

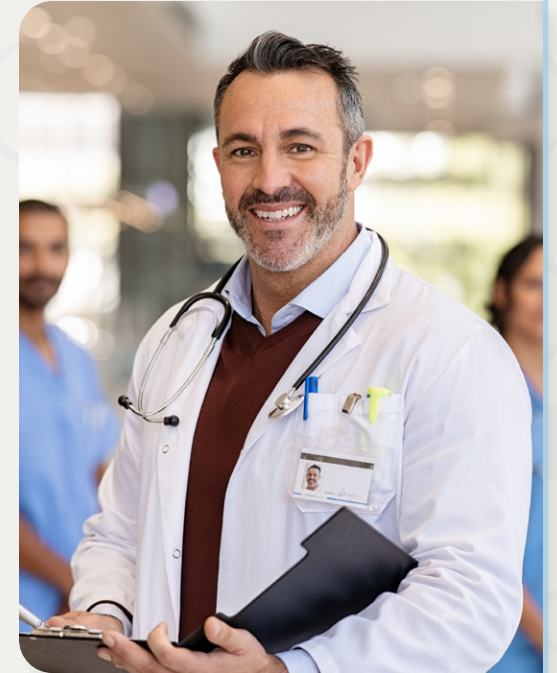


2023 Annual Report





**We provide an open, transparent application
and matching process that puts thousands
of medical students and residents on the path
to practicing medicine in Canada.**



About Us

The Canadian Resident Matching Service (CaRMS) is a national, independent, not-for-profit, fee-for-service organization that provides a fair, objective and transparent application and matching service for medical training throughout Canada.

CaRMS plays a highly valued role in supporting and enhancing the excellence of the Canadian health care education system and strives to ensure all of its services meet the highest standards for accuracy, transparency, fairness and equity.

Core purpose

Our core purpose is to facilitate career decision-making by medical learners based on the greatest compatibility of preference between medical learners and programs within faculties of medicine.

Mission

To serve as trusted stewards, builders and innovators of data-informed application and matching services.

Vision

The best possible outcomes through safe, fair, and equitable application and matching systems.

Values

CaRMS will conduct all of its affairs according to the following values: fairness, objectivity, reliability and transparency.



A message from the CEO

Providing value to our community

Here at CaRMS, our regular cycle of community engagement gives us countless opportunities to interact with our clients and stakeholders across the country. Whether we are presenting important match cycle information to incoming applicants at all 17 medical schools, providing educational sessions for faculty, sharing data for informed decision making, or discussing shared priorities at meetings and conferences throughout the year, one thing remains constant—we are always listening for ways we can make your work easier.

This desire to help make our clients' work more efficient and effective has taken us in some exciting directions this past year.

The CaRMS Online platform is a big part of our clients' match experience, and I'm pleased to share that we've begun work on a large scale revitalization of CaRMS Online to serve our clients even better.



John
Gallinger

CHIEF EXECUTIVE OFFICER

John Gallinger

CHIEF EXECUTIVE OFFICER

While we've made regular enhancements to the system's features and functionality since it was launched for the 2013 match cycle, the time has come to think big and incorporate new technological advancements to ensure it keeps pace with the ever-changing digital landscape—and with our clients' evolving ways of working. We kicked off this project with consultation with our client community to find out what works with the current system, and what they'd like to see in a reimagined CaRMS Online. Those important client touchpoints will remain every step of the way as work progresses. Your input, combined with years of data showing how clients use our system, will guide us as we design and build a new CaRMS Online. Now more than ever, your time is at a premium—so we're building a platform that will save you time and effort, and be flexible enough to meet your needs for years to come.

Of course, the CaRMS Online revitalization is only one of the ways we're working with the community to make things better.

We're collaborating with our faculty clients on innovative ways they can use the application, selection and match system to achieve their HHR objectives. We're engaging with the new medical schools that are on the horizon, helping them plan their entry into the world of the Match. And we're producing and sharing data to inform match processes and outcomes, with a special focus on Family Medicine, IMGs, and Unmatched CMGs. You can read about this work in our Year in Review (page 16).

On behalf of the CaRMS team, I want to thank each and every one of you for your continued support and partnership throughout 2023. I look forward to seeing what more we can accomplish together in the coming year.



