National Matching Services Inc.

2017 Dental Applicant Survey Report

Results and analysis of the 2017 Dental Applicant Survey

October 9, 2017

Table of Contents

1 – Introduction

2017 Applicant Survey

National Matching Services Inc. (NMS) and the American Dental Education Association (ADEA) conducted a joint survey of all applicants who participated in the 2017 ADEA PASS application service. The purpose of the survey was to gather information on the recruitment process undertaken by applicants for dental residencies.

This report provides analysis for those survey respondents that participated in both the ADEA PASS application service and registered to participate in the 2017 Dental Match. The program types that participated in both ADEA PASS and the Dental Match were: Advanced Education in General Dentistry (AEGD), US General Practice Residency (GPR), Oral and Maxillofacial Surgery (OMS), Orthodontics (ORTH), Pediatric Dentistry (PED), Dental Anesthesiology (ANES), and Canadian GPR Programs. Only applicants to programs of these types that participated in the Match are included in this report.

To compile this report, information from the joint survey was combined with ranking and Match result data from NMS databases and applicant data from the ADEA Postdoctoral Application Support Service (ADEA PASS) database.

Disclaimer

The recruitment process for dental residencies is complex and involves quantifiable and non-quantifiable factors, many of which are not addressed in this report. This report is being provided for informational purposes only and is not intended to represent any specific guidance, direction, strategy, or advice. It is a summary analysis of validated and unvalidated historic data collected from a self-selected sample of respondents.

Without prejudice to the generality of the foregoing paragraph, we do not represent, warrant, undertake or guarantee that the use of information in the report will lead to any particular outcome or result.

We will not be liable for any losses, including without limitation loss of or damage to income, anticipated savings, employment, contracts, or goodwill.

Limitations

- Data in this report is based on the responses of survey respondents and the outcomes these respondents obtained in the 2017 Match. Therefore, aggregated values presented in this report may not be the same as those reported in the annual Match statistics on the Dental Match web site.

- The survey data is self-reported and the accuracy of the responses is not verified. As such, there may be selective memory, attribution, and exaggeration issues with some responses.

- Responses to some individual survey questions were optional so answers were missing for some questions which may have impacted the analysis.

- It is very possible that an individual's survey responses may have been biased by the outcome the individual received in the Match.

- While this survey did obtain some data on standardized test scores and grades, there are other scalable data which were not collected but may have allowed for a more robust assessment of the quality or qualifications of applicants applying to, interviewing with and ranking programs.

2 – Survey Respondents

Total participants in Match and survey
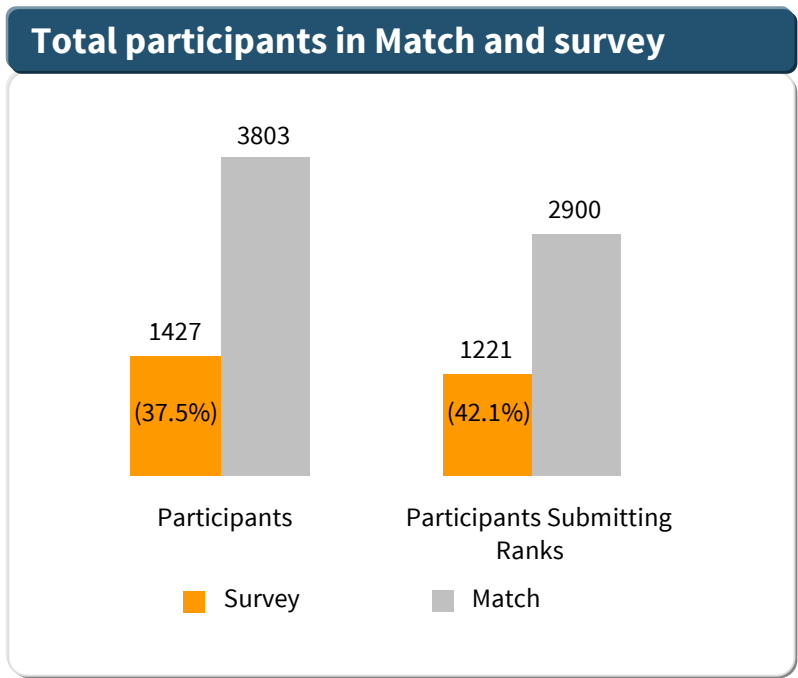
Figure 2.1: Match registrations and survey respondents totals

Gender of survey respondents

56.2 %   43.4 %
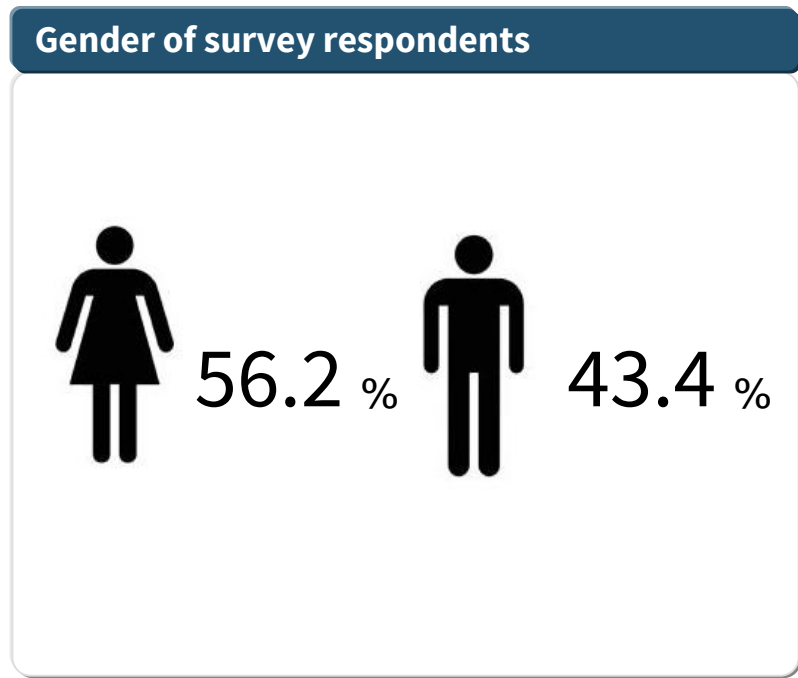
Figure 2.2: Gender breakdown of survey respondents

National Matching Services Inc.

