# **Introduction to the Couples Match**

# **University of Rochester/Highland Hospital Family Medicine Residency**

# **Couples Match in Rochester**

The University of Rochester has a long history of success with the Couples Match. In the Family Medicine Residency, we average two residents who couples-match every year. This means that we're not only familiar with the stresses of couples-matching, but we're able to anticipate potential problems and avoid them. When applying to residencies, you must consider how well your two programs communicate with each other. Communication among the chairpersons, residency directors, chief residents, and administrators of the programs will only benefit the applicant. The communication at the administrative level is advantageous, especially during the application process with scheduling interviews and ranking. It's also important at the chief resident level, because the chiefs decide when you can take vacation. If they aren't communicating with each other, you may not get vacation time with your partner during your residencies.

At the University of Rochester Family Medicine Residency, our faculty, chief residents (many of our chiefs in recent years couples matched at Rochester), and residents are well experienced with the Couples Match and understand the stresses and challenges. We hope this document helps you understand the basics of the Couples Match and demonstrates our dedication to helping couples entering residency. If you have any questions, we have many experienced people who would love to help you and discuss their experiences.

# What is the Couples Match?

The National Resident Matching Program (NRMP) allows any two people in the match to link their rank lists. You create your rank list together, and the system guarantees that you're placed in a combination that you've chosen. Both applicants match at the highest rank combination in which both have been accepted. In order to sign up for the Couples Match, you must designate it on your NRMP match list. You don't have to decide to couples-match until you submit your Match list. The Electronic Residency Application Service (ERAS) application doesn't require any information about couples-matching.

# Who can participate in a Couples Match?

Any two people can agree to couples-match! Married couples, domestic partners, engaged couples, dating couples, best friends, or even enemies. You can couples-match with a person from another medical school, and you don't need to be married or have any formal documentation of a relationship. In the case of best friends or couples who want to be in the same program/area, you coordinate your Match list so that you can be near each other. On the other hand, enemies may chose to coordinate their lists so that, if one person is on the East Coast, the other person will be on the West Coast to insure a good distance between the two. The NRMP finds your highest ranked choice combination that you, as a couple, both match with.

# How many applicants couples-match? What's the matching success rate of couples?\*

In 2017, 2,250 applicants (1,125 couples) participated in the Match as couples, the most ever. In 2017, the match rate for couples was 95.4 percent, the second highest on record after last year's 95.7 percent.

#### When do we need to decide we are couples-matching?

You don't officially need to decide until you enter your Rank Order List (ROL) in mid-February. It's best, however, to make the decision to couples-match earlier rather than later. It's to your advantage most of the time (see "Informing programs of Couples Match status" below). Programs want to know this information. It helps with setting up interview dates (see "Interviews" below).

# What are the fees to enter the Couples Match?

- 1. \$60 per person to enter the Match. This fee is paid in the summer. Everyone pays it regardless of being part of a couple or not.
- 2. \$15 per person when entering the rank list. This is paid by couples only.
- 3. \$30 per person per program when you rank more than 20 programs. You don't have to pay extra if you have over 15 combinations; it just means programs.

# Should I take a year off or go ahead?

If one partner is a year ahead of the other, it's often a good idea for the partner ahead to take a year off in order to Couples Match. If one partner goes ahead, then s/he needs to apply to places that offer the program(s) in which the other partner is interested. And s/he may need to be willing to transfer after the intern year. It's much easier to go through the process together than to play catch-up. There are plenty of things to do during an extra year. Some examples include: student fellowships, longterm international electives, and a Masters of Public Health (MPH). Some have split their fourth year to do extra electives spaced out over the two years (ask your registrar for details), to take Spanish in Central America, or to have a baby. There are endless possibilities, and residency programs seem to understand and even support partners taking an extra year for the purpose of couples-matching. It's much easier for programs if you couples-match than for one of you gets to a program and then need that institution, or another one nearby, to accept your partner the following year.

#### What about matching with someone in the military?

This can't be done through the Couples Match. The military has its own match system, and the applicants find out where they're going in December.