A message from the Chair of the Board of Directors

Our unique role

Medical education, like other aspects of health care, is constantly evolving. While change is important, it can also bring challenges. Over the last year, the importance of CaRMS as an arms-length, member-based organization that effectively and fairly supports the interests of its clients has become even more evident. More than fifty years ago, CaRMS began as an independent organization that was intended to bring order and objectivity to what was then a chaotic internship application and selection process. Today, CaRMS oversees application and selection for all levels of postgraduate education in Canada and is regularly consulted by stakeholders as the trusted steward of the Canadian residency application and matching system. Through all of the changes we have seen, CaRMS has evolved its services and tools to support the changing needs of our clients and stakeholders, while maintaining the foundation of safety, fairness and transparency that grounds the work we do together.



**Dr. Andrew
Warren**

**CHAIR OF THE BOARD
OF DIRECTORS**

Dr. Andrew Warren

CHAIR OF THE BOARD
OF DIRECTORS

One of the reasons CaRMS has been able to carry out its mandate with such success over the years is its strong governance. With member organizations and a Board of Directors drawn from a broad base of stakeholders, CaRMS' governance model has ensured that perspectives from across the spectrum of medical education have had an influence in shaping what CaRMS is today. These same diverse perspectives will continue to steer CaRMS through the future.

What shape that future may take is exciting to contemplate. The same changes that bring challenges, also bring opportunities. For example, new research and analysis tools CaRMS has developed could help change the landscape for our clients by leveraging data to: simplify decision-making, discover new insights, solve problems and reduce work effort for both learners and programs. Read more about this work on page 17.

As we usher in the new year, I want to extend a sincere thank you to my colleagues on the CaRMS Board of Directors and to the CaRMS staff team for their hard work over this past year. To our valued clients and stakeholders, I offer my continued gratitude for your trust, support and partnership. We accomplished some great things together in 2023, many of which I hope you will read about in this Annual Report.

I look forward to 2024 with anticipation and excitement for what is still to come!



 **carms** is a national, independent organization providing application and match services to the Canadian medical education community.

Who
we
are

Governance at CaRMS

CaRMS is governed by a volunteer Board of Directors selected by election or appointment. CaRMS' member organizations and stakeholders recommend directors, and the CaRMS Governance Committee prepares a slate of nominations for Board vacancies, which are presented to the Board for approval and subsequently for member organization approval at the annual Members' meeting.

Once elected or appointed to the Board, directors, with their unique perspectives from their member or stakeholder organizations, act in a fiduciary capacity on behalf of CaRMS in their deliberations and in their decisions.

Member Organizations

- Association of Faculties of Medicine of Canada (AFMC)
- Canadian Federation of Medical Students (CFMS)
- College of Family Physicians of Canada (CFPC)
- Canadian Medical Association (CMA)
- Fédération des médecins résidents du Québec (FMRQ)
- Fédération médicale étudiante du Québec (FMEQ)
- Federation of Medical Regulatory Authorities of Canada a (FMRAC)
- HealthCareCAN
- Resident Doctors of Canada (RDoC)
- Royal College of Physicians and Surgeons of Canada (RCPSC)





Every year **carms** matches thousands of medical students and residents to the training positions needed to put them on the path to practicing medicine in Canada.

What
we
do

Board of Directors

June 1, 2022–May 31, 2023



Dr. Eric Peters

Director-at-large
Chair
(to Sep 2022)

Anesthesiologist
Sainte-Justine Hospital
Montréal



Dr. Andrew Warren

Director
Vice-Chair
(to Sep 2022)

Associate Dean
Postgraduate Medical Education
Dalhousie University
(to Sep 2022)

Director-at-large
Chair
(from Sep 2022)

Pediatric Cardiologist and
Professor of Pediatrics
Dalhousie University
(continuing)



Dr. Cheryl Holmes

Director
Vice-Chair
(from Sep 2022)

Associate Dean
Undergraduate Medical Education
University of British Columbia

Dr. Michael Ertel

Director
Treasurer
Emergency Physician
Kelowna General Hospital



Mr. John Gallinger

CEO
(ex officio non-voting)
Canadian Resident
Matching Service

Dr. Alana Fleet

Director
(to Oct 2022)
Medical Resident
University of British
Columbia



Dr. Pooya Dibajnia

Director
(from Oct 2022)
Medical Resident
McMaster University

Dr. Céline Leclerc

Director
(to Jan 2023)
Associate Professor,
Student Affairs
Université Laval



Dr. Carol Ann Courneya

Director (from May 2023)
Associate Professor, Department of
Cellular and Physiological Science;
Assistant Dean, Student Affairs
(Vancouver-Fraser Medical Program)
University of British Columbia