2 – Survey Respondents

Match participants and survey respondents, by program type
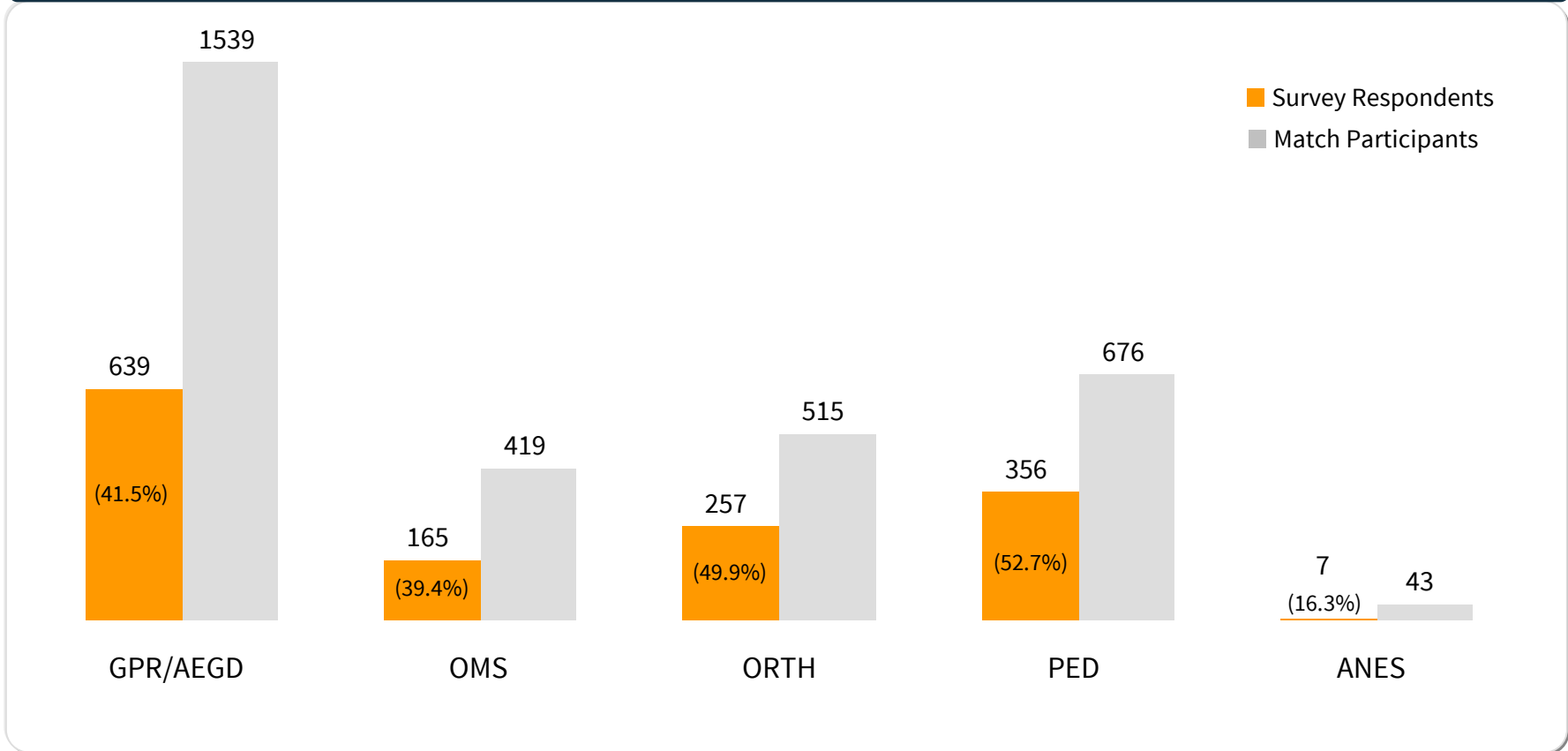
Figure 2.3: Match participants and survey respondents, by program type

Match participants are based on program types ranked by the applicant while survey respondents are based on the program types to which the applicant applied. Applicants ranking more than one program type are counted in the distributions of each program type which they ranked. GPR and AEGD applicants are grouped together as there were a significant number of applicants who applied to both program types concurrently.

2 – Survey Respondents

Match participants and survey respondents, by applicant outcome
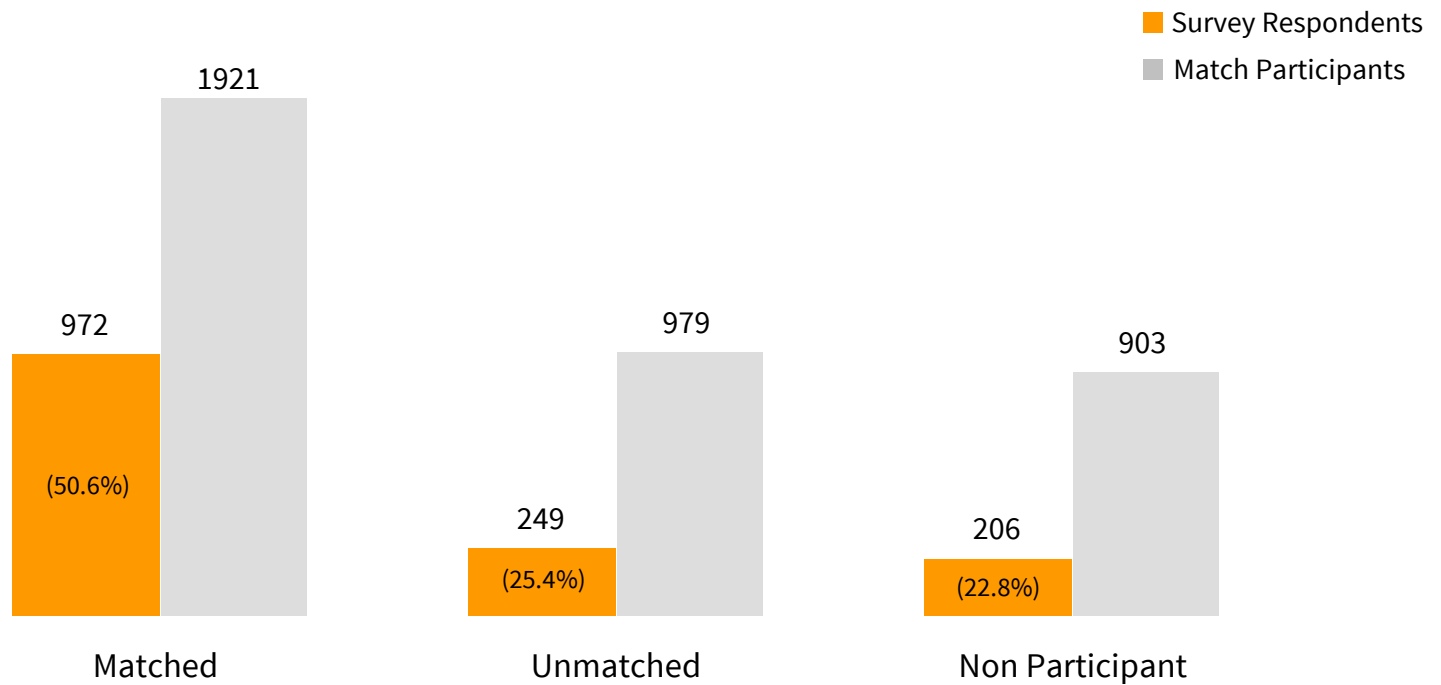
Figure 2.4: Match participants and survey respondents, by applicant outcome

