

2010 ADEA Admissions Officers Survey—Findings

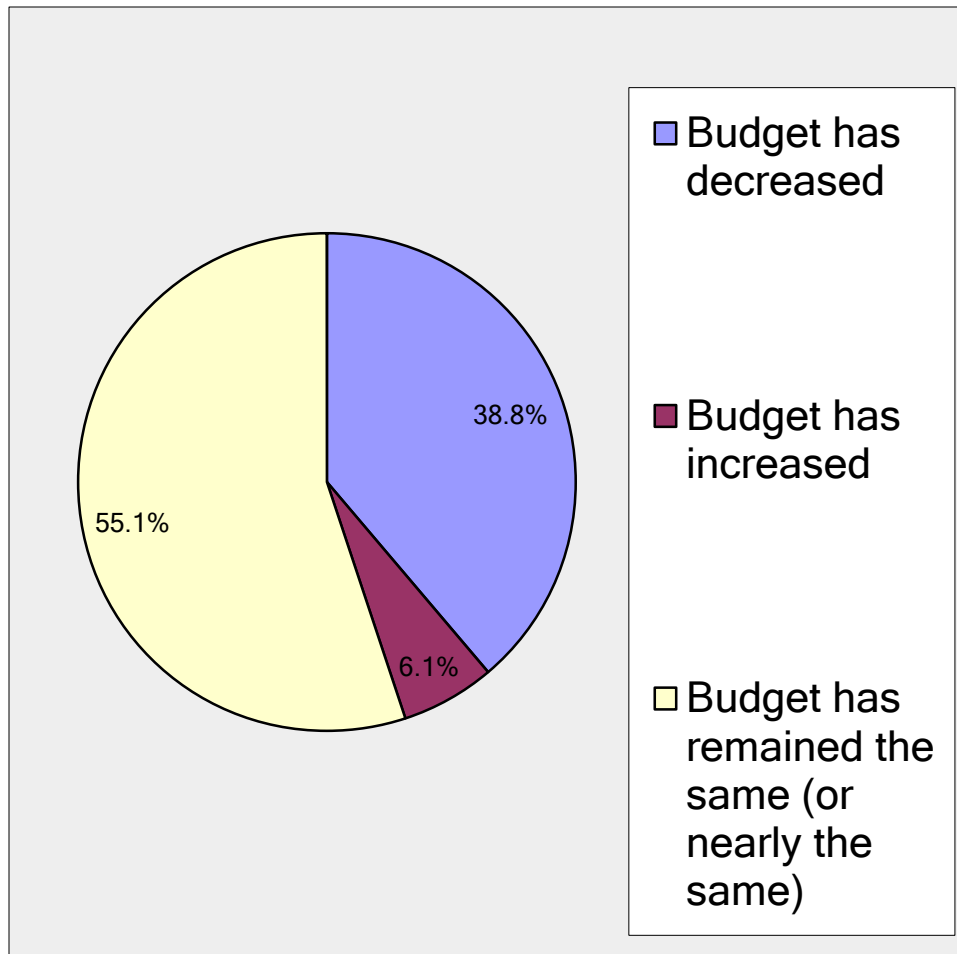
Includes comparisons to the 2007 ADEA
Admissions Officers Survey findings

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ADEA Division of Educational Pathways

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How has your school's budget for recruitment and admissions changed since 2007?



- N = 49
- **Comments:**
 - Recruitment to other states has been curtailed
 - Did not have much of a budget to begin with!
 - Very difficult to attend and present at recruitment health fairs for colleges/universities
 - No scholarship monies available to recruit qualified candidates

Since 2007, how has staffing changed at your dental schools admissions office?

Hired more permanent staff	13%
Hired more temporary staff	6%
Have reduced size of permanent staff	13%
Have reduced size of temporary staff	6%
Staffing remains about the same as 2007	71%

How has class size changed since 2007?

Increased less than 10%	18%
Increased 10% or more	8%
Decreased	6%
Remained the same	66%
New program--did not accept a 2007 entering class	2%

When do interviews typically begin and conclude?

