

Navigating SOAP: From Uncertainty to Opportunity

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Agenda

Goals

- SOAP by the Numbers
- Who is SOAPING?
- Uncertainty to Opportunity
- Best Practices

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A presentation slide with a dark teal background on the left and a light orange background on the right, separated by a vertical line. The left side features the text "NRMP National Data for 2026" in white, sans-serif font. The right side features the title "2026 Match Data" in bold, dark teal font, followed by a bulleted list of statistics in dark teal font.

**NRMP
National Data
for 2026**

2026 Match Data

- Over 848 total Family Medicine Residencies Programs in the United States
- 7861 total applicants
- Over 5,491 Family Medicine positions offered
 - 114 more than in 2025
 - 530 more since 2022
- 899 unfilled FM positions nationally

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National Family Medicine Statistics

- 3rd top specialty for US MD seniors
- 4th top specialty for US MD graduates
- 2nd top specialty for:
 - US DO seniors
 - US DO graduates
 - US citizen IMG's
 - Non-US citizen IMG's

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2022-2026 Data Table

	2022	2023	2024	2025	*2026
Positions Offered	4916	5088	5213	5357	5491
Positions Filled	4451	4511	4577	4552	4592
Positions Unfilled (pre-SOAP)	465	577	636	805	899
Fill Rate	90.6%	88.7%	87.8%	85%	83.7%

- Increase of 577 positions - 11.7% growth of 5 years
- Increase of 434 un-filled positions – 93% growth over 5 years
- Fill rates are declining – 7% decrease over 5 years

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Match summaries for US MD Graduates; US DO Graduates; US IMG Graduates; Non-US IMG Graduates*

Table 1C Match Summary for U.S. MD Graduates, 2026

Specialty	No. of Programs	No. of Positions		No. of Applicants*		No. of Matches*		% Filled	
		Offered	Unfilled	U.S. MD Grads	Total	U.S. MD Grads	Total	U.S. MD Grads	Total
PGY-1 Positions									
Family Medicine	848	5,491	899	201	7,861	96	4,592	1.7	83.6

Table 1D Match Summary for U.S. DO Graduates, 2026

Specialty	No. of Programs	No. of Positions		No. of Applicants*		No. of Matches*		% Filled	
		Offered	Unfilled	U.S. DO Grads	Total	U.S. DO Grads	Total	U.S. DO Grads	Total
Family Medicine	848	5,491	899	132	7,861	54	4,592	1.0	83.6

Table 1E Match Summary for U.S. IMGs, 2026

Specialty	No. of Programs	No. of Positions		No. of Applicants*		No. of Matches*		% Filled	
		Offered	Unfilled	U.S. IMGs	Total	U.S. IMGs	Total	U.S. IMGs	Total
Family Medicine	848	5,491	899	1,206	7,861	585	4,592	10.7	83.6

Table 1F Match Summary for Non-U.S. IMGs, 2026

Specialty	No. of Programs	No. of Positions		No. of Applicants*		No. of Matches*		% Filled	
		Offered	Unfilled	Non-U.S. IMGs	Total	Non-U.S. IMGs	Total	Non-U.S. IMGs	Total
Family Medicine	848	5,491	899	2,804	7,861	962	4,592	17.5	83.6