3 – Applications

When did you begin your search for programs of interest offering positions in 2017?
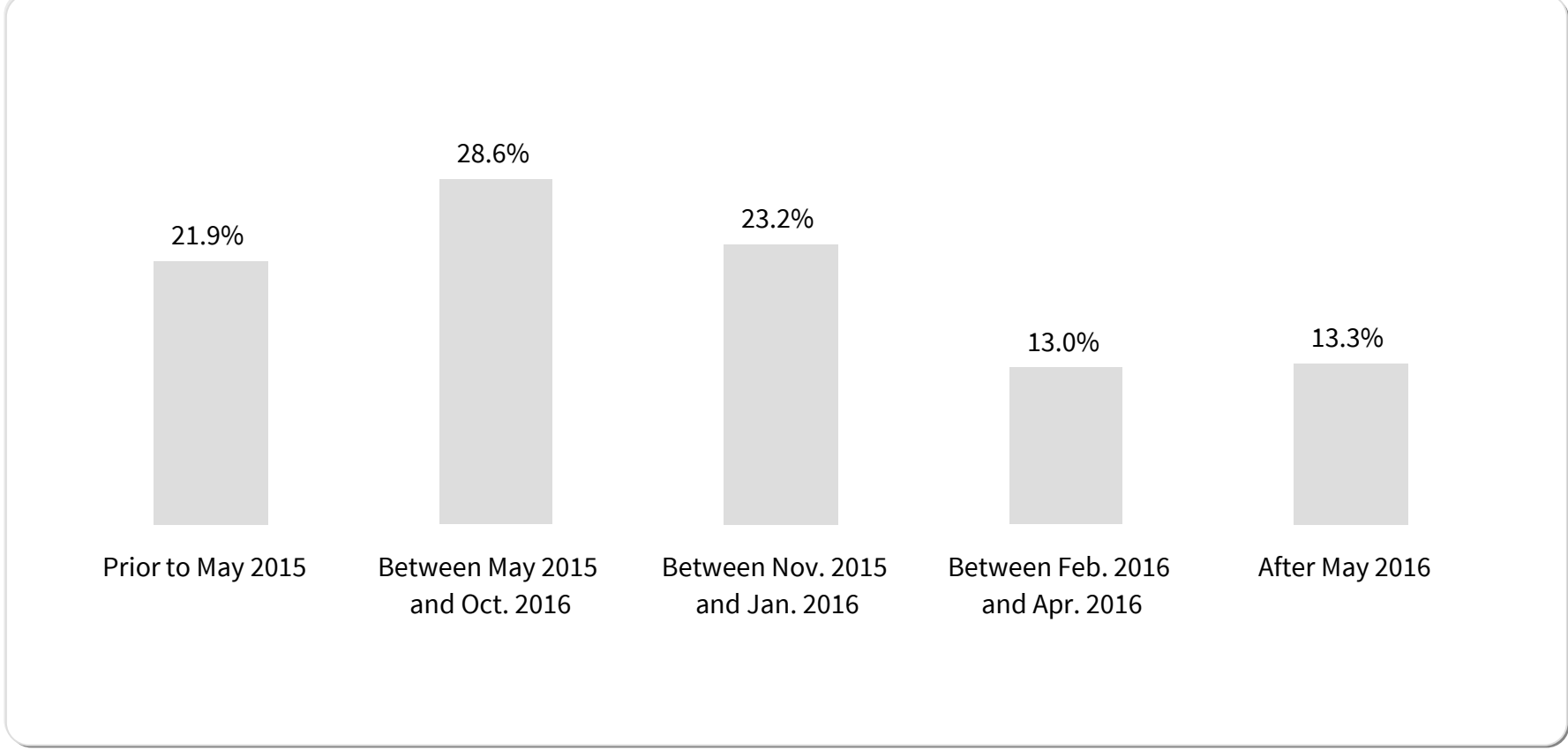
Figure 3.1: Timing of identifying programs of interest

3 – Applications

Factors influencing decision to apply

Factor	Rating
Quality of educational curriculum and training	2.77
Geographic location	2.56
Reputation of program	2.56
Feedback from current or past residents	2.55
Quality of facility	2.53
Program setting (hospital, clinic, urban, rural)	2.50
Work/life balance	2.40
Size/diversity of patient caseload	2.38
Salary and benefits	2.15
Size of program	2.12
Email/phone communication directly with program	2.12
ADA ADAT requirement	1.82
In-person/online event hosted by program	1.53

Figure 3.2: Average importance rating of factors influencing decision to apply

Evaluations were made using the following point scale: 0 – Not applicable; 1 – Not at all important; 2 – Moderately important; 3 – Extremely important

3 – Applications

Average usefulness of sources of information in search for programs of interest

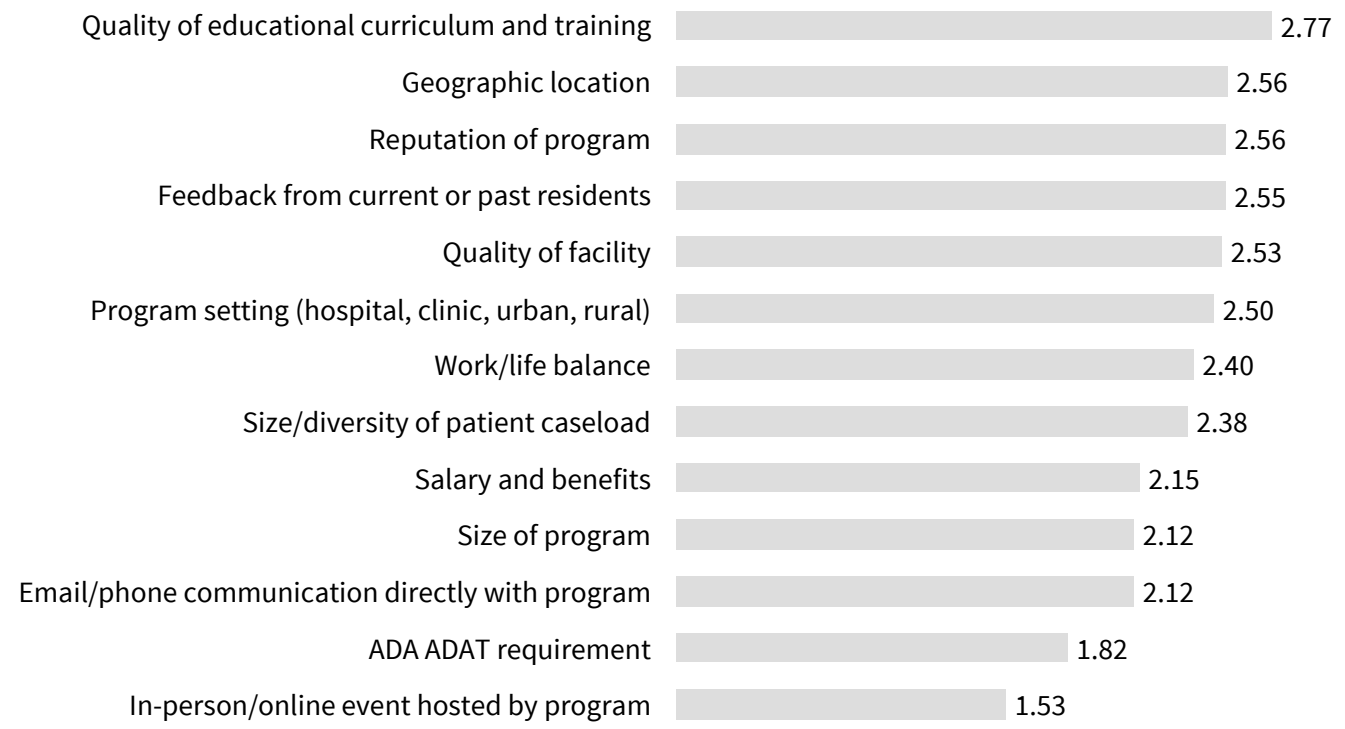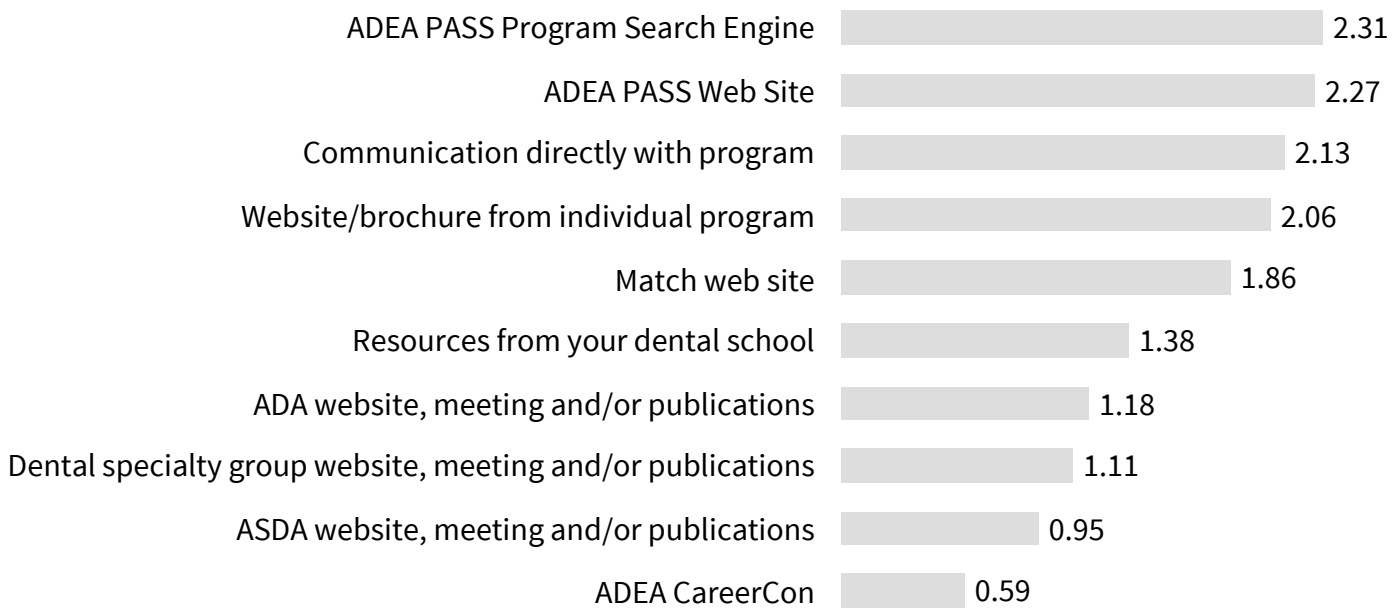| Source	Value
ADEA PASS Program Search Engine	2.31
ADEA PASS Web Site	2.27
Communication directly with program	2.13
Website/brochure from individual program	2.06
Match web site	1.86
Resources from your dental school	1.38
ADA website, meeting and/or publications	1.18
Dental specialty group website, meeting and/or publications	1.11
ASDA website, meeting and/or publications	0.95
ADEA CareerCon	0.59

