medicine	SEARCY	AR
Ransom	Ryan	Mayo Clinic School of Grad Med Educ-MN	Neurological Surgery	ROCHESTER	MN
Ratcliff	Adam	Naval Medical Center	Family Medicine	Jacksonville	FL
Ray	Sasha	Morehouse Sch of Med-GA	Obstetrics-Gynecology	ATLANTA	GA
Resendez	Victoria	U Tennessee Health Sci Ctr-Memphis	Obstetrics-Gynecology	MEMPHIS	TN
Rhea	Brian	U Arkansas COM-Little Rock	Transitional	LITTLE ROCK	AR
Rhomberg	Mary	U Arkansas COM-Little Rock	Transitional	LITTLE ROCK	AR
Riley	Emily	LSU SOM-New Orleans-LA	Medicine-Pediatrics	NEW ORLEANS	LA
Rinchuso	Mary	U Oklahoma COM-OK City	General Surgery	OKLAHOMA CITY	OK
Savenka	Tatsiana	U Arkansas COM-Little Rock	Internal Medicine	LITTLE ROCK	AR
Schwartz	Zachary	U Alabama Med Ctr-Birmingham	Interventional Radiology (Integ)	BIRMINGHAM	AL
Serrano	Maria	U Arkansas COM-Little Rock	Pediatrics	LITTLE ROCK	AR
Shah	Varun	U Miami/Jackson Health System-FL	Anesthesiology	MIAMI	FL
Shelton	Matthew	U Arkansas COM-Little Rock	Anesthesiology	LITTLE ROCK	AR
Shields	Bradley	UPMC Medical Education-PA	Dermatology	PITTSBURGH	PA
Smith	Conor	U Arkansas COM-Little Rock	Pediatrics	LITTLE ROCK	AR
Soehner	Thomas	U Arkansas COM-Little Rock	Urology	LITTLE ROCK	AR
Spradley	Jonathan	Tulane Univ SOM-LA	Peds/Psych/Child Psych	NEW ORLEANS	LA
Sra	Natasha	U Arkansas COM-Little Rock	Psychiatry	LITTLE ROCK	AR
Steele	Matthew	U Arkansas COM-Little Rock	Internal Medicine	LITTLE ROCK	AR
Steele	Ryan	U Arkansas COM-Little Rock	Pediatrics	LITTLE ROCK	AR
Stone	Jonathan	U Oklahoma COM-OK City	Psychiatry	OKLAHOMA CITY	OK
Sullivan	Elizabeth	Baptist Health-AR	Family Medicine	NORTH LITTLE ROCK	AR
Sullivan	Nicole	U Arkansas COM-Little Rock	Transitional	LITTLE ROCK	AR
Tabassum	Annika	St Vincents Med Ctr-FL	Family Medicine	JACKSONVILLE	FL
Timmermann	Cody	U Arkansas COM-Little Rock	Internal Medicine	LITTLE ROCK	AR

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Trinh	Daniel	U Arkansas COM-Little Rock	Phys Medicine & Rehab	LITTLE ROCK	AR
Tripod	Morgan	U Arkansas COM-Little Rock	Internal Medicine	LITTLE ROCK	AR
Trostel	Carlyln	U Tennessee Health Sci Ctr-Memphis	Family Med/Jackson	JACKSON	TN
Wagnon	Asher	HCA Healthcare Kansas City-MO	Family Med/Research Med Ctr	KANSAS CITY	MO
Watkins	Adam	U Arkansas COM-Little Rock	Emergency Medicine	LITTLE ROCK	AR
Watson	Levi	U Arkansas COM-Little Rock	Surgery-Preliminary	LITTLE ROCK	AR
Weeks	Zoe	U Tennessee Health Sci Ctr-Memphis	Medicine-Pediatrics	MEMPHIS	TN
Weldon	Emily	U Arkansas COM-Little Rock	Pediatrics	LITTLE ROCK	AR
Wells	Jordan	U Arkansas COM-Little Rock	Interventional Radiology (Integ)	LITTLE ROCK	AR
Williams	Madeleine	U Arkansas COM-Little Rock	Medicine-Pediatrics	LITTLE ROCK	AR
Winslow	Harrison	U Arkansas COM-Little Rock	Surgery-Preliminary	LITTLE ROCK	AR
Worthen	Laura	Unity Health-AR	Psychiatry	SEARCY	AR
Yancey	Erin	U Arkansas COM-Little Rock	Psychiatry	LITTLE ROCK	AR
Young	Mason	Vanderbilt Univ Med Ctr-TN	Orthopaedic Surgery	NASHVILLE	TN

APPENDIX B

Class of 2021 Match Data

Last Name	First Name	Institution Name	Program Name	City	State
Abdulrahim	Mouad	Baptist Health-AR	Transitional	NORTH LITTLE ROCK	AR
Abou-Diab	Suzanne	U Arkansas COM-Little Rock	Phys Medicine & Rehab	LITTLE ROCK	AR
Abu-Rmaileh	Muhammad	U Texas Southwestern Med Sch-Dallas	Internal Medicine	DALLAS	TX
Alam	Sinthia	U Arkansas COM-Little Rock	Internal Medicine	LITTLE ROCK	AR