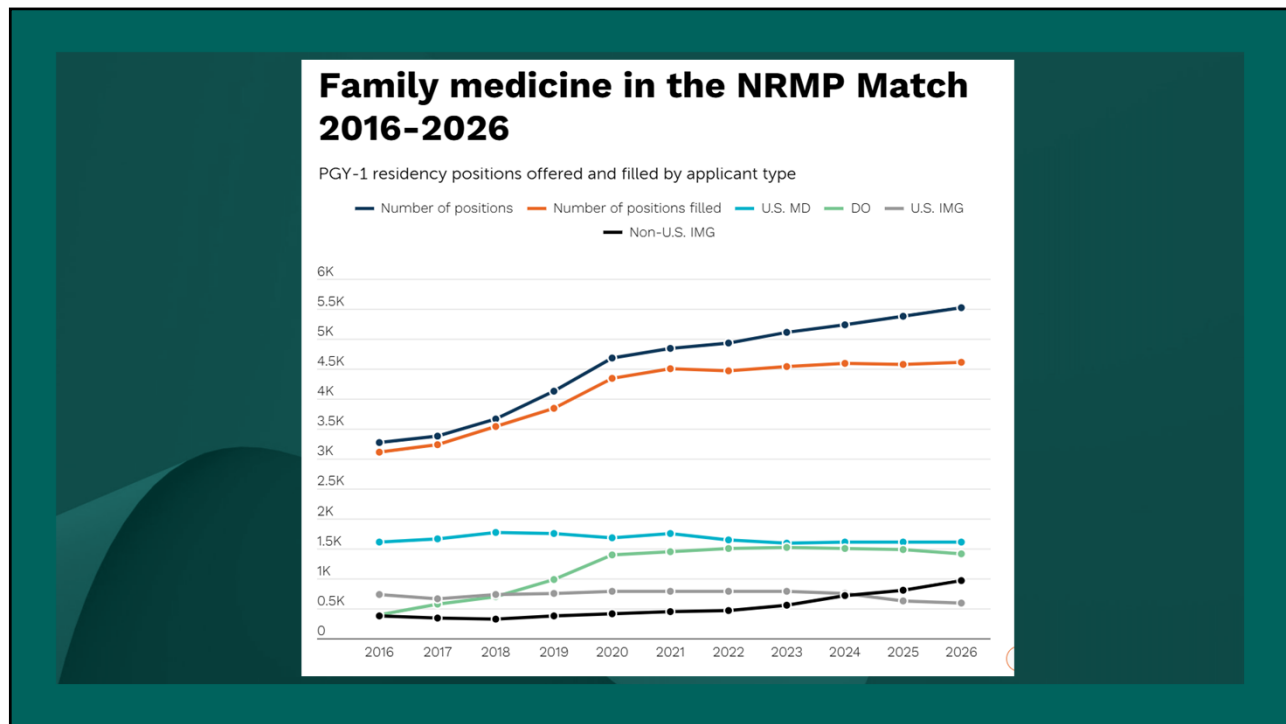
*data taken from NRMP

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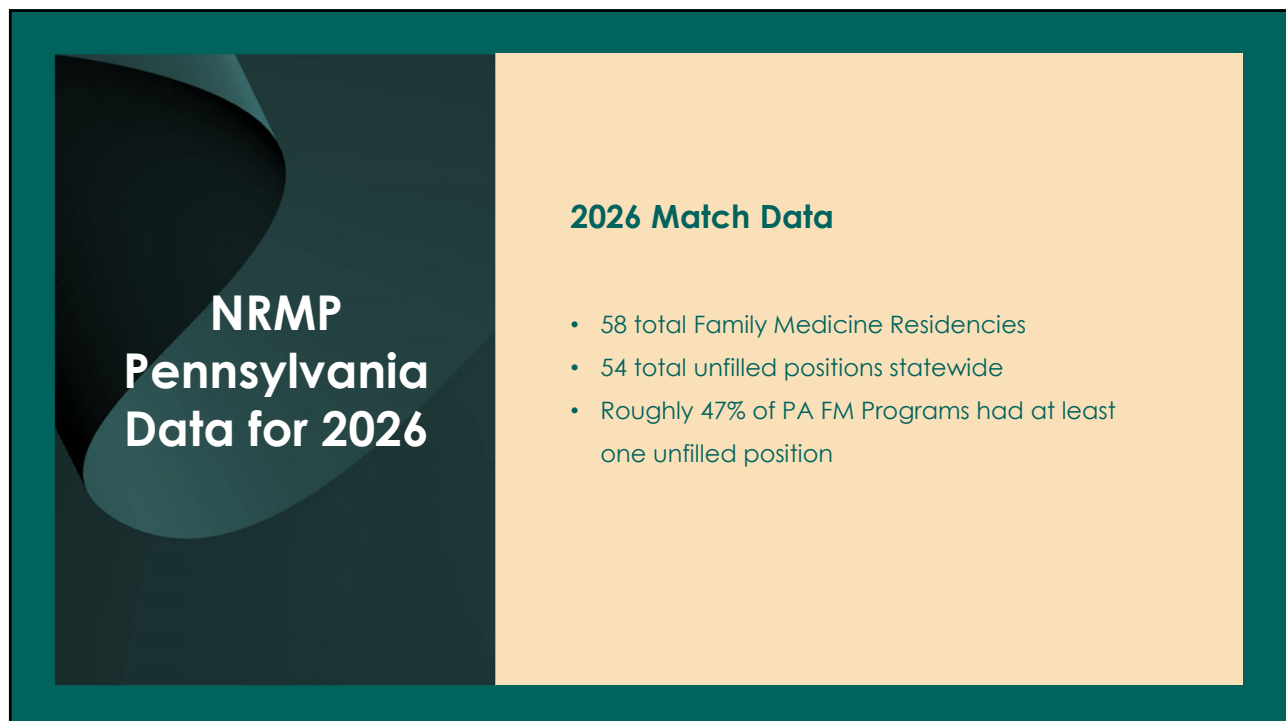
What is the data telling us?

- Growth in Family Medicine positions shows the national investment in our specialty as a response to primary care shortages
- More program availability in in underrepresented areas – rural and remote program locations
- Applicant growth is not keeping up with national program expansion
- Our programs are competing for the same applicants
- SOAP is becoming an increasingly expected component in recruitment planning

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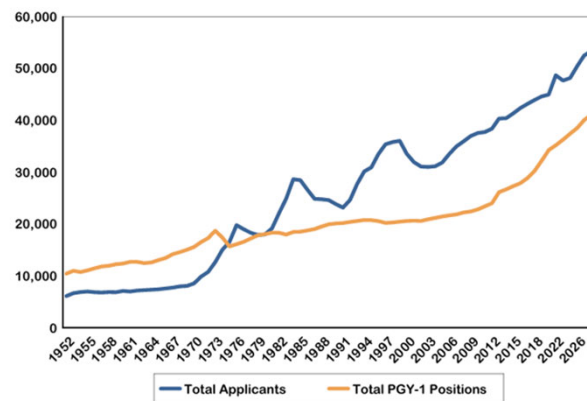
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Who is SOAPing?