Figure 3.3: Average usefulness of sources of information in search for programs of interest

Evaluations were made using the following point scale: 0 – Did not use; 1 – Not useful; 2 – Moderately useful; 3 – Extremely useful

3 – Applications

Average number of applications submitted by applicants, by program type
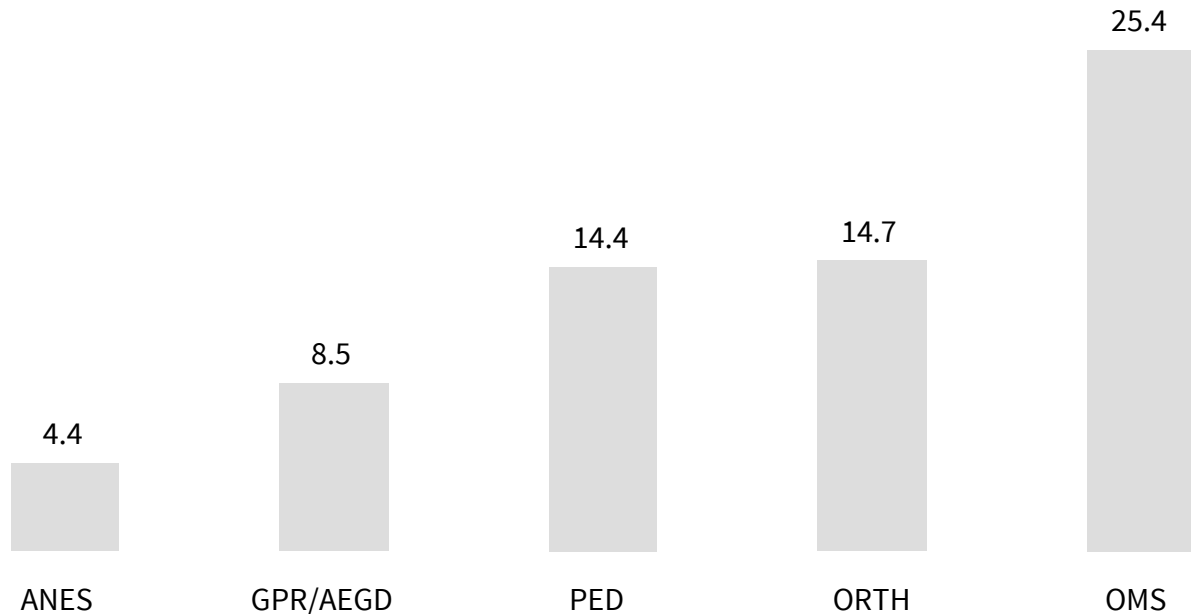
Figure 3.4: Average number of applications submitted by applicants, by program type

Applicants were associated with the program type to which they sent the highest number of applications. GPR and AEGD applicants are grouped together as a significant number of applicants applied to both of these program types concurrently.

A small number of applicants applied to programs across multiple program types. Applications sent by applicants of one type to programs of a different type are excluded from this analysis (382 applications excluded from 18740 total).

4 – Interviews

Average number of interview offers received by applicants, by program type

Figure 4.1: Average number of interview offers received by applicants, by program type

Interview offers received by applicants applying to more than one program type are counted in each applicable program type. Applicants that received no interview offers from programs of a specific type are excluded from the averages for that type.

4 – Interviews

Correlation of number of interview offers received to applicant scores

Higher applicant scores are positively correlated with the number of interview offers received

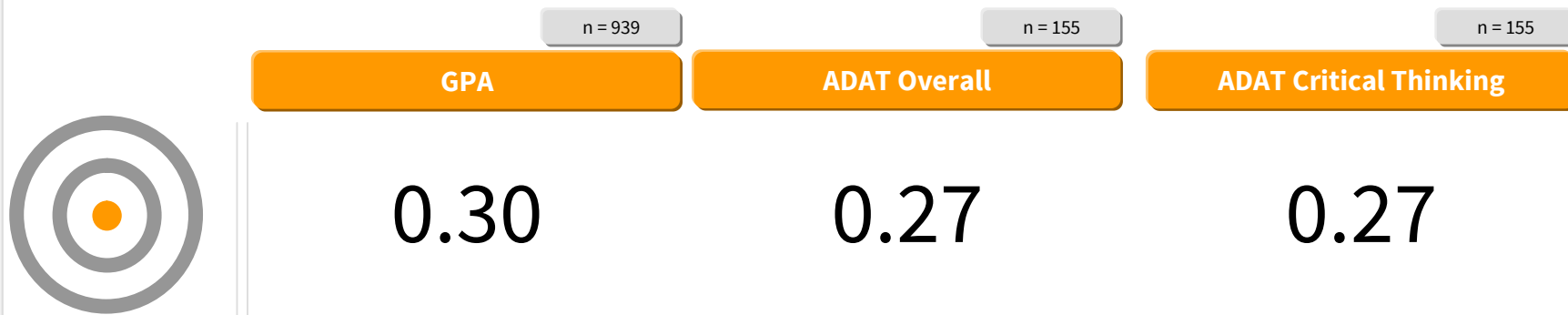| n = 939	n = 155	n = 155
GPA	**ADAT Overall**	**ADAT Critical Thinking**
0.30	0.27	0.27

Figure 4.2: Correlation of number of interview offers received to applicant scores on GPA, ADAT Overall and ADAT Critical Thinking

Interview offers received by applicants applying to more than one program type are counted in each applicable program type. Applicants that received no interview offers from programs of a specific type are excluded from the averages for that type.