Ms. Fleur-Ange Lefebvre

Director
(to Dec 2022)
Executive Director
Federation of Medical Regulatory
Authorities of Canada



Dr. Douglas A. (Gus) Grant

Director
(from May 2023)
Registrar and CEO,
College of Physicians and
Surgeons of Nova Scotia



Dr. Roxanne St-Pierre-Alain

Director
(to Nov 2022)
Medical Resident
Université de Montréal



Ms. Mariya Andreeva

Director
(from Nov 2022)
Medical Student
Université de Sherbrooke

Dr. Sarah Kinzie

Director
Associate Professor,
Family Medicine
McMaster University



Dr. Tom McLaughlin

Director
Pediatrician
BC Children's Hospital

Dr. Maxime Morin-Lavoie

Director
Medical Resident
Université Sherbrooke



Dr. Jay Rosenfield

Director
Professor Emeritus
University of Toronto

Dr. Inge Schabort

Director-at-large
Associate Professor and Postgraduate
IMG Director,
Family Medicine
McMaster University



Ms. Monique Williams

Director
Medical Student
University of Calgary



Dr. Cliff Yaffe

Director
(from May 2023)
Staff Member
St. Boniface Hospital
Health Sciences Centre



Dr. Sarah Zahabi

Director
Medical Resident
Western University

Board Committees

June 1, 2022–May 31, 2023

Awards Committee

Dr. Jay Rosenfield	Committee Chair
Mr. John Gallinger	CEO (<i>ex officio</i> non-voting)
Dr. Maxime Morin-Lavoie	Director
Dr. Kent Stobart	Non-Board community leader
Ms. Janet McHugh	Non-Board community leader
Ms. Clara Long	Non-Board student leader
Ms. Marion Sylvain	Non-Board student leader (<i>to Nov 2022</i>)
Mr. George Gerardis	Non-Board student leader (<i>from Nov 2022</i>)
Dr. Mina Farag	Non-Board resident leader
Dr. Sanampreet Gurm	Non-Board resident leader

Executive Committee

Dr. Eric Peters	Board and Committee Chair (<i>to Sep 2022</i>)
Dr. Andrew Warren	Vice Chair; AFMC-nominated Director (<i>to Sep 2022</i>) Board and Committee Chair (<i>from Sep 2022</i>)
Dr. Michael Ertel	Treasurer
Mr. John Gallinger	CEO (<i>ex officio</i> non-voting)
Ms. Monique Williams	CFMS-nominated Director
Dr. Cheryl Holmes	Vice Chair; AFMC-nominated Director (<i>from Sep 2022</i>)

Finance and Audit Committee

Dr. Michael Ertel	Treasurer and Committee Chair
Dr. Eric Peters	Board Chair (<i>ex officio</i> voting) (<i>to Sep 2022</i>)
Dr. Andrew Warren	Board Chair (<i>ex officio</i> voting) (<i>from Sep 2022</i>)
Mr. John Gallinger	CEO (<i>ex officio</i> non-voting)
Ms. Kristen Hawkes	Director
Dr. Cheryl Holmes	Director (<i>to Sep 2022</i>)
Dr. Pooya Dibajnia	Director (<i>from Nov 2022</i>)
Ms. Jennifer Sondergaard	Non-Board subject matter expert (<i>to Nov 2022</i>)
Ms. Marie-Claude Fillion	Non-Board subject matter expert (<i>from Dec 2022</i>)

Governance Committee

Dr. Tom McLaughlin	Committee Chair
Dr. Eric Peters	Board Chair (<i>ex officio</i> voting) (<i>to Sep 2022</i>)

Dr. Andrew Warren	Board Chair (<i>ex officio</i> voting) (<i>from Sep 2022</i>)
Mr. John Gallinger	CEO (<i>ex officio</i> non-voting)
Ms. Fleur-Ange Lefebvre	Director (<i>to Dec 2022</i>)
Ms. Monique Williams	Director

Research and Data Committee

Dr. Inge Schabort	Committee Chair
Mr. John Gallinger	CEO (<i>ex officio</i> non-voting)
Dr. Céline Leclerc	Director (<i>to Jan 2023</i>)
Dr. Sarah Kinzie	Director
Dr. Sarah Zahabi	Director

 **carms** connects applicants with Canadian medical faculty training positions in a fair, competitive process.

How
we
do it

A year in review

Engagement with the medical education community

2023 provided no shortage of opportunities to engage with our partners, clients and stakeholders.