2026 data

- 53,373 NRMP registered applicants
- 41,126 PGY-1 positions
- Approximately 9,700 unmatched applicants

Figure 1 Applicants and 1st Year Positions in the Match, 1952 - 2026



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Who is SOAPing?



Offered/Filled positions

- PM&R – 240/240
- Ortho – 929/929
- OB/GYN – 1587/1586 (-1)
- Surgery – 1778/1774 (-4)
- Neurology – 932/925 (-7)
- Transitional Year – 1860/1617 (-243)
- IM (categorical) – 10,941/10,584 (-357)

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Uncertainty to Opportunity

Reading Hospital Family Medicine Residency SOAP'ed resident in 2023

- Was a surgery preliminary applicant - didn't match
 - applied to 7 programs
- US MD graduate, from Toms River, New Jersey
- Became our Community Outreach Chair as a PGY1
 - Organized multiple local community health fairs
 - Established relationship with 3 local domestic violence shelters - held donation events throughout the year
- QI and SA in identifying domestic violence in our patient panel
 - Created an EPIC smart phrase that is now implemented in our FHCC clinic
 - Raised DV screenings/identification from 4% to 22% in 1 year
- Active member of PEC (all 3 years)

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Uncertainty to Opportunity

UPMC Rural Family Medicine Residency SOAP'ed resident in 2024

- Applied for psychiatry residency
 - PA filled all 18 psychiatry programs
- IMG Graduate from Philadelphia
- Helps staff night float in rural location saving the hospital thousands of dollars

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SOAP week: Lead with encouragement, positivity and optimism

From: Program Director
To: Family Medicine Residency
Subject: Match week update

Hello everyone,

First of all, I want to thank everyone who has helped with the recruitment season this year. Recruiting high quality candidates for our program is a team effort and would not be possible without the hard work of this group!

We were informed this morning that our recruitment season will extend a bit further as we will need to participate in SOAP (Supplementary Offer and Acceptance Process) this week.

Because of our team, I feel confident going into this process (we have SOAP'ed before and had wonderful residents as a result). Please remember this is a fluid situation that requires discretion from those involved. When we have updates we can share, we will. We ask that everyone remain flexible and understanding as we shift schedules a bit and some faculty or residents will not be available.

In terms of process, we will be reviewing applications starting tomorrow at 8AM and interviewing applicants through Thursday. I ask that if anyone is contacted by any applicants to forward it directly to me and not respond until after Tuesday at 8AM. We look forward to sharing who the class of 2029 will be come Friday at 12:00pm!

If you have any questions, please ask me directly.

Thank you for all of your hard work.

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Block schedules (residents, faculty)	• 6+ months in advance
Space	• Private office/conference room
Preparation meeting	• What to expect • Details of the day
Team approach	• Team A/Team B = Team C
Scheduling interviews	• Thalamus • Email • Teams

SOAP Week preparation: resilience, opportunity, and new beginnings

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RTT Virtual Interview Day – SOAP 2026

Program Director– Curriculum Video prior to Interview

Curriculum Highlights:

- Emerging integrated rural training program – 1st year is in UPMC Williamsport in a well-established family medicine residency and 2nd and 3rd year are at UPMC Cole/Port Allegany or UPMC Wellsboro.
- Going through the SOAP was not unexpected because we are a new program.
- Housing provided in the rural communities in the 2nd and 3rd years – apartments in Coudersport and houses in Wellsboro; foundation supported

Questions:

- What is your interest in family medicine?
- Do you have experience living in rural communities or rural medicine?
- Do you have questions about the residency model? An integrated rural training program?
- Why do you think you are going through the SOAP?
- What are your areas of interest and reasons for pursuing a rural training program?
- Can you share with me any thoughts and feelings about being in our rural track training program?

Faculty & Resident Screening Interview –

- Introduce the program –
 - This is an integrated Rural Training Program. Developed since 2019 with ACGME accreditation in 2022; Designed to have a high-volume first year in Williamsport, PA, and then be submerged in the rural communities in the 2nd and 3rd year.
 - PGY-2 & PGY-3 are in Potter and Tioga County, PA

Questions (optional):

- Do you have any familiarity with northcentral Pennsylvania?
- What is your interest in family medicine? In rural medicine?
- Do you have any special interests that you would like experience during residency training?
- Is there anything that was not on your application that you want to tell us about?
- Is there anything on your application that you want to expand on?
- What was your experience with OB and Peds in medical training?
- What are your outside interests / hobbies?
- Do you consider yourself to be self-motivated? You will have less supervision and more opportunities for self-study and independence in the rural program.

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**SOAP happens...
and great
matches follow!**

- Stay positive
- Clear communication and responsiveness
- Lean on your support team

SOAP
Happens,
GREAT MATCHES
TO FOLLOW

New opportunities. Bright futures.
Your **perfect fit** is ahead.

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