Interviews Begin	Count	Interviews Conclude	Count
July	1	November	3
August	7	December	1
September	29	January	10
October	11	February	18
November	2	March	11
		April or later	6

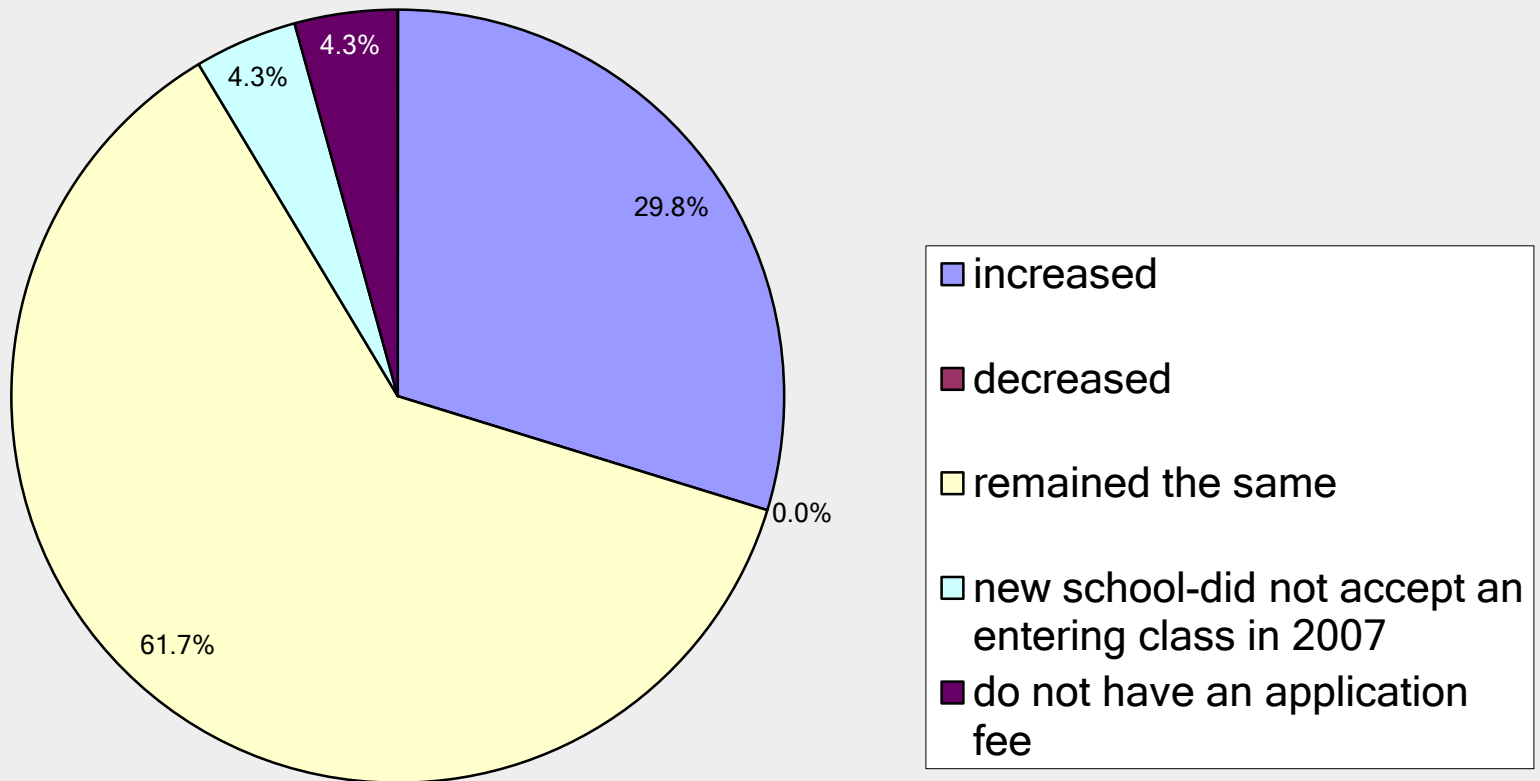
How do applicants submit their supplemental application?