#### What about matching with someone who's applying in an early match specialty?

The early match specialties include Neurology, Neurosurgery, Ophthalmology, Otolaryngology, Plastic Surgery, and Urology. Applicants to these programs apply through SFMATCH (www.SFMATCH.org), except Urology, which applies through AUANET (auanet.org/students/match). Applicants to most of these specialties find out where they've matched in late January. Although it isn't possible to couples-match for the advanced specialty, many of these early match specialties require a preliminary or transitional year, which *can* be linked through the Couples Match (see "What happens if we're applying for preliminary/transitional years and advanced residencies?" in the "Making the Rank List" section below).

# **The Application Process**

#### When should we apply?

EARLY!!!! The ERAS application is available on the web in August/September. Try to get your application certified in the first week or so that it's available. Applying early allows you the maximum flexibility in scheduling interviews. Since you're couples-matching, you'll be applying to many programs. The earlier you get interview invitations, the easier it is to coordinate your interview dates with your partner. Most specialties send out invitations, usually by email, starting in September or October. They don't necessarily wait for the Dean's Letter to invite you.

# To how many programs should we apply?

Aim to rank 15 programs each. This means that you should apply to at least 25-30 each, depending on how many programs actually exist in your specialty. It seems like a lot, but consider that, in order to rank a place, both of you must get an interview at your respective programs and both must like the programs and the city or area of those programs. Then in order to match at the programs, both of the programs must like both of you. Cluster them in geographical areas as we discuss in "How do we choose programs?" You don't have to interview at all of them, but you do want to interview at as many as you can so as to maximize the number of possible combinations.

# How do we choose programs?

# 1. Reputation

You know who we are.

# 2. Geography

a. proximity to family or other emotional support system.

b. willingness to commute:

If you plan to live together, try to aim for a maximum of 50 miles or so between programs. That way, you can live between the two, and each partner will have about a 25-mile commute. The Boston-Providence-Worcester triangle in New England is an example of this and has been successfully managed by many couples. If Boston is included, most couples live closer to Boston, because it takes longer to commute into Boston than into Providence or Worcester. The Providence and Worcester combination is reputed to be easiest, because there isn't as much traffic. Be sure that there's a place to live that's halfway between the two programs. Consider Albuquerque and Santa Fe, between which there are very few towns, and the few there are are much closer to Albuquerque. Also think of conditions that might lengthen the commuting time, e.g., weather possibilities, traffic, and the quality of roads.

In addition, consider if you want to live near where you work. If it's important that your social life be connected to your colleagues, you may not want to live 30 minutes from the hospital. It might mean having to drive a distance if you want to meet a fellow resident for dinner or if you want to play in a resident soccer game, for example. Also, if your partner is driving 30 minutes in the opposite direction, it might be hard to meet each other's fellow residents.

Consider, also, the benefits of working in the same hospital or, at least, the same city. It would be easier to meet for meals or trade car keys or whatever else you need to do as a couple. Also, it makes it easier to meet each other's friends.

On the other hand, if you're applying in the same specialty, you may not want to be at the same hospital, because that means the same program. You might need to make an effort to be scheduled for different rotations, so you don't find yourself working together. You may prefer to work together, but it would mean being on call on rotating nights, which would lead to less time together outside the hospital.

# Who decides how far apart a couple will be?

You do. Since you coordinate your Match list, you set the limits of distance. You don't have to match at the same hospital, same institution, same city, or even the same area of the country. See "Making the Rank List" below.

# **Informing programs of Couples Match status**

# Are we required to inform programs of our Couples Match status?

No. You aren't required to tell anyone you're couples-matching. The programs don't know you're couples-matching unless you inform them. You could actually wait until the Rank Order List is due in mid-February to decide whether or not you're going to couples-match, and still the programs won't know unless you personally tell them. Only you and the NRMP will know.

You can find program-specific recommendations in FREIDA, a website with information about residency programs (www.ama-assn.org/freida). For example, Beth Israel Deaconness Internal Medicine program encourages applicants to indicate if they're couples-matching by writing it at the bottom of the personal statement.

# Is there any benefit to informing a program that we're couples-matching?

Yes, sometimes. It makes it easier to coordinate interview dates and obtain interviews at the same institutions (see "Interviews" below). Programs deal with couples differently. For example, many programs like couples, because they come together and are often happier residents. A particular program, for instance, may lobby to get a Partner In interview in another department. Let's say that Internal Medicine wants to interview Partner I, but Partner II is applying in Orthopedics. The Internal Medicine program is likely to contact the Orthopedics program to get Partner II an interview.