Alfanek	Zain	Brown Univ/Rhode Island Hosp	Internal Medicine	PROVIDENCE	RI
Andrews	Mary	Forrest General Hospital-MS	Family Medicine	HATTIESBURG	MS
Angel	Adam	Barnes-Jewish Hosp-MO	Internal Medicine	ST LOUIS	MO
Arnold	Jackson	Tripler Army Medical Center	Transitional	HONOLULU	HI
Baltz	Nicholas	U Arkansas COM-Little Rock	Internal Medicine	LITTLE ROCK	AR
Barker	Tyler	White River Health System	Internal Medicine	BATESVILLE	AR
Beckwith	Sarah	Rush University Med Ctr-IL	General Surgery	CHICAGO	IL
Block	John	U Arkansas COM-Little Rock	Pediatrics	LITTLE ROCK	AR
Bloom	George	U Arkansas COM-Little Rock	Internal Medicine	LITTLE ROCK	AR
Bradshaw	Jace	Johns Hopkins Hosp-MD	Emergency Med-Anesthesiology	BALTIMORE	MD
Brasher	Olivia	Oregon Health & Science Univ	Pediatrics	PORTLAND	OR
Bridgforth	Morgan	U Arkansas COM-Little Rock	Child Neurology	LITTLE ROCK	AR
Brown	Autumn	UAMS Regional Centers-AR	Family Medicine/Texarkana	TEXARKANA	AR
Brown	Dustin	Rush University Med Ctr-IL	Emergency Medicine	CHICAGO	IL
Buck	William	U Arkansas COM-Little Rock	Pathology	LITTLE ROCK	AR
Buslig	Gelina	U Arkansas COM-Little Rock	Internal Medicine	LITTLE ROCK	AR
Butler	Kaitlynn	Eastern VA Med School-VA	Emergency Medicine	NORFOLK	VA
Caid	Katherine	U Arkansas COM-Little Rock	Pediatrics	LITTLE ROCK	AR
Carter	Jacob	UT Ascension St Thomas-TN	Internal Medicine	NASHVILLE	TN
Chapman	Christina	U Arkansas-Fayetteville Comm Progs	Internal Medicine	FAYETTEVILLE	AR
Christie	Matthew	U New Mexico SOM	Pediatrics	ALBUQUERQUE	NM
Christy	William	Naval Medical Center	Transitional	PORTSMOUTH	VA
Clay	Micah	Baylor Scott & White Med Ctr-TX	Obstetrics-Gynecology	TEMPLE	TX
Cordell	Matthew	Portsmouth Navy Medical Center	General Surgery	PORTSMOUTH	VA
Corwin	Gregory	Univ of Vermont Medical Center	General Surgery	BURLINGTON	VT
Counce	Reid	U Arkansas COM-Little Rock	Medicine-Pediatrics	LITTLE ROCK	AR
Crisp	Cordell	U Arkansas COM-Little Rock	Medicine-Pediatrics	LITTLE ROCK	AR
Dasgupta	Arhita	Univ of Missouri-KC Programs	Obstetrics-Gynecology	KANSAS CITY	MO
Davidson	Parker	U Arkansas COM-Little Rock	Pediatrics	LITTLE ROCK	AR
Eckes	Melissa	U Arkansas COM-Little Rock	General Surgery	LITTLE ROCK	AR
Ederle	Amanda	Baptist Health-AR	Transitional	NORTH LITTLE ROCK	AR
Elliott	Hayden	U Oklahoma COM-Tulsa	Family Medicine	TULSA	OK
Estes	Joshua	U Arkansas COM-Little Rock	Phys Medicine & Rehab	LITTLE ROCK	AR
Estes	Tyler	U Arkansas COM-Little Rock	Phys Medicine & Rehab	LITTLE ROCK	AR
Flippo	Brittany	U Arkansas COM-Little Rock	Internal Medicine	LITTLE ROCK	AR
Gardner	Jonathan	Baptist Health-AR	Internal Medicine	NORTH LITTLE ROCK	AR
Gay	Lane	Unity Health-AR	Emergency Medicine	SEARCY	AR
George	Riley	UAMS Regional Centers-AR	Family Medicine/Fayetteville	FAYETTEVILLE	AR
Gillum	Roger	Baptist Health-AR	Family Medicine	NORTH LITTLE ROCK	AR
Glass-Hicks	Annie-Taylor	U Arkansas COM-Little Rock	Transitional	LITTLE ROCK	AR
Goff	Rachel	U Arkansas COM-Little Rock	Pathology	LITTLE ROCK	AR
Gondhalekar	Vikram	Zucker SOM-Northwell NS/LU-NY	Emergency Medicine	MANHASSET	NY
Gongola	Morgan	U Kentucky Med Ctr	General Surgery	LEXINGTON	KY
Goshen	Karl	U Arkansas COM-Little Rock	Anesthesiology	LITTLE ROCK	AR
Gowen	Jared	U Arkansas COM-Little Rock	Vascular Surgery	LITTLE ROCK	AR