	2010 Response Percent	2007 Response Percent
Web application that applicant submits online	41%	5%
Link provided to application; applicant prints and submits	25%	43%
Application form in pdf format is emailed to applicant	22%	24%
Paper application that is sent to applicant	25%	38%

2010 Supplemental Application Fees

Application Fee	Number of Schools	Application Fee	Number of Schools
\$20	1	\$65	3
\$30	1	\$70	3
\$35	3	\$75	9
\$45	3	\$80	1
\$50	10	\$85	1
\$60	5	\$90	1

Application fee changes since 2007



Who screens and selects candidates for interview?

- Admissions dean/director/admissions staff = 80%
- Members of admissions committee = 54%
- Other:
 - Three member screening committee
 - Most screened by admissions staff; about 10-15% by Admissions Committee
 - Initial screen by director; final selection by admissions committee vote

Factors influencing decision to invite for interview (N = 40)

Factor	Number of Schools
GPA cut-off	16
DAT Academic Average cut-off	17
Automatically invite everyone above a certain GPA/DAT	3
Formula (numeric or otherwise) that includes non-cognitive factors	19
State of residence	21

Other factors affecting selection of candidates for interview

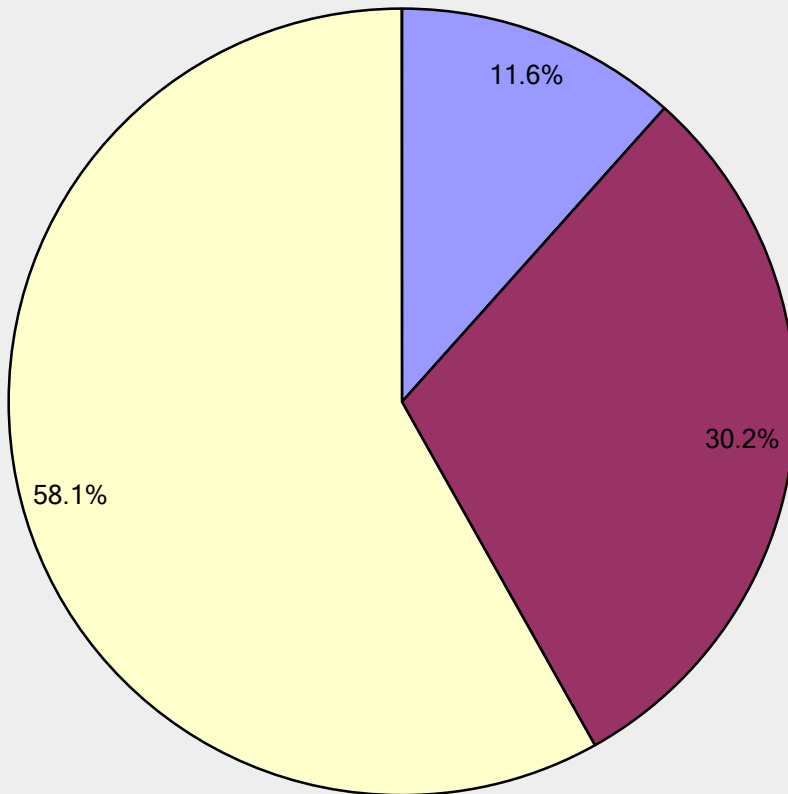
- Holistic review of all applicants
- DAT cut-off for non-residents only
- Disadvantaged background, legacy, advanced degrees, post bac, all parts of the DATs
- Letters of evaluation
- We don't use a formula or cut-offs; look at entire application
- Bachelors degree
- Academic/science preparation; trends in grades
- Exposure to dentistry
- Legacies
- Essay and responses to supplemental questions
- Active military duty

Screening Cut-offs (of dental schools reporting cut-offs)

GPA Cut-off	Number of Schools
2.7	1
2.75	1
2.8	3
3.0	4
3.3	3
Other: --changes each year --2.75 BCP	

DAT Academic Average Cut-off	Number of Schools
15	3
16	3
17	7
18	2
19	1

How do you establish interview dates with applicants?