Another scenario is if two applicants are applying in the same specialty, let's say Pediatrics, at the same institution. The Pediatrics program may treat the couple as individual applicants throughout the process, until the program draws up its own rank list after the interviews. If Partner I is ranked 25 on the list and Partner II is ranked 60, they are likely either to move Partner II up, move Partner I down, or put them both somewhere in between.

A program may communicate with another department after it has made its rank list. If a program really likes an applicant (Partner I) and the program knows that s/he's Couples Matching, the program may call the other department and find out where the other applicant (Partner II) sits on the rank list. This might help to improve Partner II's rank on his/her program's rank list. If the program breaks up its list in quartiles, for example, a call from another department may not move Partner II from the second quartile to the first quartile, but it may bump them up a few numbers within their established quartile. Some students have been told that usually the stronger applicant carries the weaker one; so it's unlikely that an applicant will be bumped *down* on the rank list because of a weaker applicant. Remember, the movement happens only if the programs communicate with each other (some do and some don't), and they know to communicate only if you've told them that you're couples-matching and with whom.

## Is there any harm in informing programs that we are couples-matching?

Not likely. We can think of a couple of scenarios. One is if a program is small and would prefer not to take more than one student from a particular school. If both applicants are strong, this might not be an issue, but it could be a consideration. We've also heard of a real-life scenario where a samegender couple was concerned about discrimination if they mentioned they were couples-matching. In the end, they decided to tell both programs, because they realized that, if they felt discriminated against

at a certain program, they probably wouldn't be happy there. Overall, we think there's more benefit than harm that comes from informing programs that you're couples-matching.

# When can we inform programs that we're couples-matching?

1. On your ERAS application – it is on page 1!

#### 2. Dean's letter

A good opportunity to tell the programs officially that you're couples-matching is in the Dean's Letter, which has a biographical section. It's safer for the Dean to write your partner's name without the specialty, because people have changed specialties after the Dean's Letter goes out.

# 3. When scheduling the interview

When you call to schedule your interview, it may help to mention that you're couples matching so that you can try to coordinate interview dates. Also, residency administrators often appreciate knowing this information. (See "Interviews" below for more information on coordinating interviews.)

#### 4. At the interview

- a. Tell the residency administrator and the program director, giving the name and specialty of your partner. Coordinators often ask the applicant group if anyone is couplesmatching. We found that there was often at least one other person couples-matching in the applicant group at each program we visited.
- b. Consider asking the program director if departments/institutions contact each other for couples going through the Match together. If you don't feel comfortable asking, however, it's okay if you don't. Some program directors will explain how the Couples Match works at their program/institution without your having to ask.
- **c.** Ask the administrator or residents if there are couples in the program and which specialty the partner is in. Ask about getting in touch with those residents.
- **d.** Ask residents about the possibility of coordinating vacations and call schedules. The chief resident is usually responsible for coordinating vacation schedules, so you can ask him/her.

#### 5. In thank you/follow-up notes

- **a.** Consider mentioning your partner in your thank you note. At the end of the note, after you've written why you liked the program, write something of this nature: My (partner/husband/fiancé/friend) Fred Schlub, who's applying in (whatever specialty), also enjoyed his interview day at the University of SuchandSuch.
- b. When you finish up your interviews and have made a rank list, you might decide to write a second note to the programs you've decided to rank in your top three or so. In this type of note, you could write a bit about why you've chosen to rank the program highly. You might say, for example, that, after completing your interview trips, your (partner) Frieda Schlub, who's applying in (whatever specialty) and you have had a chance to discuss the programs and that you've found that the program(s) fit the needs of both of you, academically and personally.

# **Interviews**

#### When should we interview?

Most programs seem to offer interviews from October through mid-late January, depending on the specialty. You'll have applied to around 25-30 programs, maybe more, depending on your specialty. Try to aim to go to at least 15 interviews, if you've been offered that many. If you're applying to particularly competitive specialties, e.g., Dermatology or Orthopedics, you might not have that many offers, which is why you might want to start off by applying to more than 30 programs.