Griffin	Daniel	U Arkansas COM-Little Rock	Internal Medicine	LITTLE ROCK	AR
Hagood	Joshua	U Arkansas COM-Little Rock	Transitional	LITTLE ROCK	AR
Hall	Nathanael	White River Health System	Internal Medicine	BATESVILLE	AR
Harper	Mason	U Arkansas COM-Little Rock	Internal Medicine	LITTLE ROCK	AR
Haynes	Jackson	UAMS Regional Centers-AR	Family Medicine/Pine Bluff	PINE BLUFF	AR
Heckman	Skye	U Arkansas COM-Little Rock	Pediatrics	LITTLE ROCK	AR
Hirsch	Heather	Emory Univ SOM-GA	Pediatrics	ATLANTA	GA
Hirsh	Caitlin	Univ of Missouri-KC Programs	Emergency Medicine	KANSAS CITY	MO
Hollaway	Moriah	U Arkansas COM-Little Rock	General Surgery	LITTLE ROCK	AR
Hunter	Charles	U Arkansas COM-Little Rock	Psychiatry	LITTLE ROCK	AR
Hunter	Courtney	U Arkansas COM-Little Rock	Otolaryngology	LITTLE ROCK	AR
Hunzicker	Alixandra	U Tennessee Grad SOM-Knoxville	Obstetrics-Gynecology	KNOXVILLE	TN
Huynh	Michelle	U Tennessee Health Sci Ctr-Memphis	Medicine-Preliminary	MEMPHIS	TN
Hyatt	William	U Arkansas COM-Little Rock	Psychiatry	LITTLE ROCK	AR
Ivy	Austin	UCLA Med Ctr-CA	Internal Medicine	LOS ANGELES	CA
James	C'Asia	Baptist Health-AR	Transitional	NORTH LITTLE ROCK	AR
Jennings	Carole	Tulane Univ SOM-LA	Internal Medicine	NEW ORLEANS	LA
Johnson	Adam	Baylor Coll Med-Houston-TX	Pathology	HOUSTON	TX
Kaur	Jaskiran	Indiana School of Medicine	Child Neurology	INDIANAPOLIS	IN
Khan	Nadia	U Arkansas COM-Little Rock	Psychiatry	LITTLE ROCK	AR
Klammer	Nathan	Unity Health-AR	Emergency Medicine	SEARCY	AR
Klucher	Brianna	U Maryland Med Ctr	Emergency Medicine	BALTIMORE	MD
Klucher	Justin	U Maryland Med Ctr	Medicine-Pediatrics	BALTIMORE	MD
Koon	Joseph	U Arkansas-Fayetteville Comm Progs	Internal Medicine	FAYETTEVILLE	AR

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Laman	Evan	Walter Reed National Military MC	Transitional	BETHESDA	MD
Larey	Adam	University Hosps-Columbia-MO	Family Medicine	COLUMBIA	MO
Linna	Jacob	U Arkansas COM-Little Rock	Psychiatry	LITTLE ROCK	AR
Little	Jessie	U Arkansas COM-Little Rock	Pediatrics	LITTLE ROCK	AR
Ly	Victoria	UT Southwestern	Ophthalmology	DALLAS	TX
MacLeod	Ryan	Yale-New Haven Hosp-CT	Int Med/Physician Scientist	NEW HAVEN	CT
Madujibeya	Matthew	Eastern VA Med School-VA	Family Medicine	NORFOLK	VA
Mallett	Alexis	Baylor Univ Med Ctr-Dallas-TX	General Surgery	DALLAS	TX
Mann	Robert	U Arkansas-Fayetteville Comm Progs	Internal Medicine	FAYETTEVILLE	AR
Marasco	Johnathan	Baptist Health-AR	Transitional	NORTH LITTLE ROCK	AR
Mare	Michael	UT Ascension St Thomas-TN	Internal Medicine	NASHVILLE	TN
Massanelli	Jackson	Baylor Coll Med-Houston-TX	Pediatrics	HOUSTON	TX
Mayo	Rachel	U Arkansas COM-Little Rock	Pediatrics	LITTLE ROCK	AR
Mazzo	James	U Arkansas COM-Little Rock	Internal Medicine	LITTLE ROCK	AR
McClure	Spencer	U Kansas SOM-Kansas City	Dermatology	KANSAS CITY	KS
McGowen	Joel	Naval Medical Center	Emergency Medicine	SAN DIEGO	CA
McKissick	Jasmine	Texas A&M-Bryan/College Station	Family Medicine	BRYAN	TX
Menefee	Stephen	FAU-Schmidt COM-FL	Psychiatry	BOCA RATON	FL
Mercier	Nicole	WrightPatterson Medical Center	Pediatrics	DAYTON	OH
Mize	Brandi	Emory Univ SOM-GA	Vascular Surgery	ATLANTA	GA
Moore	Mary	Advocate Health Care-IL	Pediatrics	PARK RIDGE	IL
Moore	Rachel	UAMS Regional Centers-AR	Family Medicine/Fort Smith	FORT SMITH	AR
Morgan	Austin	U Arkansas COM-Little Rock	Dermatology	LITTLE ROCK	AR
