

# Family Medicine Recruitment: What Applicants Really Want

Dr. Martin Tieu, University of Alberta

NOVEMBER 5-8, 2025  
RBC CONVENTION CENTRE WINNIPEG, MB



# PRESENTER DISCLOSURE



**Presenter: Dr Martin Tieu**

## **Relationships with financial sponsors:**

**Any direct financial relationships, including receipt of**

**honoraria:**

Assistant Professor at University of Alberta

**Membership on advisory boards or speakers' bureaus:**

Edmonton O'Daymin Primary Care Network - Board Member

CFPC SAMP Review Committee Chair

**Patents for drugs or devices:**

None

**Other:**

FM Residency - Assistant Program Director - Recruitment & Selection

# DISCLOSURE OF FINANC



**This program has received financial support from The University of Alberta in the form of a research grant**



**This program has received in-kind support from The University of Alberta in the form of admin and research support**



**Potential for conflict(s) of interest:**

**No Financial COI**

**Dr Martin Tieu is the Assistant Program Director - Recruitment and Selection**

# Background

- In a single family medicine residency program (FMRP), countless hours and resources are put into selection and recruitment of potential residents during the Canadian Residency Matching Service (CaRMS) cycle.
- Despite that amount of effort, there were 254 unmatched family medicine (FM) positions across Canada after the first iteration of CaRMS 2024.
- This study was designed to determine the ranking intentions, preferences, and influencing factors of applicants to the University of Alberta's (UofA) FMRP.

