

Findings from Survey of Advanced Dental Education Program Directors

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AMERICAN DENTAL EDUCATION ASSOCIATION

Methodology

- 714 program directors surveyed
- 54% response rate
 - Highest overall
 - Orthodontics and Dentofacial Orthopedics (78%)
 - Pediatric Dentistry (68%)
 - Largest # of directors surveyed
 - GPR (51%)
 - Oral and Maxillofacial Surgery (54%)

Five Most Important Qualities You Want

1. Team player	51.3%
2. Assumes responsibility	50.0%
3. Integrity	48.2%
4. Interpersonal/communication skills	40.4%
5. Reliability	39.3%

Five Most Important Qualities You Want

6. **Critical thinking skills** 38.8%

7. **Clinical skills** 37.5%

8. **Initiative** 33.6%

9. **Maturity** 33.1%

10. **Academic talent** 25.8%

Five Most Important Qualities You Want

Across Group Differences

Five Most Important Qualities You Want: Groups With Critical Thinking Skills in Top Five

Pediatric Dentistry	Periodontics	Orthodontics and Dentofacial Orthopedics
Team player 63%	Team player 48%	Integrity 74%
Assumes responsibility 58%	Assumes responsibility 44%	Interpersonal/communication skills 48%
Interpersonal/communication skills 46%	Passion 44%	Maturity 48%
Reliability 44%	Integrity 41%	<u>Critical thinking skills</u> 46%
<u>Critical thinking skills</u> 44%	<u>Critical thinking skills</u> 41%	Assumes responsibility 42%

Five Most Important Qualities You Want: Groups With Clinical Skills in Top Five

GPR/AEGD

Team player	65%
Assumes responsibility	57%
Reliability	55%
<u>Clinical skills</u>	<u>47%</u>
Integrity	43%

Five Most Important Qualities You Want: Groups With Critical Thinking Skills & Clinical Skills in Top Five

Endodontics		Prosthodontics	
Integrity	59%	Integrity	58%
Interpersonal/communication skills	45%	<u>Clinical skills</u>	<u>58%</u>
<u>Clinical skills</u>	<u>45%</u>	Team player	54%
Maturity	45%	<u>Critical thinking skills</u>	<u>50%</u>
<u>Critical thinking skills</u>	<u>41%</u>	Passion	46%

Five Most Important Qualities You Want: Group With Emphasis on Academic and Standardized Scores

Oral and Maxillofacial Surgery

<u>Academic talent</u>	<u>53%</u>
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Integrity	51%
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Assumes responsibility	47%
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Team player	42%
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<u>National Board score above 90</u>	<u>42%</u>
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Five Most Useful Factors Step 1

Initial review of applicant

Letters of evaluation from faculty clinic supervisors or others	67.2%
Dental school class rank	63.0%
National Board I scores as currently reported	61.4%
Overall dental school GPA	60.9%
Applicant's essay	48.6%

Applicant's essays drops out of top 5 for following:

Periodontics: Step 1: #5 is **NBDE II scores**

Endodontics: Step 1: #5 is **NBDE II scores**

OMS: Step 1: #4 is **Basic science grades**

Five Most Useful Factors Step 2

Determining those to interview

Letters of evaluation from faculty clinic supervisors or others	68.3%
National Board I scores as currently reported	61.2%
Dental school class rank	58.8%
Overall dental school GPA	54.6%
Applicant's essay	54.1%

Each group is similar to average for Step 2

Five Most Useful Factors Step 3

Making final selection

Letters of evaluation from faculty clinic supervisors or others	62.1%
Dental school class rank	55.8%
National Board I scores as currently reported	53.7%
Overall dental school GPA	51.1%
Applicant's essay	34.7%

Few in OMS use **Applicants essay**, instead **Externships or extracurricular experiences** is top factor.

Few in Periodontics use **Applicants essay**, instead **NBDE II** is top factor.

Importance of Letters of Evaluation

Dental Public Health	100%
Oral and Maxillofacial Pathology	100%
GPR/AEGD	79%
Pediatric Dentistry	73%
<u>All</u>	<u>67%</u>
Prosthodontics (with Prosth-Maxi Prosthetics)	63%
Endodontics	62%
Periodontics	59%
Orthodontics and Dentofacial Orthopedics	52%
Oral and Maxillofacial Surgery	45%

Ways to improve Letters of evaluation

...2-3 sentences justifying the evaluation. 85.0%

...detail how they met the candidate.... 84.3%

... two or three of the candidate's specific accomplishments... 84.3%

I do not think a new exam is necessary

GPR/AEGD	41.4%
Periodontics	37.0%
Prosthodontics (with Prosth-Maxi Prosthetics)	33.3%
<u>All</u>	<u>30.6%</u>
Orthodontics and Dentofacial Orthopedics	28.0%
Pediatric Dentistry	25.0%
Endodontics	20.7%
Oral and Maxillofacial Surgery	10.9%

I do not think a new exam is necessary

- Small N groups
 - Dental Public Health (2 out of 4)
 - Oral and Maxillofacial Pathology (2 out of 5)
 - Oral and Maxillofacial Radiology (1 out of 4)

Give me an exam that measures

- | | | |
|-----------|--|--------------|
| 1. | Critical thinking skills including problem solving | 60.3% |
| 2. | Clinical judgment | 57.4% |
| 3. | Clinical knowledge | 54.5% |
| 4. | Ability to think logically and use higher level reasoning | 53.8% |
| 5. | Ethical reasoning | 49.1% |

Give me an exam that measures

6.	Ability to interpret data	48.6%
7.	Professionalism	47.8%
8.	Communication skills peers patients referring dentists	47.3%
9.	Ability to express oneself and write logically	46.8%
10.	Basic science knowledge	41.0%

Give me an exam that measures...?

- No strong within group agreement on content
 - Orthodontics and Dentofacial Orthopedics
 - Periodontics
 - Prosthodontics (with Prosth-Maxi Prosthetics)

The following groups want a new exam, but did not have very strong interest (70% or greater) in any one content area for a new exam.

The following groups had large agreement on exam content.

Endodontics	Oral and Maxillofacial Surgery	Pediatric Dentistry
Clinical judgment 76%	Basic Science Knowledge 87%	Critical thinking 69%
Ethical reasoning 72%	Critical thinking 73%	-- --
Professionalism 72%	Clinical knowledge 71%	-- --

Full Circle

- Comparison of qualities program directors seek

- Qualities program directors would like a new exam to measure

Give me an exam that
measures _____

Oral and Maxillofacial
Surgery

Basic Science
Knowledge 87%

Critical thinking 73%

Clinical knowledge 71%

Five Most Important
Qualities You Want

Oral and Maxillofacial Surgery

Academic talent 53%

Integrity 51%

Assumes responsibility 47%

Team player 42%

National Board score above 90 42%

Give me an exam that
measures _____

Endodontics

Clinical judgment 76%

Ethical reasoning 72%

Professionalism 72%

Five Most Important
Qualities You Want

Endodontics

Integrity 59%

Interpersonal/communication
skills 45%

Clinical skills 45%

Maturity 45%

Critical thinking skills 41%

Give me an exam that
measures _____

Pediatric Dentistry

Critical thinking 69%

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Five Most Important
Qualities You Want

Pediatric Dentistry

Team player 63%

Assumes responsibility 58%

Interpersonal/communication skills 46%

Reliability 44%

Critical thinking skills 44%

Summary

- There are similarities and individual needs.
- Need for tools and systems that can support both overall needs and group specific demands.
- Distinct needs. No group better than another.

Thank you for your help.

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