Morris	Madison	U Arkansas COM-Little Rock	Internal Medicine	LITTLE ROCK	AR
Nedosekin	Dmitry	U Arkansas COM-Little Rock	Internal Medicine	LITTLE ROCK	AR
Neuhouser	Adam	U Minnesota -	Ophthalmology	MINNEAPOLIS	MIN
Newhart	Hamilton	Baptist Health-AR	Family Medicine	NORTH LITTLE ROCK	AR
Norton	John	University of Alabama Medical Ctr - Birmingham	Urology	BIRMINGHAM	AL
O'Brien	Patrick	U Arkansas COM-Little Rock	Orthopaedic Surgery	LITTLE ROCK	AR
Ordonez	Danica Angela	U Texas Southwestern Med Sch-Dallas	Obstetrics-Gynecology	DALLAS	TX
Parks	Kelsey	Vanderbilt Univ Med Ctr-TN	Dermatology	NASHVILLE	TN
Parsley	Cameron	Unity Health-AR	Emergency Medicine	SEARCY	AR
Patel	Anjali	U Arkansas COM-Little Rock	Emergency Medicine	LITTLE ROCK	AR
Patton	Samuel	U Tennessee Grad SOM-Knoxville	Anesthesiology	KNOXVILLE	TN
Peckham	Molly	U Arkansas COM-Little Rock	Surgery Preliminary	LITTLE ROCK	AR
Pitts	Lillie	Wake Forest Baptist Med Ctr-NC	Internal Medicine	WINSTON-SALEM	NC
Plumley	Melissa	U Arkansas COM-Little Rock	Emergency Medicine	LITTLE ROCK	AR
Polk	David	St Louis Univ SOM-MO	Psychiatry	ST LOUIS	MO
Privratsky	Anthony	University of Utah Health	Psychiatry/Research	SALT LAKE CITY	UT
Rabalais	Jeanne	U Florida COM-Jacksonville	Emergency Medicine	JACKSONVILLE	FL
Ragland	Katelyn	U Arkansas COM-Little Rock	Transitional	LITTLE ROCK	AR
Ramey	Hunter	U Arkansas COM-Little Rock	Pediatrics	LITTLE ROCK	AR
Randall	Christopher	U Arkansas COM-Little Rock	Internal Medicine	LITTLE ROCK	AR
Ravikumar	Pratheepa	U Arkansas COM-Little Rock	Medicine-Pediatrics	LITTLE ROCK	AR
Reiners	Emily	U Tennessee Health Sci Ctr-Memphis	Pediatrics	MEMPHIS	TN
Reiners	Zachary	U Tennessee Health Sci Ctr-Memphis	Psychiatry	MEMPHIS	TN
Richardson	Michael	Geisinger Health System-PA	Dermatology	DANVILLE	PA
Rivas	Alexander	William Beaumont Hospital	Transitional	EL PASO	TX
Rose	Tyler	U Arkansas COM-Little Rock	Surgery Preliminary	LITTLE ROCK	AR
Saccante	Jennifer	Baylor Coll Med-Houston-TX	Pediatrics	HOUSTON	TX
Saleem	Humaira	U Arkansas COM-Little Rock	Anesthesiology	LITTLE ROCK	AR
Sardar	Sehrish	Mayo Clinic School of Grad Med Educ-MN	Internal Medicine	ROCHESTER	MIN
Scarborough	Catherine	U Arkansas COM-Little Rock	Psychiatry	LITTLE ROCK	AR
Schneider	Allison	St Louis Univ SOM-MO	Obstetrics-Gynecology	ST LOUIS	MO
Scott	Amy	U North Carolina Hospitals	Psychiatry	CHAPEL HILL	NC
Scott	Ansley	University of Virginia	Pathology	CHARLOTTESVILLE	VA
Shelton	Reid	U Arkansas COM-Little Rock	Radiology-Diagnostic	LITTLE ROCK	AR
Sideroff	Laney	Tulane Univ SOM-LA	Internal Medicine	NEW ORLEANS	LA
Smith	Alaina	Medical University of SC	Emergency Medicine	CHARLESTON	SC
Smith	Alexander	U Arkansas COM-Little Rock	Obstetrics-Gynecology	LITTLE ROCK	AR
Smith	Elias	St Louis Univ SOM-MO	Psychiatry	ST LOUIS	MO
Smith	Jacob	John Peter Smith Hosp-TX	Family Medicine	FORT WORTH	TX
Soliman	Mohammed	U Arkansas-Fayetteville Comm Progs	Internal Medicine	FAYETTEVILLE	AR
Sonaty	Griffin	University of Virginia	Internal Medicine	CHARLOTTESVILLE	VA
Soni	Dave	U Kansas SOM-Kansas City	Internal Medicine	KANSAS CITY	KS
Spencer	Jordan	LSU SOM-Baton Rouge-LA	Obstetrics-Gynecology	BATON ROUGE	LA
Sra	Karam	U Oklahoma COM-OK City	Anesthesiology	OKLAHOMA CITY	OK
Stahler	Katie	U Arkansas COM-Little Rock	Transitional	LITTLE ROCK	AR