- We assign applicants to a specific interview date which cannot be changed, except perhaps under extenuating circumstances.
- We assign applicants to a specific interview date, but allow them to change dates if a conflict occurs.
- We notify applicants that they are eligible for an interview and ask them to contact us to set up a date.

% of 2010 applicant pool interviewed (2010 entering class) (N = 47)

% of applicant pool	% respondents
less than 5%	2%
5-9%	11%
10-14%	23%
15-19%	34%
20-24%	21%
25-34%	8%
35-49%	0%
50% or more	0%

Interview Scheduling Trends

	2010 Response Percent	2007 Response Percent
We interview applicants on one or two days per week designated as interview days.	51%	61%
We interview applicants virtually every day of the week.	11%	21%
We conduct interviews on a limited number of dates when large numbers of applicants are invited at the same time.	38%	18%

Interview Format Trends

	2010 Responses	2007 Responses
Each applicant has a single one-on-one interview	27%	37%
Each applicant has two or more one-on-one interviews	38%	32%
Each applicant interviews with an "admissions panel," that is, multiple members of the admissions team or committee at the same time	24%	29%
Applicants discuss issues in small groups that are monitored by admissions committee members and/or staff	7%	3%
Applicants participate in Multiple Mini Interviews or other one-on-one behavioral interviews	4%	N/A

Who Participates in Interviews

	2010 Response Percent	2007 Response Count
Dean/Director of Admissions	59%	64%
Admissions committee members	98%	98%
Other faculty who are not admissions committee members	47%	41%
Students who are NOT admissions committee members	27%	26%
Students who ARE admissions committee members	31%	31%
Alumni who are NOT admissions committee members	2%	5%
Alumni who ARE admissions committee members	29%	21%
Diversity or Minority Affairs officials	33%	36%

Composition of Admissions Committees

	2010 Response Percent	2007 Response Percent
Dental school faculty only	37%	32%
Dental school faculty and others	63%	68%
Medical school faculty	14%	7%
Other university faculty	8%	5%
Staff	29%	37%
Students	43%	54%
Alumni	35%	34%
Diversity/Minority Affairs officials	35%	46%

Interview Formats

	2010 Response Percent	2007 Response Percent
Half-day, mornings	47%	54%
Half-day, afternoons	27%	26%
Full-day on weekdays	40%	34%
Saturdays	16%	9%

Additional Components of Interview Day

	2010 Response Percent	2007 Response Percent
Applicants are provided breakfast	31%	24%
Applicants are provided lunch	83%	79%
Applicants are given an information session on the school/program	92%	83%
Applicants meet with financial aid personnel to discuss financing options	65%	67%
Applicants meet and interact with current students	92%	N/A
Applicants are provided a tour of the school	100%	100%

Type of Information Interviewers Have Regarding Applicants

	2010 Response Percent	2007 Response Percent
Interviewers have full access to applicant file	78%	90%
Interviewers have access to all aspects of applicant file except grades and test scores	9%	0%
Interviewers have no access to applicant file	13%	11%

2010: Additional Comments

- Faculty have full access; students have only copy of essay, school applicant attends and whether they are a resident.
- Interviewers are provided copies of the personal statement and applicant answers to the biographical/extracurricular questions on ADEA AADSAS application.
- This year we will institute two one-on-one interviews for every candidate. One interview will be closed file with no access to information. The second interview will be the traditional open file with full access to the applicant's file.
- If a student is protected under the Americans With Disabilities Act, it's best that the interviewer is unaware of the disability, particularly if it is a mental health issue. Applicants cannot claim discrimination based on disability if the interviewer rejects the applicant based on other issues.