5 – Rankings

Factors influencing decision to rank

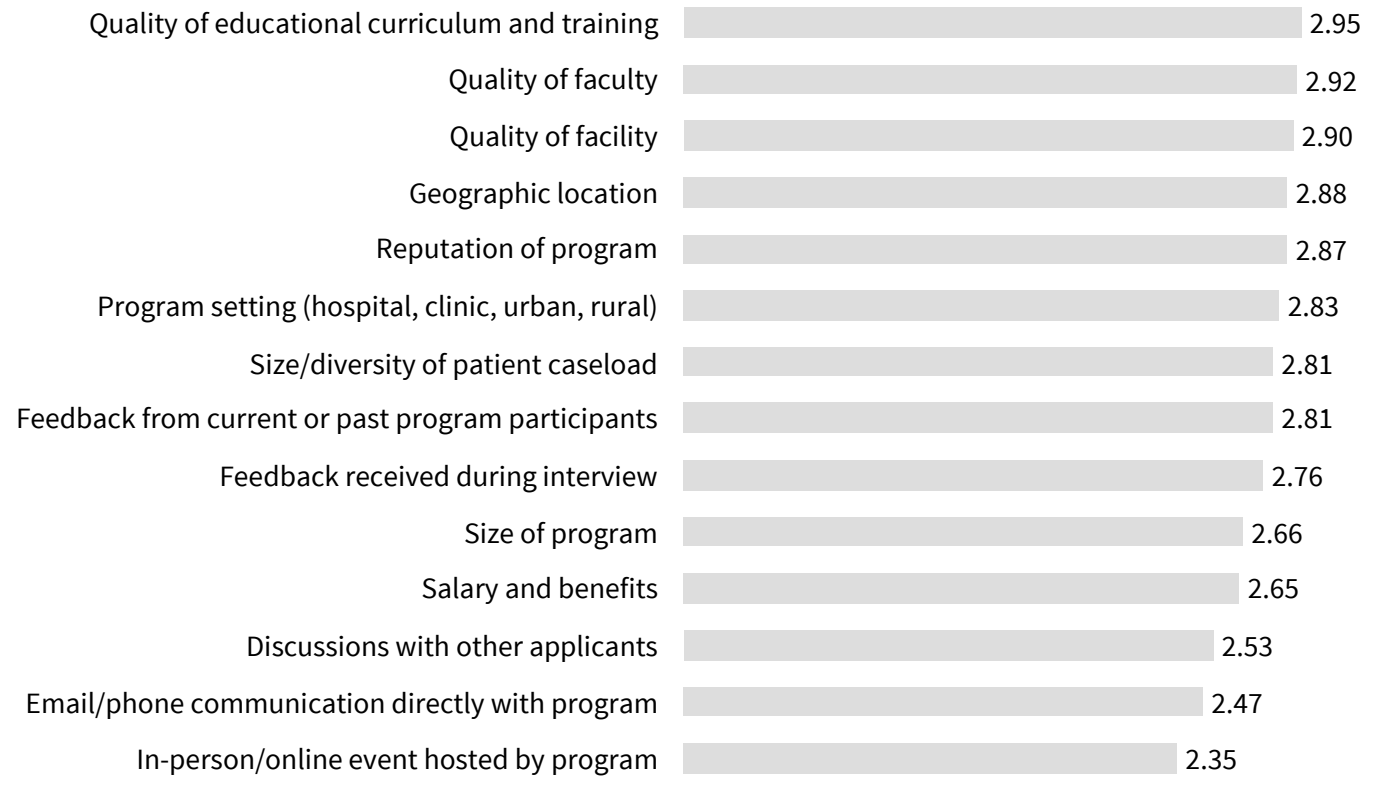| Factor	Rating
Quality of educational curriculum and training	2.95
Quality of faculty	2.92
Quality of facility	2.90
Geographic location	2.88
Reputation of program	2.87
Program setting (hospital, clinic, urban, rural)	2.83
Size/diversity of patient caseload	2.81
Feedback from current or past program participants	2.81
Feedback received during interview	2.76
Size of program	2.66
Salary and benefits	2.65
Discussions with other applicants	2.53
Email/phone communication directly with program	2.47
In-person/online event hosted by program	2.35

Figure 5.1: Average importance rating of factors influencing decision to rank

Evaluations were made using the following point scale: 0 – Not applicable; 1 – Not at all important; 2 – Moderately important; 3 – Extremely important

5 – Rankings

Strategies employed for determining ranking preferences

While the vast majority of applicants follow the best practice of ranking according to true preference, some employ non-optimal strategies

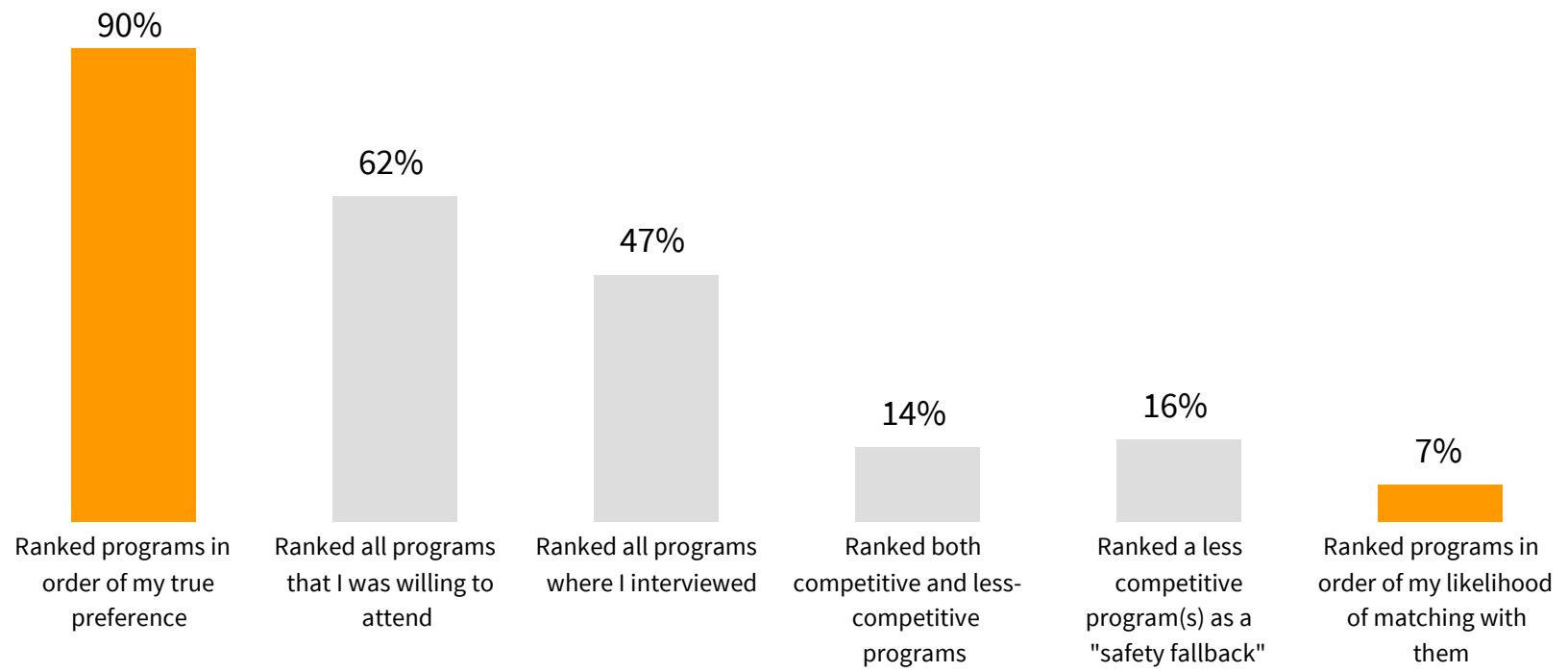| 90%	62%	47%	14%	16%	7%
Ranked programs in order of my true preference	Ranked all programs that I was willing to attend	Ranked all programs where I interviewed	Ranked both competitive and less-competitive programs	Ranked a less competitive program(s) as a "safety fallback"	Ranked programs in order of my likelihood of matching with them

Figure 5.2: Percentage of applicants using various strategies to determine rankings preferences

Applicants employing more than one strategy are counted in the distributions of each strategy that they used. 48/65 applicants that ranked programs in order of their likelihood of matching also claimed that they ranked according to their true preference.