In 2021, CaRMS worked closely with stakeholder groups to develop a CaRMS Self-identification Questionnaire, a tool that allows applicants to safely self-identify as a member of an equity-deserving group and provide programs with a resource to signal a diversity consideration as part of their local selection process. With a broader program launch of the form in the 2023 R-1 Match, the gathering, analysis and reporting of this diversity data will inform medical education on the current state and future progress regarding application, selection and matching through an EDI lens.

The Canadian health care system is currently facing a number of challenges, and many in our community are working to address those challenges in innovative ways. A number of faculties over the past year have reached out to CaRMS to help inform and collaborate on opportunities to address local HHR needs. In 2023, CaRMS also engaged with various government officials regarding their HHR strategies and how to best use the application, selection and matching system to achieve their goals.



In 2023, our team demonstrated our commitment to client satisfaction by addressing a staggering **14,000 client inquiries** through email, phone, and chat. Our CaRMS Help Centre, which holds over **900 articles** offering information and guidance on various elements of match process, played a pivotal role in providing clients with instant access to vital information, accumulating an impressive **259,000+ views** throughout the year.

Through the AFMC Resident Matching Committee (ARMC), CaRMS collaborated on the development of three years of match timelines, working with the committee to balance the needs of applicants and programs. Providing several years of match timelines offers predictability and supports our clients and stakeholders with match planning.

In an effort to help improve outcomes for Canadian medical residencies, assist our clients in solving specific problems and reduce their workload, CaRMS is exploring new possibilities in research and analysis focused on making the application and selection system easier for all participants. In 2023, CaRMS developed new tools for in-depth match research that focus on descriptive analysis to understand which features of the post-graduate market are most important, preference modeling to gain insight into how match participants make decisions about applications, interviews, and ranking, and policy simulation to answer “what if” questions to determine impacts of various input changes on match outcomes.

Data is an important enabler of informed decision making and CaRMS continues to share match cycle data with our clients and stakeholders. During our annual [**CaRMS Forum**](#), we shared data and insights from the 2023 R-1 Match, with a special focus on Family Medicine and International Medical Graduates. More data, including annual match reports and multi-year trend data, can be found on [**carms.ca**](https://carms.ca).

In 2023, CaRMS continued to meet regularly with the four learner organizations (RDoC, CFMS, FMRQ and FMEQ), where discussions included dialogue and feedback on products and services, data, privacy, program fees, and Equity, Diversity and Inclusion (EDI).

2023 also saw the expansion of services within the Canadian medical training environment. CaRMS looks forward to working with Toronto Metropolitan University and Simon Fraser University once they join the 17 existing accredited medical schools in Canada. CaRMS is also pleased to welcome several disciplines joining the match—Thoracic Surgery, Colorectal Surgery, and Forensic Psychiatry.

Improving the client experience with a revitalized CaRMS Online

Since we debuted CaRMS Online for the 2013 match cycle, we've made annual enhancements to the platform's features and functionality to respond to our clients' needs. However, the significant technological advancements we've seen over the last several years mean the time has come for a more extensive revitalization of CaRMS Online, ensuring our platform advances with the ever-changing digital landscape.

Guided by input from our clients, a new CaRMS Online will reflect the way we work together and will introduce innovations to make that work easier and more efficient. CaRMS Online will be flexible enough to evolve with our clients to ensure we can continue to meet their changing needs well into the future.

Financial Stewardship

CaRMS is sensitive to the financial pressures our clients face, and our guiding principle in the determination of our fees remains value for money—through the lens of stewardship, service, and sustainability. Over the past five years, CaRMS has introduced successive reductions in applicant fees, resulting in overall savings of more than 15 per cent. These fee decreases are reflective of our commitment to responsible financial stewardship.



Guided by input from our clients, a new CaRMS Online will reflect the way we work together and will introduce innovations to make that work easier and more efficient.