Admissions Committee Structure and Review Process

	2010 Response Percent	2007 Response Percent
Interviewers write up their interview comments free-form	16%	29%
Interviewers are provided a rating form to evaluate the interview and provide no written comments	4%	5%
Interviewers are provided a rating form that contains comments section for interviewer	94%	88%
The school has a rating system to evaluate applicants that includes the interview rating as a component	41%	45%
Interviewers are always members of the admissions committee	51%	55%
Interviewers attend admissions committee meetings	53%	60%
Review of interviewed candidates is conducted by interviewers and committee members	39%	24%
Review of interviewed candidates is conducted by admissions committee members only	69%	62%
Review of interviewed candidates is conducted by executive committee of admissions committee	2%	17%
Candidates are ranked for selection and are offered admission in order of the ranking	31%	33%

Top 5 factors When Making Final Selection of Candidates for Admission

	Factor	Percent
1	Biology-Chemistry-Physics (BCP) GPA	67%
2	DAT Academic Average score	63%
3	Overall GPA	61%
4-5-6 (tie)	Total Science DAT score Dentistry shadowing experience Oral communication skills	43%

Rating of Other Factors in Extending Offers of Admission

	Other Factors	Percent
7	Awareness of community and healthcare Issues	39%
8	Perceptual Ability DAT score	35%
9	Initiative	27%
10	Works well with others	27%
11	Critical thinking skills including problem solving	26%

Factors Least Important When Extending Offers of Admission

	Factors Least Important	Percent
12	Ethical reasoning	20%
13	Ability to write and express oneself logically	18%
14	Demonstrated ability to overcome challenges	18%
15	Demonstrated ability to multi-task	18%
16	Research Experience	2%

Additional Comments about Factors in Making Admissions Decisions

- This is a forced listing. Given the variation among applicants and committee members, our process does not lend itself to a Top 5 list.
- Although we marked 5 categories, we do not feel this list accurately reflects our process. We have made significant changes to ensure that we are considering non-cognitives in addition to DAT and GPA.
- This is a limited list. Screening establishes an applicant's academic ability. Interviews tell us more about a candidate's motivation, interests, and ability to work with others.
- Academic ability to undertake our rigorous curriculum; and applicants who can use the unique features of our program to optimize their professional development, be it clinical, research, academic or a combination.

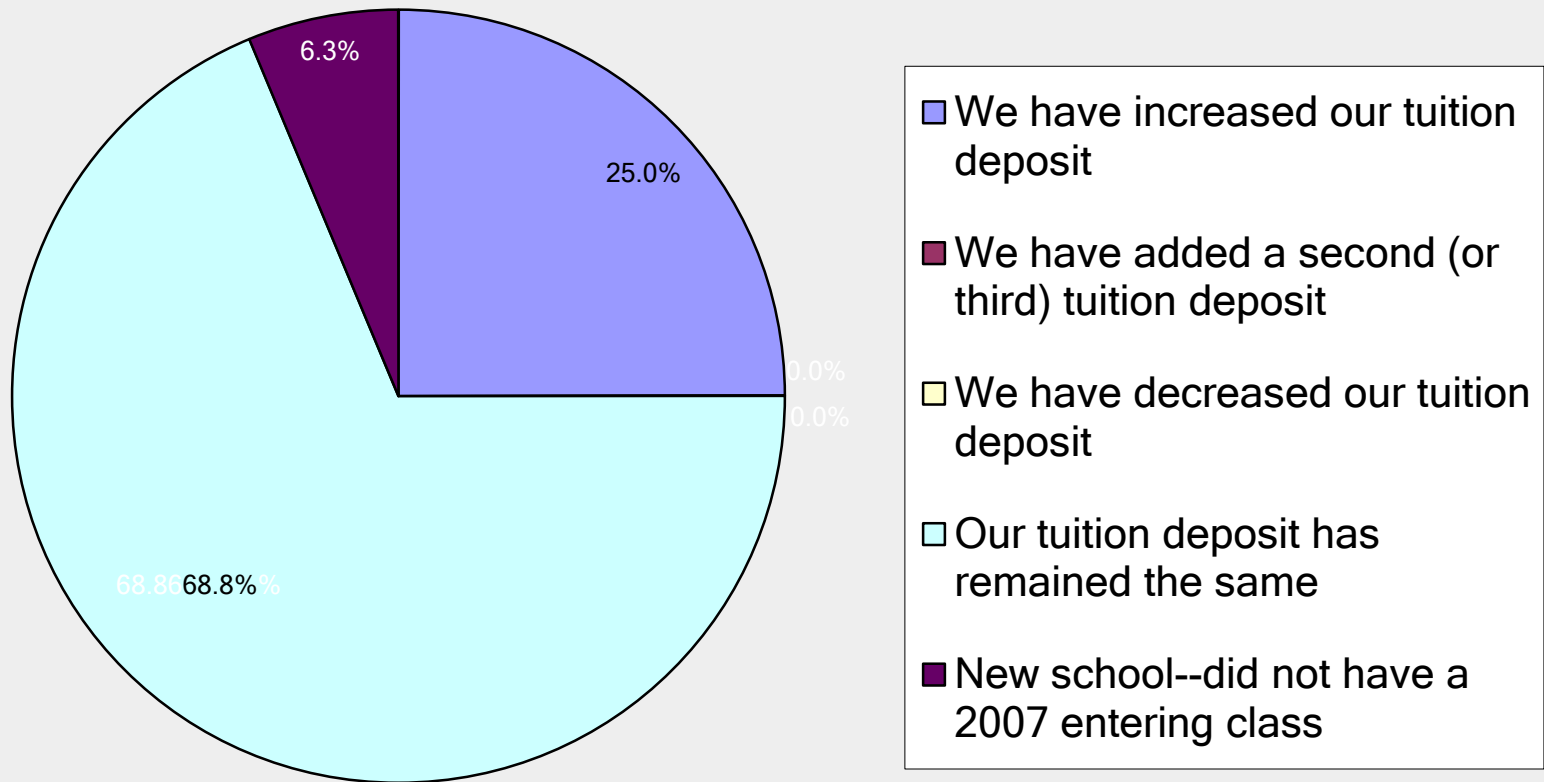
Additional Comments about Factors in Making Admissions Decisions (2)