Some couples-matchers recommend that couples plan on taking 2 months off for interviews. Otherwise, you might not have enough time, and it may get really hectic and stressful. One approach is to plan to visit all the programs within driving distance in December and then to take one big trip to another geographical area (the Midwest, the West Coast, the Mid-Atlantic states) in January or vice versa. If you're planning to interview in only one geographic area, you might not need quite as much time. We recommend interviewing at 2-3 programs per week. If you need to fly or drive a long distance from one city to another, try to give yourself a day off in between interviews. It will be winter, in most of the US, so consider the hassles of winter travel when you plan. Also, think about the advantage of staying in a place for a couple days so you can get to know the city and enjoy the activities it has to offer. Try contacting alum who lives in the city who might host you for a couple of nights. It's fun to stay with someone who knows the city, and if they're in the hospital/program you're applying to, they can give you the inside scoop.

# Should we try to coordinate our interviews?

It makes sense to try to schedule your interviews so you can travel together. This will save you money on hotels and car rentals. It's also more fun and gives you a chance to see if the location offers what you want as a couple. It's also good to have someone to bounce ideas off of as you go. Often we found that our partner could get a sense of how we felt about a program from our excitement or lack thereof at the end of an interview day. This reaction is something that's often hard to put into words on an evaluation form (see the Residency Program Evaluation Form attached at the end).

Some programs offer to pay for hotel accommodations, so you can interview on consecutive days, if necessary, and each program will cover the hotel room the night before the respective interview.

#### How do we coordinate our interviews?

As soon as you receive an interview invitation, go ahead and schedule your interview. You can always change it if your partner is unable to schedule an interview around the same time.

If one partner gets an interview and other hasn't heard for a week or so, call to check on status of the application. Tell the other program you're couples-matching and want to try to coordinate your interview dates.

If one partner is offered an interview at a program and the other isn't, you can call your respective program and request an interview. There's nothing wrong with being assertive, so long as you're polite and friendly. Explain the situation and, most likely, they'll be happy to accommodate you. If you're applying in the same specialty and a program wants to interview Partner I but not Partner II, then the program knows it's likely to lose Partner I to another program that has chosen to interview both. If such a program ultimately matches Partner I and but not Partner II, then Partner I may not be happy, because s/he's not with Partner II. Basically, programs try not to split couples, because they want you to be happy and, if being together means being happy, they do what they can to help that happen.

One challenging situation we've seen is when one specialty starts offering interviews later than another. This has happened with Orthopedics, for example, in which many programs wait to see the Dean's Letter before offering interviews. This means that, if Partner II is applying in Pediatrics, for example, s/he might already have 20 interview offers and will likely need to start going to the interviews before Partner I has even heard from any programs. This can lead to a lot of wasted time and cost, if Partner I doesn't end up getting offers at certain programs where Partner II has already interviewed. If you find yourself in this situation, try calling the programs of one partner to see if s/he can find out early, and call the other partner's programs to see if they'd be willing to contact the first one's programs and encourage them to offer an interview. In the end, this might not help, but it's definitely worth a try.

# **Making the Rank List**

## How do we begin to make our Rank Order List (ROL)?

During your interview trip, write notes to help you remember what you liked and disliked about programs (see Residency Program Evaluation Form attached at the end). One approach is to keep a running ROL, fitting programs in as you visit them.

After you've finished interviewing, it might be helpful for each partner to make a list by ranking programs individually, without considering the other person's preferences. This way, you can figure out where you want to go, for you first. After you have a rough list, you need to make a combined list, which requires communication and compromise.

# Suggestions for making the list

- 1. Fold a paper in half lengthwise. One partner writes a list on the left. The other partner writes a list on the right. Then open the paper and compare. Write a new, combined list in the middle.
- 2. Put all of your combinations onto index cards (with Partner I's programs in red and Partner II's in blue). Group the cards by geographical areas, and then rearrange the order of the cards to end up with a final ROL.

#### **Determine your priorities**

#### 1. Living together

If you want to live together, partners need to correspond your programs with others within commuting distance.

#### 2. Going for certain programs that aren't near each other

If you're willing to live apart, that's your prerogative. You can also rank top choice programs that aren't close together first, and then rank the programs that are close together. This way, if you aren't matched at your first choice program, then you'd want to be together.