5 – Rankings

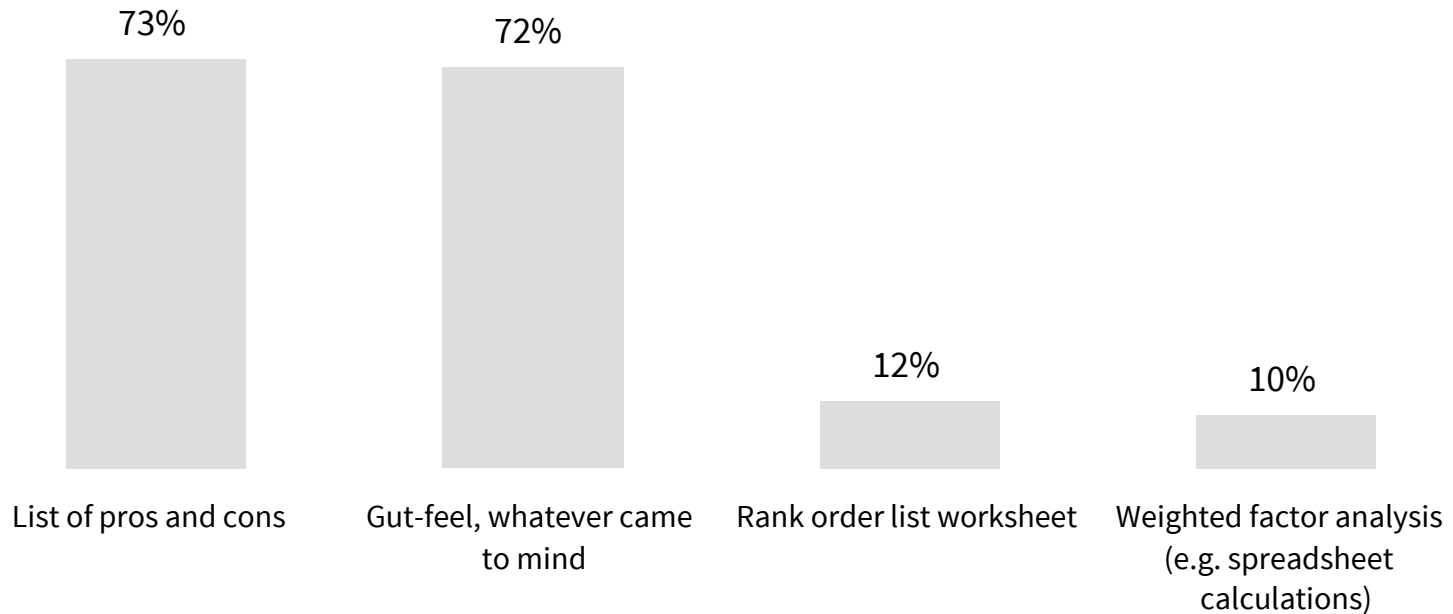## Tools used to determine ranking preferences

Figure 5.3: Percentage of applicants using various tools to determine rankings preferences

5 – Rankings

Average number of ranks submitted, by program type
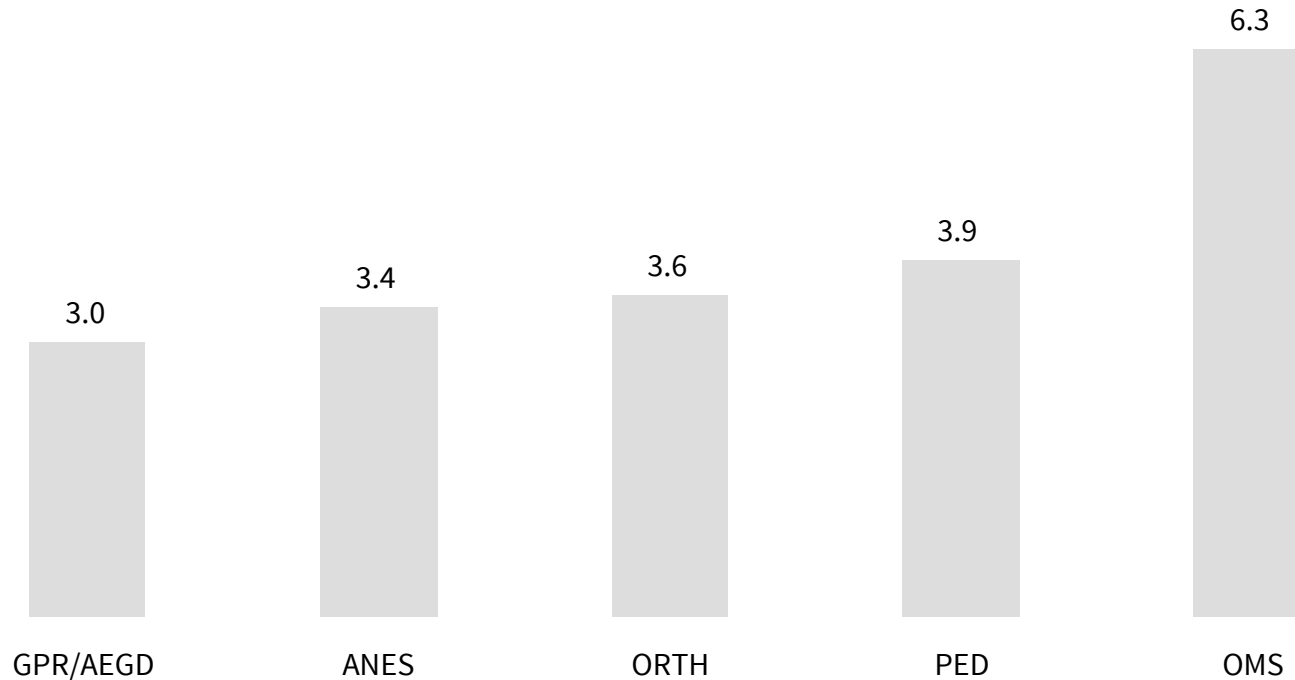

Figure 5.4: Average number of ranks submitted, by program type

The data here are close to but not entirely consistent with similar calculations reported in the annual Match statistics on the Dental Match web site. This figure only includes data for respondents to the survey while the Dental Match statistics includes all Match participants.

Applicants are associated with the program type to which they sent the highest number of applications. GPR and AEGD applicants are grouped together as a significant number of applicants applied to and ranked programs of both of these types concurrently. A small number of applicants ranked programs across multiple program types (42/1427). Rankings submitted by applicants of one type for programs of a different type are included in the counts for the applicant's type.

National Matching Services Inc.