## National data on CMG applicants and quota in the R-1 match by disciplines (first iteration only)

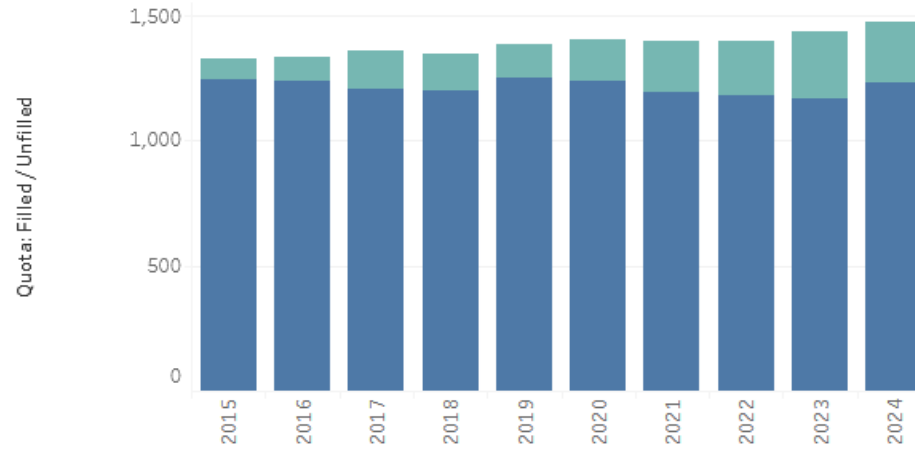
↻ RESET FILTERS

Discipline category: Non-surgical disciplines | Discipline: Family Medicine

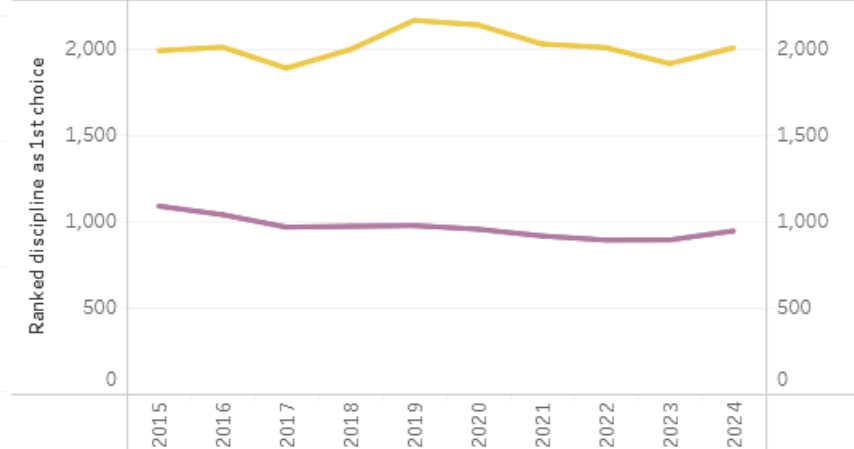
Not filled  
Filled

No. of applicants  
No. of applicants ranked discipline as 1st choice

### Quota



### Applicants

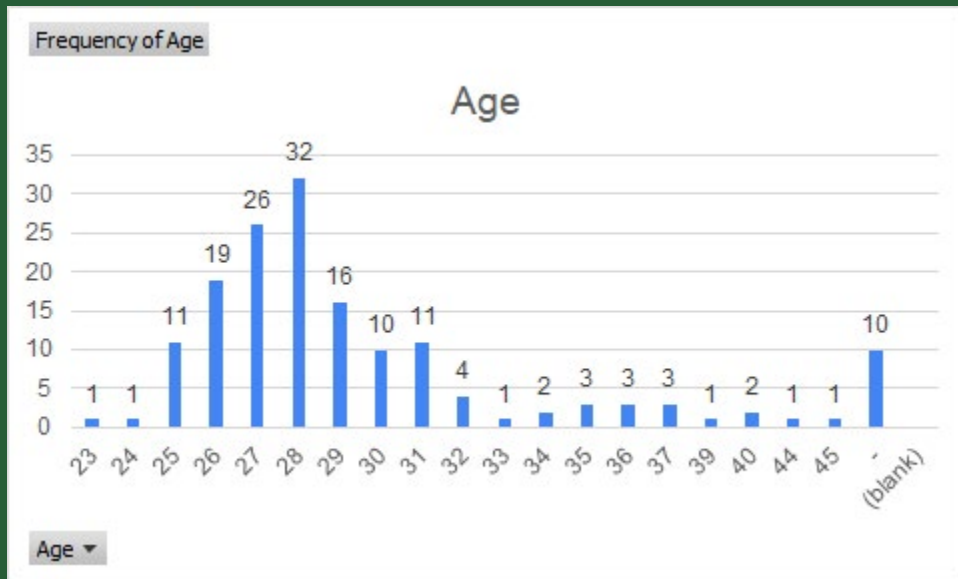


	Quota	Filled	No. of applicants	No. of applicants ranked discipline as 1st choice
2015	1,327	1,242	1,986	1,087
2016	1,333	1,236	2,007	1,037
2017	1,357	1,206	1,885	965
2018	1,348	1,202	1,993	970
2019	1,385	1,248	2,162	974
2020	1,405	1,236	2,135	953
2021	1,395	1,195	2,025	914
2022	1,399	1,180	2,004	890
2023	1,435	1,171	1,911	891

# Methods

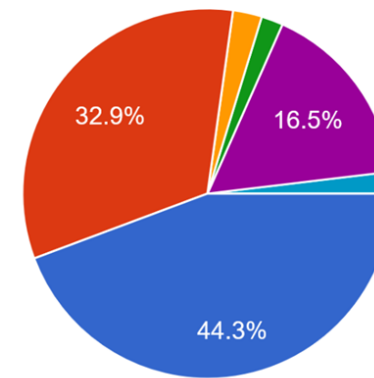
- **Cross-sectional survey of all Canadian Medical Graduates who were offered an interview at the UofA FM residency programs (urban and rural)**
- **Survey opened after** rank-order lists were due, and closed 48h before match day (20 Feb 2025 to 2 March, 2025)
- A total of 361 applicants were contacted: 158 (43.8%) responded.
- The survey assessed applicant's first choice discipline, ranking decision, medical school/home location, and the influence of factors such as geography, politics, curriculum, cost of living, and remuneration on ranking decisions
- **Approved by the University of Alberta REB (Pro00148847)**

# Results: Demographics



The region that you consider your home is located in:

158 responses

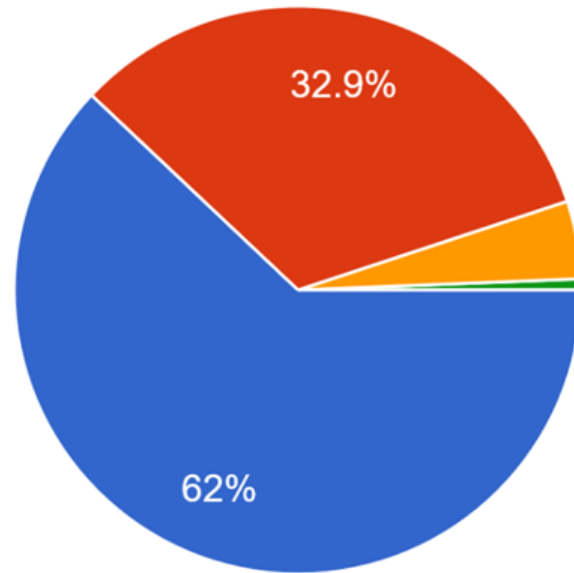


- Alberta
- West Coast (British Columbia)
- The Prairies (Saskatchewan, Manitoba)
- The North (Nunavut, Northwest Territories, Yukon Territory)
- Central Canada (Quebec, Ontario)
- The Atlantic Region (Newfoundland and Labrador, Prince Edward Island, Nova Scotia, New Brunswick)
- Outside of Canada