- Interview scores
- Multi-Mini Interview (MMI) results
- Extracurricular activities; contribution to diversity
- Passion/commitment to people/dentistry/community service
- # of hours shadowing not as important as what applicant can articulate about dentistry
- Commitment to community service; history of serving others

How Are Applicants Notified of Acceptance?

	2010 Response Percent	2007 Response Percent
ADEA AADSAS Portal	53%	42%
Written letter (snail mail)	85%	95%
Contacted by phone	57%	54%
Email letter	43%	20%
Applicants may contact admissions office and ask	28%	32%
Other	collegiate student information website	

Tuition Deposit Changes 2007-2010



Application Fees and Forfeited Tuition Deposits

	Fees used to support Admissions Office	Fees go to dental school	Fees go to university	Response count
Application fees	13	22	22	49
Forfeited tuition deposits	6	26	19	46

Comments about application fees and forfeited tuition deposits

- Forfeited deposits go to university, which returns portion to us; can be used for recruitment only
- Only a percentage of fees are used to support admissions office
- Fees are used to support admissions, academic affairs, student affairs in Office of Education
- Fees go to university but are returned to dental school via operating funds
- Don't know

Satisfaction Ratings for ADEA Predoctoral “Traffic Rules”

	Satisfied with rule as it stands	Would like to consider modifying this rule	Response count
December 1 notification date	42	7	49
30-day response period between Dec. 1 and Jan. 30	37	11	48
15-day response period starting Feb. 1	44	5	49
April 1 traffic rule (multiple deposits)	46	1	47

Traffic Rule Comments

- 30-day response period in December is not workable because of holidays, school breaks. I don't know how to fix this other than re-working entire set of traffic rules. Is there time to do this?
- Would prefer to move December 1 offer date to a later date, preferably February 1 or 15
- April 1 date is early for our school, as we finalize admissions in mid-March and we won't have an accurate count for our class by April 1 (second tuition deposit isn't made by this date)
- Didn't realize the "May 1" traffic rule was moved to "April 1."
- Would like to change December 1 to December 15; change response date to 15 days after January 15