# 3. One partner is set on a particular program

If Partner I has his/her heart set on a particular program, you can organize your list to maximize the chance of his/her matching at that program. An example is if Partner I wants to go to Baylor more than anything, s/he can write Baylor for numbers 1-30. Partner II can then write Baylor for number 1 (to be in the same city) and UCLA for number 2 (because that's his/her favorite program) and then the other 28 programs to which s/he applied to increase the possibility that Partner I gets his/her first choice. If Baylor doesn't match with Partner I, then the computer automatically skips down to Partner I's number 31 (actually program choice 2), which, let's say is UCLA. UCLA matches with both of them, and that's where they go. This case might happen if Partner II doesn't want to be responsible for Partner I's getting his/her first choice. The couple is willing to live apart so that Partner I has the best shot at going to Baylor.

The above scenario is also an example of how the Couples Match is said to skew the statistics of how well a school does in the Match. This couple would technically get their 31st choice, but it would actually be Partner I's second choice and Partner II's first choice.

# What happens if we're applying for preliminary/transitional years and advanced residencies?

This is complicated and may require guidance from administrators who have handled this before. The rules are very similar to making a normal ROL, but there are just many more combinations for every preliminary/transitional year. The couple can chose to link only the preliminary/transitional year, only the advanced programs, or both. Once again, as a couple you must decide what your priorities are and whether the location or the program is more important as discussed in the previous sections.

What program you go to for your preliminary/transitional year may not be as important as the advanced program, so it may not be a dramatic compromise to link just the preliminary years, even though linking advanced programs may be out of the question. In a particular specialty, there may be a few advanced programs that are much stronger and may require the couple to be apart. Linking only the preliminary year may also be an option, if you're a couple who don't know if you want to be together for the entire residency. You may want another year together to figure out where your relationship is going.

# Sample ROL\*

Special procedures are necessary to match couples to positions. The Match allows couples to form pairs of choices that are considered in rank order in the Match. Each partner's side of the list must have an equal number of ranks. Both members of the couple must be active applicants in the Match.

#### Step 1

Each partner should first arrange an individual preference list on separate sheets of paper. In the example, the letters refer to a specific program in a particular hospital in that city.

•	
Partner I	Partner II
1) New York City - A	1) Chicago - X
2) Chicago - A	2) Chicago - Y
3) Evanston - B	3) Boston - X
4) Los Angeles - A	4) Chicago - Z
5) New York City - B	5) New York City - X
	6) New York City - Y

#### Step 2

Next, both partners must decide together how to prepare their lists as pairs of programs. For example, they could consider all the possible pairings where the hospital programs are in the same general location, as indicated in the list below. In some cases one rank in the pair may be designated "No Match" to indicate that one partner is willing to go unmatched if the other is matched to a position. Note that the list below is not necessarily in the order that will eventually be submitted.

Partner I	Partner II
New York City - A	New York City -X
New York City - A	New York City -Y
Chicago - A	Chicago -X
Chicago -A	Chicago -Y
Chicago -A	Chicago -Z
Evanston -B	Chicago -X
Evanston -B	Chicago -Y
Evanston -B	Chicago -Z
New York City -B	New York City -X
New York City -B	New York City -Y
New York City -A	No Match
Chicago -A	No Match
Evanston - B	No Match
Los Angeles -A	No Match
New York City -B	No Match
No Match	Chicago - X
No Match	Chicago -Y
No Match	Boston -X
No Match	Chicago -Z
No Match	New York City -X

 $<sup>*</sup> From the NRMP website (http://www.nrmp.org/res\_match/special\_part/us\_seniors/couples.html)\\$ 

Step 3					
Now both partners decide the order in which these pairs are preferred. They might					
have a final Couples Rank Order List of Paired Programs that looks like this:					
Partner I	Partner II				
1) Chicago -A*	1) Chicago -X				
2) Chicago -A*	2) Chicago -Y* Match				
3) Chicago -A*	3) Chicago -Z				
4) Evanston -B	4) Chicago -X				
5) Evanston -B	5) Chicago -Y*				
6) Evanston -B	6) Chicago -Z				
7) New York City -A*	7) New York City -X*				
8) New York City -A*	8) New York City -Y				
9) New York City -B*	9) New York City -X*				
10) New York City -B*	10) New York City -Y				
11) New York City -A*	11) No Match				
12) No Match	12) Chicago -X				
13) No Match	13) Chicago -Y*				
14) Chicago -A	14) No Match				
15) No Match	15) Boston -X				
16) Evanston -B	16) No Match				
17) No Match	17) Chicago -Z				
18) Los Angeles -A	18) No Match				
19) No Match	19) New York City -X*				
20) New York City -B*	20) No Match				

The couple will match to the most preferred pair on their list where each partner has been offered a position. [Note: choices 11 through 20 indicate that one partner is willing to go unmatched if the other is matched to a position.]