Stivers	Ahmed	University of Nebraska Med Ctr	Radiology-Diagnostic	OMAHA	NE
Stone	Bradley	U Arkansas COM-Little Rock	Anesthesiology	LITTLE ROCK	AR
Taylor	Spencer	Ochsner Clinic Foundation-LA	Orthopaedic Surgery	NEW ORLEANS	LA
Tharp	Emily	Case Western/MetroHealth Med Ctr-OH	Obstetrics-Gynecology	CLEVELAND	OH
Thomas	Catherine	Navy med Center	Family Medicine	LEJEUNE	NC
Thomas	Kevin	U Arkansas COM-Little Rock	Neurological Surgery	LITTLE ROCK	AR

APPENDIX B

Class of 2021 Match Data

Thompson	Tyler	B I Deaconess Med Ctr-MA	Anesthesiology	BOSTON	MA
Tran	Rose	Penn State Hershey Med Ctr-PA	Anesthesiology	HERSHEY	PA
Ventrano	Victor	U Arkansas COM-Little Rock	Transitional	LITTLE ROCK	AR
Vines	Hunter	U New Mexico SOM	Radiology-Diagnostic	ALBUQUERQUE	NM
Waddell	Carly	U Florida COM-Shands Hosp	Pediatrics	GAINESVILLE	FL
Walajahi	Amad	Unity Health-AR	Emergency Medicine	SEARCY	AR
Wall	Bryce	U Arkansas COM-Little Rock	Orthopaedic Surgery	LITTLE ROCK	AR
Walls	Joshua	U Arkansas COM-Little Rock	Internal Medicine	LITTLE ROCK	AR
Webb	Michael	Rush University Med Ctr-IL	Anesthesiology	CHICAGO	IL
Webb	Shelby	Univ of Chicago Med Ctr-IL	Anesthesiology	CHICAGO	IL
White	Wesley	U Arkansas COM-Little Rock	Psychiatry	LITTLE ROCK	AR
Wiggins	Blake	U Alabama Med Ctr-Birmingham	Anesthesiology	BIRMINGHAM	AL
Williams	Einnod	U Arkansas COM-Little Rock	Internal Medicine	LITTLE ROCK	AR
Williamson	Jonathan	U Arkansas COM-Little Rock	Pediatrics	LITTLE ROCK	AR
Wilson	Connor	Brown Univ/Rhode Island Hosp	Emergency Medicine	PROVIDENCE	RI
Wolfe	Jordyn	U Arkansas COM-Little Rock	Psychiatry	LITTLE ROCK	AR
Woods	Bryce	U Arkansas COM-Little Rock	Anesthesiology	LITTLE ROCK	AR
Woods	Forrest	U Arkansas COM-Little Rock	Internal Medicine	LITTLE ROCK	AR
Wright	Courtney	U Arkansas COM-Little Rock	Otolaryngology	LITTLE ROCK	AR
Yasin	Hannah	Mercy Hospital St Louis-MO	Family Medicine	ST LOUIS	MO
Young	Jesse	Barnes-Jewish Hosp-MO	Internal Medicine	ST LOUIS	MO

APPENDIX C

Class of 2022 Match Data

Last Name	First Name	Institution Name	Program Name	City	State
Adejumobi	Dolapo	U Texas Southwestern Med Sch-Dallas	Family Medicine	DALLAS	TX
Albertson	Monroe	UAMS Regional Centers-AR	Family Medicine	BATESVILLE	AR
Al-Hindi	Hytham	Prisma Health-U of SC SOM Columbia	Ophthalmology	COLUMBIA	SC
Allison	Jake	U Arkansas COM-Little Rock	Pediatrics	LITTLE ROCK	AR
Alston	Ashley	John Peter Smith Hosp-TX	Obstetrics-Gynecology	FORT WORTH	TX
Anderson	Braxton	Scott & White Memorial Hospital	Urology	Temple	TX
Baker	David	U Arkansas COM-Little Rock	Surgery-Preliminary	LITTLE ROCK	AR
Barham	Caroline	U Oklahoma COM-Tulsa	Psychiatry	TULSA	OK
Batiste	Djuana	U Colorado SOM-Denver	Interventional Radiology	AURORA	CO
Benton	Mitchell	Medical University of SC	Internal Medicine	CHARLESTON	SC
Best	Rachel	Good Samaritan Hosp-Cinn-OH	Vascular Surgery	CINCINNATI	OH
Bethel	Garrett	Duke Univ Med Ctr-NC	Internal Medicine	DURHAM	NC
Blach	Anna	Rutgers-Monmouth Med Ctr-NJ	Obstetrics-Gynecology	LONG BRANCH	NJ
Blackshare	Anna	St Louis Univ SOM-MO	Obstetrics-Gynecology	ST LOUIS	MO
Breland	Emily	U Arkansas COM-Little Rock	Anesthesiology	LITTLE ROCK	AR
Brickell	Anna	UAMS Regional Centers-AR	Family Medicine	JONESBORO	AR
Brock	Cecily	U Arkansas COM-Little Rock	Medicine-Pediatrics	LITTLE ROCK	AR
Brown	George	Oregon Health & Science Univ	Family Medicine	KLAMATH FALLS	OR