# Results:

Regarding your discipline ranking decision:

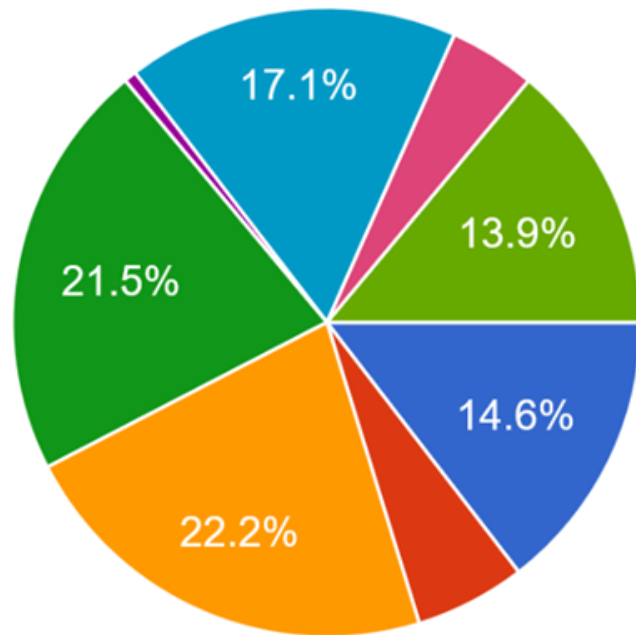
158 responses



- Family Medicine was my first choice discipline
- I ranked and am interested in Family Medicine, but I am more interested in another discipline
- I ranked Family Medicine as a backup to minimize my chance of being unmatched
- I did not rank Family Medicine

## Regarding your CaRMS rank order list, your first choice discipline is:

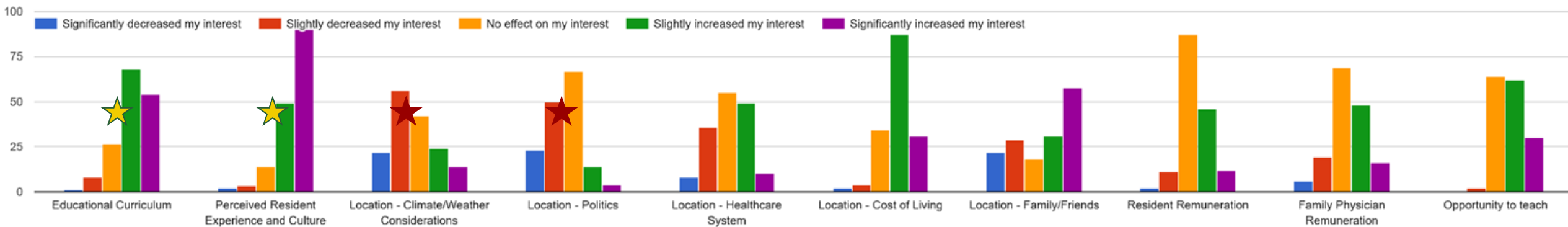
158 responses



- Urban (Edmonton) Family Medicine at the University of Alberta
- Rural (Red Deer, Grande Prairie, Camrose, Yellowknife) Family Medicine
- Urban Family Medicine, not at the University of Alberta
- Rural Family Medicine, not at the University of Alberta
- a Generalist Surgical discipline (General Surgery, Obstetrics and Gynecology)
- a Generalist Non-surgical discipline (Internal Medicine, Pediatrics, Psychiatry)
- a Specialized Surgical Discipline
- a Specialized Non-surgical discipline

# Results:

Please select the effect of each of the following on your interest in matching to a University of Alberta Family Medicine Residency Program



4.05

4.41

2.70

2.53

3.11

3.89

3.47

3.35

3.47

3.76

# Discussion

- ~95% of students offered an interview are interested in pursuing FM as a career; only 5% report ranking it as a backup (or not ranking)
- Factors within our program's direct control are increasing interest in our programs
- Factors decreasing interest in our programs seem to be outside of our program's control

# Conclusions

- This provides reassurance that the time and effort put into file reviews and interviews is for candidates who are interested in Family Medicine
- Recruitment efforts and sessions to engage medical students may help to increase interest by increasing awareness of the program, although many factors are outside of a program's control
- Residents make the biggest difference

# References

1. <https://www.carms.ca/data-reports/r1-data-reports/>

# THANK YOU!

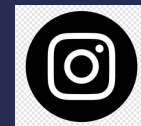


# PLEASE FILL OUT YOUR SESSION

## EVALUATION NOW



FamilyMedicineForum



FamilyMedForum

**Leading with  
Purpose.**



**UNIVERSITY  
OF ALBERTA**