If Partner I has offer from Chicago-A, New York City-A, and New York City-B, and Partner II has offers from Chicago-Y and New York City-X, then this couple will match to the pair of programs that were ranked second. If the Chicago programs had not accepted both partners, their match would have been their seventh pair in New York City.

## A Summary of Guidelines for the Preparation of Applicant Rank Order Lists

Applicants are advised to include on their rank order lists only those programs that represent their true preferences.

- Programs should be ranked in sequence, according to the applicant's true preferences.
- Factors to consider in determining the number of programs to rank include the competitiveness of the specialty, the competition for the specific programs being ranked, and the applicant's qualifications. In most instances, the issue is not the actual number of programs being ranked but rather whether to add one or more additional programs to the list in order to reduce the likelihood of being unmatched.
- Each partner of a couple may rank up to 30 different programs on their primary rank order lists, and up to 30 different programs on all supplemental rank order lists combined before incurring an additional fee of \$30 per program.
- Applicants are advised to rank all programs deemed acceptable, i.e., programs where they would be happy to undertake residency training. (See Impact of Length of Rank Order Lists: http://www.nrmp.org/res\_match/about\_res/impact.html). Conversely, if an applicant finds certain programs unacceptable and is not interested in accepting offers from those programs, the program(s) should not be included on the applicant's rank order list.
- It is highly unlikely that either applicants or programs will be able to influence the outcome of the Match in their favor by submitting a list that differs from their true preferences.

#### **Submitting Rank Order Lists**

All applicants will enter their Rank Order Lists via WebROLIC after signing on from the Main Match Registrants area. Access to the NRMP Rank Order List and Input System (ROLIC) requires your NRMP code and PIN, assigned during enrollment in the Match by the NRMP and printed on your confirmation.

On the first screen, you can indicate your desire to participate as a couple by clicking on the Modify button next to the statement, "You are participating in the match as a single applicant." To participate as a member of a couple, you must enter your partner's NRMP code in the space provided. Your partner must also identify you as his or her partner when providing his or her rank information. You may then continue to enter your actual ranks into the system.

# **Technical hints for inputting your ROL**

Get NRMP codes for each program. You can get them from the NRMP Rank Order List (ROL) when you sign on to write in your list, or material given to you by the program probably has the code.

# Addendum I

# **Length of Residency Programs**

The length of each bar represents the years of training required for certification. These are unofficial assignments and are offered for informational purposes only. Please consult the most recent *Graduate Medical Education Directory* for current official requirements. Many specialties indicated as starting at the PGY-2 level now offer categorical tracks that include the first year.

1	2	3	4	5	6-7
FAMILY PRACTICE					
EMERGENCY MEDICINE					
PEDIATRICS		SUBSPECIALTIES			
INTERNAL MEDICINE		SUBSPECIALTIES			
OBSTETRICS/GYNECOLOGY					
PATHOLOGY					
GENERAL				SUBSPECIALTIES	
SURGERY	NEURO	DLOGICA	L SURGEF	RY	
	ORTHOPAEDIC SURGERY				
	OTOLARYNGOLOGY				
	UROLO	OGY			
TRANSI-	ANESTHESIOLOGY DERMATOLOGY NEUROLOGY				
TIONAL					
or PRELIM					
MEDICINE	NUCLEAR MEDICINE  OPHTHALMOLOGY  PHYSICAL MEDICINE				
or					
PRELIM					
SURGERY	PSYCH	SYCHIATRY			
	RADIO DIAGN	LOGY - OSTIC			
	RADIA	DIATION ONCOLOGY			

#### Thank You, from the University of Rochester/Highland Hospital Family Medicine Residency

Thank you for your interest in our program. We hope this guide has been helpful, and we would like to reiterate our comfort with the Couples Match. We have a long history of Couples Match residents, and we understand the stresses such arrangements can bring. With open communication among the many residency programs here in Rochester, we avoid many of the potential problems that can arise. We hope you enjoy your final year(s) in medical school and that you'll take time to learn more about Rochester Family Medicine during the application process. If you have any questions, please do not hesitate to contact us.

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