Caldwell	Madison	U Arkansas COM-Little Rock	Obstetrics-Gynecology	LITTLE ROCK	AR
Chacko	Joseph	U Arkansas COM-Little Rock	Ophthalmology	Little Rock	AR
Cleavenger	Kylie	Barnes-Jewish Hosp-MO	Internal Medicine	ST LOUIS	MO
Coleman	Ryan	U Arkansas COM-Little Rock	Internal Medicine	LITTLE ROCK	AR
Cook	Kyle	U Arkansas COM-Little Rock	Internal Medicine	LITTLE ROCK	AR
Cook	Madeline	Medical University of SC	Emergency Medicine	CHARLESTON	SC
Cranford	Alexander	U Arkansas COM-Little Rock	Anesthesiology	LITTLE ROCK	AR
Crosby	Madison	University of Utah Health	Anesthesiology/IM	SALT LAKE CITY	UT
Davis	Clayton	Barnes-Jewish Hosp-MO	Internal Medicine	ST LOUIS	MO
Davis	Jacob	Baptist Health-AR	Psychiatry	NORTH LITTLE ROCK	AR
Demmings	Brittany	Childrens Hospital-Oakland-CA	Pediatrics	OAKLAND	CA
Dennis	Coleman	University of Missouri-KC	Radiology-Diagnostic	KANSAS CITY	MO
Dewey	Erica	Baptist Health-AR	Family Medicine	NORTH LITTLE ROCK	AR
Dilday	Taylor	Conway Reg Health Sys-AR	Family Medicine	CONWAY	AR
Draper	Elizabeth	Brigham & Womens Hosp-MA	Pathology	BOSTON	MA
Dreher	Katie	U Arkansas COM-Little Rock	Dermatology	LITTLE ROCK	AR
Drolshagen	Helena	Baptist Health-AR	Transitional	LITTLE ROCK	AR
Eckels	Jason	U Arkansas COM-Little Rock	Orthopaedic Surgery	LITTLE ROCK	AR
Erwin	Jake	Baptist Health-AR	Family Medicine	NORTH LITTLE ROCK	AR
Fahr	Emily	Univ of Missouri-KC Programs	Obstetrics-Gynecology	KANSAS CITY	MO
Fazli	Yama	U Arkansas COM-Little Rock	Emergency Medicine	LITTLE ROCK	AR
Fialkowski	Kevin	Massachusetts Gen Hosp	Radiology-Diagnostic	BOSTON	MA
Ford	Matthew	U Arkansas COM-Little Rock	Anesthesiology	LITTLE ROCK	AR
Frederickson	Nicholas	Medical University of SC	Pathology	CHARLESTON	SC
Frerking	Jeffrey	U Oklahoma COM-Tulsa	Pediatrics	TULSA	OK
Gable	Ricky	U Arkansas COM-Little Rock	Transitional	LITTLE ROCK	AR
Gocke	Samantha	U Arkansas COM-Little Rock	Pediatrics	LITTLE ROCK	AR
Graham	Rachel	U Arkansas-Fayetteville Comm Progs	Internal Medicine	FAYETTEVILLE	AR
Green	Avery	Med Coll Wisconsin Affil Hosps	Internal Medicine	MILWAUKEE	WI
Hagen	John	Baylor Coll Med-Houston-TX	Radiology-Diagnostic	WEATHERFORD	TX
Hairston	Hayden	U Arkansas COM-Little Rock	Transitional	LITTLE ROCK	AR
Hall	Bailey	Unity Health-AR	Transitional	SEARCY	AR
Hanson	Aubrie	U Michigan Hosps-Ann Arbor	Psychiatry	ANN ARBOR	MI
Hardaway	Timothy	Naval Medical Center	General Surgery	Portsmouth	VA
Hardgrave	Hailey	U Arkansas COM-Little Rock	General Surgery	LITTLE ROCK	AR
Hart	Spencer	UAMS Regional Centers-AR	Family Medicine	JONESBORO	AR
Helmich	Blaine	Virginia Commonwealth U Hlth Sys	Internal Medicine	RICHMOND	VA
Helmich	Jamie	Bon Secours Health System-VA	Family Medicine	MIDLOTHIAN	VA
Henry	Aaron	Univ of Vermont Medical Center	Internal Medicine	BURLINGTON	VT
Henson	Jeffrey	U Arkansas COM-Little Rock	Surgery Preliminary	LITTLE ROCK	AR
Herzog	Abigail	U Wisconsin Hospital and Clinics	Radiology-Diagnostic	MADISON	WI
Horton	Charles	UAMS Regional Centers-AR	Family Medicine	FAYETTEVILLE	AR
Howells-Resendez	Morgan	Vidant Med Ctr/East Carolina Univ-NC	Phys Medicine & Rehab	GREENVILLE	NC
Howie	Cole	Hospital for Special Surgery- Cornell Med	Orthopaedic Surgery/Research	NEW YORK	NY
Hui	Ryan	U Arkansas COM-Little Rock	Obstetrics-Gynecology	LITTLE ROCK	AR
Hunter	Michael	U Arkansas COM-Little Rock	Anesthesiology	LITTLE ROCK	AR