6 - Results

Results by gender

The share of applications, interviews, rankings, and matches for women was less than the proportional share of their responses
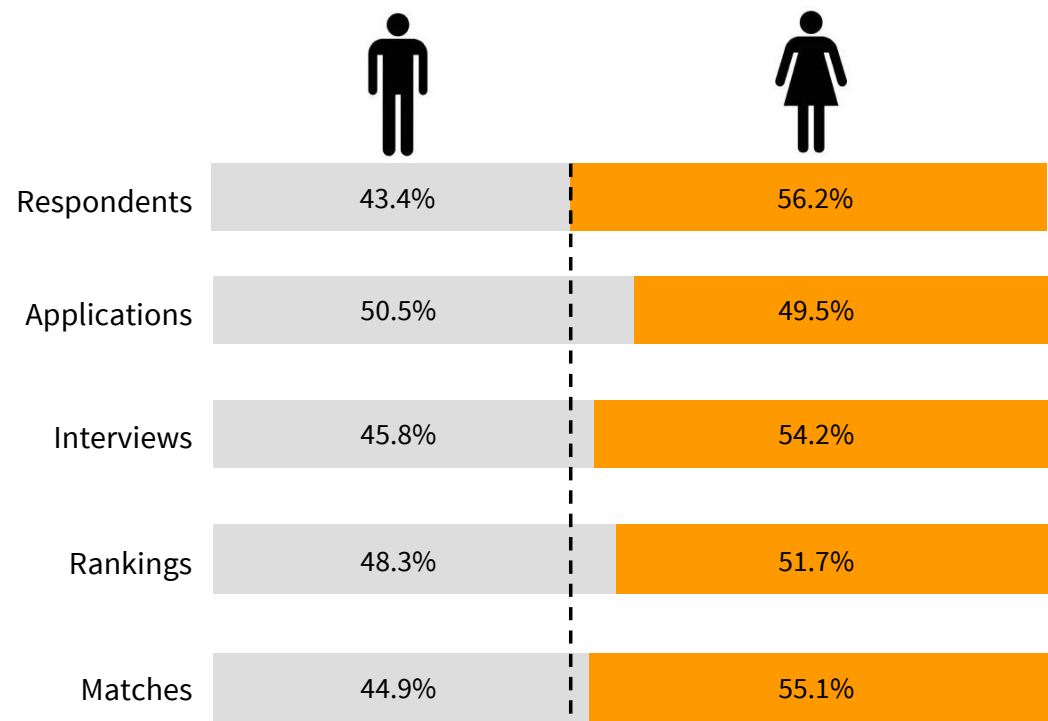

	Men	Women
Respondents	43.4%	56.2%
Applications	50.5%	49.5%
Interviews	45.8%	54.2%
Rankings	48.3%	51.7%
Matches	44.9%	55.1%

Figure 6.1: Percentage of respondents, applications, interviews, rankings and Matches, by gender

National Matching Services Inc.

6 - Results

Results by applicant scores

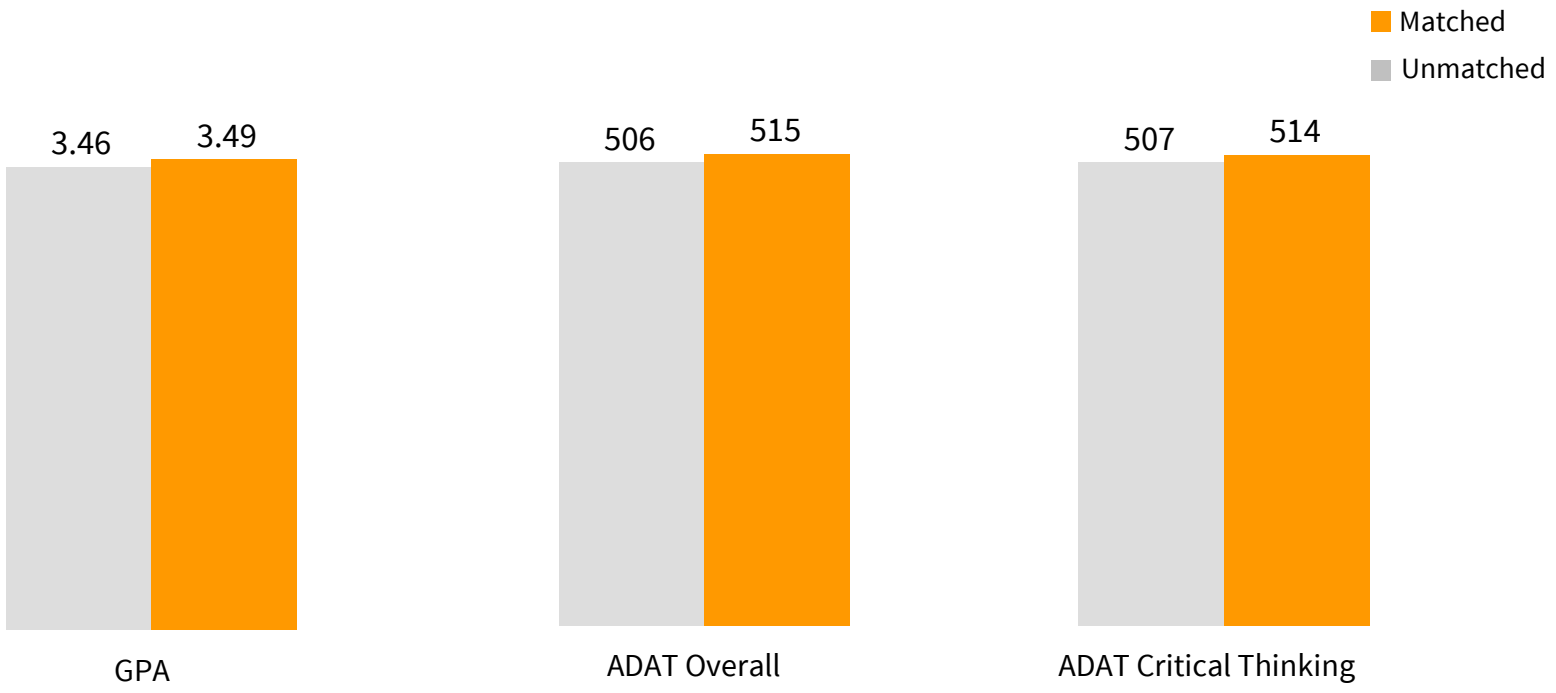Higher applicant scores do not appear to significantly increase the chances of being matched

■ Matched
■ Unmatched

	GPA	ADAT Overall	ADAT Critical Thinking
Unmatched	3.46	506	507
Matched	3.49	515	514

Figure 6.2: Average GPA, ADAT Overall and ADAT Critical Thinking scores, by applicant match result

6 - Results

Match rate, by number of applications submitted

Submitting more than 9 applications does not appear to **significantly** increase chances of being matched

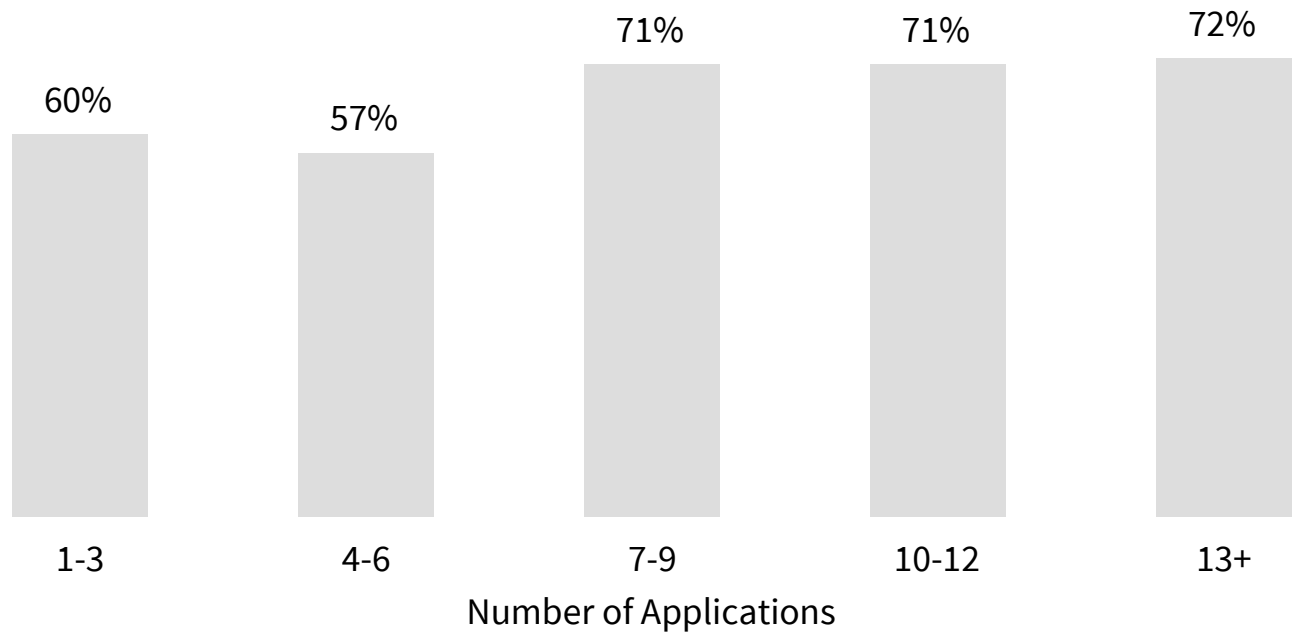| | | 71% | 71% | 72% |
| 60% | 57% | | | |
| 1-3 | 4-6 | 7-9 | 10-12 | 13+ |