2023 Match Highlights

R-1 Main Residency Match

3,422 applicants matched
(1st and 2nd iterations combined)



2,850

Canadian
medical graduates
(CMGs)

93.5% of current year
CMGs and **90.4%** of prior
year CMGs were matched
in 2023 1st iteration



555

International
medical
graduates
(IMGs)



17

United States
medical
graduates
(USMGs)

Number of applications submitted to programs reached
an all-time high at 119,416 applications.

An increase of 0.6% from 2022.

Interest in Family Medicine



46.1%

of positions in 1st
iteration were in
Family Medicine

30.3%

of CMGs selected
Family Medicine as their
first choice discipline

Since 2015, the interest in Family Medicine as first choice for CMGs has declined by 7.6%.

Family Medicine/ Enhanced Skills Match



253

matched

77.4%

match rate

82.1%

position fill rate

Pediatric Subspecialty Match



77

matched

96.3%

match rate

62.6%

position fill rate

Medicine Subspecialty Match



531

individuals matched
(1st and 2nd iterations
combined)

91.1%

matched to their first
choice discipline
(1st and 2nd iterations
combined)

General Internal Medicine continues to be the top discipline choice.

Statement of revenue sources and uses

As of May 31, 2023

Revenue sources

2022-2023

R-1IMGs	\$ 1,789,770
R-1CMGs	\$ 2,176,977
Institution fees	\$ 1,275,815
Advanced matches (applicants)	\$ 498,897
Ancillary services	\$ 125,278
Translation services	\$ 218,271
Interest on investments	\$ 221,366
ERAS fees	\$ 11,835

\$ 6,318,209

Revenue sources

\$ 6,318,209

Revenue uses

2022-2023

Expenses		
Salaries and benefits	\$ (5,256,241)	
Application & matching maintenance, support and development	\$ (424,670)	
Rent and other building expenses	\$ (183,324)	
Translation services	\$ (189,847)	
(Match) transaction fees	\$ (162,346)	
Travel	\$ (30,175)	
Communications	\$ (47,149)	
Office expenditures	\$ (62,767)	
Professional fees	\$ (65,022)	
Governance	\$ (62,750)	
Interest and bank charges	\$ (3,123)	
Brokerage fees	\$ (43,606)	
Workplace advisory, stakeholder relationship, recruitment	\$ (84,420)	
Information technology expense	\$ (99,050)	
		\$ (6,714,490)
Change in non-cash working capital		\$ (111,147) ¹
Investing activities		\$ 267,951
Acquisition of capital assets		
Computer equipment	\$ (38,284)	
Software	\$ (71,498)	
Other (furniture, leasehold improvements)	\$ (7,582)	
Total acquisition of capital assets		\$ (117,364)
Financing activity		
Revenue uses		\$ (6,675,050)

Net increase/Decrease in cash or cash equivalents

\$ (356,841)

¹ Accounts receivable, Prepaid expenses, Accounts payable, accrued liabilities and deferred revenue

Report of the independent auditor on the summary financial statement

To the members of Canadian Resident Matching Service

Opinion

The summary financial statement, which comprise the summary statement of revenue sources and uses for the year ended May 31, 2023 and related note, are derived from the complete audited financial statements of Canadian Resident Matching Service (CaRMS) for the year ended May 31, 2023.

In our opinion, the summarized financial statement derived from the audited financial statements of Canadian Resident Matching Service for the year ended May 31, 2023 is a fair summary of those financial statements, in accordance with the basis described in the related note.

Summary Financial Statement

The summary financial statement does not contain all the disclosures required by Canadian accounting standards for not-for-profit organizations. Reading the summary financial statement, therefore, is not a substitute for reading the complete audited financial statements of Canadian Resident Matching Service and the auditor's report thereon.

The Audited Financial Statements and Our Report Thereon

We expressed an unmodified audit opinion on the audited financial statements in our report dated October 12, 2023.

Management's Responsibility for the Summary Financial Statement

Management is responsible for the preparation of a summary of the audited financial statement on the basis described in the related note.

Auditor's Responsibility

Our responsibility is to express an opinion on whether the summary financial statement is a fair summary of the audited financial statements based on our procedures, which were conducted in accordance with Canadian Auditing Standard (CAS) 810, "Engagements to Report on Summary Financial Statements."

Welch LLP

Chartered Professional Accountants
Licensed Public Accountants
Ottawa, Ontario
October 12, 2023

Note: The information selected by management for presentation in the Summarized Annual Financial Statement has been identified as being the most pertinent and useful financial data for inclusion in the CaRMS annual report.