Huynh	Eric	Temple Univ Hosp-PA	Psychiatry	PHILADELPHIA	PA
Ivanovsky	Samuil	U Arkansas COM-Little Rock	Internal Medicine	LITTLE ROCK	AR
James	Brett	U Arkansas COM-Little Rock	Emergency Medicine	LITTLE ROCK	AR
James	Luke	U Michigan Hosps-Ann Arbor	Internal Medicine	ANN ARBOR	MI
James	Tia/Asia	Vanderbilt Univ Med Ctr-TN	Emergency Medicine	NASHVILLE	TN
Jarrett	Tanner	U Arkansas COM-Little Rock	Emergency Medicine	LITTLE ROCK	AR
Kennedy	Kristina	NLR Baptist-UAMS	Transitional	N. LITTLE ROCK	AR
Kuang-Nguyen	Jeannie	HCA Healthcare East FL Division GME	Emergency Medicine	MIAMI	FL
Kulbeth	Hanna	U Florida COM-Jacksonville	Emergency Medicine	JACKSONVILLE	FL
Kwok	Alexander	U Arkansas COM-Little Rock	Ophthalmology	Little Rock	AR
Lanier	Laura	U Tennessee COM-Chattanooga	General Surgery	CHATTANOOGA	TN
Leding	Brandon	U Wisconsin Hospital and Clinics	Internal Medicine	MADISON	WI
Lorince	Emily	Indiana University SOM	Pediatrics	INDIANAPOLIS	IN

APPENDIX C

Class of 2022 Match Data

Lubana	Win	U Arkansas-Fayetteville Comm Progs	Internal Medicine	FAYETTEVILLE	AR
Majagi	Anusha	Detroit Med Ctr/WSU-MI	Internal Medicine	DETROIT	MI
May-Martin	Margaret	U Arkansas COM-Little Rock	Psychiatry	LITTLE ROCK	AR
McClain	Paula	U Arkansas COM-Little Rock	Radiation Oncology	LITTLE ROCK	AR
McClain	Trey	Conway Reg Health Sys-AR	Family Medicine	CONWAY	AR
McEver	William	Medical University of SC	Internal Medicine	CHARLESTON	SC
McGill	Jocelyn	Childrens Hospital-Boston-MA	Pediatrics	BOSTON	MA
McKay	Scotty	Detroit Med Ctr/WSU-MI	Radiology-Diagnostic	DETROIT	MI
McMasters	Jake	UAMS Regional Centers-AR	Family Medicine	JONESBORO	AR
Mendez	Osvaldo	U Kentucky Med Ctr	Surgery-Preliminary	LOUISVILLE	KY
Merriweather	Maya	Indiana University SOM	Obstetrics-Gynecology	INDIANAPOLIS	IN
Messersmith	George	U Arkansas COM-Little Rock	Internal Medicine	LITTLE ROCK	AR
Mitchell	John	Baptist Health-AR	Family Medicine	NORTH LITTLE ROCK	AR
Mitchell	William	NYP Hosp-Columbia Univ Med Ctr-NY	Thoracic Surgery	NEW YORK	NY
Modi	Zeel	U Illinois COM-Chicago	Internal Medicine	CHICAGO	IL
Mohler	Samantha	U Arkansas COM-Little Rock	Orthopaedic Surgery	LITTLE ROCK	AR
Moreira	Rebecca	Baylor Univ Med Ctr-Dallas-TX	General Surgery	DALLAS	TX
Morgan	Heather	Harrison Med Ctr-WA	Family Medicine	BREMERTON	WA
Mosley	Jackson	U Arkansas COM-Little Rock	Internal Medicine	LITTLE ROCK	AR
Mueller	Joshua	U Arkansas-Fayetteville Comm Progs	Internal Medicine	FAYETTEVILLE	AR
Nolan	Austin	U Arkansas COM-Little Rock	Anesthesiology	LITTLE ROCK	AR
Odeniyi	Bukola	Allegheny Gen Hosp-PA	Emergency Medicine	PITTSBURGH	PA
Orman	Gray	U Arkansas COM-Little Rock	Anesthesiology	LITTLE ROCK	AR
Payne	Brandon	U Arkansas COM-Little Rock	Pediatrics	LITTLE ROCK	AR
Philpot	Rebecca	Eisenhower Army Medical Center	Transitional	Fort Gordon	GA
Pool	Hunter	U Illinois COM-Peoria OSF	Medicine-Pediatrics	PEORIA	IL
Porterfield	Jessica	FAU-Schmidt COM-FL	Emergency Medicine	BOYNTON BEACH	FL
Pouncey	Dakota	U Arkansas COM-Little Rock	Radiology-Diagnostic	LITTLE ROCK	AR
Purvis	Connor	Walter Reed National Medical Center	Transitional	Bethesda	MD
Ratliff	Matthew	U Arkansas COM-Little Rock	Pediatrics	LITTLE ROCK	AR
Ray	Emily	U Arkansas COM-Little Rock	Obstetrics-Gynecology	LITTLE ROCK	AR
Renard	Kelsey	U Kansas SOM-Kansas City	General Surgery	KANSAS CITY	KS