Number of Applications

Figure 6.3: Match rate, by number of applications submitted

Match rates are calculated as the percentage of applicants who obtained a position in the Match.

6 - Results

Match rate, by number of interview offers received

A higher number of interview offers received correlates with a higher Match rate
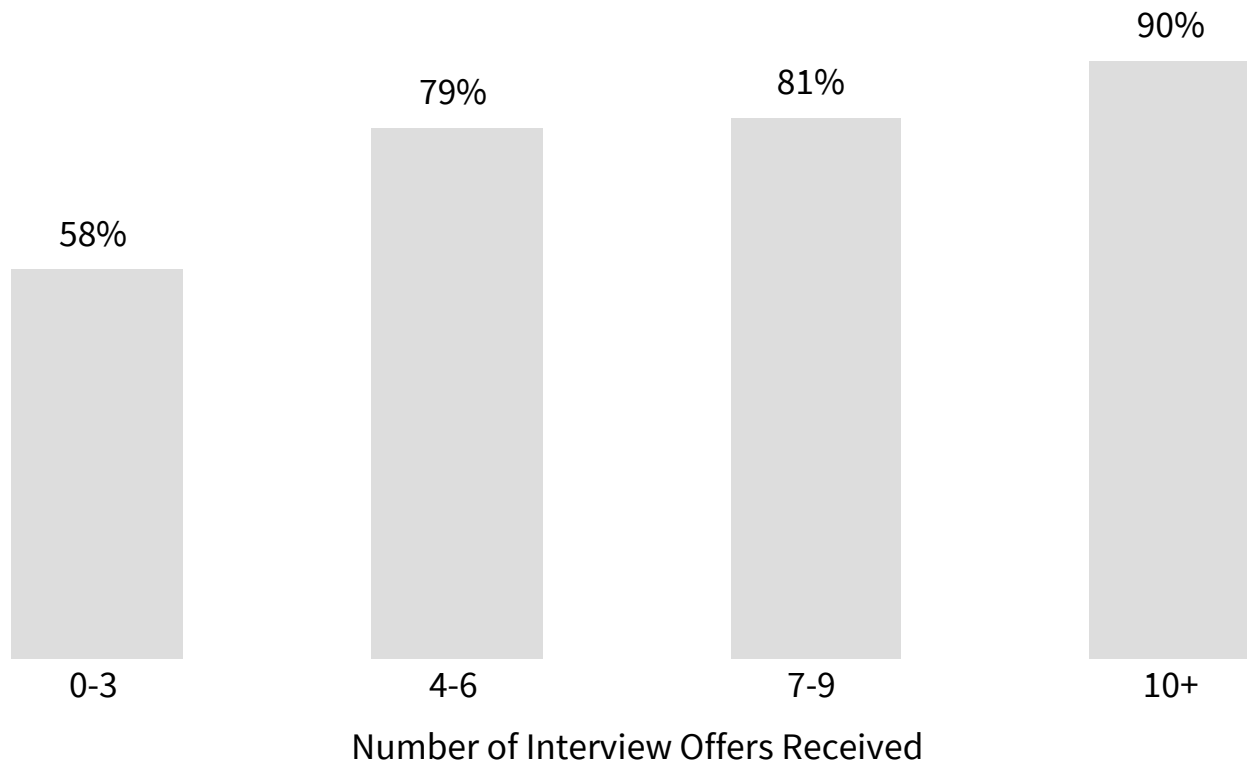

Figure 6.4: Match rate, by number of interview offers received

Match rates are calculated as the percentage of applicants who obtained a position in the Match.

6 - Results

Match rate, by number of ranks submitted

A higher number of rankings correlates with a higher Match rate
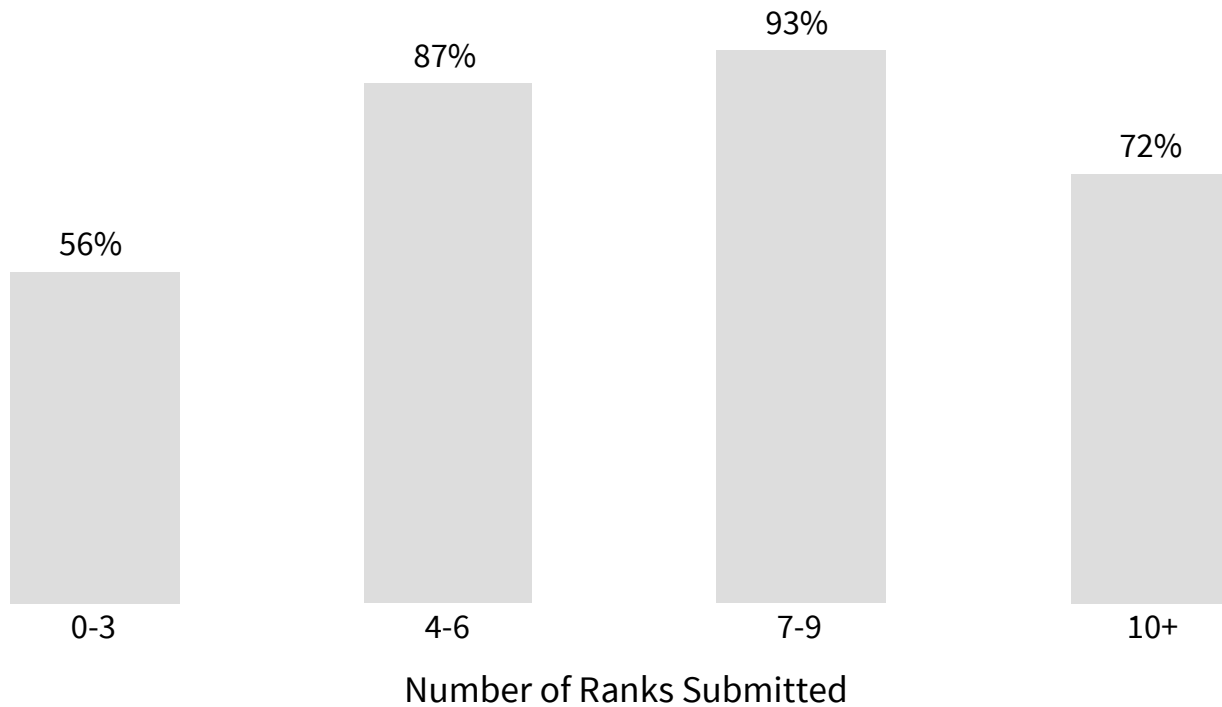(except if ranking programs where no interview was received)

Figure 6.5: Match rate by number of ranks submitted

Match rates are calculated as the percentage of applicants who obtained a position in the Match. Applicants who ranked more than 10 programs often ranked programs where they did not interview or apply.