Rice Moore	Kristen	U Arkansas COM-Little Rock	Psychiatry	LITTLE ROCK	AR
Richards	Mitchell	U Arkansas COM-Little Rock	Pediatrics	LITTLE ROCK	AR
Roark	Casey	U Alabama Med Ctr-Birmingham	Phys Medicine & Rehab	BIRMINGHAM	AL
Roark	Rachel	U Alabama Med Ctr-Birmingham	Pediatrics	BIRMINGHAM	AL
Roper	Sydney	U Tennessee Health Sci Ctr-Memphis	Medicine-Pediatrics	MEMPHIS	TN
Savage	Matthew	Baptist Health-AR	Family Medicine	NORTH LITTLE ROCK	AR
Scott	Hayden	U Arkansas COM-Little Rock	Surgery-Preliminary	LITTLE ROCK	AR
Scott-Kirchen	Logan	U Oklahoma COM-Tulsa	General Surgery	TULSA	OK
Sellers	James	Madigan Army Medical Center	Pediatrics	Tacoma	WA
Shadowens	Madison	U Tennessee Grad SOM-Knoxville	Radiology-Diagnostic	KNOXVILLE	TN
Sharabura	Anna	U Kansas SOM-Kansas City	Ophthalmology	KANSAS CITY	KS
Shaw	Collie	Unity Health-AR	Internal Medicine	SEARCY	AR
Shumate	John	B I Deaconess Med Ctr-MA	Psychiatry	BOSTON	MA
Sidarous	George	MedStar Georgetown Univ Hosp-DC	Internal Medicine	WASHINGTON	DC
Silva-Nash	Jennifer	Northwestern McGaw/NMH/VA-IL	Otolaryngology	CHICAGO	IL
Simmons	Neil	U Arkansas COM-Little Rock	Phys Medicine & Rehab	LITTLE ROCK	AR
Singleton	Gideon	Tripler Army Medical Center	Transitional	Honolulu	HI
Sivakumar	Sowmya	U Arkansas COM-Little Rock	Transitional	LITTLE ROCK	AR
Skaggs	Chesney	U Arkansas-Fayetteville Comm Progs	Internal Medicine	FAYETTEVILLE	AR
Smardo	Craig	Univ of Mississippi Medical Center	Urology	Jackson	MS
Speed	Olivia	U Arkansas COM-Little Rock	Otolaryngology	LITTLE ROCK	AR
Spencer-Cole	Richard	U Arkansas COM-Little Rock	Internal Medicine	LITTLE ROCK	AR
Steele	Jordan	U Tennessee Health Sci Ctr-Memphis	Family Medicine	MEMPHIS	TN
Sweere	Morgan	U Florida COM-Jacksonville	Emergency Medicine	JACKSONVILLE	FL
Taylor	Elliot	U Arkansas COM-Little Rock	Pediatrics	LITTLE ROCK	AR
Taylor	Nathan	UAMS Regional Centers-AR	Family Medicine	FORT SMITH	AR
Thompson	Cody	Indiana University SOM	Internal Medicine	INDIANAPOLIS	IN
Tibbs	Molly	U Arkansas COM-Little Rock	Psychiatry	LITTLE ROCK	AR
Tran	Vi	Eglin Air Force Base	Family Medicine	Fort Walton Beach	FL
Turner	Merit	U Arkansas COM-Little Rock	Internal Medicine	LITTLE ROCK	AR
VanScoy	Joseph	U Arkansas COM-Little Rock	Internal Medicine	LITTLE ROCK	AR
Wade	Dillon	Creighton University-NE	General Surgery	OMAHA	NE
Walden	Kaitlyn	Kirk Kerkorian School of Medicine	Pediatrics	LAS VEGAS	NV
Walker	Allyson	Univ of Vermont Medical Center	Psychiatry	BURLINGTON	VT
Walters	Kollin	Baptist Health-AR	Family Medicine	NORTH LITTLE ROCK	AR
Wang	Hsin-Ping	U Oklahoma COM-Tulsa	General Surgery	TULSA	OK
Wang	Yuxiu	NYU Grossman School Of Medicine-NY	Pathology	NEW YORK	NY
Wary	Nick	Tripler Army Medical Center	Orthopaedic Surgery	Honolulu	HI
Weaver	Jackson	East Jefferson Gen Hosp-LA	Family Medicine	METAIRIE	LA
White Hammonds	Preslie	Univ of Missouri-KC Programs	Obstetrics-Gynecology	KANSAS CITY	MO
Williams	David	U Arkansas COM-Little Rock	Anesthesiology	LITTLE ROCK	AR
Williams	Monica	U Arkansas COM-Little Rock	Anesthesiology	LITTLE ROCK	AR
Wilson	John	Martin Army Community Hospital	Family Medicine	Fort Benning	GA
Winn	Kesley	U Arkansas COM-Little Rock	Psychiatry	LITTLE ROCK	AR
Winn	Taylor	U Arkansas COM-Little Rock	Medicine-Pediatrics	LITTLE ROCK	AR
Zehr	Katherine	U Arkansas COM-Little Rock	Medicine-Pediatrics	LITTLE ROCK	AR